

Equality & Diversity Workforce Data

1.1 Data definition

Due to the nature of reporting, and the differing systems used, there are variances on the equal opportunities monitoring data presented in terms of the percentage (%) of the workforce cohort being analysed, as relative denominators will vary, as follows:

- Overall workforce characteristics – data reflects all substantive staff employed as at 31st December 2020 (excluding bank staff);
- Training – data reflects all learning opportunities undertaken in the calendar year 2020 for all staff (substantive and bank);
- Leavers – data reflects all substantive postholders who left during the calendar year 2020;
- Recruitment – data reflects all applicants (for substantive and bank posts) during the calendar year 2020; and
- Employee relations – data reflects all cases related to dignity at work, conduct and grievances in the calendar year 2020.

As reflected within the monitoring charts that follow there is a proportion of employees for which where there is no detail recorded for specific protected characteristics. This appears in the charts/data as blank / unspecified / unknown as the employee has not disclosed this detail.

1.2 Presentation of the data

The data is presented in five distinct sections:

- 2.1 Workforce characteristics;**
- 2.2 Training;**
- 2.3 Leavers;**
- 2.4 Recruitment; and**
- 2.5 Employee relations.**

Each section provides detail on age; disability; gender reassignment (transgender); ethnic group; religion and belief; sex and sexual orientation.

The denominator relative to the subject area is detailed at the top of the page of each respective section.

Charts have been used to illustratively display the data however in some instances the data table is reflected instead as there are multiple data items that would make a chart unviable to present the data.

Data within the recruitment section details the proportions of staff that applied, were interviewed and subsequently were identified as preferred candidates and this is presented in a table format for all characteristics.

In the employee relation section only conduct cases are presented. Our dignity at work and grievance cohorts are too small in size, 11 and 8 headcount respectively, to provide an analysis of characteristics as the associated drilldown could potentially identify individuals i.e. reporting figures less than or equal to 5.

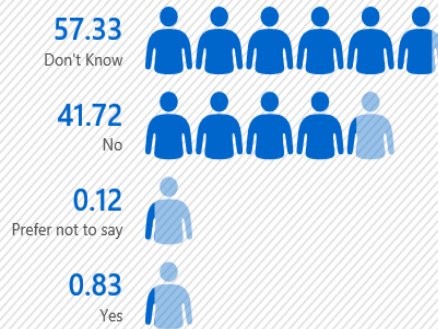
2. Workforce characteristics as at 31st December 2020: total headcount of 10,811

Sex: % of workforce



0.27% of the workforce identify as transgender, 0.04% preferred not to say and 97.22% have not detail.

Disability: % of workforce



Ethnic Group	% of wf
African - African, African Scottish or African British	0.21
African - Other	0.03
Asian - Chinese, Chinese Scottish or Chinese British	0.22
Asian - Indian, Indian Scottish or Indian British	0.60
Asian - Other	0.30
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.21
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.01
Caribbean or Black - Other	0.02
Don't Know	21.57
Mixed or Multiple Ethnic Group	0.28
Other Ethnic Group - Arab, Arab Scottish or Arab British	0.01
Other Ethnic Group - Other	0.22
Prefer not to say	0.27
White - Irish	0.98
White - Other	1.04
White - Other British	4.61
White - Polish	0.02
White - Scottish	69.41

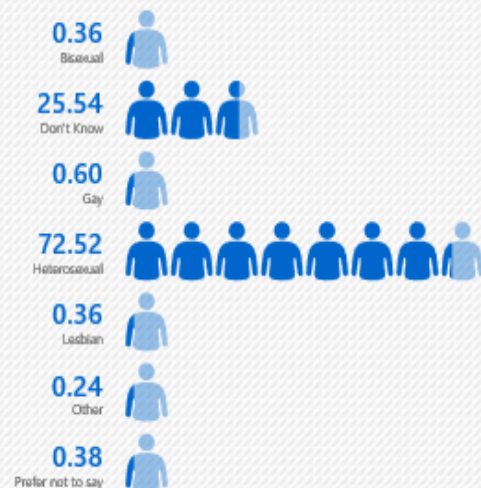
Age: % of workforce



Religion & Belief: % of workforce



Sexual orientation: % of workforce



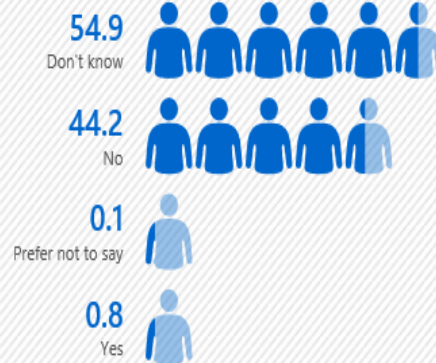
3. Training, 1/1/2020 to 31/12/2020, all training opportunities (inclusive of both face to face and eLearning packages) undertaken by staff: **training opportunities = 80,022**

Sex: % of workforce



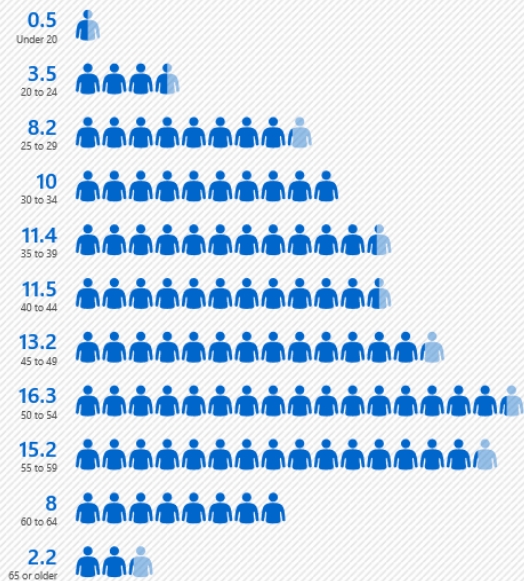
0.2% of all training opportunities were undertaken by individuals identifying as transgender.

Disability: % of workforce

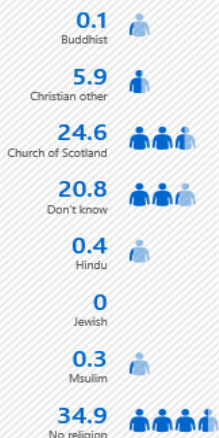


Ethnic Group	% of wf
African - African, African British, African Scottish	0.2
African - Other	0
Asian - Chinese, Chinese British, Chinese Scottish	0.2
Asian - Indian, Indian British, Indian Scottish	0.6
Asian - Other	0.3
Asian - Pakistani, Pakistani British, Pakistani Scottish	0.2
Caribbean or Black - Carib., Carib. Brit., Carib. Scot.	0
Caribbean or Black - Black, Black British, Black Scottish	0
Caribbean or Black - Other	0
Don't know	19.9
Mixed or multiple ethnic group	0.3
Other Ethnic Group - Arab, Arab British, Arab Scottish	0
Other Ethnic Group - Other	0.2
Prefer not to say	0.3
White Irish	0.9
White other	1.1
White other British	4.8
White Polish	0
White Scottish	70.9

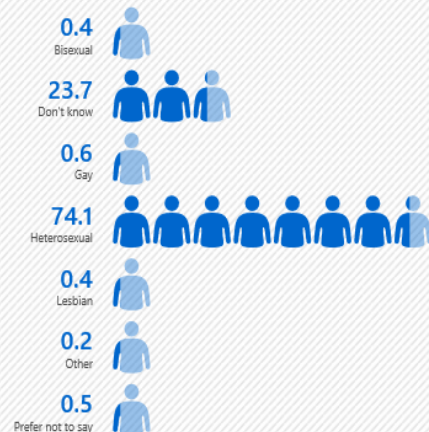
Age: % of workforce



Religion & Belief: % of workforce



Sexual Orientation: % of workforce



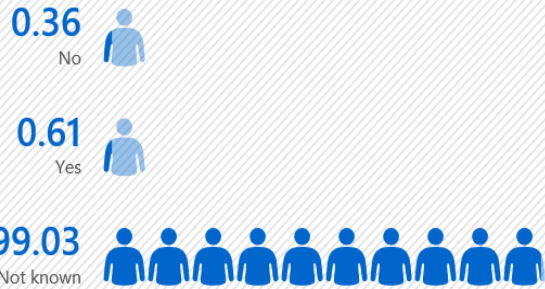
4. Leavers, 1/1/2020 to 31/12/2020: total headcount = 823

Sex: % of workforce



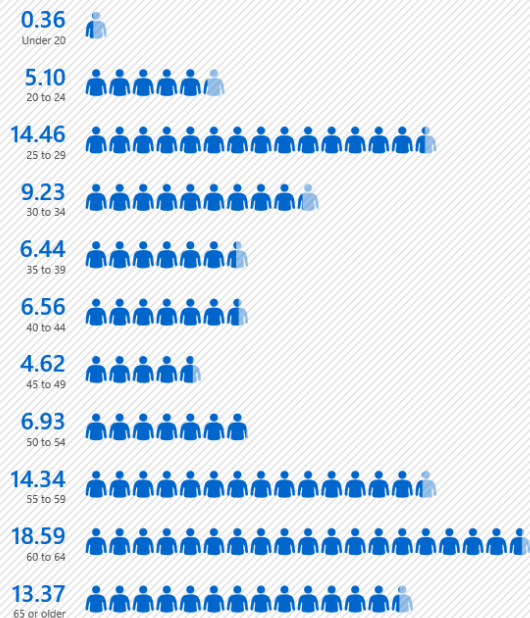
0.12% of all leavers identified as being transgender.

Disability: % of workforce

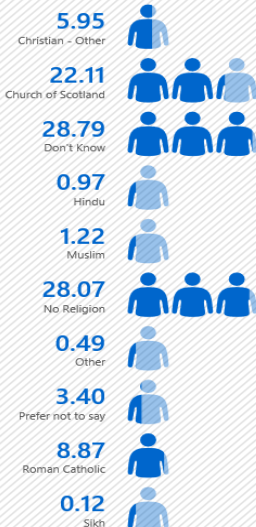


Row Labels	% of wf
African - African, African Scottish or African British	0.24
African - Other	0.12
Asian - Chinese, Chinese Scottish or Chinese British	0.97
Asian - Indian, Indian Scottish or Indian British	1.09
Asian - Other	0.12
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.97
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.12
Don't Know	27.34
Mixed or Multiple Ethnic Group	0.61
Other Ethnic Group - Arab, Arab Scottish or Arab British	0.12
Other Ethnic Group - Other	0.24
Prefer not to say	0.73
White - Irish	1.22
White - Other	1.70
White - Other British	6.56
White - Scottish	57.84

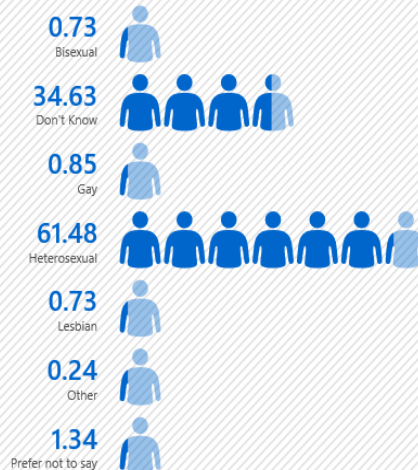
Age: % of workforce



Religion & Belief: % of workforce



Sexual orientation: % of workforce




5. Recruitment, 1/1/2020 to 31/12/2020: 16122 applicants, 5267 interviewed, 2279 preferred candidates

Sex	Applicants%	Interview%	Pref cand.%	Disability	Applicants%	Interview%	Pref cand.%
Female	63.17	81.62	81.44	No	89.44	88.70	93.24
Male	36.15	17.73	18.39	Yes	10.38	11.03	6.58
Prefer not to say	0.62	0.34	0.13	Not Specified	0.16	0.25	0.18
Not Specified	0.04	0.04		Prefer not to say	0.02	0.02	
In Another Way	0.02	0.27	0.04				
Ethnicity	Applicants%	Interview%	Pref cand.%	[to be added – reporting issue being resolved]			
White - Scottish	63.53	81.23	75.65				
Any other White Background	6.49	5.58	6.77				
Asian, Asian Scottish, Asian British - Pakistani	6.43	0.06	0.62				
Asian, Asian Scottish, Asian British - Indian	4.47	1.62	1.19				
Any other ethnic background	3.76	0.13	1.85				
White - Other British	3.66	5.54	7.60				
Any other Asian Background	2.71	0.19	0.31				
Black, Black Scottish, Black British - African	2.43	2.65	0.84				
Any Mixed Background	2.14						
Any other Black Background	1.37	0.36	0.62				
Asian, Asian Scottish, Asian British - Bangladeshi	1.15	0.13	0.48				
Prefer not to say	1.14	1.48	0.57				
White - Irish	0.58	0.51	2.64				
Asian, Asian Scottish, Asian British - Chinese	0.14						
Black, Black Scottish, Black British - Caribbean	0.02						
Religion & Belief	Applicants%	Interview%	Pref cand.%				
No Religion (none)	39.62	51.90	67.65	Heterosexual/Straight	93.66	94.94	93.14
Church of Scotland (Christianity)	19.92	19.78	14.55	Prefer not to say	2.94	2.89	3.12
Islam	18.87	0.17	2.46	Gay/Lesbian	2.08	0.84	2.15
Roman Catholic (Christianity)	9.23	17.89	7.38	Bi-Sexual	0.98	1.12	1.19
Christianity (other)	6.15	3.60	4.92	Other	0.34	0.21	0.40
Prefer not to say	3.51	5.90	2.46				
Hinduism	1.10	0.15	0.13				
Buddhism	0.60	0.02	0.18				
Other faith/belief	0.58	0.59	0.26				
Sikhism	0.40						
Judaism	0.02						

6. Employee relations, conduct cases 1/1/2020 to 31/12/2020: 65 cases

Due to the small size of this workforce cohort tables are used to reflect the data in this section. Where the number of individuals for a characteristic is less than (including zero) or equal to 5 (or where a total could be extrapolated to identify less than 5 individuals) an asterisk (*) has been inserted to avoid potential identification.

<p>Sex: % workforce</p>  <p>There were no cases in the period where an individual identified as transgender.</p>	<p>Disability</p> <p>There were no cases in the period where an individual identified as having a disability.</p>																																																														
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