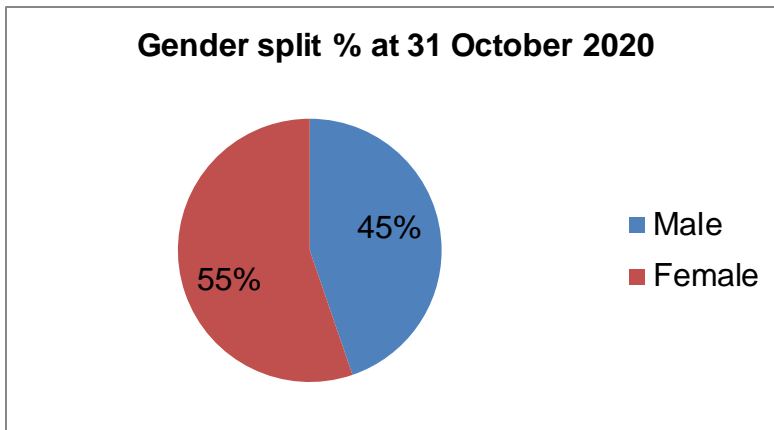


People Data

7 July 2021

Table 1: Gender Percentage



Please note that we do not hold any equal opportunity information relating to gender re-assignment and therefore this protected characteristic has been excluded.

Table 2: The table below provides a brief explanation of our current grade structure

Grade	Description
Y	Members of Agency Management Team: Chief Executive, Executive Directors and Chief Officers
A	Members of Senior Management Team
B	Managers of Managers or National Experts with Management responsibility
C	Core Manager roles or Technical Specialists
D	Manager/Supervisor roles or technical roles
E	Core Officer roles
F	Support officer roles
G	Administrative/Modern Apprentice roles
H	Office/Building support roles
T	Trainee and Graduate Scheme

Table 3: Gender by Grade

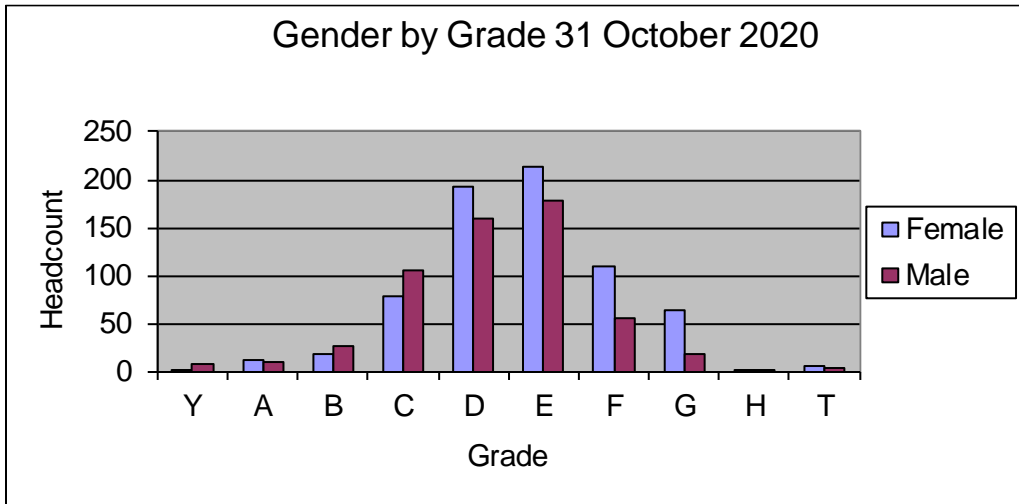


Table 4: Equality information response rate

Characteristic	Responses expected	Responses received	Information not received
Age	1265	1265 (100%)	0 (0%)
Gender	1265	1265 (100%)	0 (0%)
Disability	1265	1216 (96.13%)	49 (3.87%)
Marital Status	1265	1203 (95.10%)	62 (4.90%)
Sexual Orientation	1265	1067 (84.35%)	198 (15.65%)
Religion	1265	1030 (81.42%)	235 (18.58%)
Ethnicity	1265	1195 (94.47%)	70 (5.53%)

Table 5: Full time versus part time by gender split

Gender	Full time	Part time	% Full time	% Part time	Total
Male	532	34	93.99%	6.01%	566
Female	479	220	68.53%	31.47%	699

Table 6: Staff members age profile by gender

Age	Female	Male	Total
16-24	*	*	15
25-34	101	65	166
35-44	221	157	378
45-54	253	184	437
55-64	111	141	252
65 and over	*	13	17
Totals	699	566	1265

Please note that * denotes a return of less than 10.

Table 7: Staff member's marital or civil partnership status

Marital Status	Total
Civil Partnership	*
Divorced	31
Information not provided	62
Married	675
Not married	478
Separated	11
Widowed/Widower	*
Totals	1265

Please note that * denotes a return of less than 10

Table 8: Disability data

Disability	Yes	No	Information not provided	Total
Total	35	1181	49	1265
Percentage	2.77%	93.36%	3.87%	100%

Table 9: Sexual Orientation

Gay, Lesbian, Bi-Sexual or Other	Heterosexual	Prefer not to say	Total
36	1031	198	1265
2.85%	81.50%	15.65%	100.00%

Table 10: Religion and Belief

Roman Catholic	Church of Scotland	Other	None	Prefer not to say	Total
103	232	79	616	235	1265
8.14%	18.34%	6.25%	48.70%	18.58%	100.00%

Table 11: Ethnic Origin

Black/Asian/Mixed/Other	White Scottish	White British	White Other	Information not provided	Totals
33	682	367	113	70	1265
2.61%	53.91%	29.01%	8.93%	5.53%	100.00%

Table 12: Staff grade mix

Grade Mix	Female	Male
Y	*	*
A	12	*
B	18	27
C	79	105
D	193	160
E	214	179
F	109	56
G	64	17
H	*	*
T	*	*
Totals	699	566

Please note that * denotes a return of less than 10

Our data shows a continuing trend that female employees are over represented at lower grades, however we have seen an increase in the number represented at management grades (Y to C) from November 2018 levels (238 of which 94 were female) to 259 of which 111 are female.

Recruitment

HR monitors all job applications in terms of disability and liaises with recruiting line managers to ensure that reasonable adjustments are applied during selection and after the onboarding process. The following data represents all job applicants from 01 November 2019 to 31 October 2020.

Over this period, we had 104 recruitment campaigns (70 backfills and 34 new posts) receiving 1277 applications. As a result of COVID 19 the number of recruitment campaigns has reduced slightly, versus those of the 2018 levels of 115 campaigns receiving 2349 applications. This reduction has been due to office closures and a policy decision taken to recruit internally only primarily.

Our recruitment system does not hold any equal opportunity information relating to gender re-assignment and therefore this protected characteristic has been excluded.

Table 13: Job applicants per gender

Gender	Female	Male	Not Specified	Total
Total applicants for campaign	631	583	63	1277
Number of successful applicants	58	39	0	97

Please note that * denotes a return of less than 10

Table 14: Job applicants by marital status

Marital Status	Civil Partnership	Married	Not Married	Not Specified
Total applicants for campaign	18	421	566	272
Number of successful applicants	0	35	40	22

Table 15: Job applicants by religious belief

Religious Belief	Roman Catholic	Church of Scotland	Other	None	Information not provided
Total applicants for campaign	125	134	98	715	205
Number of successful applicants	*	17	*	59	13

Please note that * denotes a return of less than 10

Table 16: Job applicants by ethnic origin

Ethnic Origin	Black/Asian/ Mixed/Other	White Scottish	White British	White Other	Information not provided
Total applicants for campaign	61	745	214	118	139
Number of successful applicants	*	62	21	*	*

Please note that * denotes a return of less than 10

Table 17: Job applicants by disability

Disability	Disabled	Not Disabled	Not Specified
Total applicants for campaign	47	1167	63
Number of successful applicants	*	94	*

Please note that * denotes a return of less than 10

Table 18: Job applicants by sexual orientation

Sexual Orientation	Bisexual	Heterosexual	Homosexual	Not Specified
Total applicants for campaign	25	1054	35	163
Number of successful applicants	*	84	*	*

Please note that * denotes a return of less than 10

Table 19: Age range of job applicants

Age Range	16-24	25-34	35-44	45-54	55-64	64 +	Not specified
Total applicants for campaign	150	409	350	221	81	*	63
Number of successful applicants	12	25	34	23	*	*	0

Please note that * denotes a return of less than 10

Staff Promotions

From 01 November 2019 to 31 October 2020 there were 109 internal promotions (43 male and 66 female). Of those, 30 were temporary and 79 were permanent.

Table 20: Staff Promotions by grade and gender

Grade	Female	Male
Y	0	*
A	*	*
B	*	*
C	17	*
D	19	10
E	15	11
F	*	*
G	*	0
Total	66	43

Please note that * denotes a return of less than 10

The following tables represent promotions by protected characteristic

Table 21: Disability

Disability	Not Disabled	Disabled	Information not provided
Total	105	*	*

Please note that * denotes a return of less than 10

Table 22: Ethnic origin

Ethnic Origin	Black/Asian/ Mixed/Other	White Scottish	White British	White Other	Information not provided
Total	*	73	19	14	*

Ethnic origin	Black/Asian/ Mixed/ Other	White Scottish	White British	White Other	Information not provided	Total
Total	*	73	19	14	*	109

Please note that * denotes a return of less than 10

Table 23: Sexual orientation

Sexual orientation	Gay, Lesbian, Bi-Sexual or Other	Heterosexual	Information not provided
Total	*	95	12

Please note that * denotes a return of less than 10

Table 24: Religion and belief

Religion and Belief	Roman Catholic	Church of Scotland	Other	None	Information not provided
Total	*	24	*	62	*

Table 25: Age

Age	16-24	25-34	35-44	45-54	55-64	65 and over
Total	*	27	38	31	*	*

Please note that * denotes a return of less than 10

Leavers

The following tables reflect leavers from 01 November 2019 – 31 October 2020 (including end of fixed term contracts, retirements, voluntary severance, dismissal and ill health retirements). This information is presented by gender, disability, sexual orientation, religious belief, age and ethnic minority. We do not hold any equal opportunity information relating to gender re-assignment and therefore this has been excluded.

Table 26: Leavers by gender

Gender	Female	Male	Total
Total	26	27	53
Percentage	49.06%	50.94%	100.00%

Table 27: Grade mix

Grade Mix	Female	Male	Total
Y	0	0	0
A	0	0	0
B	0	0	0
C	*	*	*
D	*	*	14
E	*	*	12
F	*	*	12
G	*	*	*
H	0	0	0
T	0	0	0
Totals	26	27	53

Table 28: Disability

Disability	Disabled	Not disabled	Information not provided	Total
Total	1.89%	90.57%	7.55%	100%

Table 29: Sexual Orientation

Sexual Orientation	Gay, Lesbian, Bi-Sexual or Other	Heterosexual	Prefer not to say	Total
Total	7.55%	69.81%	22.64%	100%

Table 30: Religious belief

Religious Belief	Church Scotland/ England/ Wales	Roman Catholic	None	Other	Prefer not to say	Total
Total	16.98%	11.32%	45.28%	7.55%	18.87%	100%

Table 31: Age range

Age Range	16-24	25-34	35-44	45-54	55-64	65 and over	Total
Total	7.5%	18.9%	18.9%	13.2%	28.3%	13.2%	100%

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