

# East Dunbartonshire Council Employees, Equal Pay & Occupational Segregation 2015-2017

## **1. Employee Information**

The reporting period for this report is 1<sup>st</sup> April 2015 – 31<sup>st</sup> March 2017.

### **Sources of Information**

The council's HR Management Information System has been used to gather and report on the following:

- Employees currently in post
- Employees applying for and receiving training
- Employees involved in grievance, disciplinary cases
- Employees leaving the council

The National Recruitment Portal has been used to gather and report on the following:

- Applicants for employment and promotion
- Candidates selected for interview
- Candidates successfully appointed

### **Monitoring Process Developments**

In previous years the council has aimed to fill gaps in equality monitoring information held on employees by carrying out Equality Monitoring Data Gathering exercises. A complete employee exercise was conducted in January 2017 to improve the rate of reporting. East Dunbartonshire Council embarked on collecting further detailed sensitive information from employees which involved self-service updating of information by those groups who had access to the new system and a paper exercise for all other groups. In order to ensure compliance with the specific duties, East Dunbartonshire Council will continue to implement measures to improve the quality, validity and reliability of the employee data that it collects

Employees of East Dunbartonshire Leisure and Culture Trust have not been included in this report.

All data has been disaggregated by 'Teachers' and 'Local Government Workers (LGW)', as well as the total for 'All EDC Employees'. The data includes permanent and temporary employees.

For the purposes of this report, 'Teachers' include all employees covered by Teachers' terms and conditions. In addition, all Local Government Workers include all other employees who are not covered by Teachers' terms and conditions.

## **2. Composition**

For the period of the report there were **4256** employees (2015/16) and **4290** employees (2016/17) including permanent and temporary employees. For the previous period 2013/2014 there was **4510** employees.

**Note:** Where the number of employees is less than 5, but greater than 0, we have redacted the exact number. This is to ensure that individuals cannot be identified from the figures. Where there has been a zero response for any part of the composition in the groupings this has not been shown.

The table below shows the composition of East Dunbartonshire Council employees for the current and previous reporting period. Over the reporting period, the percentage of Temporary employees within East Dunbartonshire Council has increased from **6.7%** (2015/16) **to 17.85%** (2016/17), with Permanent employees decreasing from **93.3%** (2015/16) **to 82.15%** (2016/17).

<b>Employee Status</b>	<b>No. Employees</b>		
	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>
Permanent	4208	4081	4044
Temporary	302	175	246
<b>TOTAL of Current Employees</b>	<b>4510</b>	<b>4256</b>	<b>4290</b>
Leavers	404	337	428

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 2.1. Age

The table below shows the composition of East Dunbartonshire Council employees disaggregated by age group for the current and previous reporting period. The age groups **16-24**, **25-34** have shown overall **increases** in numbers of employees. The age group **55-64**, and **65+** has shown a **decrease** in the number of employees. The age groups in **35-44**, **45-54** have remained largely similar to that reported previously.

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	61	1.43%	18	<b>0.42%</b>	79	<b>1.86%</b>	85	1.98%	57	1.33%	142	3.31%
25-34	339	7.97%	328	<b>7.71%</b>	667	<b>15.67%</b>	386	9.00%	398	9.28%	784	18.28%
35-44	539	12.66%	357	<b>8.39%</b>	896	<b>21.05%</b>	539	12.56%	368	8.58%	907	21.14%
45-54	1080	25.38%	317	<b>7.45%</b>	1397	<b>32.82%</b>	1093	25.48%	322	7.51%	1415	32.98%
55-64	818	19.22%	264	<b>6.20%</b>	1082	<b>25.42%</b>	733	17.09%	220	5.13%	953	22.21%
65+	125	2.94%	10	<b>0.23%</b>	135	<b>3.17%</b>	85	1.98%	4	0.09%	89	2.07%
<b>TOTAL</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

### 2.2. Disability

The table below shows the composition of East Dunbartonshire Council employees disaggregated by disabled status for the current and previous reporting period. In 2015/16 **1.17%** of employees reported having a disability and in 2016/17, **1.28%** staff reported having a disability. The action taken to improve reporting will aim to encourage reporting this characteristic for future reporting.

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	1232	28.95%	405	9.52%	1637	38.46%	1370	31.93%	504	11.75%	1874	43.68%
Yes	36	0.85%	14	0.33%	50	1.17%	40	0.93%	15	0.35%	55	1.28%
Prefer Not to Say	58	1.36%	7	0.16%	65	1.53%	61	1.42%	7	0.16%	68	1.59%
No Response	1636	38.44%	868	20.39%	2504	58.83%	1450	33.80%	843	19.65%	2293	53.45%
<b>TOTAL</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 2.3. Gender Identity Different to that assumed at Birth

Across the last 2 years there has been an increase in employees reporting that their gender is different to that assumed at birth. Again this could be attributed to the improvements in employee monitoring and also the “self-service” data entry. There are large numbers of employees selecting ‘prefer not say’ and giving no response. Work will continue to be undertaken to provide more accurate data in future reports.

Gender Identity Different	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	863	20.28%	307	7.21%	1170	27.49%	937	21.84%	380	8.86%	1317	30.70%
Yes	15	0.35%	10	0.23%	25	0.59%	18	0.42%	11	0.26%	29	0.68%
Prefer Not to Say	29	0.68%	4	0.09%	33	0.78%	29	0.68%	4	0.09%	33	0.77%
No Response	2055	48.28%	973	22.86%	3028	71.15%	1937	45.15%	974	22.70%	2911	67.86%
<b>TOTAL</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

### 2.4. Marital Status

The table below shows the composition of East Dunbartonshire Council employees disaggregated by marital status for the current and previous reporting period. The percentages for most categories have remained similar across the reporting period apart from Single and Married/Civil partnership. This might be due to the change in the age profile of the employees as the Divorce and Widowed category remains mainly unchanged. There has been a slight decrease in the number of employees who have not provided a response.

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Marital Status	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	85	2.00%	9	0.21%	94	2.21%	100	2.33%	10	0.23%	110	2.56%
Living with Partner	108	2.54%	30	0.70%	138	3.24%	136	3.17%	37	0.86%	173	4.03%
Married/Civil Partnership	660	15.51%	332	7.80%	992	23.31%	720	16.78%	371	8.65%	1091	25.43%
Separated	43	1.01%	4	0.09%	47	1.10%	53	1.24%	6	0.14%	59	1.38%
Single	152	3.57%	55	1.29%	207	4.86%	209	4.87%	120	2.80%	329	7.67%
Widowed	29	0.68%	3	0.07%	32	0.75%	28	0.65%	3	0.07%	31	0.72%
Prefer not to say	46	1.08%	8	0.19%	54	1.27%	48	1.12%	9	0.21%	57	1.33%
No Response Provided	1839	43.21%	853	20.04%	2692	63.25%	1627	37.93%	813	18.95%	2440	56.88%
<b>Grand Total</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

### 2.5. Ethnicity

The table below shows the composition of East Dunbartonshire Council employees disaggregated by race for the current and previous reporting periods. Employees with an African ethnicity have increased by **3** individuals over the two years and there have been small increases in some other ethnic minority groups. 'White Scottish' remains the most common ethnicity in East Dunbartonshire Council, although this has seen an increase from **30.33%** in 2015/16 to **33.96%** in 2016/17.

There is large numbers of missing responses which could impact the overall picture of ethnicity in East Dunbartonshire Council workforce, **57.71%** (2015/16) and **52.17%** (2016/17) opting not to provide a response. Further measures are planned to improve the consistency and quality of workforce data as outlined within the forward actions within the report.

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	5	0.12%	1	0.02%	6	0.14%	5	0.12%	1	0.02%	6	0.14%
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	2	0.05%	0	0.00%	2	0.05%	4	0.09%	0	0.00%	4	0.09%
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	0	0.00%	0	0.00%	1	0.02%	0	0.00%	1	0.02%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	16	0.38%	3	0.07%	19	0.45%	17	0.40%	3	0.07%	20	0.47%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	2	0.05%	0	0.00%	2	0.05%	3	0.07%	0	0.00%	3	0.07%
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	1	0.02%	1	0.02%	2	0.05%	2	0.05%	1	0.02%	3	0.07%
Black - African (inc. British, English, Irish, Scottish, Welsh)	12	0.28%	1	0.02%	13	0.31%	15	0.35%	1	0.02%	16	0.37%
Black - Caribbean (inc. British, English, Irish, Scottish, Welsh)	1	0.02%	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%
Mixed	25	0.59%	3	0.07%	28	0.66%	26	0.61%	5	0.12%	31	0.72%
White - British	241	5.66%	104	2.44%	345	8.11%	253	5.90%	144	3.36%	397	9.25%
White - English	16	0.38%	6	0.14%	22	0.52%	19	0.44%	7	0.16%	26	0.61%
White - Irish	8	0.19%	8	0.19%	16	0.38%	9	0.21%	14	0.33%	23	0.54%
White - Northern Irish	1	0.02%	1	0.02%	2	0.05%	2	0.05%	1	0.02%	3	0.07%
White - Other	7	0.16%	6	0.14%	13	0.31%	15	0.35%	7	0.16%	22	0.51%
White - Polish	3	0.07%	1	0.02%	4	0.09%	4	0.09%	1	0.02%	5	0.12%
White - Scottish	1001	23.52%	290	6.81%	1291	30.33%	1114	25.97%	343	8.00%	1457	33.96%
White - Welsh	3	0.07%	1	0.02%	4	0.09%	3	0.07%	1	0.02%	4	0.09%
Prefer not to say	24	0.56%	6	0.14%	30	0.70%	24	0.56%	6	0.14%	30	0.70%
No Response Provided	1594	37.45%	862	20.25%	2456	57.71%	1404	32.73%	834	19.44%	2238	52.17%
<b>Grand Total</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 2.6. Religion & Belief

The table below shows the composition of East Dunbartonshire Council staff disaggregated by religion for the current and previous reporting periods. With the available data, there has been a slight increase in employees reporting categories Church of Scotland, Roman Catholic and None, The Council will continue with the measures taken to continue to improve the quality and consistency of data.

Religion & Belief	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Buddhist	2	0.05%	1	0.02%	3	0.07%	2	0.05%	1	0.02%	3	0.07%
Church of Scotland	412	9.68%	130	3.05%	542	12.73%	449	10.47%	149	3.47%	598	13.94%
Hindu	7	0.16%	0	0.00%	7	0.16%	7	0.16%	0	0.00%	7	0.16%
Humanist	8	0.19%	3	0.07%	11	0.26%	8	0.19%	4	0.09%	12	0.28%
Muslim	4	0.09%	0	0.00%	4	0.09%	4	0.09%		0.00%	4	0.09%
Other Christian	71	1.67%	31	0.73%	102	2.40%	85	1.98%	43	1.00%	128	2.98%
Other Religion	4	0.09%	2	0.05%	6	0.14%	4	0.09%	3	0.07%	7	0.16%
Pagan	1	0.02%	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%
Roman Catholic	350	8.22%	107	2.51%	457	10.74%	384	8.95%	121	2.82%	505	11.77%
Sikh	11	0.26%	2	0.05%	13	0.31%	15	0.35%	2	0.05%	17	0.40%
None	363	8.53%	118	2.77%	481	11.30%	426	9.93%	156	3.64%	582	13.57%
Prefer not to say	93	2.19%	23	0.54%	116	2.73%	101	2.35%	25	0.58%	126	2.94%
No Response Provided	1636	38.44%	877	20.61%	2513	59.05%	1435	33.45%	865	20.16%	2300	53.61%
<b>Grand Total</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

### 2.7. Sex

The table below shows the composition for East Dunbartonshire Council's workforce disaggregated by sex for the current and previous reporting periods. Across the reporting period, females still account for a majority of the workforce. These figures remain similar, **73.99%** (2015/16) and **74.53%** (2016/17).

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	2118	49.77%	1031	24.22%	3149	73.99%	2114	49.28%	1086	25.31%	3200	74.59%
Male	844	19.83%	263	6.18%	1107	26.01%	807	18.81%	283	6.60%	1090	25.41%
<b>Grand Total</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

### 2.8. Sexual Orientation

The table below shows the composition for East Dunbartonshire Council's workforce disaggregated by sexual orientation for the current and previous reporting periods. As with some other protected characteristics, there are large amounts of missing data. Although this has reduced, actions will continue to improve reporting.

Sexual Orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Bisexual	4	0.09%	2	0.05%	6	0.14%	5	0.12%	3	0.07%	8	0.19%
Gay / Lesbian	10	0.23%	7	0.16%	17	0.40%	13	0.30%	11	0.26%	24	0.56%
Heterosexual / Straight	1217	28.59%	383	9.00%	1600	37.59%	1358	31.66%	470	10.96%	1828	42.61%
Other	6	0.14%	0	0.00%	6	0.14%	6	0.14%	0	0.00%	6	0.14%
Prefer not to say	87	2.04%	21	0.49%	108	2.54%	95	2.21%	22	0.51%	117	2.73%
No Response Received	1638	38.49%	881	20.70%	2519	59.19%	1444	33.66%	863	20.12%	2307	53.78%
<b>Grand Total</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

### 2.9. Nationality

This category has not been recorded previously: **26.81%** (2015/16) and **30.13%** (2016/17) of employees identify as Scottish. There is still a large number of employees who have chosen not to provide a response **57.80%** (2015/16) and **52.33%** (2016/17) and work will continue to improve this area and the overall response.

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
American	1	0.02%	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%
British (not Channel Islands or IOM)	441	10.36%	155	3.64%	596	14.00%	466	10.86%	203	4.73%	669	15.59%
Cameroon	2	0.05%	0	0.00%	2	0.05%	3	0.07%	0	0.00%	3	0.07%
Canadian	0	0.00%	0	0.00%	0	0.00%	1	0.02%	0	0.00%	1	0.02%
Chilian	1	0.02%	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%
Dutch	1	0.02%	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%
English	10	0.23%	1	0.02%	11	0.26%	17	0.40%	1	0.02%	18	0.42%
French	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%	1	0.02%
French Overseas Depts	0	0.00%	0	0.00%	0	0.00%	1	0.02%	1	0.02%	2	0.05%
German	3	0.07%	0	0.00%	3	0.07%	3	0.07%	0	0.00%	3	0.07%
Ghanan	0	0.00%	0	0.00%	0	0.00%	1	0.02%	0	0.00%	1	0.02%
Indian	5	0.12%	0	0.00%	5	0.12%	5	0.12%	0	0.00%	5	0.12%
Irish	7	0.16%	4	0.09%	11	0.26%	7	0.16%	9	0.21%	16	0.37%
Italian	1	0.02%	0	0.00%	1	0.02%	2	0.05%	0	0.00%	2	0.05%
Nigeria	3	0.07%	0	0.00%	3	0.07%	3	0.07%	0	0.00%	3	0.07%
Northern Ireland	0	0.00%	4	0.09%	4	0.09%	1	0.02%	6	0.14%	7	0.16%
Pakistani	1	0.02%	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%
Polish	2	0.05%	0	0.00%	2	0.05%	3	0.07%	0	0.00%	3	0.07%
Russian	0	0.00%	0	0.00%	0	0.00%	1	0.02%	0	0.00%	1	0.02%
Saudi Arabian	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%	1	0.02%
Scottish	879	20.65%	262	6.16%	1141	26.81%	977	22.77%	316	7.37%	1293	30.14%
South African	1	0.02%	0	0.00%	1	0.02%	1	0.02%	0	0.00%	1	0.02%
Spanish	0	0.00%	1	0.02%	1	0.02%	1	0.02%	1	0.02%	2	0.05%
Prefer not to say	8	0.19%	1	0.02%	9	0.21%	8	0.19%	1	0.02%	9	0.21%
No Response Provided	1596	37.50%	864	20.30%	2460	57.80%	1416	33.01%	829	19.32%	2245	52.33%
<b>Grand Total</b>	<b>2962</b>	<b>69.60%</b>	<b>1294</b>	<b>30.40%</b>	<b>4256</b>	<b>100.00%</b>	<b>2921</b>	<b>68.09%</b>	<b>1369</b>	<b>31.91%</b>	<b>4290</b>	<b>100.00%</b>

### **3. Recruitment – Applications**

Due to the nature of information held on the management information system for recruitment, it is not currently possible to segment the data by Local Government Worker or Teacher. All data for the 'recruitment' sections is therefore for 'All EDC' employees.

#### **3.1. Age**

The data shows that the majority of applications received are from applicants in the **16-24, 25-34, 35-44** and **45-44** age range with the responses being similar over the reporting period.

Age	2015/16		2016/17	
	All EDC	%	All EDC	%
16-24	326	22.75%	267	17.53%
25-34	425	29.66%	462	30.33%
35-44	318	22.19%	373	24.49%
45-54	252	17.59%	285	18.71%
55-64	75	5.23%	90	5.91%
65+	37	2.58%	46	3.02%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

#### **3.2. Disability**

The largest response was Not Disabled over the reporting period: with **3.84%** (2015/16) and **3.87%** (2016/17) reporting that they are disabled.

Disability	2015/16		2016/17	
	All EDC	%	All EDC	%
No	1337	93.30%	1418	93.11%
Yes	55	3.84%	59	3.87%
Prefer Not to Say	15	1.05%	18	1.18%
No Response	26	1.81%	28	1.84%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 3.3. Gender Identification

The largest response was from applicants who reported that their gender identity was the same as at birth **96.86%** (2015/16) and **96.65%** (2016/17).

Gender Identity	2015/16		2016/17	
	All EDC	%	All EDC	%
No	1388	96.86%	1472	96.65%
No Response	30	2.09%	33	2.17%
Prefer Not to Say	10	0.70%	12	0.79%
Yes	5	0.35%	6	0.39%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

### 3.4. Marriage & Civil Partnership

The highest response was from applicants who reported to be Single with the number remaining similar over the reporting period **41.24%** (2015/16) and **40.58%** (2016/17).

Marriage & Civil Partnership	2015/16		2016/17	
	All EDC	%	All EDC	%
Living with Partner	214	14.93%	217	14.25%
Married/Civil Partnership	486	33.91%	528	34.67%
No Response Provided	25	1.74%	28	1.84%
Prefer not to say	17	1.19%	21	1.38%
Separated	36	2.51%	39	2.56%
Single	591	41.24%	618	40.58%
Widowed	5	0.35%	8	0.53%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 3.5. Ethnicity

2016/17 shows an increase in the range of nationality of applicants and also a significant reduction in applicants choosing not to provide a response.

Ethnic Origin	2015/16		2016/17	
	All EDC	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	1	0.07%	0	0.00%
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	4	0.26%
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	6	0.39%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	18	1.18%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	1	0.07%	4	0.26%
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	1	0.07%	33	2.17%
Black - African (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	16	1.05%
Black - Caribbean (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	1	0.07%
Mixed	3	0.21%	4	0.26%
Prefer not to say	4	0.28%	10	0.66%
White - British	0	0.00%	66	4.33%
White - English	0	0.00%	15	0.98%
White - Irish	0	0.00%	9	0.59%
White - Northern Irish	0	0.00%	10	0.66%
White - Other	0	0.00%	34	2.23%
White - Polish	0	0.00%	5	0.33%
White - Scottish	1	0.07%	1239	81.35%
No Response Provided	1422	99.23%	49	3.22%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 3.6. Religion

The data shows a diverse range of Religions and Beliefs of applicants, with None, Church of Scotland and Roman Catholic being the largest responses over the reporting period from applicants who chose to disclose

Religion & Belief	2015/16		2016/17	
	All EDC	%	All EDC	%
Buddhist	8	0.56%	8	0.53%
Church of Scotland	274	19.12%	295	19.37%
Hindu	7	0.49%	7	0.46%
Humanist	11	0.77%	16	1.05%
Muslim	41	2.86%	42	2.76%
No Response Provided	67	4.68%	69	4.53%
None	592	41.31%	625	41.04%
Other Christian	87	6.07%	99	6.50%
Other Religion	4	0.28%	4	0.26%
Pagan	2	0.14%	2	0.13%
Prefer not to say	83	5.79%	85	5.58%
Roman Catholic	246	17.17%	260	17.07%
Sikh	11	0.77%	11	0.72%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 3.7. Sex

In line with the Council's Composition, females made up the majority of applicants over the reporting period **63.57%** (2015/16) and **64.08%** (2016/17).

Sex (Gender)	2015/16		2016/17	
	All EDC	%	All EDC	%
Female	911	63.57%	976	64.08%
Male	495	34.54%	514	33.75%
No Response Received	24	1.67%	30	1.97%
Other (for example androgyne person)	2	0.14%	0	0.00%
Prefer not to say	1	0.07%	3	0.20%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

### 3.8. Sexual Orientation

The responses from applicants were broadly similar over the reporting period, with the majority of applicants reporting Heterosexual/Straight **92.81%** (2015/16) and **92.71%** (2016/17).

Sexual Orientation	2015/16		2016/17	
	All EDC	%	All EDC	%
Bisexual	9	0.63%	10	0.66%
Gay / Lesbian	14	0.98%	15	0.98%
Heterosexual / Straight	1330	92.81%	1412	92.71%
No Response Received	41	2.86%	44	2.89%
Other	4	0.28%	3	0.20%
Prefer not to say	35	2.44%	39	2.56%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 3.9. Nationality

The data shows the range of nationalities of applicants. Over the reporting period, the percentage of applicants reporting as Scottish reduced from 71.32% in 2015/16 to 2.36% in 2016/17. The largest response in 2016/17 was from applicants who chose not to disclose 94.68%

Nationality	2015/16		2016/17	
	All EDC	%	All EDC	%
American	0	0.00%	3	0.20%
Argentinian	0	0.00%	1	0.07%
Australian	0	0.00%	2	0.13%
Bangladeshi	0	0.00%	2	0.13%
Bulgarian	0	0.00%	3	0.20%
British (not Channel Islands or IOM)	266	18.56%	283	18.58%
Canadian	0	0.00%	2	0.13%
Danish	0	0.00%	1	0.07%
Dutch	0	0.00%	1	0.07%
English	18	1.26%	21	1.38%
European	0	0.00%	4	0.26%
German	0	0.00%	1	0.07%
Ghanaian	0	0.00%	1	0.07%
Greek	0	0.00%	3	0.20%
Hungary	0	0.00%	1	0.07%
Indian	0	0.00%	2	0.13%
Indonesian	0	0.00%	2	0.13%
Irish	0	0.00%	2	0.13%
Italian	0	0.00%	3	0.20%
Jamaican	0	0.00%	1	0.07%
Latvian	0	0.00%	1	0.07%
Mexican	0	0.00%	1	0.07%

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Nationality	2015/16		2016/17	
	All EDC	%	All EDC	%
Nepalese	0	0.00%	1	0.07%
New Zealand	0	0.00%	1	0.07%
Nigeria	0	0.00%	2	0.13%
Northern Ireland	4	0.28%	4	0.26%
Other	0	0.00%	5	0.33%
Pakistani	0	0.00%	1	0.07%
Polish	0	0.00%	13	0.85%
Romanian	0	0.00%	1	0.07%
Sardinian	0	0.00%	1	0.07%
Scottish	1022	71.32%	1083	71.11%
Slovak	0	0.00%	2	0.13%
South African	0	0.00%	2	0.13%
Spanish	0	0.00%	3	0.20%
Spanish Indian	0	0.00%	1	0.07%
Sri Lankan	0	0.00%	1	0.07%
Welsh	3	0.21%	3	0.20%
Zambian, with a Settlement Visa(Resident Permit to work and stay in the UK)	0	0.00%	1	0.07%
Zimbabwean	0	0.00%	2	0.13%
Prefer not to say	8	0.56%	10	0.66%
No Response Provided	112	7.82%	45	2.95%
<b>Grand Total</b>	<b>1433</b>	<b>100.00%</b>	<b>1523</b>	<b>100.00%</b>

## **4. Recruitment – Invite to Interview**

Due to the nature of data collection, these figures represent the number of interview invitations made, and not the number of interviews held. This may therefore include multiple invitations to interview per applicant.

### **4.1. Age**

The data shows that the majority of applications received are from applicants in the **16-24, 25-34, 35-44** and **45-44** age range with the responses being similar over the reporting period.

Age	2015/16		2016/17	
	All EDC	%	All EDC	%
16-24	131	10.53%	299	12.97%
25-34	351	28.22%	671	29.11%
35-44	310	24.92%	541	23.47%
45-54	330	26.53%	570	24.73%
55-64	73	5.87%	139	6.03%
65+	3	0.24%	8	0.35%
No Response Provided	46	3.70%	77	3.34%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

### **4.2. Disability**

The largest response from interviewees was Not Disabled over the reporting period: 4.74% (2015/16) and 4.73% (2016/17) reporting that they are disabled.

Disability	2015/16		2016/17	
	All EDC	%	All EDC	%
No	1138	91.48%	2129	92.36%
Yes	59	4.74%	109	4.73%
Prefer Not to Say	17	1.37%	23	1.00%
No Response	30	2.41%	44	1.91%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 4.3. Gender Identification

The largest response was from interviewees who reported that their gender identity was the same as at birth 96.13% (2013/16) and 97.01% (2016/17).

Gender Identity	2015/16		2016/17	
	All EDC	%	All EDC	%
No	1201	96.54%	2233	96.88%
Yes	33	2.65%	48	2.08%
Prefer Not to Say	9	0.72%	21	0.91%
No Response	1	0.08%	3	0.13%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

### 4.4. Marriage & Civil Partnership

Interviewees who reported to be either Single or Married/Civil Partnership were the highest to be interviewed over the reporting period.

Marital Status	2015/16		2016/17	
	All EDC	%	All EDC	%
Divorced	45	3.62%	101	4.38%
Living with Partner	165	13.26%	294	12.75%
Married/Civil Partnership	550	44.21%	925	40.13%
No Response Provided	32	2.57%	49	2.13%
Prefer not to say	17	1.37%	33	1.43%
Separated	38	3.05%	66	2.86%
Single	390	31.35%	827	35.88%
Widowed	7	0.56%	10	0.43%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 4.5. Ethnicity

There is an increase in the number applying in 2016/17 compared to 2015/16 in the combined Asian, Black (African) and the White (Scottish) Ethnic origin categories. The rest of the categories have remained similar.

Ethnic Origin	2015/16		2016/17	
	All EDC	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	2	0.16%	0	0.00%
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	3	0.24%	12	0.52%
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	4	0.32%	14	0.61%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	10	0.80%	31	1.34%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	0	0.00%	1	0.04%
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	15	1.21%	18	0.78%
Black - African (inc. British, English, Irish, Scottish, Welsh)	8	0.64%	5	0.22%
Black - Caribbean (inc. British, English, Irish, Scottish, Welsh)	8	0.64%	21	0.91%
Mixed	2	0.16%	10	0.43%
Prefer not to say	18	1.45%	20	0.87%
White - Irish	9	0.72%	16	0.69%
White - Other	90	7.23%	145	6.29%
White - Polish	15	1.21%	9	0.39%
White - Scottish	1009	81.11%	1952	84.69%
No Response Provided	51	4.10%	51	2.21%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 4.6. Religion

The religious categories of None, Prefer Not to Say, Church of Scotland and Roman Catholic numbers have increased due to the volume but there is no significant change to the percentage of the population of respondents.

Religion & Belief	2015/16		2016/17	
	All EDC	%	All EDC	%
Buddhist	1	0.08%	2	0.09%
Church of Scotland	270	21.70%	450	19.52%
Hindu	6	0.48%	7	0.30%
Humanist	5	0.40%	28	1.21%
Muslim	19	1.53%	34	1.48%
No Response Provided	57	4.58%	74	3.21%
None	427	34.32%	891	38.66%
Other Christian	90	7.23%	165	7.16%
Other Religion	7	0.56%	13	0.56%
Pagan	0	0.00%	1	0.04%
Prefer not to say	99	7.96%	154	6.68%
Roman Catholic	261	20.98%	463	20.09%
Sikh	2	0.16%	23	1.00%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 4.7. Sex

There has been a significant shift in the percentage of male and female interviewees in 2016/17 compared to 2015/16. Female interviewees in 2016/17 increased by 6.41% and male applicants decreased by 5.99%

Sex (Gender)	2015/16		2016/17	
	All EDC	%	All EDC	%
Female	807	64.87%	1643	71.28%
Male	402	32.32%	607	26.33%
No Response Received	27	2.17%	43	1.87%
Prefer not to say	8	0.64%	12	0.52%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

### 4.8. Sexual Orientation

The categories have no significant changes between 2015/16 compared to 2016/17 and the percentages remain very similar.

Sexual Orientation	2015/16		2016/17	
	All EDC	%	All EDC	%
Bisexual	4	0.32%	9	0.39%
Gay / Lesbian	16	1.29%	27	1.17%
Heterosexual / Straight	1139	91.56%	2137	92.71%
No Response Received	33	2.65%	58	2.52%
Other	2	0.16%	1	0.04%
Prefer not to say	50	4.02%	73	3.17%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 4.9. Nationality

There was a 2.1% additional Scottish nationality interviewees in 2016/17 compared to 2015/16. The rest of the categories there is no significant change.

Nationality	2015/16		2016/17	
	All EDC	%	All EDC	%
British (not Channel Islands or IOM)	219	17.60%	406	17.61%
English	21	1.69%	30	1.30%
Northern Ireland	9	0.72%	16	0.69%
Prefer not to say	19	1.53%	24	1.04%
Scottish	892	71.70%	1701	73.80%
Welsh	3	0.24%	1	0.04%
No Response Provided	81	6.51%	127	5.51%
<b>Grand Total</b>	<b>1244</b>	<b>100.00%</b>	<b>2305</b>	<b>100.00%</b>

## 5. Recruitment – Appointment

The data held within the recruitment portal, as previously mentioned, does not distinguish between 'Local Government Worker' and 'Teacher'.

In order to provide data segmentation for this section, the data source was from the management information system (iTrent) for 'New Start' employees.

### 5.1. Age

In the overall picture of appointees the age group 16-24 seen a significant increase from 2015/16 to 2016/17 of 6.04% and age group 35-44 seen a significant decrease in 2015/16 to 2016/17 of 5.65%. The rest of the age groups remained similar. In the LGW group there was an increase in the appointees in 25-34 age category of 4.57% and a decrease in the 35-44 age category of 4.22%. In the teachers group the significant differences of appointees in the age categories of 16-24 an increase of 5.95% and a decrease in the rest of the age groups.

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	45	9.78%	14	3.04%	59	12.83%	47	9.85%	43	9.01%	90	18.87%
25-34	87	18.91%	90	19.57%	177	38.48%	112	23.48%	77	16.14%	189	39.62%
35-44	86	18.70%	21	4.57%	107	23.26%	69	14.47%	15	3.14%	84	17.61%
45-54	72	15.65%	14	3.04%	86	18.70%	81	16.98%	9	1.89%	90	18.87%
55-64	19	4.13%	9	1.96%	28	6.09%	19	3.98%	3	0.63%	22	4.61%
65+	1	0.22%	2	0.43%	3	0.65%	2	0.42%	0	0.00%	2	0.42%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

### 5.2. Disability

There is an increase in the “No” disability in 2016/17 compare to 2015/16 due to more respondents reporting on this category.

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	142	30.87%	31	6.74%	173	37.61%	218	45.70%	56	11.74%	274	57.44%
Yes	7	1.52%	2	0.43%	9	1.96%	4	0.84%	0	0.00%	4	0.84%
Prefer Not to Say	6	1.30%	1	0.22%	7	1.52%	11	2.31%	0	0.00%	11	2.31%
No Response	155	33.70%	116	25.22%	271	58.91%	97	20.34%	91	19.08%	188	39.41%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

### 5.3. Gender Identification

There is an increase in the “No” Gender Identity 2016/17 compared to 2015/16 due to more respondents reporting on this category.

Gender Identity	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Yes	0	0.00%	1	0.22%	1	0.22%	2	0.42%	0	0.00%	2	0.42%
No	67	14.57%	21	4.57%	88	19.13%	87	18.24%	40	8.39%	127	26.62%
Prefer Not to Say	2	0.43%	0	0.00%	2	0.43%	0	0.00%	0	0.00%	0	0.00%
No Response	241	52.39%	129	28.04%	370	80.43%	241	50.52%	107	22.43%	348	72.96%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 5.4. Marriage & Civil Partnership

There is an increase in the Single and Living with Partner categories in 2016/17 compared to 2015/16 due to more respondents reporting on this category.

Marriage & Civil Partnership	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	6	1.30%	0	0.00%	6	1.30%	12	2.52%		0.00%	12	2.52%
Living with Partner	18	3.91%	4	0.87%	22	4.78%	39	8.18%	6	1.26%	45	9.43%
Married/Civil Partnership	70	15.22%	23	5.00%	93	20.22%	77	16.14%	18	3.77%	95	19.92%
Separated	4	0.87%	1	0.22%	5	1.09%	9	1.89%	0	0.00%	9	1.89%
Single	38	8.26%	10	2.17%	48	10.43%	87	18.24%	44	9.22%	131	27.46%
Widowed	1	0.22%	0	0.00%	1	0.22%	2	0.42%	0	0.00%	2	0.42%
No Response Provided	170	36.96%	111	24.13%	281	61.09%	98	20.55%	77	16.14%	175	36.69%
Prefer not to say	3	0.65%	1	0.22%	4	0.87%	6	1.26%	2	0.42%	8	1.68%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

### 5.5. Ethnicity

The main differences increase in 2016/17 in White Scottish and White British categories compared to 2015/16 is due to the increase in the number of respondents.

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	1	0.22%	0	0.00%	1	0.22%	0	0.00%	0	0.00%	0	0.00%
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	0	0.00%	0	0.00%	2	0.42%	0	0.00%	2	0.42%
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	4	0.87%	0	0.00%	4	0.87%	0	0.00%	0	0.00%	0	0.00%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)	1	0.22%	0	0.00%	1	0.22%	1	0.21%	0	0.00%	1	0.21%
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	2	0.43%	0	0.00%	2	0.43%	0	0.00%	0	0.00%	0	0.00%
Black - African (inc. British, English, Irish, Scottish, Welsh)	4	0.87%	0	0.00%	4	0.87%	3	0.63%	0	0.00%	3	0.63%
Black - Caribbean (inc. British, English, Irish, Scottish, Welsh)	1	0.22%	0	0.00%	1	0.22%	0	0.00%	0	0.00%	0	0.00%
Mixed	16	3.48%	0	0.00%	16	3.48%	6	1.26%	0	0.00%	6	1.26%
Prefer not to say	3	0.65%	1	0.22%	4	0.87%	1	0.21%	0	0.00%	1	0.21%
White	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%		0.00%
White - British	19	4.13%	10	2.17%	29	6.30%	21	4.40%	27	5.66%	48	10.06%
White - English	3	0.65%	0	0.00%	3	0.65%	3	0.63%	0	0.00%	3	0.63%
White - Irish	0	0.00%	0	0.00%	0	0.00%	1	0.21%	3	0.63%	4	0.84%
White - Northern Irish	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
White - Other	0	0.00%	0	0.00%	0	0.00%	9	1.89%	0	0.00%	9	1.89%
White - Polish	1	0.22%	0	0.00%	1	0.22%	2	0.42%	0	0.00%	2	0.42%
White - Scottish	103	22.39%	26	5.65%	129	28.04%	183	38.36%	33	6.92%	216	45.28%
White - Welsh	1	0.22%	0	0.00%	1	0.22%	1	0.21%	0	0.00%	1	0.21%
No Response Provided	151	32.83%	113	24.57%	264	57.39%	95	19.92%	84	17.61%	179	37.53%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 5.6. Religion

The main differences increase in 2016/17 compared to 2015/16 is due to the increase in the number of respondents reporting their religion.

Religion & Belief	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Buddhist	0	0.00%	1	0.22%	1	0.22%	0	0.00%	0	0.00%	0	0.00%
Church of Scotland	38	8.26%	4	0.87%	42	9.13%	61	12.79%	8	1.68%	69	14.47%
Hindu	3	0.65%	0	0.00%	3	0.65%	0	0.00%	0	0.00%	0	0.00%
Muslim	2	0.43%	0	0.00%	2	0.43%	0	0.00%	0	0.00%	0	0.00%
Other Christian	11	2.39%	4	0.87%	15	3.26%	13	2.73%	3	0.63%	16	3.35%
Other Religion	0	0.00%	0	0.00%	0	0.00%	2	0.42%	0	0.00%	2	0.42%
Roman Catholic	20	4.35%	12	2.61%	32	6.96%	40	8.39%	8	1.68%	48	10.06%
Sikh	1	0.22%	0	0.00%	1	0.22%	3	0.63%	0	0.00%	3	0.63%
None	58	12.61%	12	2.61%	70	15.22%	110	23.06%	30	6.29%	140	29.35%
Prefer not to say	6	1.30%	1	0.22%	7	1.52%	9	1.89%	1	0.21%	10	2.10%
No Response Provided	171	37.17%	116	25.22%	287	62.39%	92	19.29%	97	20.34%	189	39.62%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

### 5.7. Sex

The data is shown an increase in Males of 8.45% and a decrease in Females of 8.45% in 2016/17 compared to 2015/16 and zero response for the other categories.

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	205	44.57%	128	27.83%	333	72.39%	196	41.09%	109	22.85%	305	63.94%
Male	105	22.83%	22	4.78%	127	27.61%	134	28.09%	38	7.97%	172	36.06%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 5.8. Sexual Orientation

Sexual Orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Gay / Lesbian	3	0.65%	1	0.22%	4	0.87%	6	1.26%	3	0.63%	9	1.89%
Heterosexual / Straight	131	28.48%	26	5.65%	157	34.13%	221	46.33%	50	10.48%	271	56.81%
No Response Received	164	35.65%	121	26.30%	285	61.96%	95	19.92%	93	19.50%	188	39.41%
Prefer not to say	12	2.61%	2	0.43%	14	3.04%	8	1.68%	1	0.21%	9	1.89%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 5.9. Nationality

The differences shown are due to the number of respondents reporting their nationality in 2016/17 compared to 2015/16

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
British (not Channel Islands or IOM)	58	12.61%	13	2.83%	71	15.43%	56	11.74%	24	5.03%	80	16.77%
Cameroon	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Canadian	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Dutch	1	0.22%	0	0.00%	1	0.22%	0	0.00%	0	0.00%	0	0.00%
English	1	0.22%	0	0.00%	1	0.22%	3	0.63%	0	0.00%	3	0.63%
French Overseas Depts	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Ghanan	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Indian	2	0.43%	0	0.00%	2	0.43%	0	0.00%	0	0.00%	0	0.00%
Irish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	0.63%	3	0.63%
Italian	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Nigeria	2	0.43%	0	0.00%	2	0.43%	0	0.00%	0	0.00%	0	0.00%
Northern Ireland	0	0.00%	2	0.43%	2	0.43%	1	0.21%	2	0.42%	3	0.63%
Polish	1	0.22%	0	0.00%	1	0.22%	2	0.42%	0	0.00%	2	0.42%
Russian	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Scottish	89	19.35%	21	4.57%	110	23.91%	154	32.29%	35	7.34%	189	39.62%
Spanish	0	0.00%	0	0.00%	0	0.00%	1	0.21%	0	0.00%	1	0.21%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Response Provided	156	33.91%	114	24.78%	270	58.70%	107	22.43%	83	17.40%	190	39.83%
<b>Grand Total</b>	<b>310</b>	<b>67.39%</b>	<b>150</b>	<b>32.61%</b>	<b>460</b>	<b>100.00%</b>	<b>330</b>	<b>69.18%</b>	<b>147</b>	<b>30.82%</b>	<b>477</b>	<b>100.00%</b>

## **6. Development**

The development of employees has been presented here as internal promotions. A promoted post within the context of the report is defined as an employee appointed to a role of a higher grade within the organisation.

As with other sections in this suite of employee data there are many areas where 'No Response' is the most common response. Addressing this and embedding more thorough data collection methods is a priority for East Dunbartonshire Council in 2015/2016. See section 'Moving Forward with Employee Monitoring' below.

The main differences in 2015/16 to 2016/17 were that more males were internally promoted. There were more internal promotions in the age bracket of 55-64 and less in the age bracket of 35-44.

### **6.1. Age**

Age	2015/16		2016/17	
	All EDC	%	All EDC	%
16-24	3	7.50%	2	5.26%
25-34	9	22.50%	7	18.42%
35-44	18	45.00%	13	34.21%
45-54	8	20.00%	10	26.32%
55-64	1	2.50%	6	15.79%
65+	0	0.00%	0	0.00%
No Response Provided	1	2.50%	0	0.00%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 6.2. Disability

Disability	2015/16		2016/17	
	All EDC	%	All EDC	%
No	39	97.50%	32	84.21%
Yes	0	0.00%	1	2.63%
Prefer Not to Say	1	2.50%	0	0.00%
No Response	0	0.00%	5	13.16%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

### 6.3. Gender Identification

Gender Identity Differs	2015/16		2016/17	
	All EDC	%	All EDC	%
No	39	97.50%	27	67.50%
No Response	0	0.00%	11	27.50%
Prefer Not to Say	1	2.50%	0	0.00%
Yes	0	0.00%	0	0.00%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>95.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 6.4. Marriage & Civil Partnership

Marital Status	2015/16		2016/17	
	All EDC	%	All EDC	%
Divorced	2	5.00%	1	2.63%
Living with Partner	1	2.50%	5	13.16%
Married/Civil Partnership	26	65.00%	15	39.47%
No Response Provided	0	0.00%	9	23.68%
Prefer not to say	1	2.50%	0	0.00%
Separated	1	2.50%	1	2.63%
Single	9	22.50%	6	15.79%
Widowed	0	0.00%	1	2.63%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

### 6.5. Ethnicity

Ethnic Origin	2015/16		2016/17	
	All EDC	%	All EDC	%
Black - African (inc. British, English, Irish, Scottish, Welsh)	1	2.50%	1	2.63%
Prefer not to say	2	5.00%	0	0.00%
White - Other	2	5.00%	1	2.63%
White - Scottish	33	82.50%	17	44.74%
No Response Provided	2	5.00%	19	50.00%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 6.6. Religion

Religion & Belief	2015/16		2016/17	
	All EDC	%	All EDC	%
Church of Scotland	16	40.00%	5	13.16%
No Response Provided	0	0.00%	20	52.63%
None	12	30.00%	6	15.79%
Other Christian	2	5.00%	1	2.63%
Other Religion	1	2.50%	0	0.00%
Prefer not to say	3	7.50%	2	5.26%
Roman Catholic	6	15.00%	4	10.53%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

### 6.7. Sex

Sex (Gender)	2015/16		2016/17	
	All EDC	%	All EDC	%
Female	28	70.00%	17	44.74%
Male	11	27.50%	21	55.26%
Prefer not to say	1	2.50%	0	0.00%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 6.8. Sexual Orientation

Sexual Orientation	2015/16		2016/17	
	All EDC	%	All EDC	%
Heterosexual / Straight	38	95.00%	32	84.21%
No Response Received	1	2.20%	4	10.53%
Prefer not to say	1	2.50%	2	5.26%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

### 6.9. Nationality

Nationality	2015/16		2016/17	
	All EDC	%	All EDC	%
British (not Channel Islands or IOM)	7	17.50%	6	15.79%
English	1	2.50%	1	2.63%
Prefer not to say	2	5.00%	0	0.00%
Scottish	30	75.00%	0	0.00%
South African	0	0.00%	24	63.16%
(blank)	0	0.00%	7	18.42%
<b>Grand Total</b>	<b>40</b>	<b>100.00%</b>	<b>38</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 7. Development – Training

The data for all training information is based on delegates' attendance. Therefore the same employee *may* be counted more than once if they have attended more than one training course during the reporting period. All development and training is now managed centrally. There will be further action to continue to implement measures to improve the quality, validity and reliability of the employee data collected for this reporting subject.

#### 7.1. Age

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	95	2.64%	1	0.03%	96	2.67%	127	4.32%	3	0.10%	130	4.43%
25-34	471	13.08%	45	1.25%	516	14.33%	416	14.16%	24	0.82%	440	14.98%
35-44	711	19.74%	97	2.69%	808	22.43%	569	19.37%	83	2.83%	652	22.20%
45-54	1190	33.04%	107	2.97%	1297	36.01%	928	31.60%	96	3.27%	1024	34.87%
55-64	763	21.18%	65	1.80%	828	22.99%	476	16.21%	58	1.97%	534	18.18%
65+	55	1.53%	2	0.06%	57	1.58%	30	1.02%	0	0.00%	30	1.02%
No Response Provided	0	0.00%	0	0.00%	0	0.00%	127	4.32%	0	0.00%	127	4.32%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

#### 7.2. Disability

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	1662	46.14%	146	4.05%	1808	50.19%	1542	52.50%	155	5.28%	1697	57.78%
Yes	51	1.42%	3	0.08%	54	1.50%	53	1.80%	4	0.14%	57	1.94%
Prefer Not to Say	83	2.30%	4	0.11%	87	2.42%	64	2.18%	1	0.03%	65	2.21%
No Response	1489	41.34%	164	4.55%	1653	45.89%	1000	34.05%	118	4.02%	1118	38.07%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 7.3. Gender Identification

Gender Identity	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	1253	34.79%	114	3.16%	1367	37.95%	1107	37.69%	113	3.85%	1220	41.54%
Yes	19	0.53%	2	0.06%	21	0.58%	25	0.85%	7	0.24%	32	1.09%
Prefer Not to Say	39	1.08%	2	0.06%	41	1.14%	32	1.09%	0	0.00%	32	1.09%
No Response	1974	54.80%	199	5.52%	2173	60.33%	1495	50.90%	158	5.38%	1653	56.28%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

### 7.4. Marriage & Civil Partnership

Marriage & Civil Partnership	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	106	2.94%	1	0.03%	107	2.97%	101	3.44%	2	0.07%	103	3.51%
Living with Partner	119	3.30%	6	0.17%	125	3.47%	131	4.46%	8	0.27%	139	4.73%
Married/Civil Partnership	839	23.29%	115	3.19%	954	26.49%	679	23.12%	126	4.29%	805	27.41%
Separated	55	1.53%	2	0.06%	57	1.58%	76	2.59%	2	0.07%	78	2.66%
Single	165	4.58%	18	0.50%	183	5.08%	265	9.02%	10	0.34%	275	9.36%
Widowed	22	0.61%	3	0.08%	25	0.69%	5	0.17%	4	0.14%	9	0.31%
Prefer not to say	60	1.67%	2	0.06%	62	1.72%	53	1.80%	5	0.17%	58	1.97%
No Response Provided	1919	53.28%	170	4.72%	2089	58.00%	1349	45.93%	121	4.12%	1470	50.05%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 7.5. Ethnicity

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Arab (inc. British, English, Irish, Scottish, Welsh)	15	0.42%	1	0.03%	16	0.44%	2	0.07%	0	0.00%	2	0.07%
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	0	0.00%	0	0.00%	2	0.07%	0	0.00%	2	0.07%
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	0	0.00%	0	0.00%	1	0.03%	0	0.00%	1	0.03%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	12	0.33%	0	0.00%	12	0.33%	7	0.24%	0	0.00%	7	0.24%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)	1	0.03%	0	0.00%	1	0.03%	2	0.07%	0	0.00%	2	0.07%
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	0	0.00%	0	0.00%	1	0.03%	0	0.00%	1	0.03%
Black - African (inc. British, English, Irish, Scottish, Welsh)	7	0.19%	0	0.00%	7	0.19%	19	0.65%	0	0.00%	19	0.65%
Mixed	33	0.92%	2	0.06%	35	0.97%	39	1.33%	0	0.00%	39	1.33%
White - British	327	9.08%	43	1.19%	370	10.27%	332	11.30%	4	0.14%	336	11.44%
White - English	37	1.03%	3	0.08%	40	1.11%	33	1.12%	33	1.12%	66	2.25%
White - Irish	11	0.31%	1	0.03%	12	0.33%	17	0.58%	5	0.17%	22	0.75%
White - Northern Irish	1	0.03%	0	0.00%	1	0.03%	6	0.20%	1	0.03%	7	0.24%
White - Other	14	0.39%	2	0.06%	16	0.44%	23	0.78%	2	0.07%	25	0.85%
White - Polish	3	0.08%	2	0.06%	5	0.14%	4	0.14%	1	0.03%	5	0.17%
White - Scottish	1355	37.62%	98	2.72%	1453	40.34%	1177	40.07%	114	3.88%	1291	43.96%
White - Welsh	4	0.11%	0	0.00%	4	0.11%	8	0.27%	0	0.00%	8	0.27%
Prefer not to say	30	0.83%	2	0.06%	32	0.89%	33	1.12%	0	0.00%	33	1.12%
No Response Provided	1435	39.84%	163	4.53%	1598	44.36%	953	32.45%	118	4.02%	1071	36.47%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 7.6. Religion

Religion & Belief	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Buddhist	11	0.89%	0	0.00%	11	0.89%	3	0.10%	0	0.00%	3	0.10%
Church of Scotland	551	44.47%	54	4.36%	605	48.83%	444	15.12%	57	1.94%	501	17.06%
Hindu	2	0.16%	0	0.00%	2	0.16%	4	0.14%	0	0.00%	4	0.14%
Humanist	7	0.56%	0	0.00%	7	0.56%	11	0.37%	0	0.00%	11	0.37%
Muslim	3	0.24%	0	0.00%	3	0.24%	2	0.07%	0	0.00%	2	0.07%
Other Christian	103	8.31%	8	0.65%	111	8.96%	93	3.17%	11	0.37%	104	3.54%
Other Religion	1	0.08%	0	0.00%	1	0.08%	5	0.17%	0	0.00%	5	0.17%
Roman Catholic	435	35.11%	47	3.79%	482	38.90%	423	14.40%	35	1.19%	458	15.59%
Sikh	17	1.37%	0	0.00%	17	1.37%	13	0.44%	0	0.00%	13	0.44%
None	499	40.27%	36	2.91%	535	43.18%	514	17.50%	45	1.53%	559	19.03%
Prefer not to say	142	11.46%	6	0.48%	148	11.95%	139	4.73%	8	0.27%	147	5.01%
No Response Provided	1514	122.20%	166	13.40%	1680	135.59%	1008	34.32%	122	4.15%	1130	38.47%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

### 7.7. Sex

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	1188	32.98%	114	3.16%	1302	36.15%	1706	58.09%	218	7.42%	1924	65.51%
Male	410	11.38%	31	0.86%	441	12.24%	840	28.60%	46	1.57%	886	30.17%
Other (for example androgyne person)	9	0.25%	0	0.00%	9	0.25%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	40	1.11%	1	0.03%	41	1.14%	0	0.00%	0	0.00%	0	0.00%
No Response Received	1638	45.47%	171	4.75%	1809	50.22%	113	3.85%	14	0.48%	127	4.32%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 7.8. Sexual Orientation

Sexual Orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Bisexual	14	0.39%	0	0.00%	14	0.39%	12	0.41%	0	0.00%	12	0.41%
Gay / Lesbian	16	0.44%	5	0.14%	21	0.58%	20	0.68%	8	0.27%	28	0.95%
Heterosexual / Straight	1631	45.28%	135	3.75%	1766	49.03%	1522	51.82%	138	4.70%	1660	56.52%
Other	2	0.06%	0	0.00%	2	0.06%	3	0.10%	0	0.00%	3	0.10%
Prefer not to say	116	3.22%	8	0.22%	124	3.44%	95	3.23%	9	0.31%	104	3.54%
No Response Received	1506	41.81%	169	4.69%	1675	46.50%	1007	34.29%	123	4.19%	1130	38.47%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

### 7.9. Nationality

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
American	5	0.14%	0	0.00%	5	0.14%	4	0.14%	0	0.00%	4	0.14%
British (not Channel Islands or IOM)	668	18.55%	49	1.36%	717	19.91%	596	20.29%	57	1.94%	653	22.23%
Canadian	0	0.00%	0	0.00%	0	0.00%	1	0.03%	0	0.00%	1	0.03%
Chilian	3	0.08%	0	0.00%	3	0.08%	5	0.17%	0	0.00%	5	0.17%
Dutch	1	0.03%	0	0.00%	1	0.03%	1	0.03%	0	0.00%	1	0.03%
English	5	0.14%	2	0.06%	7	0.19%	12	0.41%	1	0.03%	13	0.44%
Ghanan	0	0.00%	0	0.00%	0	0.00%	9	0.31%	0	0.00%	9	0.31%
Indian	1	0.03%	0	0.00%	1	0.03%	0	0.00%	0	0.00%	0	0.00%
Irish	13	0.36%	1	0.03%	14	0.39%	9	0.31%	1	0.03%	10	0.34%
Italian	7	0.19%	0	0.00%	7	0.19%	6	0.20%	0	0.00%	6	0.20%
Northern Ireland	0	0.00%	0	0.00%	0	0.00%	2	0.07%	1	0.03%	3	0.10%
Polish	1	0.03%	0	0.00%	1	0.03%	5	0.17%	0	0.00%	5	0.17%
Scottish	1127	31.29%	103	2.86%	1230	34.15%	1039	35.38%	101	3.44%	1140	38.82%
Prefer not to say	5	0.14%	1	0.03%	6	0.17%	6	0.20%	0	0.00%	6	0.20%
No response	1449	40.23%	161	4.47%	1610	44.70%	964	32.82%	117	3.98%	1081	36.81%
<b>Grand Total</b>	<b>3285</b>	<b>91.20%</b>	<b>317</b>	<b>8.80%</b>	<b>3602</b>	<b>100.00%</b>	<b>2659</b>	<b>90.53%</b>	<b>278</b>	<b>9.47%</b>	<b>2937</b>	<b>100.00%</b>

## 8. Disciplinary

The following data shows numbers of employees across the last two years who have been subject to the Council's Disciplinary Procedure. Disciplinary procedures have been carried out predominantly with Local Government Workers and the mode age bracket for those employees being 45 -54 50% in 2015/16, 40.26% in 2016/17.

As with other sections in this suite of employee data there are many areas where 'No Response' is prevalent. Addressing this and embedding more rigorous data collection methods is a priority for East Dunbartonshire Council in 2015/2016. Improvement in recording of Disciplinary continues to be progressed by the Workforce Strategy Lead.

### 8.1. Age

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	2	4.55%	0	0.00%	2	4.55%	4	5.19%	0	0.00%	4	5.19%
25-34	6	13.64%	0	0.00%	6	13.64%	15	19.48%	0	0.00%	15	19.48%
35-44	4	9.09%	0	0.00%	4	9.09%	13	16.88%	2	2.60%	15	19.48%
45-54	21	47.73%	1	2.27%	22	50.00%	31	40.26%	0	0.00%	31	40.26%
55-64	9	20.45%	0	0.00%	9	20.45%	9	11.69%	2	2.60%	11	14.29%
65+	1	2.27%	0	0.00%	1	2.27%	1	1.30%	0	0.00%	1	1.30%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>1</b>	<b>2.27%</b>	<b>44</b>	<b>100.00%</b>	<b>73</b>	<b>94.81%</b>	<b>4</b>	<b>5.19%</b>	<b>77</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 8.2. Disability

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	7	15.91%	1	2.27%	8	18.18%	15	19.48%	1	1.30%	16	20.78%
Yes	0	0.00%	0	0.00%	0	0.00%	2	2.60%	0	0.00%	2	2.60%
No Response	36	81.82%	0	0.00%	36	81.82%	55	71.43%	4	5.19%	59	76.62%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>0</b>	<b>0.00%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>5</b>	<b>6.49%</b>	<b>77</b>	<b>100.00%</b>

### 8.3. Gender Identity Differs

Gender Identity Differs	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	5	11.36%	0	0.00%	5	11.36%	12	15.58%	0	0.00%	12	15.58%
No Response	38	86.36%	1	2.27%	39	88.64%	60	77.92%	0	0.00%	65	84.42%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>1</b>	<b>2.27%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>0</b>	<b>0.00%</b>	<b>77</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 8.4. Marriage & Civil Partnership

Marital Status	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	0	0.00%	0	0.00%	0	0.00%	2	2.60%	0	0.00%	2	2.60%
Living with Partner	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Married/Civil Partnership	2	4.55%	1	2.27%	3	6.82%	6	7.79%	1	1.30%	7	9.09%
No Response Provided	38	86.36%	0	0.00%	38	86.36%	55	71.43%	4	5.19%	59	76.62%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	1.30%	0	0.00%	1	1.30%
Separated	0	0.00%	0	0.00%	0	0.00%	1	1.30%	0	0.00%	1	1.30%
Single	3	6.82%	0	0.00%	3	6.82%	7	9.09%	0	0.00%	7	9.09%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>1</b>	<b>2.27%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>0</b>	<b>0.00%</b>	<b>77</b>	<b>100.00%</b>

### 8.5. Ethnicity

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	0	0.00%	0	0.00%	0	0.00%	1	1.30%	0	0.00%	1	1.30%
White - British	2	4.55%	1	2.27%	3	6.82%	2	2.60%	0	0.00%	2	2.60%
White - Scottish	5	11.36%	0	0.00%	5	11.36%	13	16.88%	1	1.30%	14	18.18%
No Response Provided	36	81.82%	0	0.00%	36	81.82%	56	72.73%	4	5.19%	60	77.92%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>1</b>	<b>2.27%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>5</b>	<b>6.49%</b>	<b>77</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 8.6. Religion & Belief

Religion & Belief	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Buddhist	0	0.00%	0	0.00%	0	0.00%	1	1.30%	0	0.00%	1	1.30%
Church of Scotland	2	4.55%	1	2.27%	3	6.82%	3	3.90%	0	0.00%	3	3.90%
Muslim	0	0.00%	0	0.00%	0	0.00%	1	1.30%	0	0.00%	1	1.30%
Roman Catholic	2	4.55%	0	0.00%	2	4.55%	6	7.79%	0	0.00%	6	7.79%
None	3	6.82%	0	0.00%	3	6.82%	4	5.19%	1	1.30%	5	6.49%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	2	2.60%	0	0.00%	2	2.60%
No Response Provided	36	81.82%	0	0.00%	36	81.82%	55	71.43%	4	5.19%	59	76.62%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>0</b>	<b>0.00%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>5</b>	<b>6.49%</b>	<b>77</b>	<b>100.00%</b>

### 8.7. Sex

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	16	36.36%	1	2.27%	17	38.64%	25	32.47%	1	1.30%	26	33.77%
Male	27	61.36%	0	0.00%	27	61.36%	47	61.04%	4	5.19%	51	66.23%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>1</b>	<b>2.27%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>5</b>	<b>6.49%</b>	<b>77</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 8.8. Sexual Orientation

Sexual Orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Heterosexual / Straight	5	11.36%	1	2.27%	6	13.64%	17	22.08%	1	1.30%	18	23.38%
No Response Received	36	81.82%	0	0.00%	36	81.82%	55	71.43%	4	5.19%	59	76.62%
Prefer not to say	2	4.55%	0	0.00%	2	4.55%	0	0.00%	0	0.00%	0	0.00%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>1</b>	<b>2.27%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>5</b>	<b>6.49%</b>	<b>77</b>	<b>100.00%</b>

### 8.9. Nationality

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
British (not Channel Islands or IOM)	1	2.27%	1	2.27%	2	4.55%	3	3.90%	0	0.00%	3	3.90%
Nigeria		0.00%		0.00%		0.00%	1	1.30%	0	0.00%	1	1.30%
Scottish	6	13.64%	0	0.00%	6	13.64%	14	18.18%	1	1.30%	15	19.48%
No response	36	81.82%	0	0.00%	36	81.82%	54	70.13%	4	5.19%	58	75.32%
<b>Grand Total</b>	<b>43</b>	<b>97.73%</b>	<b>1</b>	<b>2.27%</b>	<b>44</b>	<b>100.00%</b>	<b>72</b>	<b>93.51%</b>	<b>5</b>	<b>6.49%</b>	<b>77</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 9. Grievances

The following data shows numbers of employees across the last two years who have applied to the Council's Grievance Procedure. The Grievance procedures have been used predominantly with Local Government Workers and the mode age bracket for those employees being 45-54 in 2015/16 and 35-44 in 2016/17.

Improvement in recording of Grievances continues to be progressed by the Workforce Strategy Lead.

#### 9.1. Age

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	1	6.25%	0	0.00%	1	6.25%	4	12.50%	0	0.00%	4	12.50%
25-34	2	12.50%	0	0.00%	2	12.50%	4	12.50%	0	0.00%	4	12.50%
35-44	1	6.25%	0	0.00%	1	6.25%	9	28.13%	2	6.25%	11	34.38%
45-54	8	50.00%	0	0.00%	8	50.00%	9	28.13%	0	0.00%	9	28.13%
55-64	4	25.00%	0	0.00%	4	25.00%	3	9.38%	1	3.13%	4	12.50%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>9.38%</b>	<b>32</b>	<b>100.00%</b>

#### 9.2. Disability

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	2	12.50%	0	0.00%	2	12.50%	18	56.25%	0	0.00%	18	56.25%
Yes	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	3.13%	1	3.13%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	7	21.88%	0	0.00%	7	21.88%
No Response	14	87.50%	0	0.00%	14	87.50%	4	12.50%	2	6.25%	6	18.75%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>9.38%</b>	<b>32</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 9.3. Gender Identification

Gender Identity Differs	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	2	12.50%	0	0.00%	2	12.50%	14	43.75%	1	3.13%	15	46.88%
Yes	0	0.00%	0	0.00%	0	0.00%	1	3.13%	0	0.00%	1	3.13%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	3	9.38%	0	0.00%	3	9.38%
No Response	14	87.50%	0	0.00%	14	87.50%	11	34.38%	2	6.25%	13	40.63%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>9.38%</b>	<b>32</b>	<b>100.00%</b>

### 9.4. Marriage & Civil Partnership

Marital Status	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	0	0.00%	0	0.00%	0	0.00%	4	12.50%	0	0.00%	4	12.50%
Living with Partner	0	0.00%	0	0.00%	0	0.00%	1	3.13%	0	0.00%	1	3.13%
Married/Civil Partnership	1	6.25%	0	0.00%	1	6.25%	8	25.00%	0	0.00%	8	25.00%
Separated	0	0.00%	0	0.00%	0	0.00%	1	3.13%	0	0.00%	1	3.13%
Single	1	6.25%	0	0.00%	1	6.25%	6	18.75%	0	0.00%	6	18.75%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	5	15.63%	1	3.13%	6	18.75%
No Response Provided	14	87.50%	0	0.00%	14	87.50%	64	12.50%	2	6.25%	6	18.75%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>9.38%</b>	<b>32</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 9.5. Ethnicity

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
White - British	0	0.00%	0	0.00%	0	0.00%	4	12.50%	0	0.00%	4	12.50%
White - Scottish	2	12.50%	0	0.00%	2	12.50%	17	53.13%	1	3.13%	18	56.25%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	5	15.63%	0	0.00%	5	15.63%
No Response Provided	14	87.50%	0	0.00%	14	87.50%	3	9.38%	2	6.25%	15	15.63%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>9.38%</b>	<b>32</b>	<b>100.00%</b>

### 9.6. Religion

Religion & Belief	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Church of Scotland	0	0.00%	0	0.00%	0	0.00%	7	21.88%	1	3.13%	8	25.00%
Other Christian	1	6.25%	0	0.00%	1	6.25%	0	0.00%	0	0.00%	0	0.00%
None	1	6.25%	0	0.00%	1	6.25%	0	0.00%	0	0.00%	0	0.00%
Roman Catholic	0	0.00%	0	0.00%	0	0.00%	10	31.25%	0	0.00%	10	31.25%
None	0	0.00%	0	0.00%	0	0.00%	3	9.38%	0	0.00%	3	9.38%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	5	15.63%	0	0.00%	5	15.63%
No Response Provided	14	87.50%	0	0.00%	14	87.50%	4	12.50%	2	9.38%	6	18.75%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>9.38%</b>	<b>32</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 9.7. Sex

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	2	12.50%	0	0.00%	2	12.50%	5	5.68%	2	2.27%	7	7.95%
Male	14	87.50%	0	0.00%	14	87.50%	24	90.91%	1	1.14%	25	92.05%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>96.59%</b>	<b>3</b>	<b>3.41%</b>	<b>32</b>	<b>100.00%</b>

### 9.8. Sexual Orientation

Sexual orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Heterosexual / Straight	2	12.50%	0	0.00%	2	12.50%	19	59.38%	0	0.00%	19	59.38%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	7	21.88%	1	3.13%	8	25.00%
No Response Received	14	87.50%	0	0.00%	14	87.50%	3	9.38%	2	6.35%	5	15.63%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>3.41%</b>	<b>32</b>	<b>100.00%</b>

### 9.9. Nationality

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
British (not Channel Islands or IOM)	0	0.00%	0	0.00%	0	0.00%	4	12.50%	0	0.00%	4	12.50%
Scottish	2	12.50%	0	0.00%	2	12.50%	18	56.25%	1	3.13%	19	59.38%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	3.13%	0	0.00%	1	3.13%
No Response Provided	14	87.50%	0	0.00%	14	87.50%	6	18.75%	2	6.25%	68	72.73%
<b>Grand Total</b>	<b>16</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>100.00%</b>	<b>29</b>	<b>90.63%</b>	<b>3</b>	<b>9.38%</b>	<b>32</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 10. Request/Acceptance of Flexible Working

The following data shows numbers of employees across the last two years who have applied to the Council's Flexible Working procedure. The Flexible Working procedures has been used predominantly with Teachers in 2015/16 and with Local Government Workers in 2016/17. The mode age bracket for those employees in 2015/16 is 35-44 and in 2016/17 is 55-64.

#### 10.1. Age

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	0	0.00%	0	0.00%	0	0.00%	4	4.40%	1	1.10%	5	5.49%
25-34	4	6.56%	8	13.11%	12	19.67%	18	19.78%	1	1.10%	19	20.88%
35-44	8	13.11%	14	22.95%	22	36.07%	18	19.78%	1	1.10%	19	20.88%
45-54	9	14.75%	5	8.20%	14	22.95%	19	20.88%	0	0.00%	19	20.88%
55-64	6	9.84%	6	9.84%	12	19.67%	26	28.57%	0	0.00%	26	28.57%
65+	0	0.00%	1	1.64%	1	1.64%	2	2.20%	1	1.10%	3	3.30%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

#### 10.2. Disability

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	1	1.64%	3	4.92%	4	6.56%	49	53.85%	2	2.20%	51	56.04%
Yes	0	0.00%	1	1.64%	1	1.64%	2	2.20%	1	1.10%	3	3.30%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	4	4.40%	0	0.00%	4	4.40%
No Response	26	42.62%	30	49.18%	56	91.80%	32	35.16%	1	1.10%	33	36.26%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 10.3. Gender Identification

Gender Identity	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	0	0.00%	0	0.00%	0	0.00%	37	40.66%	3	3.30%	40	43.96%
Yes	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Response	27	44.26%	34	55.74%	61	100.00%	48	52.75%	1	1.10%	49	53.85%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	2	2.20%	0	0.00%	2	2.20%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

### 10.4. Marriage & Civil Partnership

Marriage & Civil Partnership	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	2	3.28%	0	0.00%	2	3.28%	2	2.20%	0	0.00%	2	2.20%
Living with Partner	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Married/Civil Partnership	20	32.79%	24	39.34%	44	72.13%	28	30.77%	2	2.20%	30	32.97%
No Response Provided	1	1.64%	3	4.92%	4	6.56%	48	52.75%	1	1.10%	49	53.85%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	2	2.20%	0	0.00%	2	2.20%
Separated	0	0.00%	0	0.00%	0	0.00%	1	1.10%	0	0.00%	1	1.10%
Single	4	6.56%	7	11.48%	11	18.03%	4	4.40%	1	1.10%	5	5.49%
Widowed	0	0.00%	0	0.00%	0	0.00%	2	2.20%	0	0.00%	2	2.20%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 10.5. Ethnicity

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Prefer not to say	1	1.64%	0	0.00%	1	1.64%	1	1.10%	0	0.00%	1	1.10%
White	6	9.84%	13	21.31%	19	31.15%	0	0.00%	0	0.00%	0	0.00%
White - British	0	0.00%	0	0.00%	0	0.00%	9	9.89%	2	2.20%	11	12.09%
White - Irish	2	3.28%	0	0.00%	2	3.28%	0	0.00%	0	0.00%	0	0.00%
White - Scottish	14	22.95%	16	26.23%	30	49.18%	43	47.25%	1	1.10%	44	48.35%
No Response Provided	4	6.56%	5	8.20%	9	14.75%	34	37.36%	1	1.10%	35	38.46%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

### 10.6. Religion

Religion	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Church of Scotland	0	0.00%	0	0.00%	0	0.00%	16	17.58%	0	0.00%	16	17.58%
None	0	0.00%	0	0.00%	0	0.00%	16	17.58%	2	2.20%	18	19.78%
Other Christian	0	0.00%	0	0.00%	0	0.00%	1	1.10%	1	1.10%	2	2.20%
Other Religion	0	0.00%	0	0.00%	0	0.00%	1	1.10%	0	0.00%	1	1.10%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	2	2.20%	0	0.00%	2	2.20%
Roman Catholic	0	0.00%	0	0.00%	0	0.00%	18	19.78%	0	0.00%	18	19.78%
No Response Provided	27	44.26%	34	55.74%	61	100.00%	33	36.26%	1	1.10%	34	37.36%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 10.7. Sex

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	26	42.62%	30	49.18%	56	91.80%	73	80.22%	4	4.40%	77	84.62%
Male	1	1.64%	4	6.56%	5	8.20%	14	15.38%	0	0.00%	14	15.38%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

### 10.8. Sexual Orientation

Sexual Orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Heterosexual / Straight	0	0.00%	0	0.00%	0	0.00%	50	54.95%	3	3.30%	53	58.24%
No Response Received	27	44.26%	34	55.74%	61	100.00%	32	35.16%	1	1.10%	33	36.26%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	5	5.49%	0	0.00%	5	5.49%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 10.9. Nationality

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
British (not Channel Islands or IOM)	13	21.31%	11	18.03%	24	39.34%	10	10.99%	1	1.10%	11	12.09%
English	0	0.00%	0	0.00%	0	0.00%	1	1.10%		0.00%	1	1.10%
Irish	2	3.28%	0	0.00%	2	3.28%	0	0.00%	0	0.00%	0	0.00%
Italian	0	0.00%	1	1.64%	1	1.64%	0	0.00%	0	0.00%	0	0.00%
Scottish	8	13.11%	8	13.11%	16	26.23%	43	47.25%	2	2.20%	45	49.45%
No Response Provided	4	6.56%	14	22.95%	18	29.51%	33	36.26%	1	1.10%	34	37.36%
<b>Grand Total</b>	<b>27</b>	<b>44.26%</b>	<b>34</b>	<b>55.74%</b>	<b>61</b>	<b>100.00%</b>	<b>87</b>	<b>95.60%</b>	<b>4</b>	<b>4.40%</b>	<b>91</b>	<b>100.00%</b>

### 11. Parental Leave

Across the whole of EDC, 2 employees have utilised the Shared Parental Leave facility. As the number of employees is less than 5 the data is not segmented any further.

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 12. Retention – return to work following Long Term Sick

The following data shows numbers of employees across the last two years who have returned to work following Long Term Sickness as supported by the Council's Wellbeing At Work Procedure

The Wellbeing at Work policy includes all employees of the Council and measures will be in place to address sickness at the earliest point possible to ensure appropriate interventions are in place.

**Note:** For the purposes of the policy base, the definition of Long Term Sickness is all absences over 21 calendar days.

#### 12.1. Age

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	10	2.97%	4	1.19%	14	4.15%	20	4.67%	11	2.57%	31	7.24%
25-34	29	8.61%	36	10.68%	65	19.29%	51	11.92%	55	12.85%	106	24.77%
35-44	25	7.42%	15	4.45%	40	11.87%	51	11.92%	23	5.37%	74	17.29%
45-54	52	15.43%	8	2.37%	60	17.80%	48	11.21%	10	2.34%	58	13.55%
55-64	89	26.41%	25	7.42%	114	33.83%	73	17.06%	48	11.21%	121	28.27%
65+	35	10.39%	9	2.67%	44	13.06%	33	7.71%	5	1.17%	38	8.88%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

#### 12.2. Disability

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	8	2.37%	1	0.30%	9	2.67%	61	0.62%	5	0.00%	66	0.62%
Yes	0	0.00%	1	0.30%	1	0.30%	3	12.55%	0	1.44%	3	13.99%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	3	0.62%	0	0.00%	3	0.62%
No Response	232	68.84%	95	28.19%	327	97.03%	209	50.21%	147	34.57%	356	84.77%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>63.99%</b>	<b>152</b>	<b>36.01%</b>	<b>428</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 12.3. Gender Identification

Gender Identity	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	0	0.00%	0	0.00%	0	0.00%	4	0.93%	1	0.23%	5	1.17%
Yes	0	0.00%	0	0.00%	0	0.00%	8	1.87%	1	0.23%	9	2.10%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	4	0.93%	0	0.00%	4	0.93%
No Response	240	0.00%	97	29.66%	327	100.00%	260	60.75%	150	35.05%	410	95.79%
<b>Grand Total</b>	<b>240</b>	<b>73.39%</b>	<b>97</b>	<b>29.66%</b>	<b>327</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 12.4. Marriage & Civil Partnership

Marriage & Civil Partnership	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	EDC	%
Divorced	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Living with Partner	3	0.89%	0	0.00%	3	0.89%	7	1.64%	1	0.23%	8	1.87%
Married/Civil Partnership	1	0.30%	1	0.30%	2	0.59%	15	3.50%	3	0.70%	18	4.21%
No Response Provided	235	69.73%	94	27.89%	329	97.63%	226	52.80%	146	34.11%	372	86.92%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Separated	1	0.30%	0	0.00%	1	0.30%	0	0.00%	0	0.00%	0	0.00%
Single	0	0.00%	2	0.59%	2	0.59%	24	5.61%	2	0.47%	26	6.07%
Widowed	0	0.00%	0	0.00%	0	0.00%	2	0.47%	0	0.00%	2	0.47%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 12.5. Ethnicity

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Mixed	0	0.00%	0	0.00%	0	0.00%	7	1.64%	0	0.00%	7	1.97%
White - British	1	0.30%	1	0.30%	2	0.59%	3	0.70%	1	0.23%	4	0.93%
White - Other	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
White - Scottish	6	1.78%	1	0.30%	7	2.08%	55	12.85%	4	0.93%	59	13.79%
White - Welsh	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
No Response Provided	233	69.14%	95	28.19%	328	97.33%	208	48.60%	147	34.35%	355	82.94%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 12.6. Religion

Religion	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Church of Scotland	4	1.19%	0	0.00%	4	1.19%	20	4.67%	1	0.23%	21	4.91%
Other Christian	0	0.00%	1	0.30%	1	0.30%	1	0.23%	0	0.00%	1	0.23%
Other Religion	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Roman Catholic	0	0.00%	1	0.30%	1	0.30%	8	1.87%	1	0.23%	9	2.10%
None	3	0.89%	0	0.00%	3	0.89%	27	6.31%	3	0.70%	30	7.01%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	2	0.47%	0	0.00%	2	0.47%
No Response Provided	233	69.14%	95	28.19%	328	97.33%	217	50.70%	147	34.35%	364	85.05%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 12.7. Sex

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	120	35.61%	77	22.85%	197	58.46%	164	38.32%	115	26.87%	279	65.19%
Male	120	35.61%	20	5.93%	140	41.54%	112	26.17%	37	8.64%	149	34.81%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 12.8. Sexual Orientation

Sexual Orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Gay / Lesbian	0	0.00%	0	0.00%	0	0.00%	3	0.70%	0	0.00%	3	0.70%
Heterosexual / Straight	7	2.08%	2	0.59%	9	2.67%	58	13.55%	6	1.40%	64	14.95%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
No Response Received	233	69.14%	95	28.19%	328	97.33%	214	50.00%	146	34.11%	360	84.11%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 12.9. Nationality

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
British (not Channel Islands or IOM)	2	0.59%	1	0.30%	3	0.89%	18	4.21%	2	0.47%	20	4.67%
Scottish	4	1.19%	1	0.30%	5	1.48%	43	10.05%	4	0.93%	47	10.98%
No Response Provided	234	69.44%	95	28.19%	329	97.63%	215	50.23%	146	34.11%	361	84.35%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 13. Retention

This section refers to the numbers of employees who have left the organisation within the reporting periods. Improvements across information gathering and recording have identified marginal improvement in the number of employees for whom information has not been captured. The Council continues to identify opportunities to improve the levels of recording and as such will continue to promote this through recruitment, internal promotions, training opportunities and proactive campaigns.

For the current reporting period, 2015/2016 and 2016/2017, the leavers and categories are as detailed in the tables below.

#### 13.1. Age

Age	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
16-24	10	2.97%	4	1.19%	14	4.15%	20	4.67%	11	2.57%	31	7.24%
25-34	29	8.61%	36	10.68%	65	19.29%	51	11.92%	55	12.85%	106	24.77%
35-44	25	7.42%	15	4.45%	40	11.87%	51	11.92%	23	5.37%	74	17.29%
45-54	52	15.43%	8	2.37%	60	17.80%	48	11.21%	10	2.34%	58	13.55%
55-64	89	26.41%	25	7.42%	114	33.83%	73	17.06%	48	11.21%	121	28.27%
65+	35	10.39%	9	2.67%	44	13.06%	33	7.71%	5	1.17%	38	8.88%
No Response Provided	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 13.2. Disability

Disability	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	8	2.37%	1	0.30%	9	2.67%	61	14.25%	5	1.17%	66	15.42%
Yes	0	0.00%	1	0.30%	1	0.30%	3	0.70%	0	0.00%	3	0.70%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	3	0.70%	0	0.00%	3	0.70%
No Response	232	68.84%	95	28.19%	327	97.03%	209	48.83%	147	34.35%	356	83.18%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 13.3. Gender Identity

Gender Identity	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
No	0	0.00%	0	0.00%	0	0.00%	4	0.93%	1	0.23%	5	1.17%
No Response	240	73.39%	97	29.66	337	100.00%	260	60.75%	150	35.05%	410	95.79%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	4	0.93%	0	0.00%	4	0.93%
Yes	0	0.00%	0	0.00%	0	0.00%	8	1.87%	1	0.23%	9	2.10%
<b>Grand Total</b>	<b>240</b>	<b>73.39%</b>	<b>97</b>	<b>29.66</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 13.4. Marriage & Civil Partnership

Marriage & Civil Partnership	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Divorced	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Living with Partner	3	0.89%	0	0.00%	3	0.89%	7	1.64%	1	0.23%	8	1.87%
Married/Civil Partnership	1	0.30%	1	0.30%	2	0.59%	15	3.50%	3	0.70%	18	4.21%
No Response Provided	235	69.73%	94	27.89%	329	97.63%	226	52.80%	146	34.11%	372	86.92%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Separated	1	0.30%	0	0.00%	1	0.30%	0	0.00%	0	0.00%	0	0.00%
Single	0	0.00%	2	0.59%	2	0.59%	24	5.61%	2	0.47%	26	6.07%
Widowed	0	0.00%	0	0.00%	0	0.00%	2	0.47%	0	0.00%	2	0.47%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 13.5. Ethnicity

Ethnic Origin	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Mixed	0	0.00%	0	0.00%	0	0.00%	7	1.64%	0	0.00%	7	1.97%
White - British	1	0.30%	1	0.30%	2	0.59%	3	0.70%	1	0.23%	4	0.93%
White - Other	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
White - Scottish	6	1.78%	1	0.30%	7	2.08%	55	12.85%	4	0.93%	59	13.79%
White - Welsh	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
No Response Provided	233	69.14%	95	28.19%	328	97.33%	208	48.60%	147	34.35%	355	82.94%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 13.6. Religion & Belief

Religion & Belief	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Church of Scotland	4	1.19%	0	0.00%	4	1.19%	20	4.67%	1	0.23%	21	4.91%
Other Christian	0	0.00%	1	0.30%	1	0.30%	1	0.23%	0	0.00%	1	0.23%
Other Religion	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
Roman Catholic	0	0.00%	1	0.30%	1	0.30%	8	1.87%	1	0.23%	9	2.10%
None	3	0.89%	0	0.00%	3	0.89%	27	6.31%	3	0.70%	30	7.01%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	2	0.47%	0	0.00%	2	0.47%
No Response Provided	233	69.14%	95	28.19%	328	97.33%	217	50.70%	147	34.35%	364	85.05%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 13.7. Sex

Sex (Gender)	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
Female	120	35.61%	77	22.85%	197	58.46%	164	38.32%	115	26.87%	279	65.19%
Male	120	35.61%	20	5.93%	140	41.54%	112	26.17%	37	8.64%	149	34.81%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 13.8. Sexual Orientation

Sexual Orientation	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	EDC	%
Gay / Lesbian	0	0.00%	0	0.00%	0	0.00%	3	0.70%	0	0.00%	3	0.70%
Heterosexual / Straight	7	2.08%	2	0.59%	9	2.67%	58	13.55%	6	1.40%	64	14.95%
No Response Received	233	69.14%	95	28.19%	328	97.33%	214	50.00%	146	34.11%	360	84.11%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	0.23%	0	0.00%	1	0.23%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

### 13.9. Nationality

Nationality	2015/16						2016/17					
	LGW	%	Teachers	%	All EDC	%	LGW	%	Teachers	%	All EDC	%
British (not Channel Islands or IOM)	2	0.59%	1	0.30%	3	0.89%	18	4.21%	2	0.47%	20	4.67%
Scottish	4	1.19%	1	0.30%	5	1.48%	43	10.05%	4	0.93%	47	10.98%
No Response Provided	234	69.44%	95	28.19%	329	97.63%	215	50.23%	146	34.11%	361	84.35%
<b>Grand Total</b>	<b>240</b>	<b>71.22%</b>	<b>97</b>	<b>28.78%</b>	<b>337</b>	<b>100.00%</b>	<b>276</b>	<b>64.49%</b>	<b>152</b>	<b>35.51%</b>	<b>428</b>	<b>100.00%</b>

## **14. Retention – Leavers Types**

Further segmentation of the data for the Types of Leavers (reason for leaving), would result in the majority of the categories returning less than five employees at least one of the reasons. The information for this section is therefore not reported. All leavers are reported in section 13 above.

Leaving Reasons	2015/16		2016/17	
	All EDC	%	All EDC	%
Dismissal Ill Health / Capability	8	2.38%	23	5.38%
End of Probationary Contract	6	1.78%	52	12.15%
End of Temporary Contract	17	5.04%	36	8.41%
Redundancy and Compensation	52	15.43%	22	5.14%
Resignation	184	54.60%	184	42.99%
Retirement	69	20.47%	103	24.07%
Not Known / Other	1	0.30%	8	1.86%
<b>Grand Total</b>	<b>337</b>	<b>100.00%</b>	<b>428</b>	<b>100.00%</b>

As with other sections in this suite of employee data there are many areas where 'No Response' is prevalent. Addressing this and embedding more rigorous data collection methods is a priority for East Dunbartonshire Council in 2017/18. See section 'Moving Forward with Employee Monitoring' below.

## **15. Moving Forward with Employee Monitoring**

### **15.1. Employee Monitoring Exercise**

## **Appendix 4**

## ***Employees, Equal Pay & Occupational Segregation***

During 2016/17 an exercise was carried out to collect up to date monitoring data for all employees. Monitoring forms and guidance were issued to employees to update or provide information based on all of the protected characteristics, and the options consistent with those of the Scottish Government.

All employee and Managers were notified of the importance of completing the information and of ensuring changes to their information was captured. On-going proactive promotion and communication will continue throughout 2017/18 to ensure that the number of 'no response provided' across the areas continues to reduce.

### **15.2. New Integrated Management System**

East Dunbartonshire Council introduced a new integrated Information Management System in 2016. One function of this system is to allow employees access to their personal record to amend certain information.

As part of the data gathering exercise above, employees who had access to the Self Service are of the new system were invited to update their sensitive information.

Through a combination of the monitoring exercise and the self-service system, East Dunbartonshire Council will be able to establish a more reliable and accurate picture of its workforce. This has aimed to provide an improvement in reporting categories and reduction in 'no response provided' in future years.

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 16. Gender Pay Gap

The hourly rate for males and females within this section are based on permanent and temporary employees. For the purposes of this calculation 'Leavers' have been excluded and the calculation is based on the total number of staff at the end of each reporting period. The table below shows the gender pay gaps across the current and previous reporting periods.

\*The pay gap calculation for the purposes of this report is:

$$\frac{(\text{Male Hourly Rate} - \text{Female Hourly Rate}) \times 100}{\text{Male Hourly Rate}}$$

	2012/13		2013/14		2014/15		2015/16		2016/17	
<b>All EDC Employees</b>	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap	Average Hourly Rate	Average Gender Pay Gap
<b>Female</b>	£14.34	£0.99	£14.48	£1.00	£14.64	0.99	£15.51	£0.96	£14.86	£0.94
<b>Male</b>	£15.33		£15.48		£15.63		£16.47		£15.80	

The average hourly rate for a male Council employee is £15.80 in 2016/17 and £16.47 in 2015/16, The average hourly rate for a female Council employee is £14.86 in 2016/17 and £15.51 in 2015/16. This results in an average pay gap shows an increase from £0.99 in 2012/2013 to £1.00 in 2013/2014, and decreases in the following years of £0.99 in 2014/2015, £0.99 in 2015/16 to £0.94 in 2016/17.

The figures for the current reporting period 2015/16 and 2016/17 are based on the numbers of all permanent and temporary employees. It should be noted that for the purposes of the calculation, an individual may register as more than one discrete employee based on the fact that they are a 'multi-post holder'. This is where individuals are contracted by East Dunbartonshire Council to fulfil more than one post. To ensure the calculation of the pay gap is as accurate as it can be, these individuals must be retained within the analysis as separate employees as their multiple posts may be at different pay grades. (This is the reason for the difference in individual headcount as reported in section 1)

The table below contains the gender composition for all pay grades in Local Government Work and Teaching. The numerical pay grades represent the salaries of Local Government Workers; salaries increase with the pay grade in accordance with the span of spinal column points available within each grade

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

The trends across East Dunbartonshire Council workforce identify the predominance of females within Grades 4, 5 & 6 which include traditionally occupied by females such as Homecare, Facilities Management, Early Years and Administrative roles. Trends across teaching roles identify a consistency around the differentials between male and female within the profession. This correlates with on-going trends with the acknowledgement that improvement in the balance will be dependent on a number of factors over coming years such as promotional opportunities, vacancies within the employee groups and turnover across all categories of roles.

Grades	Grand Total					
	Female	%	Male	%	Total	%
Chartered Teachers	58	1.28%	13	0.29%	71	1.56%
Chief Officer	6	0.13%	3	0.07%	9	0.20%
Grade 3	166	3.65%	26	0.57%	192	4.22%
Grade 4	895	19.67%	115	2.53%	1010	22.20%
Grade 5	489	10.75%	222	4.88%	711	15.63%
Grade 6	301	6.62%	223	4.90%	524	11.52%
Grade 7	131	2.88%	85	1.87%	216	4.75%
Grade 8	179	3.93%	80	1.76%	259	5.69%
Grade 9	70	1.54%	28	0.62%	98	2.15%
Grade 10	20	0.44%	16	0.35%	36	0.79%
Grade 11	9	0.20%	1	0.02%	10	0.22%
Grade 12	9	0.20%	18	0.40%	27	0.59%
Head Teachers/Depute Job sized	103	2.26%	40	0.88%	143	3.14%
Music Instructors	18	0.40%	10	0.22%	28	0.62%
Principal Teachers	208	4.57%	76	1.67%	284	6.24%
Psychologist	7	0.15%	1	0.02%	8	0.18%
Quality Improvement/Education Support	9	0.20%	3	0.07%	12	0.26%
Depute/Principal/Senior Psychologist	5	0.11%	0	0.00%	5	0.11%
Unpromoted Primary	668	14.68%	105	2.31%	773	16.99%
Unpromoted Secondary	90	1.98%	43	0.95%	133	2.92%
<b>Grand Total</b>	<b>3441</b>	<b>75.64%</b>	<b>1108</b>	<b>24.36%</b>	<b>4549</b>	<b>100.00%</b>

## Appendix 4

## Employees, Equal Pay & Occupational Segregation

### 17. Occupational Segregation

Grades	EP&B			H&SCP			PB&CA			Grand Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Chartered Teachers	58	13	71	0	0	0	0	0	0	58	13	71
Chief Officer	4	1	3	2	2	1	0	0	0	6	3	9
Grade 3	14	5	19	3	2	5	149	19	168	166	26	192
Grade 4	519	36	555	13	3	16	363	76	439	895	115	1010
Grade 5	213	38	251	229	18	247	47	166	213	489	222	711
Grade 6	201	49	254	68	9	77	32	165	197	301	223	524
Grade 7	67	11	78	34	20	54	30	54	84	131	85	216
Grade 8	58	32	90	101	18	119	20	30	50	179	80	259
Grade 9	40	15	55	17	4	21	13	9	22	70	28	98
Grade 10	4	3	7	12	9	21	4	4	8	20	16	36
Grade 11	6	0	6	2	0	2	1	1	2	9	1	10
Grade 12	9	7	16	0	6	6	0	5	5	9	18	27
Head Teachers/Depute Jobsized	100	40	140	0	0	0	0	0	0	103	40	143
Music Instructors	18	10	28	0	0	0	0	0	0	18	10	28
Principal Teachers	208	76	284	0	0	0	0	0	0	208	76	284
Psychologist	7	1	8	0	0	0	0	0	0	7	1	8
Quality Improvement/Education Support	9	3	12	0	0	0	0	0	0	9	3	12
Depute/Principal/Senior Psychologist	5	0	5	0	0	0	0	0	0	5	0	5
Unpromoted Primary	668	105	773	0	0	0	0	0	0	668	105	773
Unpromoted Secondary	90	43	133	0	0	0	0	0	0	90	43	133
<b>Grand Total</b>	<b>2298</b>	<b>488</b>	<b>2788</b>	<b>481</b>	<b>91</b>	<b>569</b>	<b>659</b>	<b>529</b>	<b>1188</b>	<b>3441</b>	<b>1108</b>	<b>4549</b>