

Equalities Reporting

Appendix

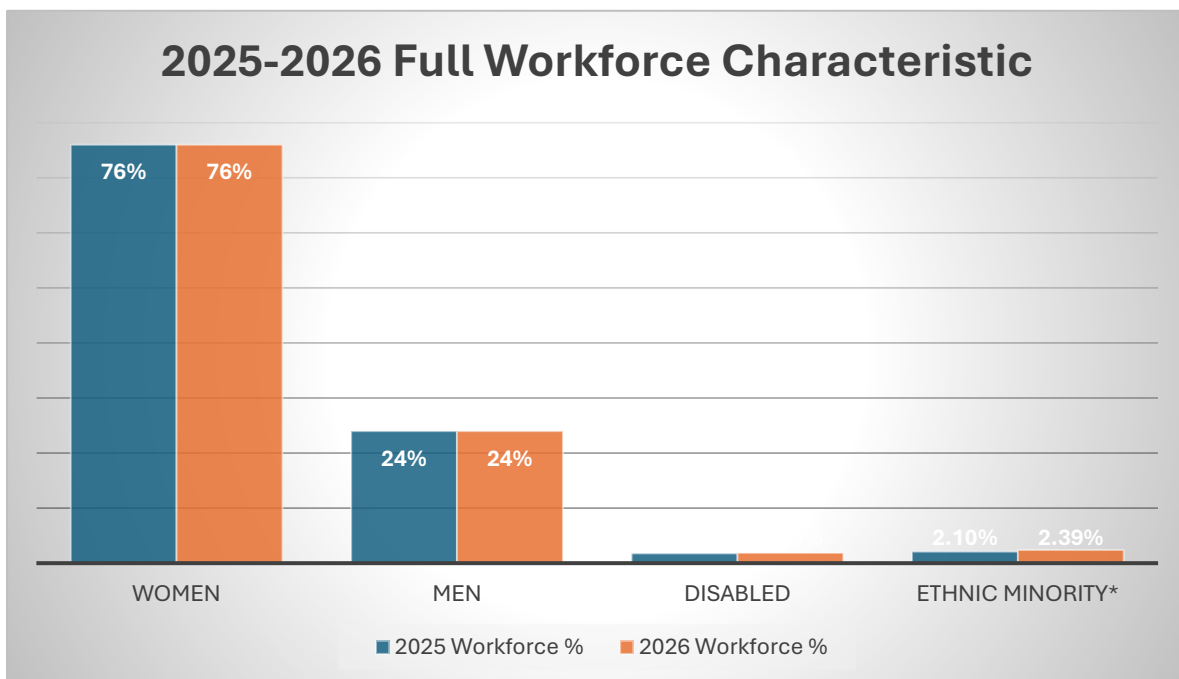
Table 1

Our Workforce 2025 – 2026

Characteristic	2025 Full Workforce %	2026 Full Workforce %
Women	76%	76%
Men	24%	24%
Disabled	1.77%	1.85%
Ethnic Minority*	2.10%	2.39%

*Employees not identifying as white

Gender Split	2025	%	2026	%
Female	4304	75.91%	4389	76.13%
Male	1366	24.09%	1376	23.87%
Grand Total	5670	100%	5765	100%



Equalities Reporting

Age Group	2025	%	2026	%
under 24	152	2.68%	255	4.42%
25-34	1038	18.31%	1114	19.32%
35-44	1420	25.04%	1462	25.36%
45-54	1353	23.86%	1410	24.46%
55-65	1499	26.44%	1400	24.28%
>65	208	3.67%	124	2.15%
Grand Total	5670	100.00%	5765	100.00%

Disability	2025	%	2026	%
no response	2608	46.00%	2710	47.01%
Disabled	108	1.90%	107	1.86%
Not disabled	2865	50.53%	2854	49.51%
Prefer not to say	89	1.57%	94	1.63%
Grand Total	5670	100.00%	5765	100.00%

Marital Status	2025	%	2026	%
No Response Provided	2401	42.35%	2508	43.50%
Divorced	137	2.42%	130	2.25%
Living with Partner	406	7.16%	406	7.04%
Married/Civil Partnership	1750	30.86%	1762	30.56%
Prefer not to say	58	1.02%	60	1.04%
Separated	94	1.66%	95	1.65%
Single	790	13.93%	773	13.41%
Widowed	34	0.60%	31	0.54%
Grand Total	5670	100.00%	5765	100.00%

Ethnic Origin	2025	%	2026	%
No Response Provided	2493	43.97%	2601	45.12%
Arab (inc. British, English, Irish, Scottish, Welsh)	13	0.23%	12	0.21%
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	5	0.09%	5	0.09%
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	9	0.16%	14	0.24%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	27	0.48%	36	0.62%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	7	0.12%	8	0.14%
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	14	0.25%	15	0.26%
Black - African (inc. British, English, Irish, Scottish, Welsh)	14	0.25%	19	0.33%

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Black - Other (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*
Mixed	30	0.53%	31	0.54%
Prefer not to say	29	0.51%	31	0.54%
White - British	584	10.30%	574	9.96%
White - English	32	0.56%	28	0.49%
White - Irish	30	0.53%	29	0.50%
White - Northern Irish	*	*	*	*
White - Other	53	0.93%	65	1.13%
White - Polish	8	0.14%	12	0.21%
White - Scottish	2313	40.79%	2276	39.48%
White - Welsh	5	0.09%	5	0.09%
Grand Total	5670	100.00%	5765	100.00%

Gender identity different to that at birth	2025	%	2026	%
No Response Provided	3252	57.35%	3343	57.99%
No	2333	41.15%	2334	40.49%
Prefer not to say	24	0.42%	25	0.43%
Yes	61	1.08%	63	1.09%
Grand Total	5670	100.00%	5765	100.00%

Table 2

Full-time & Part-time Employees

Gender Split by part time/full time worker	2024/25				2025/26			
	Full Time	%	Part Time	%	Full Time	%	Part Time	%
Female	1820	32.10%	2484	43.81%	1827	31.69%	2562	44.44%
Male	1051	18.54%	315	5.56%	1038	18.01%	338	5.86%
Grand Total	2871	50.63%	2799	49.37%	2865	49.70%	2900	50.30%

Disability	2024/25		2025/26	
Full time employees	Full Time	Part Time	Full Time	Part Time
Disabled	59	49	56	51
% DISABLED	55%	45%	52%	48%
Male	18	7	18	7
Female	41	42	38	44

Equalities Reporting

Table 3

Recruitment 2024/25 & 2025/26

Applicants	2024/25	2025/26
Total no. applicants	12386	10639

Age	2024/25	% of applicants	2025/26	% of applicants
24 & under	937	7.56%	1452	13.65%
60 & over	340	2.75%	299	2.81%

Disability	2024/25	% of applicants	2025/26	% of applicants
No response provided	73	0.59%	4780	44.93%
No	9203	74.30%	5275	49.58%
Prefer not to say	116	0.94%	322	3.03%
Yes	256	2.07%	262	2.46%

Sex	2024/25	% of applicants	2025/26	% of applicants
No response provided	73	0.59%	658	6.18%
Female	7485	60.43%	7430	69.84%
Male	2050	16.55%	2472	23.24%
Prefer not to say	40	0.32%	79	0.74%

Transgender applicants	2024/25	% of applicants	2025/26	% of applicants
No response provided	75	0.61%	664	6.24%
No	9466	76.42%	9790	92.02%
Prefer not to say	94	0.76%	146	1.37%
Yes	13	0.10%	39	0.37%

Sexual Orientation	2024/25	% of applicants	2025/26	% of applicants
No response provided	96	0.78%	686	6.45%
Bisexual	266	2.15%	273	2.57%
Gay or Lesbian	225	1.82%	234	2.20%
Other sexual orientation	6	0.05%	23	0.22%
Prefer not to say	424	3.42%	476	4.47%
Straight / Heterosexual	8631	69.68%	8947	84.10%

Equalities Reporting

Marital Status	2024/25	% of applicants	2025/26	% of applicants
No response provided	73	0.59%	658	6.18%
Divorced	289	2.33%	402	3.78%
Formerly in a civil partnership which is now legally dissolved	8	0.06%	15	0.14%
In a registered civil partnership	59	0.48%	89	0.84%
Married	3277	26.46%	3484	32.75%
Never married and never registered in a civil partnership	5122	41.35%	5262	49.46%
Prefer not to say	495	4.00%	508	4.77%
Separated, but still legally in a civil partnership	7	0.06%	*	*
Separated, but still legally married	222	1.79%	147	1.38%
Surviving partner from a civil partnership	*	*	*	*
Widowed	93	0.75%	73	0.69%

Ethnic Group	2024/25	% of applicants	2025/26	% of applicants
No response provided	73	0.59%	658	6.18%
A White	8213	66.31%	8281	77.84%
B Mixed or multiple ethnic groups	138	1.11%	158	1.49%
C Asian, Scottish Asian or British Asian	706	5.70%	822	7.73%
D African, Scottish African or British African	252	2.03%	385	3.62%
E Caribbean or Black	16	0.13%	22	0.21%
F Other ethnic group	97	0.78%	122	1.15%
Prefer not to say	153	1.24%	191	1.80%

Ethnic Background when Ethnic Group selected was White	2024/25	% of applicants	2025/26	% of applicants
No response provided	1291	10.42%	363	3.41%
Gypsy / Traveller	0	0.00%	*	*
Irish	126	1.02%	134	1.26%
Other British	429	3.46%	384	3.61%
Other white ethnic group, please write below:	99	0.80%	103	0.97%
Polish	36	0.29%	41	0.39%
Roma	0	0.00%	0	0.00%
Scottish	7222	58.31%	7255	68.19%
Showman / showwoman	*	*	0	0.00%

Equalities Reporting

Religion	2024/25	% of applicants	2025/26	% of applicants
No response provided	168	1.36%	747	7.02%
Another religion or body	7	0.06%	*	*
Buddhist	26	0.21%	15	0.14%
Church of Scotland	1009	8.15%	1122	10.55%
Hindu	184	1.49%	258	2.43%
Jewish	10	0.08%	17	0.16%
Muslim	384	3.10%	401	3.77%
None	4869	39.31%	4673	43.92%
Other Christian	425	3.43%	601	5.65%
Pagan	11	0.09%	7	0.07%
Prefer not to say	443	3.58%	603	5.67%
Roman Catholic	2077	16.77%	2155	20.26%
Sikh	35	0.28%	37	0.35%

Table 4

New starters 2024/25 & 2025/26

Age Group	2024/25	% of new starters	2025/26	% of new starters
24 & under	118	17%	194	24%
25-39	303	44%	280	35%
40-59	204	29%	248	31%
60 and over	67	10%	75	9%
Grand Total	692	100%	797	100%

Gender	2024/25	% of new starters	2025/26	% of new starters
Female	506	73%	577	72%
Male	186	27%	220	28%
Grand Total	692	100%	797	100%

Marital Status	2024/25	% of new starters	2025/26	% of new starters
No Response	434	63%	504	63%
Divorced	14	2%	15	2%
Living with Partner	32	5%	39	5%

Equalities Reporting

Married/Civil Partnership	103	15%	136	17%
Prefer not to say	5	1%	6	1%
Separated	*	*	8	1%
Single	99	14%	83	10%
Widowed	*	*	6	1%
Grand Total	692	100%	797	100%

Disability	2024/25	% of new starters	2025/26	% of new starters
No Response	452	65%	521	65%
Disabled	17	2%	12	2%
Not disabled	218	32%	250	31%
Prefer not to say	5	1%	14	2%
Grand Total	692	100%	797	100%

Religion	2024/25	% of new starters	2025/26	% of new starters
No Response	443	64%	514	64%
Buddhist	*	*	*	*
Church of Scotland	34	5%	50	6%
Hindu	*	*	10	1%
Humanist	0	0%	*	*
Muslim	7	1%	5	1%
None	123	18%	133	17%
Other Christian	12	2%	16	2%
Pagan	0	0%	*	*
Other Religion	*	*	0	0%
Prefer not to say	10	1%	12	2%
Roman Catholic	60	9%	54	7%
Grand Total	692	100%	797	100%

Ethnic origin	2024/25	% of new starters	2025/26	% of new starters
No Response	439	63%	512	64%
Arab (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	*	*	9	1%
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	*	*	10	1%
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	*	*	*	*
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	6	1%	*	*

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Black - African (inc. British, English, Irish, Scottish, Welsh)	*	*	5	1%
Mixed	*	*	*	*
Prefer not to say	*	*	*	*
White - British	34	5%	45	6%
White - English	*	*	0	0%
White - Irish	6	1%	5	1%
White - Other	7	1%	16	2%
White - Polish	*	*	5	1%
White - Scottish	180	26%	179	22%
Grand Total	692	100%	797	100%

Table 5

Leavers 2024/25 & 2025/26

Age Group	2024/25	% of leavers	2025/26	% of leavers
24 & under	62	8%	94	7%
25-39	300	38%	489	37%
40-59	222	28%	360	27%
60 and over	211	27%	372	28%
Grand Total	795	100%	1315	100%

Gender Split	2024/25	% of leavers	2025/26	% of new starters
Female	577	73%	937	71%
Male	218	27%	378	29%
Grand Total	795	100%	1315	100%

Marital Status	2024/25	% of leavers	2025/26	% of leavers
No Response	454	57%	912	69%
Divorced	26	3%	18	1%
Living with Partner	49	6%	50	4%
Married/Civil Partnership	166	21%	170	13%
Prefer not to say	12	2%	5	0%
Separated	5	1%	9	1%
Single	74	9%	144	11%
Widowed	9	1%	7	1%
Grand Total	795	100%	1315	100%

Equalities Reporting

Disability	2024/25	% of leavers	2025/26	% of leavers
No Response	468	59%	942	72%
Disabled	14	2%	26	2%
Not disabled	308	39%	338	26%
Prefer not to say	5	1%	9	1%
Grand Total	795	100%	1315	100%

Religion	2024/25	% of leavers	2025/26	% of leavers
No Response	459	58%	928	71%
Buddhist	*	*	*	*
Church of Scotland	71	9%	74	6%
Hindu	0	0%	*	*
Humanist	0	0%	*	*
Muslim	*	*	5	0%
None	131	16%	168	13%
Other Christian	23	3%	20	2%
Other Religion	*	*	*	*
Pagan	0	0%	*	*
Prefer not to say	11	1%	11	1%
Roman Catholic	93	12%	96	7%
Sikh	*	*	*	*
Grand Total	795	100%	1315	100%

Ethnic Origin	2024/25	% of leavers	2025/26	% of leavers
No Response	454	57%	921	70%
Arab (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	0	0%	*	*
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	*	*	*	*
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*
Black - African (inc. British, English, Irish, Scottish, Welsh)	6	1%	*	*
Black - Other (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*
Mixed	*	*	*	*
Prefer not to say	*	*	*	*
White - British	76	10%	66	5%
White - English	5	1%	*	*
White - Irish	5	1%	8	1%

Equalities Reporting

White - Other	5	1%	7	1%
White - Polish	*	*	*	*
White - Scottish	229	29%	290	22%
White - Welsh	*	*	*	*
Grand Total	795	100%	1315	100%

Nationality	2024/25	% of leavers	2025/26	% of leavers
No Response	1381	65.45%	922	70.11%
American	*	*	*	*
British (not Channel Islands or IOM)	224	10.62%	115	8.75%
British Indian Ocean Territory	*	*	0	0.00%
Cameroon	*	*	*	*
Canadian	*	*	0	0.00%
English	5	0.24%	*	*
Greek	*	*	*	*
Indian	*	*	*	*
Irish	5	0.24%	*	*
Lebanese	*	*	*	*
Nigeria	*	*	0	0.00%
Northern Ireland	*	*	*	*
Not Known	*	*	*	*
Omani	*	*	*	*
Paraguay	*	*	*	*
Polish	*	*	*	*
Prefer not to say	*	*	0	0.00%
Scottish	469	22.23%	255	19.39%
Serbian	*	*	*	*
Spanish	*	*	*	*
Sri Lankan	*	*	*	*
Ukrainian	*	*	*	*
Grand Total	2110	100%	1315	100%

Table 6

Total No. of Maternity Leave Periods	209
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Summary	Total	%
Employees who returned to work for 3 months or more / to present following Maternity Leave	159	76%
Employees who left authority immediately or less than 3 months following Maternity Leave	5	2%
Employees who are still on Maternity Leave	45	22%

Equalities Reporting

Total No. of Maternity Leave Periods	239
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Summary	Total	%
Employees who returned to work for 3 months or more / to present following Maternity Leave	232	97%
Employees who left authority immediately or less than 3 months following Maternity Leave	7	3%

Table 7
Training & Development – In Person Training

Gender	2024/25	%	2025/26	%	Grand Total
Female	864	68.41%	1239	68.91%	2103
Male	399	31.59%	559	31.09%	958
Grand Total	1263		1798		3061

Age	2024/25	%	2025/26	%	Grand Total
16-25	34	2.69%	95	5.28%	129
26-35	194	15.36%	281	15.63%	475
36-45	270	21.38%	486	27.03%	756
46-55	360	28.50%	513	28.53%	873
56-65	360	28.50%	389	21.64%	749
>66	45	3.56%	34	1.89%	79
Grand Total	1263	100.00%	1798	100.00%	3061

Disability	2024/25	%	2025/26	%	Grand Total
No response provided	582	46.08%	623	34.65%	1205
Disabled	17	1.35%	33	1.84%	50
Not disabled	647	51.23%	907	50.44%	1554
Prefer not to say	17	1.35%	19	1.06%	36
Grand Total	1263	100.00%	1798	100.00%	3061

Religion	2024/25	%	2025/26	%	Grand Total
No response provided	560	44.34%	726	40.38%	1286
Buddhist	*	*	*	*	*
Church of Scotland	173	13.70%	242	13.46%	415
Hindu	12	0.95%	13	0.72%	25
Humanist	*	*	*	*	*

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Muslim	7	0.55%	9	0.50%	16
None	279	22.09%	428	23.80%	707
Other Christian	34	2.69%	75	4.17%	109
Other Religion	*	*	*	*	*
Prefer not to say	13	1.03%	24	1.33%	37
Roman Catholic	180	14.25%	265	14.74%	445
Sikh	*	*	10	0.56%	12
Grand Total	1263	100.00%	1798	100.00%	3061

Ethnic Origin	2024/25	%	2025/26	%	Grand Total
No Response Provided	551	43.63%	705	55.82%	1256
Arab (inc. British, English, Irish, Scottish, Welsh)	*	*	5	0.40%	*
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	13	1.03%	20	1.58%	33
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	*	*	7	0.55%	*
Black - African (inc. British, English, Irish, Scottish, Welsh)	13	1.03%	6	0.48%	19
Black - Other (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*
Mixed	9	0.71%	7	0.55%	16
Prefer not to say	*	*	5	0.40%	*
White - British	124	9.82%	194	15.36%	318
White - English	8	0.63%	14	1.11%	22
White - Irish	7	0.55%	11	0.87%	18
White - Northern Irish	*	*	*	*	*
White - Other	7	0.55%	16	1.27%	23
White - Polish	*	*	7	0.55%	*
White - Scottish	516	40.86%	790	62.55%	1306
White - Welsh	*	*	*	*	*
Grand Total	1263	100.00%	828	65.56%	1339

Sexual Orientation	2024/25	%	2025/26	%	Grand Total
No response provided	572	45.29%	735	40.88%	1307
Bisexual	6	0.48%	*	*	*
Gay / Lesbian	19	1.50%	16	0.89%	35
Heterosexual / Straight	634	50.20%	1007	56.01%	1641
Other	6	0.48%	8	0.44%	14
Prefer not to say	26	2.06%	28	1.56%	54
Grand Total	1263	100.00%	1798	100.00%	3061

Equalities Reporting

Table 8

Development – Moodle / e-learning

Completed training					
Gender Split	2024/25	%	2025/26	%	Grand Total
Female	380	74.36%	509	61.47%	889
Male	131	25.64%	319	38.53%	450
Grand Total	511	100.00%	828	100.00%	1339

Completed training					
Age Group	2024/25	%	2025/26	%	Grand Total
16-25	28	5.48%	138	16.67%	166
26-35	43	8.41%	97	11.71%	140
36-45	136	26.61%	253	30.56%	389
46-55	221	43.25%	188	22.71%	409
56-65	67	13.11%	133	16.06%	200
>66	16	3.13%	19	2.29%	35
Grand Total	511	100.00%	828	100.00%	1339

Completed training					
Disability	2024/25	%	2025/26	%	Grand Total
No Response	176	34.44%	285	34.42%	461
Disabled	12	2.35%	19	2.29%	31
Not disabled	312	61.06%	476	57.49%	788
Prefer not to say	11	2.15%	48	5.80%	59
Grand Total	511	100.00%	828	100.00%	1339

Completed training					
Religion	2024/25	%	2025/26	%	Grand Total
No Response	177	34.64%	284	34.30%	461
Buddhist	*	*	*	*	*
Church of Scotland	40	7.83%	103	12.44%	143
Hindu	*	*	*	*	*
Humanist	*	*	*	*	*
Muslim	*	*	*	*	*
None	233	45.60%	286	34.54%	519
Other Christian	12	2.35%	22	2.66%	34
Prefer not to say	11	2.15%	28	3.38%	39
Roman Catholic	33	6.46%	101	12.20%	134
Grand Total	511	100.00%	828	100.00%	1339

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Completed training					
Ethnic Origin	2024/25	%	2025/26	%	Grand Total
No Response Provided	172	33.66%	276	33.33%	448
Arab (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*
Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*
Mixed	*	*	6	0.72%	*
Prefer not to say	*	*	8	0.97%	*
White - British	36	7.05%	74	8.94%	110
White - English	*	*	*	*	*
White - Irish	*	*	*	*	*
White - Other	*	*	11	1.33%	11
White - Scottish	297	58.12%	440	53.14%	737
White - Welsh	*	*	*	*	*
Grand Total	511	100.00%	828	100.00%	1339

Completed training					
Sexual Orientation	2024/25	%	2025/26	%	Grand Total
No Response Provided	174	34.05%	296	35.75%	470
Bisexual	*	*	36	4.35%	36
Gay / Lesbian	*	*	5	0.60%	6
Heterosexual / Straight	320	62.62%	460	55.56%	780
Other	7	1.37%	*	*	*
Prefer not to say	9	1.76%	27	3.26%	36
Grand Total	511	100.00%	828	100.00%	1339

Table 9

Grievance

Grievance		
Gender Split	2024/25	2025/26
Female	11	22
Male	7	14
Grand Total	18	36

Equalities Reporting

Table 10

Occupational Segregation: Gender Distribution by Salary Grading

Salary Grade	Female	%	Male	%	Grand Total
Grade 3	228	83%	48	17%	276
Grade 4	987	87%	143	13%	1130
Grade 5	533	64%	301	36%	834
Grade 6	602	73%	225	27%	827
Grade 7	193	65%	106	35%	299
Grade 8	193	63%	112	37%	305
Grade 9	82	76%	26	24%	108
Grade 10	46	61%	30	39%	76
Grade 11	*	*	*	*	*
Grade 12	8	42%	11	58%	19
Grade 13	*	*	*	*	*
Grade 15	*	*	*	*	*
Grade 16	*	*	*	*	*
Grade 17	*	*	*	*	*
5JA	*	*	*	*	*
Chartered Teachers	*	*	*	*	*
Depute / Principal Psychologist	*	*	*	*	*
Deputy Head Teacher Job Sized	*	*	*	*	*
Education Support Office	*	*	*	*	*
Head Teachers Jobsized	103	76%	32	24%	135
Music Instructors	26	46%	30	54%	56
Principal Teachers	234	72%	91	28%	325
Psychologist	9	100%	0	0%	9
Quality Improvement Manager	*	*	*	*	*
Quality Improvement Officer	*	*	*	*	*
Senior Psychologist	*	*	*	*	*
Teachers Conserved - EDC	*	*	*	*	*
Unpromoted Primary	637	93%	49	7%	686
Unpromoted Secondary	420	75%	139	25%	559
Grand Total	4376	76%	1367	24%	5743

*Those who are identifiable due to less than 5 people being within the grade have been excluded from the table/graph.

Equalities Reporting

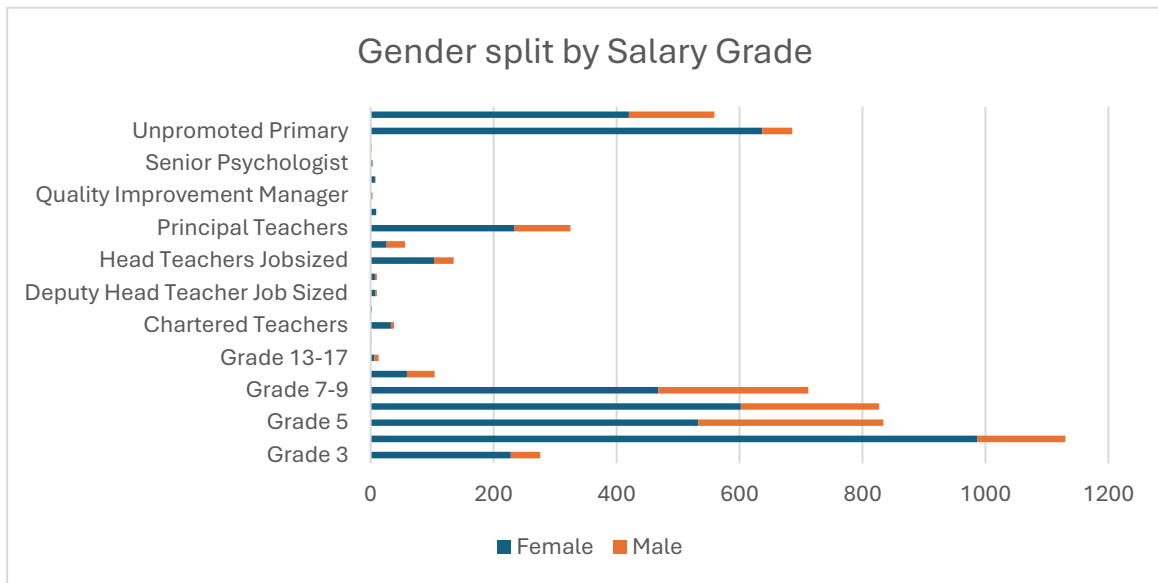
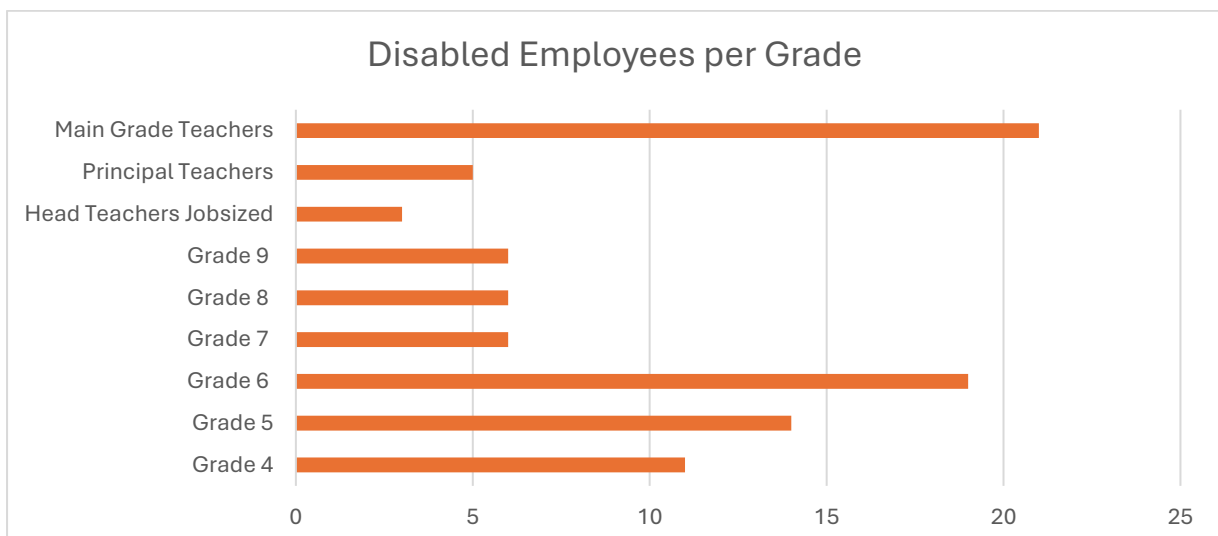
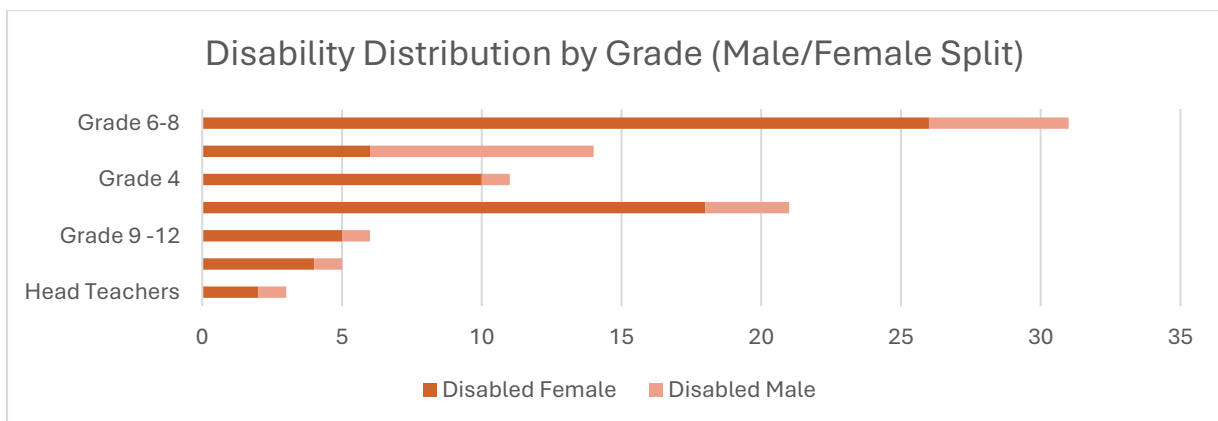


Table 11

Disability Distribution by Grade



Equalities Reporting

Table 12

Ethnic Distribution by Salary Grade

Row Labels	Female	%	Male	%	Grand Total
Not Known/Prefer not to say	1925	74.41%	662	25.59%	2587
5JA	*	*		0.00%	*
Chartered Teachers	19	82.61%	*	*	23
Depute / Principal Psychologist	*	*	0	0.00%	*
Deputy Head Teacher Job Sized	5	100.00%	0	0.00%	5
Education Support Office	*	*	*	*	*
Grade 3-5	866	75.96%	274	24.04%	1140
Grade 6-8	352	64.00%	198	36.00%	550
Grade 9-12	35	66.04%	18	33.96%	53
Head Teachers Jobsized	26	68.42%	12	31.58%	38
Music Instructors	15	46.88%	17	53.13%	32
non-promoted teachers	588	80.99%	138	19.01%	726
Psychologist	6	100.00%	0	0.00%	6
Quality Improvement Officer	*	*	0	0.00%	*
Senior Psychologist	*	*	0	0.00%	*
Single Status 35 hrs Grade 17	*	*	0	0.00%	*
Arab (inc. British, English, Irish, Scottish, Welsh)	9	75.00%	*	*	9
Grade 3-5	6	85.71%	*	*	6
Grade 6-8	*	*	*	*	*
non-promoted teachers	*	*	0	0.00%	*
Asian - Bangladeshi (inc. British, English, Irish, Scottish, Welsh)	*	*	*	*	*
Grade 3-5	*	*	*	*	*
non-promoted teachers	*	*	*	*	*
Asian - Chinese (inc. British, English, Irish, Scottish, Welsh)	9	69.23%	*	*	11
Grade 3-5	*	*	*	*	*
Grade 6-8	*	*	*	*	*
Music Instructors	*	*	0	0.00%	*
non-promoted teachers	*	*	0	0.00%	*
Asian - Indian (inc. British, English, Irish, Scottish, Welsh)	31	91.18%	*	*	31
Grade 3-5	19	100.00%	0	0.00%	19
Grade 6-8	7	87.50%	*	*	7
Grade 9-12	*	*	0	0.00%	*
non-promoted teachers	*	*	*	*	*
Asian - Other (Inc. British, English, Irish, Scottish, Welsh)ound)	7	87.50%	*	*	7
Grade 3-5	*	*	0	0.00%	*
Grade 6-8	*	*	*	*	*
non-promoted teachers	*	*	0	0.00%	*

Equalities Reporting

Asian - Pakistani (inc. British, English, Irish, Scottish, Welsh)	13	86.67%	*	*	13
Grade 3-5	8	100.00%	0	0.00%	8
Grade 6-8	*	*	*	*	*
non-promoted teachers	*	*	*	*	*
Black - African (inc. British, English, Irish, Scottish, Welsh)	8	44.44%	10	55.56%	18
Grade 3-5	5	38.46%	8	61.54%	13
Grade 6-8	*	*	*	*	*
Black - Other (inc. British, English, Irish, Scottish, Welsh)	47	74.60%	16	25.40%	63
Grade 3-5	*	*	0	0.00%	*
Mixed	23	74.19%	8	25.81%	31
Grade 3-5	9	69.23%	4	30.77%	13
Grade 6-8	*	*	*	*	*
Grade 9-12	*	*	0	0.00%	*
non-promoted teachers	9	90.00%	*	*	9
Single Status 35 hrs Grade 13	0	0.00%	*	*	*
White - British	439	76.48%	135	23.52%	574
Chartered Teachers	*	*	0	0.00%	*
Grade 3-5	154	79.79%	39	20.21%	193
Grade 6-8	94	73.44%	34	26.56%	128
Grade 9-12	19	54.29%	16	45.71%	35
Head Teachers Jobsized	15	71.43%	6	28.57%	21
Music Instructors	*	*	*	*	*
non-promoted teachers	151	81.18%	35	18.82%	186
Psychologist	*	*		0.00%	2
Quality Improvement Officer	0	0.00%	*	*	*
Single Status 35 hrs Grade 13	0	0.00%	*	*	*
Single Status 35 hrs Grade 17	0	0.00%	*	*	*
White - English	21	72.41%	8	27.59%	29
Education Support Office	*	*	0	0.00%	*
Grade 3-5	*	*	*	*	*
Grade 6-8	7	77.78%	*	*	7
Grade 9-12	*	*	*	*	*
Head Teachers Jobsized	*	*	0	0.00%	*
non-promoted teachers	7	87.50%	*	*	&
Quality Improvement Manager	*	*	0	0.00%	*
Single Status 35 hrs Grade 17	0	0.00%	*	*	*
White - Irish	20	68.97%	9	31.03%	29
Grade 3-5	*	*	*	*	8
Grade 6-8	*	*	*	*	7
Grade 9-12	2	100.00%		0.00%	2
non-promoted teachers	10	83.33%	2	16.67%	12
White - Northern Irish	2	66.67%	1	33.33%	3
Deputy Head Teacher Job Sized	1	100.00%		0.00%	1
Grade 3-5		0.00%	1	100.00%	1
Grade 9-12	1	100.00%		0.00%	1
White - Other	53	81.54%	12	18.46%	65
Grade 3-5	22	88.00%	3	12.00%	25

Equalities Reporting

Grade 6-8	12	85.71%	2	14.29%	14
Grade 9-12	*	*	*	*	*
Head Teachers Jobsized	0	0.00%	*	*	*
Music Instructors	*	*	*	*	*
non-promoted teachers	15	83.33%	*	*	15
White - Polish	10	83.33%	*	*	10
Grade 3-5	6	85.71%	*	*	6
Grade 6-8	*	*	*	*	*
Head Teachers Jobsized	*	*	0	0.00%	*
White - Scottish	1775	78.16%	496	21.84%	2271
Chartered Teachers	11	100.00%		0.00%	11
Deputy Head Teacher Job Sized	*	*	*	*	*
Education Support Office	*	*	*	*	*
Grade 3-5	621	80.65%	149	19.35%	770
Grade 6-8	486	72.11%	188	27.89%	674
Grade 9-12	79	69.91%	34	30.09%	113
Head Teachers Jobsized	60	82.19%	13	17.81%	73
Music Instructors	6	40.00%	9	60.00%	15
non-promoted teachers	496	83.93%	95	16.07%	591
Psychologist	*	*	0	0.00%	*
Quality Improvement Manager	*	*	*	*	*
Quality Improvement Officer	5	100.00%	0	0.00%	5
Single Status 35 hrs Grade 15	*	*	0	0.00%	*
Single Status 35 hrs Grade 16	*	*	*	*	*
Single Status 35 hrs Grade 17	*	*	*	*	*
White - Welsh	*	*	*	*	5
Grade 3-5	0	0.00%	*	*	*
Grade 9-12	*	*	0	0.00%	*
non-promoted teachers	*	*	*	*	*
Grand Total	4376	76.20%	1367	23.80%	5743

Row Labels	Female	%	Male	%	Grand Total
Arab	9	75.00%	3	25.00%	12
Grade 3	*	*	0	0.00%	*
Grade 4	*	*	0	0.00%	*
Grade 5	*	*	*	*	*
Grade 6	*	*	0	0.00%	*
Grade 7	*	*	*	*	*
Unpromoted Secondary	*	*	*	*	*
Asian	49	85.96%	8	14.04%	57
Grade 3	*	*	0	0.00%	*
Grade 4	17	89.47%	*	*	17
Grade 5	7	87.50%	*	*	7
Grade 6	10	100.00%	0	0.00%	10
Grade 7	*	*	0	0.00%	*
Grade 8	*	*	*	*	6
Grade 10	*	*	0	0.00%	*

Equalities Reporting

Principal Teachers	0	0.00%	*	*	*
Unpromoted Primary	5	100.00%	0	0.00%	5
Unpromoted Secondary	*	*	*	*	*
Black	6	40.00%	9	60.00%	15
Grade 3	*	*	*	*	*
Grade 4	*	*	*	*	*
Grade 5	0	0.00%	*	*	*
Grade 7	0	0.00%	*	*	*
Grade 8	*	*	*	*	*
Mixed	19	76.00%	6	24.00%	25
Grade 3	0	0.00%	*	*	*
Grade 4	*	*	0	0.00%	*
Grade 5	*	*	0	0.00%	*
Grade 6	*	*	0	0.00%	*
Grade 7	*	*	0	0.00%	*
Grade 8	0	0.00%	*	*	*
Grade 10	*	*	0	0.00%	*
Grade 12	*	*	0	0.00%	*
Grade 13	0	0.00%	*	*	*
Unpromoted Primary	*	*	*	*	*
Unpromoted Secondary	*	*	*	*	6
Not Known/Prefer not to say	1925	74.41%	662	25.59%	2587
Grade 3	143	82.66%	30	17.34%	173
Grade 4	417	88.16%	56	11.84%	473
Grade 5	224	61.37%	141	38.63%	365
Grade 6	217	65.56%	114	34.44%	331
Grade 7	56	65.12%	30	34.88%	86
Grade 8	54	54.55%	45	45.45%	99
Grade 9	21	72.41%	8	27.59%	29
Grade 10	10	55.56%	8	44.44%	18
Grade 11	*	*		0.00%	*
Grade 12	*	*	*	*	*
Grade 17	*	*	0	0.00%	*
5JA	*	*	0	0.00%	*
Apprentice Grading	9	52.94%	8	47.06%	17
Chartered Teachers	19	79.17%	5	20.83%	24
Depute / Principal Psychologist	*	*	0	0.00%	*
Education Support Office	*	*	*	*	*
Head Teachers Jobsized	27	71.05%	11	28.95%	38
Music Instructors	18	51.43%	17	48.57%	35
Principal Teachers	76	71.70%	30	28.30%	106
Psychologist	*	*	0	0.00%	*
Quality Improvement Officer	*	*	0	0.00%	*
Senior Psychologist	*	*	0	0.00%	*
Unpromoted Primary	270	86.82%	41	13.18%	311
Unpromoted Secondary	194	75.19%	64	24.81%	258
White	1775	78.16%	496	21.84%	2271
Grade 3	55	84.62%	10	15.38%	65
Grade 4	369	93.18%	27	6.82%	396
Grade 5	270	65.85%	140	34.15%	410

Equalities Reporting

Grade 6	320	74.59%	109	25.41%	429
Grade 7	102	62.96%	60	37.04%	162
Grade 8	118	69.01%	53	30.99%	171
Grade 9	65	80.25%	16	19.75%	81
Grade 10	29	59.18%	20	40.82%	49
Grade 11	*	*	*	*	*
Grade 12	*	*	7	50.00%	7
Grade 16	*	*	*	*	*
Grade 17	*	*	*	*	6
Apprentice Grading		0.00%	*	*	*
Chartered Teachers	16	100.00%	0	0.00%	16
Education Support Office	*	*	*	*	*
Head Teachers Jobsized	68	77.27%	20	22.73%	88
Music Instructors	10	45.45%	12	54.55%	22
Principal Teachers	104	77.04%	31	22.96%	135
Psychologist	*	*	0	0.00%	*
Quality Improvement Manager	*	*	*	*	*
Quality Improvement Officer	5	83.33%	*	*	6
Teachers Conserved - EDC	*	*	0	0.00%	*
Unpromoted Primary	249	92.22%	21	7.78%	270
Unpromoted Secondary	276	77.75%	79	22.25%	355
Grand Total	4376	76.20%	1367	23.80%	5743

Table 13

Senior Leadership Representation

Group	% of workforce	% of senior grades*
Women	75%	69%
Men	25%	31%
Disabled	1.82%	1.84%
Ethnic Minority	2.06%	1.23%

*Grade 12 and above (including Head Teachers)

Table 14

Gender Split: Distribution by Job Title for Grade 6 & below

Grade 6 and below posts	Female	%	Male	%	Total
Catering Assistants	173	96.11%	7	3.89%	180
Catering Team Leaders	31	88.57%	*	*	31
Cleaner	168	81.55%	38	18.45%	206
Cleaning Team Leader	41	74.55%	14	25.45%	55
Craft Semi-skilled	0	0.00%	68	100.00%	68
Early Years Worker	353	96.45%	13	3.55%	366
Personal Carer	167	89.30%	20	10.70%	187
Roads Operatives	0	0.00%	39	100.00%	39

Equalities Reporting

Senior Carer	15	88.23%	*	*	15
Senior Early Years Worker	29	96.67%	*	*	29
Streetscene Operatives	0	0.00%	45	100.00%	45
Support for learning assistant	276	93.88%	18	6.12%	294
Waste Operatives	*	*	56	98.25%	56

Table 15

Gender Split: sample of higher grades

Sample of higher grades	Female	%	Male	%	Totals
Grade 10 Team Leaders	16	45.71%	19	54.29%	35
Head Teachers Primary	67	91.78%	6	8.22%	73
Head Teacher Secondary	27	52.94%	24	47.06%	51
Grade 12 managers	9	45.00%	11	55.00%	20

Table 16

Mean Gender Pay Gap

Mean Average Hourly Rate - 31 March 2026			
Male	Female	Difference	Mean Average Gap
£22.71	£21.92	0.79	3.46%

* For East Dunbartonshire Council only

Table 17

Median Gender Pay Gap

Median Average Hourly Rate - 31 March 2026			
Male	Female	Difference	Median Average Gap
£18.93	£18.93	0.00%	0%

* For East Dunbartonshire Council only