

Employee Monitoring data

The council acknowledges that there are some gaps in the data available for employee monitoring, which are being addressed. In 2013 there were no figures for sexual orientation or for religion and belief – the following figures set the baseline from 2015 onwards. From 2014, employees have been able to update their personal characteristic information by accessing their own human resource record in the council's IT Personnel System, Resourcelink. However, for the additional protected characteristic information not previously requested, such as religion, belief and sexual orientation, there has been a low percentage of completion. Overall, there is not a significant difference in the figures between 2013 and 2015, for example, the total number of employees with a disability employed in the council in 2015 is only one fewer than in 2013 (96 compared to 97). The number of black and minority ethnic people applying and being recruited for posts remains low but is reflective of the composition of the ethnic profile in the Angus community. Additionally, the categories for ethnicity have been broken down further than they were in 2013, therefore there is no direct correlation for some figures.

The number of leavers from the council is high over the 2013-15 period as a result of significant restructuring, which makes it difficult to directly compare the 2015 figures to those reported in 2013. Between 2015 and 2017, we will promote and encourage staff to update their information.

Employee Monitoring data for 2013 can be found at:

<http://archive.angus.gov.uk/ccmeetings/reports-committee2013/StrategicPolicy/278.pdf>.

1. Workforce Profile as at January 2015

Ethnicity	Gender		Total
	Female	Male	
Scottish	8	3	11
Indian, Indian Scottish or Indian British	0	2	2
Caribbean, Caribbean Scottish or Caribbean British	2	0	2
Chinese, Chinese Scottish or Chinese British	2	0	2
Mixed or Multiple Ethnic Groups	1	3	4
Mixed White, Multiple white and Asian	0	1	1
Not Disclosed	3	0	3
Other African	1	1	2
Other Caribbean	0	1	1
Other White Ethnic Group	44	9	53
Other Asian	1	0	1
Prefer Not to Say	441	176	617
White Eastern European	2	2	4
White English, Welsh, Scottish, Northern Irish	4	5	9
White Irish	19	6	25
White Other British	287	122	409
White Scottish	2,887	868	3755
White – Any Other	1	0	1
Blanks	242	103	345
TOTALS	3945	1302	5247

2. Workforce Profile Declaring a Disability

	FEMALE	MALE	TOTAL
White – Scottish	57	21	78
White Other British	5	7	12
Indian, Indian Scottish or Indian British	0	1	1
White English, Welsh, Scottish, Northern Irish	0	1	1
White Irish	1	0	1
Prefer Not to Say	1	1	2
Other White Ethnic Group	1	0	1
TOTALS	65	31	96

3. Workforce Profile Declaring their Religion/Belief (new category for 2015)

	FEMALE	MALE	TOTAL
Buddhist	2	0	2
Church of Scotland	164	36	200
Hindu	0	1	1
Humanist	5	2	7
Jewish	0	1	1
None	187	66	253
Other Christian	35	12	47
Pagan	3	0	3
Roman Catholic	30	17	47
Other	2	1	3
Prefer Not to Say	20	9	29
TOTALS	448	145	593

1. Disciplinary and Grievance Hearings (2014)

		Disciplinary	Grievances
Gender	Male	18	1
	Female	10	1
TOTAL		28	2
Ethnicity	White Scottish	16	2
	White other British	5	
	Unknown	7	
TOTAL		28	2
Disability	Yes		1
	No		
	Unknown	28	1
TOTAL		28	2
Religious Belief	Christian	1	
	None	1	1
	Unknown	26	1
TOTAL		28	2
Sexual Orientation	Heterosexual	2	1
	Unknown	26	1
TOTAL		28	2

2. Recruitment and Selection (2014) – Ethnicity and Gender

	Application Returned				Interviewed			
	Female	Male	Prefer not to say	Unknown	Female	Male	Prefer not to say	Unknown
Asian – Pakistani (Inc. Scottish/British)	6	10	0	0	1	5	0	0
Caribbean or Black (Other)	0	4	0	0	0	2	0	0
African – (Inc. Scottish/British)	2	7	0	0	0	2	0	0
African – Other	10	15	0	0	1	4	0	0
Any Mixed or Multiple	15	10	0	0	2	0	0	0
Asian – Bangladeshi (Inc. Scottish/British)	1	5	0	0	0	1	0	0
Asian – Chinese (Inc. Scottish/British)	10	3	0	0	1	0	0	0
Asian – Indian (Inc. Scottish/British)	7	19	0	0	0	0	0	0
Asian – Other (Inc. Scottish/British)	4	7	0	0	0	0	0	0
Black (Inc. Scottish/British)	2	4	0	0	0	0	0	0
Caribbean (Inc. Scottish/British)	1	1	0	0	0	0	0	0
Other – Arab (Inc. Scottish/British)	3	4	0	0	0	0	0	0
Other, please specify	13	14	0	0	2	0	0	0
Prefer not to answer	9	33	17	0	1	2	2	9
Unknown	48	17	4	94	3	2	4	0
White – Eastern European	23	19	0	0	1	1	0	0
White – Polish	49	29	0	0	0	3	0	0
White – Eastern European	0	2	0	0	0	0	0	0
White – Polish	3	1	0	0	0	0	0	0
White – Eastern European	1	0	0	0	0	0	0	0
White – Irish	30	37	0	0	4	1	0	0
White – Other British	450	372	1	0	49	25	0	0
White – Other white ethnic group	65	73	0	0	7	3	0	0
White - Scottish	3,975	3,303	3	2	402	201	0	0

3. Recruitment and Selection (2014) – Ethnicity and Gender Cont.

	Successful			
	Female	Male	Prefer not to say	Unknown
Asian – Pakistani (Inc. Scottish/British)	0	0	0	0
Caribbean or Black (Other)	0	0	0	0
African – (Inc. Scottish/British)	0	0	0	0
African – Other	1	1	0	0
Any Mixed or Multiple	2	0	0	0
Asian – Bangladeshi (Inc. Scottish/British)	0	1	0	0
Asian – Chinese (Inc. Scottish/British)	1	0	0	0
Asian – Indian (Inc. Scottish/British)	0	0	0	0
Asian – Other (Inc. Scottish/British)	0	0	0	0
Black (Inc. Scottish/British)	0	0	0	0
Caribbean (Inc. Scottish/British)	0	0	0	0
Other – Arab (Inc. Scottish/British)	0	0	0	0
Other, please specify	2	0	0	0
Prefer not to answer	1	2	2	0
Unknown	3	2	4	9
White – Eastern European	1	1	0	0
White – Polish	0	3	0	0
White – Eastern European	0	0	0	0
White – Polish	0	0	0	0
White – Eastern European	0	0	0	0
White – Irish	4	1	0	0
White – Other British	49	25	0	0
White – Other white ethnic group	7	3	0	0
White - Scottish	402	201	0	0

4. Recruitment and Selection – Declared disability – all Applicants (2014)

DISABILITY	TOTAL
No	8,217
Prefer Not to Say	56
Yes	454
(blank)	140
Grand Total	8,867

8. Recruitment and Selection (2014) – Sexual Orientation

	Application Returned	Interviewed	Successful
Bisexual	80	20	5
Gay	72	11	3
Heterosexual/Straight	8,126	2,437	665
Lesbian	35	10	3
Other	19	3	0
Prefer not to answer	335	93	35
Unknown	143	34	8
(Blank)	57	18	9

9. Recruitment and Selection (2014) – Religion and Belief

	Application Returned	Interviewed	Successful
Buddhist	18	6	1
Church of Scotland	2188	665	200
Hindu	29	9	0
Humanist	67	19	7
Jewish	6	3	2
Muslim	30	9	1
None	4,276	1,242	343
Other Christian	674	219	48
Other Religion or Belief	125	33	8
Pagan	22	9	2
Prefer not to answer	558	163	44
Roman Catholic	688	201	58
Sikh	2	1	0
Unknown	184	45	14

**10. Employees applying for promoted posts (i.e. posts higher than those currently on)
(2014) – Ethnicity and Gender**

	Application Returned				Interviewed			
	Female	Male	Prefer not to Say	Unknown	Female	Male	Prefer not to Say	Unknown
Asian – Pakistani (Inc. Scottish/British)	2	5	0	0	1	3	0	0
Caribbean or Black (Other)	0	0	0	0	0	0	0	0
African – (Inc. Scottish/British)	0	4	0	0	0	2	0	0
African – Other	3	2	0	0	1	1	0	0
Any Mixed or Multiple	1	2	0	0	1	1	0	0
Asian – Bangladeshi (Inc. Scottish/British)	0	0	0	0	0	0	0	0
Asian – Chinese (Inc. Scottish/British)	0	0	0	0	0	0	0	0
Asian – Indian (Inc. Scottish/British)	1	1	0	0	0	0	0	0
Asian – Other (Inc. Scottish/British)	0	0	0	0	0	0	0	0
Black (Inc. Scottish/British)	0	0	0	0	0	0	0	0
Caribbean (Inc. Scottish/British)	1	0	0	0	0	0	0	0
Other – Arab (Inc. Scottish/British)	0	0	0	0	0	0	0	0
Other, please specify	0	6	0	0	0	3	0	0
Prefer not to answer	0	6	3	0	0	1	1	0
Unknown	7	0	4	0	4	0	0	0
White – Eastern European	2	0	0	0	0	0	0	0
White – Polish	2	3	0	0	1	3	0	0
White – Eastern European	0	0	0	0	0	0	0	0
White – Polish	0	1	0	0	0	0	0	0
White – Eastern European	1	0	0	0	1	0	0	0
White – Irish	4	3	0	0	2	2	0	0
White – Other British	66	50	0	0	36	16	0	0
White – Other white ethnic group	16	19	0	0	9	3	0	0
White - Scottish	489	356	0	0	282	119	0	0

11. Employees applying for promoted posts (2014) – Ethnicity and Gender Cont.

	Successful			
	Female	Male	Prefer not to say	Unknown
Asian – Pakistani (Inc. Scottish/British)	0	0	0	0
Caribbean or Black (Other)	0	0	0	0
African – (Inc. Scottish/British)	0	0	0	0
African – Other	0	0	0	0
Any Mixed or Multiple	0	0	0	0
Asian – Bangladeshi (Inc. Scottish/British)	0	0	0	0
Asian – Chinese (Inc. Scottish/British)	0	0	0	0
Asian – Indian (Inc. Scottish/British)	0	0	0	0
Asian – Other (Inc. Scottish/British)	0	0	0	0
Black (Inc. Scottish/British)	0	0	0	0
Caribbean (Inc. Scottish/British)	0	0	0	0
Other – Arab (Inc. Scottish/British)	0	0	0	0
Other, please specify	0	0	0	0
Prefer not to answer	0	0	1	0
Unknown	2	0	0	0
White – Eastern European	0	0	0	0
White – Polish	0	1	0	0
White – Eastern European	0	0	0	0
White – Polish	0	0	0	0
White – Eastern European	0	0	0	0
White – Irish	0	0	0	0
White – Other British	7	4	0	0
White – Other white ethnic group	2	0	0	0
White - Scottish	67	24	0	0

12. Employees applying for promoted posts (2014) – Declared Disability and Gender

		Disability	No Disability	Unknown	Prefer not to say
Application Returned	Female	34	558	1	5
Application Returned	Male	22	422	12	2
Application Returned	Prefer not to say	0	0	0	2
Application Returned	Unknown	0	0	3	0
Interviewed	Female	21	275	1	3
Interviewed	Male	6	122	0	1
Interviewed	Prefer not to say	0	0	0	0
Interviewed	Unknown	0	0	0	0
Successful	Female	1	76	1	1
Successful	Male	1	28	0	0
Successful	Prefer not to say	0	1	0	0
Successful	Unknown	0	0	0	0

13. Leavers (2014) – Ethnicity and Gender

Ethnicity	Gender		TOTAL
	Female	Male	
Asian – Indian (Inc. Scottish/British)	1	0	1
Prefer not to answer	46	33	79
Unknown	56	24	80
White – Other British	38	13	51
White – Other white ethnic group	5	1	6
White - Scottish	246	135	381
TOTAL			598

14. Leavers (2014) – Disability

Ethnicity	Gender		TOTAL
	Female	Male	
White – Other British		1	1
White - Scottish	2	1	3
TOTAL			4

15. Training (2014)

Internal Courses - Ethnicity

White Scottish	1,009
White other British	89
Other White Ethnic Group	17
White Irish	7
Scottish	1
White Eastern European	1
Any other African	1
Prefer not to answer	107
TOTAL	1,232

Internal Courses - Disability and Gender

Males (no declared disability)	230
Males (declared disability)	8
Females (no declared disability)	978
Females (declared disability)	16
TOTAL	1,232

External Courses – Ethnicity

Approved	White Scottish	68
	Other White Ethnic	2
	White Other British	7
	White Irish	1
	Not known	11
Refused	White Scottish	2
	Not known	2
TOTAL		93

External Courses – Disability and Gender

Approved 89 (2 declared disability)	Male – 24	Female – 65
Refused 4 (0 declared disability)	Male – 2	Female – 2