

### Employee Monitoring data

Employees are responsible for updating their personal characteristic information by accessing their own human resource record in the council's Human Resources System, Resourcelink. For many protected characteristics there continues to be a low percentage of completion. This was highlighted in our Audit Scotland report published in 2020, and as a result, in our employee workforce plan we are committed to undertaking a survey of staff in 2021 to find out what staff perceive as the barriers to completing this information. We will then look to address these perceived barriers to encourage staff to complete this information. It is only by having a more complete picture that we will be able to evidence that we are not discriminating against any protected characteristic group. What may assist us in our aim is that from April 2021 applicants to local authorities through MyJobScotland will find it mandatory to complete the equalities monitoring information. Applicants may still choose the option of 'prefer not to answer', but it may encourage more people to complete the equalities' monitoring information on application.

Some points to highlight from the information extrapolated from our current employee monitoring data are as follows:

From 2017-2019, the number of employees decreased by 368, however from 2019-2021 the number of employees increased by 285. Despite this, the number of employees declaring a disability remained almost static (i.e. 60 in 2019 and 61 in 2021). It is interesting to note, however, that the number of employees declaring that they were unaware if they had a disability or not, rose significantly from 727 in 2019 to 1,100 in 2021. This indicates that there is a need for us to raise awareness of disability issues, and we will ensure that this is taken into account with the 2021 staff survey.

The number of employees in our current workforce declaring an Eastern European or other white ethnicity remained fairly static i.e. 30 in 2019 and 29 in 2021. In terms of recruitment, 168 applicants were from Eastern European or other white ethnicity in December 2018. This number increased to 241 in 2021; the number who were successful was 9 in 2018 and 6 in 2021. With the ending of the free movement of labour in Europe with Brexit, the longer-term impact of this on current, and future, employees is unknown at this stage.

The number of employees who declared an ethnicity other than white, Eastern European or white other, rose slightly from 9 in 2019, to 13 in 2021. However, we have actions in our workforce plan to aim to further increase this number, in keeping with the Scottish Government's measures to increase race equality in employment.

The number of employees declaring a sexual orientation other than heterosexual increased slightly from 6 in 2019 to 10 in 2021. This figure remains very low, and will also be raised in our staff survey. For those staff declaring their religion and belief, 'none' rose

from 299 in 2019, to 340 in 2021. In comparison, those declaring a Christian belief rose from 293 in 2019 to 349 in 2021, and is the highest religion/belief, but by a small number.

Over a quarter of the workforce is aged over 55 years, and this will be a factor in any workforce planning for the loss of experienced staff.

There has been a drop in the number of employees leaving the council who have a disability, from 13 in 2018, to 2 in 2021. There has also been a significant drop in the number of disciplinaries from 43 in 2018 to 26 in 2021. This represents a decrease in 3 fewer males, and 14 fewer females who were disciplined. There is no significant impact on the other protected characteristics.

The number of internal training days increased from 4,096 in 2018 to 4,524 in 2020, and the number attending internal training increased from 1,629 in 2018 to 2,466 in 2020. There were no implications for any protected characteristics, as no requests were refused.

Employee Monitoring Data for 2019, for comparative purposes, where available, can be found at: [https://www.angus.gov.uk/sites/default/files/2019-04/140\\_app2\\_0.pdf](https://www.angus.gov.uk/sites/default/files/2019-04/140_app2_0.pdf)

We will continue to promote and encourage staff to update their personal information.

#### Workforce Profile by Ethnicity as at January 2021

| <b>Ethnicity</b>                         | <b>Female</b> | <b>Male</b> | <b>Grand Total</b> |
|--|---------------|-------------|--------------------|
| A – English                              | 2             | 0           | 2                  |
| A - Other British                        | 2             | 0           | 2                  |
| A – Scottish                             | 15            | 4           | 19                 |
| Arab, Arab Scottish or Arab British      | 0             | 1           | 1                  |
| Black/African/Caribbean/British-African  | 0             | 2           | 2                  |
| C - Any other African background         | 0             | 1           | 1                  |
| Caribbean, Carib. Scot., or Carib. Brit. | 1             | 0           | 1                  |
| Mixed or Multiple Ethnic Groups          | 0             | 2           | 2                  |
| Mixed/Multiple - White and Asian         | 0             | 1           | 1                  |
| Mixed/Multiple - White and Black Carib   | 1             | 0           | 1                  |
| Not Disclosed                            | 1             | 1           | 2                  |
| Other African                            | 1             | 1           | 2                  |
| Other Asian                              | 1             | 1           | 2                  |
| Other White Ethnic Group                 | 17            | 4           | 21                 |
| Prefer Not To Answer                     | 222           | 70          | 292                |
| White - Any other                        | 8             | 3           | 11                 |
| White - Eastern European                 | 7             | 1           | 8                  |
| White - English/Welsh/Scottish/N Irish   | 33            | 19          | 52                 |
| White – Irish                            | 10            | 7           | 17                 |
| White - Other British                    | 140           | 60          | 200                |

|                    |             |             |             |
|--------------------|-------------|-------------|-------------|
| White – Scottish   | 1687        | 526         | 2213        |
| (blank)            | 1235        | 392         | 1627        |
| <b>Grand Total</b> | <b>3383</b> | <b>1096</b> | <b>4479</b> |

#### Workforce Profile by Gender as at January 2021

| Gender             | Total       |
|--------------------|-------------|
| Female             | 3383        |
| Male               | 1096        |
| <b>Grand Total</b> | <b>4479</b> |

#### Workforce Profile by Disability as at January 2021

| Disability         | Female      | Male        | Grand Total |
|--------------------|-------------|-------------|-------------|
| No                 | 424         | 166         | 590         |
| Refused            | 1           | 0           | 1           |
| Unaware            | 904         | 198         | 1102        |
| Yes                | 39          | 22          | 61          |
| (Blank)            | 2015        | 710         | 2725        |
| <b>Grand Total</b> | <b>3383</b> | <b>1096</b> | <b>4479</b> |

#### Workforce Profile by Religion/Belief as at January 2021

| Religion/Belief      | Female      | Male        | Grand Total |
|----------------------|-------------|-------------|-------------|
| Buddhist             | 1           |             | 1           |
| Church of Scotland   | 183         | 48          | 231         |
| Hindu                |             | 1           | 1           |
| Humanist             | 3           | 1           | 4           |
| Jewish               |             | 2           | 2           |
| Muslim               | 1           | 1           | 2           |
| None                 | 247         | 93          | 340         |
| Other                | 2           | 5           | 7           |
| Other Christian      | 36          | 13          | 49          |
| Pagan                | 1           | 1           | 2           |
| Prefer Not To Answer | 25          | 12          | 37          |
| Roman Catholic       | 41          | 20          | 61          |
| (blank)              | 2843        | 899         | 3742        |
| <b>Grand Total</b>   | <b>3383</b> | <b>1096</b> | <b>4479</b> |

Workforce Profile by Marital Status as at January 2021

| <b>Marital Status</b> | <b>Female</b> | <b>Male</b> | <b>Grand Total</b> |
|-----------------------|---------------|-------------|--------------------|
| Civil Partner         |               | 1           | 1                  |
| Divorced              | 42            | 6           | 48                 |
| Living with Partner   | 105           | 27          | 132                |
| Married               | 1118          | 130         | 1248               |
| Prefer not to answer  | 3             | 1           | 4                  |
| Single                | 673           | 54          | 727                |
| Separated             | 25            | 5           | 30                 |
| Widow/Widower         | 4             | 2           | 6                  |
| (blank)               | 1413          | 870         | 2283               |
| <b>Grand Total</b>    | <b>3383</b>   | <b>1096</b> | <b>4479</b>        |

Disciplinary and Grievance Hearings – 1 January 2020 – 31 December 2020

|                           |                            | <b>Disciplinary</b> | <b>Grievance</b> |
|---------------------------|----------------------------|---------------------|------------------|
| <b>Gender</b>             | Female                     | 14                  | *                |
|                           | Male                       | 12                  | *                |
| <b>Total</b>              |                            | <b>26</b>           | <b>*</b>         |
| <b>Ethnicity</b>          | A01 - White Scottish       | 9                   | *                |
|                           | AS - Scottish              | *                   | *                |
|                           | F03 - Prefer not to answer | *                   | 0                |
|                           | ND - Not Disclosed         | 11                  | 1                |
| <b>Total</b>              |                            | <b>26</b>           | <b>*</b>         |
| <b>Disability</b>         | Yes                        | *                   | *                |
|                           | Unaware                    | *                   | *                |
|                           | Blank/Not completed        | 20                  | 2                |
| <b>Total</b>              |                            | <b>26</b>           | <b>*</b>         |
| <b>Religious Belief</b>   | Blank/Not completed        | 23                  | *                |
|                           | None                       | 3                   | *                |
| <b>Total</b>              |                            | <b>26</b>           | <b>*</b>         |
| <b>Sexual Orientation</b> | Bisexual                   | *                   | *                |
|                           | Heterosexual/Straight      | *                   | *                |
|                           | Blank/Not completed        | 24                  | 2                |
| <b>Total</b>              |                            | <b>26</b>           | <b>*</b>         |

\*Note: Where numbers are under 5, and employees can be identified, those numbers are not published.

Workforce Profile by Sexual Orientation as at January 2021

| <b>Person Sexual Orientation</b> | <b>Female</b> | <b>Male</b> | <b>Grand Total</b> |
|----------------------------------|---------------|-------------|--------------------|
|                                  | 1615          | 508         | 2123               |
| Bisexual                         | 1             | 1           | 2                  |
| Gay                              | 0             | 5           | 5                  |
| Heterosexual/Straight            | 512           | 195         | 707                |
| Lesbian                          | 3             | 0           | 3                  |
| Prefer not to answer             | 21            | 5           | 26                 |
| (blank)                          | 2846          | 890         | 3736               |
| <b>Grand Total</b>               | <b>3383</b>   | <b>1096</b> | <b>4479</b>        |

Workforce Profile by Age as at January 2021

| <b>Age Groups</b>  | <b>Female</b> | <b>Male</b> | <b>Grand Total</b> |
|--------------------|---------------|-------------|--------------------|
| 16yrs to 24yrs     | 168           | 53          | 221                |
| 25yrs to 34yrs     | 596           | 158         | 754                |
| 35yrs to 44yrs     | 871           | 225         | 1096               |
| 45yrs to 54yrs     | 1027          | 300         | 1327               |
| 55yrs to 64yrs     | 690           | 320         | 1010               |
| 65yrs and over     | 31            | 40          | 71                 |
| <b>Grand Total</b> | <b>3383</b>   | <b>1096</b> | <b>4479</b>        |

Equal Opportunities Statistics - All Applicants 1 January 2020 - 31 December 2020

| <b>Ethnic Group</b>                        | <b>Applied</b> |        |      |                      |
|--|----------------|--------|------|----------------------|
|  | Unknown        | Female | Male | Prefer not to answer |
| Unknown                                    | 47             | 39     | 10   | 1                    |
| African - (Inc.Scottish/British)           |                | 5      | 5    |                      |
| African - Other                            |                | 5      | 8    |                      |
| Any Mixed or Multiple                      |                | 20     | 14   |                      |
| Asian - Bangladeshi (Inc.Scottish/British) |                | 1      | 6    |                      |
| Asian - Chinese (Inc.Scottish/British)     |                | 14     | 2    |                      |
| Asian - Indian (Inc.Scottish/British)      |                | 7      | 10   |                      |
| Asian - Other (Inc.Scottish/British)       |                | 7      | 3    |                      |
| Asian - Pakistani (Inc.Scottish/British)   |                | 12     | 7    |                      |
| Black - (Inc.Scottish/British)             |                | 4      | 2    |                      |
| Caribbean - (Inc.Scottish/British)         |                | 1      |      |                      |
| Caribbean or Black (Other)                 |                |        | 1    |                      |
| Other - Arab (Inc.Scottish/British)        |                | 3      | 1    |                      |
| Prefer not to answer                       |                | 15     | 12   | 23                   |
| White - Eastern European (eg Polish)       |                | 30     | 8    | 1                    |
| White - Irish                              |                | 12     | 12   |                      |

|                                  |    |      |      |    |
|----------------------------------|----|------|------|----|
| White - Other British            |    | 284  | 170  |    |
| White - Other white ethnic group |    | 78   | 45   |    |
| White - Polish                   |    | 63   | 17   |    |
| White - Scottish                 | 6  | 3191 | 1110 | 1  |
| Grand Total                      | 53 | 3791 | 1443 | 26 |

| Ethnic Group                               | Invited to Interview |        |      |                      |
|--|----------------------|--------|------|----------------------|
|  | Unknown              | Female | Male | Prefer not to answer |
| Unknown                                    | 11                   | 4      |      |                      |
| African - (Inc.Scottish/British)           |                      |        |      |                      |
| African - Other                            |                      | 1      | 1    |                      |
| Any Mixed or Multiple                      |                      | 2      | 4    |                      |
| Asian - Bangladeshi (Inc.Scottish/British) |                      |        |      |                      |
| Asian - Chinese (Inc.Scottish/British)     |                      | 2      |      |                      |
| Asian - Indian (Inc.Scottish/British)      |                      | 1      |      |                      |
| Asian - Other (Inc.Scottish/British)       |                      | 3      | 2    |                      |
| Asian - Pakistani (Inc.Scottish/British)   |                      |        | 2    |                      |
| Black - (Inc.Scottish/British)             |                      |        |      |                      |
| Caribbean - (Inc.Scottish/British)         |                      |        |      |                      |
| Caribbean or Black (Other)                 |                      |        |      |                      |
| Other - Arab (Inc.Scottish/British)        |                      |        |      |                      |
| Prefer not to answer                       |                      |        | 1    | 4                    |
| White - Eastern European (eg Polish)       |                      | 5      | 1    |                      |
| White - Irish                              |                      |        | 4    |                      |
| White - Other British                      |                      | 42     | 21   |                      |
| White - Other white ethnic group           |                      | 6      | 5    |                      |
| White - Polish                             |                      | 4      | 2    |                      |
| White - Scottish                           | 1                    | 666    | 180  | 1                    |
| Grand Total                                | 12                   | 736    | 223  | 5                    |

| Ethnic Group                               | Successful |        |      |                      |
|--|------------|--------|------|----------------------|
|  | Unknown    | Female | Male | Prefer not to answer |
| Unknown                                    | 5          | 2      |      |                      |
| African - (Inc.Scottish/British)           |            |        |      |                      |
| African - Other                            |            |        |      |                      |
| Any Mixed or Multiple                      |            |        |      |                      |
| Asian - Bangladeshi (Inc.Scottish/British) |            |        |      |                      |
| Asian - Chinese (Inc.Scottish/British)     |            | 1      |      |                      |
| Asian - Indian (Inc.Scottish/British)      |            | 1      |      |                      |
| Asian - Other (Inc.Scottish/British)       |            | 1      |      |                      |

|   |   |     |    |   |
|---|---|-----|----|---|
| Asian - Pakistani<br>(Inc.Scottish/British) |   |     |    |   |
| Black - (Inc.Scottish/British)              |   |     |    |   |
| Caribbean - (Inc.Scottish/British)          |   |     |    |   |
| Caribbean or Black (Other)                  |   |     |    |   |
| Other - Arab (Inc.Scottish/British)         |   |     |    |   |
| Prefer not to answer                        |   |     |    | 1 |
| White - Eastern European (eg<br>Polish)     |   | 2   |    |   |
| White - Irish                               |   |     |    |   |
| White - Other British                       |   | 13  | 5  |   |
| White - Other white ethnic group            |   |     | 1  |   |
| White - Polish                              |   | 2   | 1  |   |
| White - Scottish                            | 1 | 283 | 52 |   |
| Grand Total                                 | 6 | 305 | 59 | 1 |

Recruitment and Selection – Declared Disability - 1 January 2020 - 31 December 2020

|                      | <b>Applied</b> |        |      |                      |
|----------------------|----------------|--------|------|----------------------|
| <b>Disability</b>    | Unknown        | Female | Male | Prefer not to answer |
| Unknown              | 46             | 4      | 5    | 1                    |
| No                   | 5              | 3555   | 1309 | 4                    |
| Prefer not to answer | 1              | 45     | 14   | 18                   |
| Yes                  | 1              | 187    | 115  | 3                    |
| Grand Total          | 53             | 3791   | 1443 | 26                   |

|                      | <b>Invited to Interview</b> |        |      |                      |
|----------------------|-----------------------------|--------|------|----------------------|
| <b>Disability</b>    | Unknown                     | Female | Male | Prefer not to answer |
| Unknown              | 11                          |        | 1    |                      |
| No                   |                             | 697    | 206  | 1                    |
| Prefer not to answer | 1                           | 6      |      | 2                    |
| Yes                  |                             | 33     | 16   | 2                    |
| Grand Total          | 12                          | 736    | 223  | 5                    |

|                   | <b>Successful</b> |        |      |                      |
|-------------------|-------------------|--------|------|----------------------|
| <b>Disability</b> | Unknown           | Female | Male | Prefer not to answer |
| Unknown           | 5                 |        |      |                      |
| No                |                   | 296    | 54   |                      |

|                      |   |     |    |   |
|----------------------|---|-----|----|---|
| Prefer not to answer | 1 | 2   |    | 1 |
| Yes                  |   | 7   | 5  |   |
| Grand Total          | 6 | 305 | 59 | 1 |

Recruitment and Selection – Sexual Orientation – 1 January 2020 – 31 December 2020

|                       | <b>Applied</b> | <b>Invited to Interview</b> | <b>Successful</b> |
|-----------------------|----------------|-----------------------------|-------------------|
| Unknown               | 82             | 17                          | 6                 |
| Bisexual              | 81             | 7                           | 1                 |
| Gay                   | 55             | 12                          | 2                 |
| Heterosexual/Straight | 4840           | 894                         | 351               |
| Lesbian               | 49             | 8                           | 1                 |
| Other                 | 11             | 4                           | 1                 |
| Prefer not to answer  | 195            | 34                          | 9                 |
| Grand Total           | 5313           | 976                         | 371               |

Recruitment and Selection – Religion and Belief - 1 January 2020 - 31 December 2020

|                          | <b>Applied</b> | <b>Invited to Interview</b> | <b>Successful</b> |
|--------------------------|----------------|-----------------------------|-------------------|
| Unknown                  | 130            | 23                          | 8                 |
| Buddhist                 | 3              |                             |                   |
| Church of Scotland       | 892            | 178                         | 79                |
| Hindu                    | 11             | 2                           |                   |
| Humanist                 | 56             | 12                          | 2                 |
| Jewish                   | 2              |                             |                   |
| Muslim                   | 31             | 2                           |                   |
| None                     | 3180           | 594                         | 226               |
| Other Christian          | 298            | 62                          | 17                |
| Other Religion or Belief | 43             | 9                           | 6                 |
| Pagan                    | 21             | 1                           |                   |
| Prefer not to answer     | 264            | 44                          | 14                |
| Roman Catholic           | 381            | 49                          | 19                |
| Sikh                     | 1              |                             |                   |
| Grand Total              | 5313           | 976                         | 371               |

Recruitment and Selection – employees applying for promoted posts (i.e. posts at higher grade than current post) – Ethnicity and Gender – 1 January 2020 – 31 December 2020

|  | <b>Applied</b> | <b>Invited to Interview</b> | <b>Successful</b> |
|--|----------------|-----------------------------|-------------------|
|--|----------------|-----------------------------|-------------------|



| <b>Ethnic Group</b>                         | Female     | Male       | Female    | Male      | Female    | Male     |
|---|------------|------------|-----------|-----------|-----------|----------|
| Unknown                                     | 5          | 1          |           |           |           |          |
| Any Mixed or Multiple                       |            | 2          |           | 1         |           |          |
| Asian - Chinese<br>(Inc.Scottish/British)   | 2          |            |           |           |           |          |
| Asian - Indian<br>(Inc.Scottish/British)    | 1          |            |           |           |           |          |
| Asian - Pakistani<br>(Inc.Scottish/British) | 2          |            |           |           |           |          |
| White - Eastern European (eg<br>Polish)     | 1          |            |           |           |           |          |
| White - Irish                               |            | 8          |           | 4         |           |          |
| White - Other British                       | 9          | 22         |           | 6         |           | 1        |
| White - Other white ethnic group            | 4          | 5          | 1         |           |           |          |
| White - Polish                              | 2          | 2          | 1         |           |           |          |
| White - Scottish                            | 258        | 96         | 89        | 24        | 41        | 6        |
| <b>Grand Total</b>                          | <b>284</b> | <b>136</b> | <b>91</b> | <b>35</b> | <b>41</b> | <b>7</b> |

Recruitment and Selection – employees applying for promoted posts – disability and gender – 1 January 2020 to 31 December 2020

|                      | Gender | Disability |                      |     |
|----------------------|--------|------------|----------------------|-----|
|                      |        | No         | Prefer not to answer | Yes |
| Applied              | Female | 269        | 1                    | 14  |
|                      | Male   | 131        | 1                    | 4   |
| Invited to Interview | Female | 85         | 1                    | 5   |
|                      | Male   | 35         |                      |     |
| Successful           | Female | 40         | 1                    |     |
|                      | Male   | 7          |                      |     |

Leavers – Ethnicity and Gender – 1 January 2020 – 31 December 2020

| <b>Ethnicity</b>                          | <b>Female</b> | <b>Male</b> | <b>Grand Total</b> |
|---|---------------|-------------|--------------------|
| Mixed or Multiple Ethnic Groups           | 3             | 0           | 3                  |
| Other White Ethnic Group                  | 3             | 0           | 3                  |
| Prefer Not To Answer                      | 34            | 13          | 47                 |
| White - Eastern European                  | 0             | 3           | 3                  |
| White - English/Welsh/Scottish/N<br>Irish | 8             | 2           | 10                 |
| White - Other British                     | 21            | 6           | 27                 |
| White - Scottish                          | 257           | 60          | 317                |
| (blank)                                   | 140           | 74          | 214                |
| <b>Grand Total</b>                        | <b>466</b>    | <b>158</b>  | <b>624</b>         |

Leavers Declaring a Disability – 1 January 2020 – 31 December 2020

| <b>Disability</b>  | <b>Female</b> | <b>Male</b> | <b>Grand Total</b> |
|--------------------|---------------|-------------|--------------------|
| No                 | 54            | 16          | 70                 |
| Unaware            | 110           | 18          | 128                |
| Yes                | 1             | 1           | 2                  |
| (blank)            | 301           | 123         | 424                |
| <b>Grand Total</b> | <b>466</b>    | <b>158</b>  | <b>624</b>         |

**Internal Training Days**

**1 April 2019 to 31 March 2020**

Total No of internal training days **4524**  
 Number of people attended **2466**

**Ethnic Origin:**

|   |     |
|---|-----|
| A-English                               | 2   |
| A-Other British                         | 2   |
| A-Scottish                              | 12  |
| Black African/Caribbean/British-African | 1   |
| C- Any other African Background         | 1   |
| Caribbean, Carib.Scot, or Carib Brit    | 1   |
| Mixed or multiple ethnic groups         | 1   |
| Mixed/multiple White and Asian          | 1   |
| Not disclosed                           | 838 |
| Other African                           | 2   |
| Other White Ethnic Group                | 11  |
| Prefer not to answer                    | 183 |
| White - any other                       | 7   |
| White - Eastern European                | 2   |
| White - English/Welsh/Scottish/N.Irish  | 31  |
| White - Irish                           | 11  |

|                       |             |
|-----------------------|-------------|
| White - Other British | 133         |
| White - Scottish      | 1227        |
| <b>Total</b>          | <b>2466</b> |

**Disability and Gender:**

|                                  |             |
|----------------------------------|-------------|
| Males (no declared disability)   | 431         |
| Males (declared disability)      | 7           |
| Females (no declared disability) | 2005        |
| Females (declared disability)    | 23          |
| <b>Total</b>                     | <b>2466</b> |