

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 chose 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

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

Workforce Profile by Ethnicity as at January 2021

Ethnicity	Female	Male	Grand Total
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
Grand Total	3383	1096	4479

Workforce Profile by Gender as at January 2021

Gender	Total
Female	3383
Male	1096
Grand Total	4479

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
Grand Total	3383	1096	4479

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
Grand Total	3383	1096	4479

Workforce Profile by Marital Status as at January 2021

Marital Status	Female	Male	Grand Total
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
Grand Total	3383	1096	4479

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

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

*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

Person Sexual Orientation	Female	Male	Grand Total
	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
Grand Total	3383	1096	4479

Workforce Profile by Age as at January 2021

Age Groups	Female	Male	Grand Total
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
Grand Total	3383	1096	4479

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

Ethnic Group	Applied			
	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 (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 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

	Applied			
Disability	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

	Invited to Interview			
Disability	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

	Successful			
Disability	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

	Applied	Invited to Interview	Successful
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

	Applied	Invited to Interview	Successful
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

	Applied	Invited to Interview	Successful
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Ethnic Group	Female	Male	Female	Male	Female	Male
Unknown	5	1				
Any Mixed or Multiple		2		1		
Asian - Chinese (Inc.Scottish/British)	2					
Asian - Indian (Inc.Scottish/British)	1					
Asian - Pakistani (Inc.Scottish/British)	2					
White - Eastern European (eg 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
Grand Total	284	136	91	35	41	7

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

Ethnicity	Female	Male	Grand Total
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 Irish	8	2	10
White - Other British	21	6	27
White - Scottish	257	60	317
(blank)	140	74	214
Grand Total	466	158	624

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

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

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
Total	2466

Disability and Gender:

Males (no declared disability)	431
Males (declared disability)	7
Females (no declared disability)	2005
Females (declared disability)	23
Total	2466