

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 we were committed to undertaking **a survey of staff** by the end of 2021 to find out what staff perceive as the barriers to completing this information. The results were pulled together in 2022, and some key points are:

- There was a very low response rate – only 108 employees took the opportunity to respond.
- Of those responding, 53% said they were unaware of the facility to update their own record despite the Resourcelink log-in page stating that employees should use the self-service facility to ensure their personal information is accurate.
- Only 43% of respondents said they knew their personal information was up-to-date.
- In free text sections, some employees expressed concerns regarding the security of the information, or were suspicious of the purpose of collecting it.
- In free text sections, some employees stated they would update their personal information as a result of the survey.
- In free text sections, some employees stated that there should be regular reminders issued to update personal information, and more information regarding how the information will be used.

We understand that some employees will always choose not to answer certain questions about personal characteristics, and that is respected, but for others we will look to address perceived barriers by reassuring staff and providing more information about the reasons why we ask these questions. The results from the survey and any suggestions provided will continue to be fully considered and by doing so, we hope to encourage more 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.

Some points to highlight from the information extrapolated from our **2023 employee monitoring data** are as follows:

From 2019-2021 the number of employees had increased by 285 (compared to 2017) to 4,479 (in part due to the large increase in the number of Early Years staff). In 2023 the number had increased again but by the much lower amount of 48, to 4,527. Despite this, the number of employees declaring a disability has remained almost static (i.e. 60 in 2019, 61 in 2021 and 58 in 2023). It is interesting to note, however, that the number of employees declaring that they are unaware if they have a disability or not, rose significantly from 727 in 2019 to 1,100 in 2021 and to 1,119 in 2023. This indicates that there is a need for us to continue to raise awareness of disability issues within the workforce.

The number of employees in our current workforce declaring an Eastern European or other white ethnicity has decreased i.e. it was 30 in 2019, 29 in 2021, and is now 24 in 2023. In terms of recruitment, however, the number of applicants from Eastern European or other white ethnicity has continued to increase: In December 2018, 168 applicants were of Eastern European or other white ethnicity. This number increased to 241 in 2021, and has increased again to 278 in 2023. The number who were successful has also increased from 9 in 2018 and 6 in 2021 to 17 in 2023. At present, therefore, the ending of the free movement of labour in Europe with Brexit has not had the negative impact we could have anticipated in terms of recruitment.

The number of employees in our current workforce who declared an ethnicity other than white, Eastern European or white other, rose slightly from 9 in 2019, to 13 in 2021 and remains at 13 in 2023. However, we have actions in our workforce plan to aim to increase this number, in keeping with the Scottish Government's measures to increase race equality in employment, and the issuing of their Race Equality Strategy in 2023.

The number of employees declaring a sexual orientation other than heterosexual increased slightly from 6 in 2019 to 10 in 2021 and remains at 10 in 2023. This figure remains very low, but from our staff survey in 2021 this area of equalities monitoring remains the most sensitive, with employees the most suspicious of how the data will be used and questioning how confidential their personal details are. For those staff declaring their religion and belief as 'none'/Humanist rose from 299 in 2019, to 340 in 2021, but has decreased slightly to 334 in 2023. In comparison, those declaring a Christian belief rose from 293 in 2019 to 349 in 2021, but dropped to 326 in 2023.

Approximately half the workforce is aged between 45 – 64 years, and this will be a factor in any workforce planning for the loss of experienced staff. It also reinforces the importance of the action being taken to increase the number of young people employed in the council through, for example, the Modern Apprenticeship Scheme etc.

There has been an increase in the number of employees leaving the council who have a disability, from 13 in 2018, to 2 in 2021 to 12 in 2023. There continues to be fewer disciplinaries: from 43 in 2018, to 26 in 2021 and 20 in 2023. This represents a decrease in 1 fewer male, and 5 fewer females who were disciplined. There are blanks in this data table as Guidance from the Equality and Human Rights Commission states that the protected characteristics, if numbers are lower than 5, should not be reported here due to the possibility that people could be identified. There is no significant impact on the other protected characteristics.

The number of internal training days has continued an upward trend of increasing from 4,096 in 2018 to 4,524 in 2020 and to 4885 in 2023. The number of employees attending internal training, however, decreased from 1,629 in 2018 to 2,466 in 2020 to 1777 in 2023. There are no known implications for any protected characteristics.

Regarding the reporting of promoted posts, we have been unable to fulfil this requirement this year. Scottish councils were made aware at the beginning of 2023 that the request for this information was removed from the My Job Scotland equalities monitoring form in 2022, therefore we believe all Scottish councils are affected by this, and are unable to report these figures. We have, however, included a table of internal candidates applying

for, being interviewed for, and being successful for, internal posts, as the closest sets of data we can provide in the circumstances. This information is provided with the caveat that not all of our internal candidates will have applied for promoted posts – some may be redeployment, some a sideways move for development etc. My Job Scotland is aware of the problem, and to date is looking to reinstate the question on the monitoring form ‘Are you applying for a promoted post?’ as soon as practical.

Other statistical information on our employees, such as occupational segregation, the gender, disability and race pay gaps etc can be found in the accompanying Mainstreaming Report 2023-2025.

Full Employee Monitoring Data for 2021, for comparative purposes, can be found at: [Policy and Resources Committee 8 June - Report No 133 - Equalities Mainstreaming Report - app 3 \(angus.gov.uk\)](#)

Workforce Profile by Ethnicity as at January 2023

Ethnicity	Female	Male	Grand Total
A - English	1	0	1
A - Other British	2	0	2
A - Scottish	13	3	16
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
Indian, Indian Scottish or Indian 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	0	1
Other African	1	1	2
Other Asian	1	1	2
Other White Ethnic Group	15	3	18
Prefer Not To Answer	197	65	262
White - Any other	7	3	10
White - Eastern European	5	1	6
White - English/Welsh/Scottish/N Irish	35	19	54
White - Irish	9	6	15
White - Other British	109	53	162
White - Scottish	1470	461	1931
(blank)	1563	473	2036
Grand Total	3432	1095	4527

Workforce Profile by Gender as at January 2023

Gender	Total
Female	3432
Male	1095
Grand Total	4527

Workforce Profile by Disability as at January 2023

Disability	Female	Male	Grand Total
No	425	168	593
Refused	1	0	1
Unaware	933	186	1119
Yes	39	19	58
(blank)	2034	722	2756
Grand Total	3432	1095	4527

Workforce Profile by Religion/Belief as at January 2023

Religion/Belief	Female	Male	Grand Total
Buddhist	2	0	2
Church of Scotland	179	48	227
Hindu	0	1	1
Humanist	4	1	5
Jewish	0	2	2
Muslim	1	0	1
None	238	91	329
Other	2	5	7
Other Christian	33	12	45
Pagan	3	1	4
Prefer Not To Answer	22	12	34
Roman Catholic	40	14	54
(blank)	2908	908	3816
Grand Total	3432	1095	4527

Workforce Profile by Marital Status as at January 2023

Marital Status	Female	Male	Grand Total
Civil Partner	2	2	4
Divorced	44	6	50
Living with Partner	103	28	131
Married	1002	127	1129

Prefer not to answer	3	2	5
Single	613	42	655
Separated	28	2	30
Widow/Widower	5	2	7
(blank)	1632	884	2516
Grand Total	3432	1095	4527

Disciplinary and Grievance Hearings – 1 January 2022 – 31 December 2022

		Disciplinary	Grievance
Gender	Female	9	*
	Male	11	*
Total		20	*
Ethnicity	A01 - White Scottish	9	*
	AS – Scottish	*	*
	F03 - Prefer not to answer	*	*
	ND - Not Disclosed	10	0
Total		20	*
Disability	No	*	*
	Unaware	*	*
	Blank/Not completed	14	0
Total		20	*
Religious Belief	Blank/Not completed	17	0
	None	*	*
	Prefer not to answer	*	*
	Roman Catholic	*	*
Total		20	*
Sexual Orientation	Blank/Not completed	17	*
	Heterosexual/Straight	*	*
	Blank/Not completed	*	0
Total	Grand Total	20	*

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

Workforce Profile by Sexual Orientation as at January 2023

Person Sexual Orientation	Female	Male	Grand Total
	1514	461	1975
Bisexual	3	0	3
Gay	0	4	4
Heterosexual/Straight	494	186	680

Lesbian	3	0	3
Prefer not to answer	22	6	28
(blank)	1396	438	1834
Grand Total	3432	1095	4527

Workforce Profile by Age as at January 2023

Age Groups	Female	Male	Grand Total
16yrs to 24yrs	192	43	235
25yrs to 34yrs	590	145	735
35yrs to 44yrs	934	253	1187
45yrs to 54yrs	978	285	1263
55yrs to 64yrs	694	328	1022
65yrs and over	44	41	85
Grand Total	3432	1095	4527

Equal Opportunities Statistics - All Applicants - 1 January 2022 – 31 December 2022

Ethnicity	Applied			
	Unknown	Female	Male	Prefer not to say
Unknown	21			
African - (Inc. Scottish/British)		3	3	
African - Other		27	54	
Asian - Bangladeshi (Inc. Scottish/British)		3		
Asian - Chinese (Inc. Scottish/British)		15	1	
Asian - Indian (Inc. Scottish/British)		15	20	
Asian - Other (Inc. Scottish/British)		8	4	
Asian - Pakistani (Inc. Scottish/British)		25	6	
Caribbean or Black (Other)		7		
Mixed or multiple ethnic groups		22	24	1
Other ethnic group		11	8	
Prefer not to say		24	14	55
White - Eastern European (e.g. Polish)		44	13	
White - Other British		260	121	
White - Other white ethnic group		97	37	
White Irish		13	15	
White Polish		64	17	
White Scottish		3022	1219	4
Grand Total	21	3660	1556	60

Ethnicity	Invited to Interview			
	Unknown	Female	Male	Prefer not to say
Unknown	7			
African - (Inc. Scottish/British)				
African - Other		4	6	
Asian - Bangladeshi (Inc. Scottish/British)				
Asian - Chinese (Inc. Scottish/British)		4	1	
Asian - Indian (Inc. Scottish/British)		1	5	
Asian - Other (Inc. Scottish/British)		2		
Asian - Pakistani (Inc. Scottish/British)		4		
Caribbean or Black (Other)				
Mixed or multiple ethnic groups		4	2	
Other ethnic group				
Prefer not to say		7	1	3
White - Eastern European (eg Polish)		11	2	
White - Other British		62	23	
White - Other white ethnic group		20	5	
White Irish		8	3	
White Polish		13	3	
White Scottish		753	246	1
Grand Total	7	893	297	4

Ethnicity	Successful			
	Unknown	Female	Male	Prefer not to say
Unknown	4			
African - (Inc. Scottish/British)				
African - Other				
Asian - Bangladeshi (Inc. Scottish/British)				
Asian - Chinese (Inc. Scottish/British)		2		
Asian - Indian (Inc. Scottish/British)				
Asian - Other (Inc. Scottish/British)				
Asian - Pakistani (Inc. Scottish/British)		2		
Caribbean or Black (Other)				
Mixed or multiple ethnic groups		2	1	
Other ethnic group				
Prefer not to say		1		
White - Eastern European (e.g. Polish)		1	1	

White - Other British		22	10	
White - Other white ethnic group		6	3	
White Irish		3	1	
White Polish		5	1	
White Scottish		258	122	
Grand Total	4	302	139	0

Recruitment and Selection – Declared Disability - 1 January 2022 – 31 December 2022

	Applied			
Disability	Unknown	Female	Male	Prefer not to say
Unknown	21			
No		3415	1466	10
Prefer not to say		35	8	51
Yes		210	82	5
Grand Total	21	3660	1556	66

	Invited to Interview			
Disability	Unknown	Female	Male	Prefer not to say
Unknown	7			
No		839	288	3
Prefer not to say		9	3	2
Yes		45	6	
Grand Total	7	893	297	5

	Successful			
Disability	Unknown	Female	Male	Prefer not to say
Unknown	4			
No		284	138	
Prefer not to say		2	1	
Yes		16		
Grand Total	4	302	139	

Recruitment and Selection – Sexual Orientation – 1 January 2022 – 31 December 2022

Sexual Orientation	Applied	Invited to Interview	Successful
Unknown	53	11	6
Bisexual	96	22	4
Gay or Lesbian	107	19	7
Heterosexual/Straight	4812	1112	418
Other	2	0	0

Prefer not to say	233	38	10
Grand Total	5303	1202	445

Recruitment and Selection – Religion and Belief - 1 January 2022 – 31 December 2022

Religion and Belief	Applied	Invited to Interview	Successful
Unknown	158	32	16
Buddhist	7	1	
Church of Scotland	817	194	68
Hindu	18	1	
Jewish	6		
Muslim	56	4	2
None	3531	829	321
Other Christian	139	30	7
Other Religion or Belief	8	3	1
Pagan	17	3	
Prefer not to say	250	46	14
Roman Catholic	294	59	16
Sikh	2		
Grand Total	5303	1202	445

Recruitment and Selection – employees applying for promoted posts (i.e. posts at higher grade than current post) – Ethnicity and Gender – 1 January 2022 – 31 December 2022 – this question is not captured in the ANG 2021 Diversity Questionnaire – below are tables of employees applying for an internal post

Ethnicity	Applied			Prefer not to say
	Unknown	Female	Male	
Unknown	9			
African - (Inc. Scottish/British)		1		
African - Other		2	1	
Asian - Chinese (Inc. Scottish/British)		7		
Asian - Indian (Inc. Scottish/British)		3	8	
Asian - Pakistani (Inc. Scottish/British)		7	1	
Mixed or multiple ethnic groups		12	12	
Other ethnic group		4		
Prefer not to say		5	2	7
White - Eastern European (e.g. Polish)		5	3	
White - Other British		102	24	1
White - Other white ethnic group		14	10	

White Irish		7	3	
White Polish		26	4	
White Scottish		1196	370	2
Grand Total	9	1391	438	10

Ethnicity	Invited to Interview			
	Unknown	Female	Male	Prefer not to say
Unknown	5			
African - (Inc. Scottish/British)				
African - Other				
Asian - Chinese (Inc. Scottish/British)		2		
Asian - Indian (Inc. Scottish/British)			1	
Asian - Pakistani (Inc. Scottish/British)		2		
Mixed or multiple ethnic groups		3	2	
Other ethnic group				
Prefer not to say		3	1	
White - Eastern European (e.g. Polish)		2	1	
White - Other British		29	9	1
White - Other white ethnic group		6	2	
White Irish		2	1	
White Polish		7	1	
White Scottish		396	129	
Grand Total	5	452	147	1

Ethnicity	Successful			
	Unknown	Female	Male	Prefer not to say
Unknown	4			
African - (Inc. Scottish/British)				
African - Other				
Asian - Chinese (Inc. Scottish/British)		2		
Asian - Indian (Inc. Scottish/British)				
Asian - Pakistani (Inc. Scottish/British)		2		
Mixed or multiple ethnic groups		2	1	
Other ethnic group				
Prefer not to say		1		
White - Eastern European (e.g. Polish)		1	1	

White - Other British		17	4	
White - Other white ethnic group		5	2	
White Irish		1	1	
White Polish		3	1	
White Scottish		205	91	
Grand Total	4	239	101	

Recruitment and Selection – employees applying for promoted posts – disability and gender – 1 January 2022 – 31 December 2022– this question is not captured in the ANG 2021 Diversity Questionnaire – below is a table of employees applying for an internal post

	Gender	Disability		
		No	Prefer not to answer	Yes
Applied	Female	1347	15	29
	Male	425	2	11
	Prefer not to say	2	17	0
Invited to Interview	Female	435	6	11
	Male	143	2	2
	Prefer not to say	1	5	0
Successful	Female	229	2	8
	Male	100	1	0
	Prefer not to say	0	4	0

Leavers – Ethnicity and Gender – 1 January 2022 – 31 December 2022

Ethnicity	Female	Male	Grand Total
A - English	5		5
A - Scottish	11		11
Mixed or Multiple Ethnic Groups		1	1
Prefer Not To Answer	42	16	58
White - Any other	2		2
White - Eastern European	4		4
White - English/Welsh/Scottish/N Irish	6	1	7
White - Irish	1	2	3
White - Other British	34	12	46
White - Scottish	352	63	415
(blank)	428	105	533
Grand Total	885	200	1085

Leavers Declaring a Disability – 1 January 2022 – 31 December 2022

Disability	Female	Male	Grand Total
No	111	24	135
Unaware	188	37	225
Yes	10	2	12
(blank)	576	137	713
Grand Total	885	200	1085

Internal Training Days: 1 April 2021 to 31 March 2022

Total number of internal training days **4885**

Number of people attended **1777**

Ethnic Origin:

A – Scottish	6
Black/African/Carribbean/British-African	2
Indian, Indian Scottish or Indian British	1
Other African	1
Not disclosed	708
Other White Ethnic Group	7
Prefer Not to Answer	79
White – Any other	3
White – Eastern European	3
White – English/Welsh/Scottish/N Irish	23
White – Irish	5
White – Other British	60
White – Scottish	879
Grand Total	1777

Disability and Gender:

Males (no declared disability)	335
Males (declared disability)	8
Females (no declared disability)	1418
Females (declared disability)	16
Total	1777