



Equality and Diversity in Employment

March 2025

Fife Council is committed to providing equality of opportunity in employment and providing employment policies, procedures and practices which treat employees fairly and with dignity and respect.

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Hyperlinks

We have used hyperlinks to help those reading this document electronically navigate between different sections. A hyperlink is indicated by text which is underlined.

Alternative format or language

We have produced this document in English using Arial font size 12. We have used an accessibility checker to help ensure this document is accessible for people who are using assistive reading technology. If you would like a copy of this document in an alternative format, such as in larger print, or translated into another language, please contact us.

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1. Introduction

This document sets out the following information:

- The equalities information profile of our workforce
- Our HR practices
- Our pay practices

We provide an update on how we have been working towards the workforce-related commitments of the Council's equality outcomes for 2021-2025. We then introduce our new outcome and workforce actions for 2025-29.

You can find more information about the Council's Equality Outcomes in the document "Equality, Diversity and Human Rights Equality Outcomes 2025-29" on fife.gov.uk.

1.1 The Equality Act and the Equality Duties

The Equality Act 2010 protects individuals against discrimination based on 9 protected characteristics:

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

Under the Equality Act (Specific Duties) Regulations 2012 we must gather, use and publish employee information and pay gap information every two years. We must also publish an equal pay statement every four years.

The Council must also:

- publish equality outcomes,
- report progress on mainstreaming the equality duty, and
- consider award criteria and contract conditions in relation to public procurement.

You can find further information about how the Council meets all these duties in the Council's "Equality, Diversity and Human Rights Equality Outcomes 2025-2029" document and update reports. These are available on fife.gov.uk.

1.2 Meeting our Equality Duties

Publishing Data

In this report we provide the information we need to publish to meet the specific duties. This information includes:

- Employee information across all the protected characteristics.
- Information about recruitment, training, discipline, grievance and improving performance cases.
- Information about our gender, race and disability pay gaps (this includes occupational segregation).

The specific equality duties mean that we must provide information both as a Local Authority and as an Education Authority. Throughout this report, where appropriate, we provide two separate sets of information:

- Our whole workforce (as a Local Authority).
- Our employees who work as Teachers or one of the many other roles within our Education Services (as an Education Authority).

Due to the introduction of a new employee management system, we are unable to provide reporting data for a full two-year period, instead our data is based on a reporting period of 10 September 2023 to 9 September 2024. The exception to this is the pay gap information for race, disability and gender which is based on data from 31st March 2024.

2. Advancing Equality of Opportunity within Our Workforce

Previous Workforce Actions

The Council's Equality and Diversity Scheme 2021-25 set out equality outcomes and within these outcomes we embedded specific workforce related actions. Most of these actions contributed to the Council's outcome which is: "The Council understands its workforce better and it reflects the diversity of the local population".

We said we would:

- Work to improve the information we hold about employees' equality information.
- Engage with local communities about our workplace practices in partnership with Fife Centre for Equalities.
- Engage with young people in our workforce to identify and act on ways to attract and support other young people (aged 16 - 24) into training and employment opportunities with the Council.
- Demonstrate our commitment to equality of opportunity for trans people throughout recruitment and employment, including supporting trans employees through a transitioning process.
- Further our support to recruit and retain disabled employees.
- Review employee training relating to equality, diversity and inclusion.
- Develop new workstyles to provide support for more flexible and inclusive working across the Council.

The following section provides an update on our work towards meeting these commitments/actions.

Work to improve the information we hold about employees' equality information.

Our new HR/payroll system links data recorded at recruitment with our core HR data. Overtime this will help improve our disclosure rates as we know people are more likely to complete equality monitoring questions at the recruitment stage.

We have an ongoing communication campaign to explain why and how we collect information, encourage employees to check that their information has been recorded and if not request they complete it. These key messages have been built into a variety of different communications for employees on issues such as Transgender Awareness, Interfaith Week and Global Diversity Awareness.

Engage with local communities about our workplace practices in partnership with Fife Centre for Equalities.

Fife Centre for Equalities (FCE) undertook research into the public's perception of Fife Council as an employer and access to the job opportunities we offer. This piece of work was specifically targeted at minority ethnic communities within Fife as our data from the last reporting period showed we had a disproportionately low number of applications from these groups. FCE ran a survey from August to November 2022 with follow up focus groups and interviews.

The survey results highlighted some potential barriers to individuals applying for employment including the requirement for a supporting statement across all our jobs, the need for flexibility and accessibility in communication. Since the results of the survey were published in 2023 we have taken action to address the issues raised. Some key actions include:

- Lessening the requirement for a supporting statement in recruitment for certain posts
- Streamlined communication through the website and a renewed emphasis on the use of plain language
- Bi-annual job fairs held in different parts of Fife, backed by BSL support with the aim of targeting all parts of the Fife community

Another insight from participants was that they didn't feel that they have been treated any differently by Fife Council because of their race and that their race has not had an impact on their job applications.

Engage with young people in our workforce to identify and act on ways to attract and support other young people (aged 16 - 24) into training and employment opportunities with the Council.

We continue to operate the Workforce Youth Investment Programme (WYI) whereby £800k is invested annually into providing a range of opportunities for those aged 16-24 residing in Fife. Opportunities include apprenticeships, traineeships, graduate roles and entry level work placements. WYI also continue to support care experienced young people and work with Employability and Social Work colleagues to fund work opportunities to those from this group who have completed a successful work-based placement.

In 2023/24, WYI supported 24 young people into roles across the Council. The roles varied from Modern Apprenticeships in Horticulture, Early Years Education, Care and Digital Media to Traineeships in Digital Skills and Health and Safety.

New employee publications have been developed on our intranet to support both young employees – 'Young Employee Tools and Resources' and their managers – 'Resources for Managers of Young Employees'.

We undertook a marketing campaign to challenge stereotypes and promote a culture where gender does not define a person's ability or career opportunities. Built into a number of recruitment adverts on social media were graphics of young females and males depicted in 'non-typical' gender roles. We ran a session for female school pupils who were interested in a career in Trades and updated our Advert template guide so that recruiting managers include wording to encourage under-represented groups to apply for particular roles.

For International Women's Day 2023 we shared the case studies of two young Trades apprentices on our social media platforms to showcase the opportunities on offer to young females in Building Services.

Demonstrate our commitment to equality of opportunity for trans people throughout recruitment and employment, including supporting trans employees through a transitioning process.

Guidance pages on supporting transgender employees were created on our employee intranet in April 2022 and reviewed and renewed in June 2024. Fife Centre for Equalities provided feedback on the content before it was agreed and published. The guidance gives advice on appropriate terminology, the legislative framework and how to support an employee who is transitioning.

Furthermore, educational seminars and bitesize learning was made available to employees in the month of 'Transgender Awareness Week', November 2024 along with a news item on the intranet. The aim was to educate the wider community about transgender and gender non-conforming people and the issues associated with transition and identity. We encouraged all managers and employees to be supportive of their transgender colleagues and use the guidance and resources available to create a more inclusive environment for all.

Further our support to recruit and retain disabled employees.

As an employer, we must make reasonable adjustments to ensure employees with disabilities, or physical / mental health conditions, are not disadvantaged at work.

We've devised a new reasonable adjustment and assistive technology system to create a central hub for employees and managers. It summarises the types of supports that can be accessed, as well as guidance on the application process and grants available.

We have been working on what we can do to make sure we are meeting the communication needs of all employees. We have contracted with an organisation to provide information in various formats. We support and utilise the Fife Council Deaf Communications Service for employees who may need additional support to actively participate in meetings and consultations.

To carry out our legal duty to make – and keep in place – the reasonable adjustments that disabled staff need to do their jobs, we implemented the Workplace Adjustment Passport in 2021. In 2024 we reviewed the guidance and process to merge it with the reasonable adjustment assessment process previously followed by the team in Health & Safety. This has resulted in a more comprehensive and clear process that supports the need for reasonable adjustments through the lifecycle of the employee's time with the council.

We have continued membership of the Disability Confident government scheme designed to encourage employers to recruit and retain disabled people and those with health conditions. We will be renewing our membership of Disability Confident in November 2025.

We work towards the long-term goals of the Fife British Sign Language Plan which was developed with partner organisations in Fife. We are increasing our efforts to provide BSL translation as standard. As well as the Council's weekly employee news round-up being translated each week, we are working with the Deaf Communication Service to translate other key HR information for employees.

In December 2025 we celebrated International Day of Persons with Disabilities and with a focus on one of our employees who is an ex-Paralympian with multiple gold medals to his name and now also does commentating for the Paralympic Games.

We recently developed a new development course called 'Understanding Neurodiversity: Embracing Strengths and Providing Support'. The training was developed as a result of feedback from our occupational health provider who cite an increase in demand for their neurodiversity services. The objective of the training, open to all employees, will be to raise awareness and understanding of neurodiversity whilst providing guidance on the support available.

Review employee training relating to equality, diversity and inclusion.

Since agreeing that equalities training should be mandatory for all employees, we have reviewed the available eLearning modules and updated the activities that are assigned to each employee.

The eLearning Equality and Diversity Course has been reassigned to all Fife Council employees and needs to be completed every two years. The course includes four learning activities including: Diversity and Equality eLearning, Introduction to Harassment and Bullying in the Workplace, Harassment and Bullying in Action and Direct and Indirect Discrimination. The course will be provided in alternative formats so that it is accessible to all.

We have also created a space on our intranet where employees can learn through bitesize videos, blogs, articles and eLearning activities about Equality, Diversity and Inclusion in the workplace and beyond based on the 9 protected characteristics identified in the Equality Act 2010.

Develop new workstyles to provide support for more flexible and inclusive working across the Council.

We have a varied workforce with day-to-day activities of council employees looking very different. We are continuing to develop the 'Our Workstyles' project which has mapped every job into one of six categories with a package of tools and support relevant to the job role. The project group are developing the workstyles and exploring what's possible and fair for everyone in terms of flexibility, choice, access to technology and wellbeing.

Flexible working is an important part of the workforce culture of Fife Council. We are promoting a culture of flexible working that extends to all parts of the workforce with both formal options such as part-time hours and informal options such as occasional homeworking being a feature of a new, more comprehensive approach. This new approach is cemented with the introduction of new Flexible Working Policy which outlines guiding principles such as flexible working being available to all employees and trusting staff to work in a way that supports the team and service delivery.

The new Flexible Working Policy is supported by more detailed guidance for both employees and managers and an online application allowing for future reporting and monitoring of applications made.

One of the flexible working options available to employees with roles in certain Workstyles is Blended Working (Hybrid Working). This option is a blend of home and office working, in line with the requirements of the team. As outlined in a recent Best Value Audit report we have worked to ensure we capture employees' experiences of what was a new way of working. The report states: *'The Council has carried out employee surveys in both 2022 and 2024 which focus on blended working issues. The results from both surveys present positive feedback on the blended approach to working, specifically in relation to work life balance'*.

We are in the early stages of researching and introducing a new form of paid leave for Kinship Carers. We know that employees who are kinship carers provide secure, stable and nurturing homes for children and require time off to meet specific obligations in accordance with their arrangement or by virtue of a legal order, statute and regulation.

In July 2024 we introduced a new policy to support employees with up to five days paid special leave per year to undertake fertility treatment, undergo infertility investigations or attend medical appointments. This leave provision will also apply to employees who wish to take time off to support their partner's treatment.

Other equality-related projects

Equally Safe at Work

We achieved bronze accreditation from the Equally Safe at Work employer programme. Close the Gap recognised our commitment to women's labour market equality as a sector leader on gender equality in local government. We are one of

only seven Scottish local authority employers to achieve bronze level accreditation. Our HR Team worked with colleagues within the Fife Violence Against Women Partnership, Fife Centre for Equalities, Trade Unions and across Directorates to contribute to the advancement of gender equality among the Council's workforce.

We are continuing to work collaboratively across the Council and with Close the Gap to maintain our accreditation and demonstrate our commitment to gender equality. We are continuing to consult with Trade Unions, Services and the Council Executive Team on key areas of policy development and review, including sexual harassment, flexible working and equality. One project, with Close the Gap, includes a focus on gender sensitivity with some work with our network of internal Coach Approach practitioners.

Our councillors showed their support in 2024 for the White Ribbon campaign and signed the pledge to 'never commit, condone or remain silent about violence against women'. The council supported the Fife Violence Against Women Partnership's campaign in the community aimed at raising awareness about gender inequality and gender-based violence. Staff were encouraged to get involved by signing the pledge and attending events in the 'International 16 Days of Activism Against Gender-Based Violence Campaign'.

Life Chances Approach to Recruitment

Life Chances is an alternative approach to recruitment that we implemented in 2023 which we are encouraging managers to consider when recruiting to an entry level job opportunity. Particularly where a post is hard to fill, a 'life chances' placement for someone on the employability pathway offers:

- A 13 week period of work (about three months), although some flexibility is possible
- Support as they are likely to have limited work experience due to their personal circumstances. The Service will allocate a 'buddy' for day-to-day supervision
- During the placement, participant progress will be assessed against an agreed action plan
- Participants who successfully complete their life chances placement will be offered a guaranteed job for at least 12 months, during which time the employability support will continue.

These opportunities are hugely important as they can really make a difference to a person's life chances while allowing us to fill internal job vacancies. To date, 24 life chances placement opportunities have been hosted across several Services including Waste Operations, Grounds Maintenance, Contact Centres, Matrix Fife, Home Care and Housing. 13 participants have secured ongoing employment with Fife Council and a further 11 have had their placements extended beyond the 13 weeks to allow access to upcoming vacancies.

Duty to Prevent Sexual Harassment

A new duty to prevent sexual harassment in the workplace (from the Worker Protection {Amendment of Equality Act 2010} Bill), compels organisations to take all reasonable steps to prevent sexual harassment. To that end, in 2024 we consulted on and implemented a new Sexual Harassment Policy which commits Fife Council to creating an environment where employees feel safe and understand that workplace culture, what we do, how we do it and how we make people feel are key.

We provide eLearning for all managers on Sexual Harassment and are currently investigating new training opportunities to reach all members of staff.

We have a comprehensive plan of action to embed good practice in the organisation, including actions such as:

- An awareness raising communication campaign within the organisation
- An awareness raising communication campaign to address potential third-party harassment in our front-line facing establishments
- New processes of raising and reporting of incidents
- New monitoring and reviewing processes for incidents of sexual harassment
- A possible Champion network to set the tone for expectations and behaviours across the workforce.

Setting our New Workforce Outcome and Actions

The Council's Equality, Diversity and Human Rights Equality Outcomes 2025-2029 (available on fife.gov.uk) sets out all the Council's equality outcomes for 2025-2029.

We have proposed an outcome specifically for employment: *"a working environment where inclusion is prioritised and promoted."*

Within this outcome we have embedded specific workforce related actions:

- Increase awareness of alternative formats, assistive technologies, and tools to reduce barriers encountered by employees.
- Collaborate closely with Deaf Communications Services to strengthen inclusion initiatives.
- Undertake listening sessions with employees to gauge awareness and determine priorities.
- Enhance the provision of translation services to improve effective communication.
- Access digital inclusion initiatives to promote an inclusive online environment for the workforce.
- Create educational resources and campaigns to deepen employee comprehension of the significance of inclusive communication practices.

We will report on our progress annually, in future iterations of this report.

Employee Engagement

Employee engagement is intrinsically linked to fostering a trusting team culture and is a crucial part of Fife Council's workforce strategy (Our People Matter, OPM).

Within the OPM, Employee Experience is one of the 5 priority themes with the aim of creating a great place to work through inclusion and engagement. The theme has several associated actions set at both corporate and Directorate level. These address recruitment, the diversity of the workforce, workforce flexibility, pay, union relations and how we engage directly with our employees.

In 2024 we developed and deployed an employee engagement survey. A whole of organisation "Heartbeat" survey was distributed to provide a whole workforce picture across a range of issues that are key to employee engagement. We saw an increase of 33% in the number of responses when compared to the last time we ran the survey in 2022.

Both corporate and directorate level action plans are being created in response to the intelligence that this survey generated, and this work is still underway. We surveyed our whole workforce, to help us to understand the impact of the changes that have been made so far and will begin to provide a valuable longitudinal data set that helps us to understand how employee engagement is changing over time.

In addition to the Heartbeat survey, we have 5 specific "pulse" surveys, each focused on a specific element of engagement, and designed for use at more targeted team and service levels. They are focused on:

- Culture and Behaviours
- Leadership and Management
- Employee Experience
- Employee Development
- Teamwork

These pulse surveys are designed to be used at the discretion of local management teams at times that suit them, and different pulses have been used by a range of managers across the council to provide real time intelligence that can inform local plans to improve employee experience.

We will continue to support the use of pulse surveys locally and we are gathering and sharing stories about how they are used and how they have helped to create change, so that this learning can be shared across the Council.

3. Our Workforce Profile

The data in this section provides a snapshot of our workforce profile, at the following dates:

- As of 9th September 2024, the headcount for the whole Council was 18,405.

Our employee numbers change year on year. We provide information in percentage terms where this helps us track changes in a more meaningful way.

Workforce Profile by Protected Characteristic

Table 1 in the Appendix shows the breakdown of the workforce across all the protected characteristics. The following key facts can be noted.

Age

Employees aged 55 and over make up 26.21% of our total workforce. The percentage of our workforce aged 24 and under has increased from the last reporting period (4.2% 2022 to 5.9% in 2024). The age group 24-29 has also marginally increased in the same time period (8.1% 2022 to 8.3% in 2024) so this could be an indication we are attracting more younger applicants.

Gender

The gender split has remained relatively static with females making up 72.1% of our workforce (72.9% in 2022).

Disability

The percentage of our workforce declaring a disability has increased from 1.79% in 2022, to 3.2% in 2024.

Ethnicity

1.5% of our workforce have told us that they are from an ethnic minority* (excluding white minority) background. This protected characteristic has a higher percentage of people choosing the option “prefer not to say” than all other protected characteristics (17.6%) so we are still unsure of how accurate our ethnicity demographic information is. We will make efforts to explore why our employees are choosing not to disclose their ethnicity and what we can do to allay any fears or misconceptions around providing us with this data.

Non-disclosure versus “Prefer not to say”

In our previous Equality and Diversity in Employment reports we combined non-disclosure (no data held) with the option “Prefer not to say” (employee has selected this response). From the 2023 report onwards we have chosen to separate these categories – reflecting that non-disclosure/blanks are a separate issue that we must address by encouraging employees to complete their information, whereas “Prefer not to say” is a valid choice and not non-completion. We continue to monitor where

there is large use of “Prefer not to say” to gauge reasons why employees are choosing not to provide their information.

*We acknowledge it is more helpful to describe different communities individually, rather than grouping them together. In the appendix we break down ethnicity into the ethnic groups listed in the Census.

4. HR Practices

In this section we provide information about our HR practices. This includes information about recruitment, training and discipline, grievance and improving performance cases.

4.1 Recruitment

The data provided for 2024 in this report shows applications received between September 2023 and September 2024.

We ask all applicants to complete an equality monitoring form. Information from the equal opportunities form is not visible to the employees involved in the recruitment exercise and is used for monitoring purposes only. Separately, we ask candidates if they would like to be considered under the ‘Disability Confident Scheme’. Under this scheme, we guarantee an interview for disabled candidates who meet the minimum requirements for the job.

Table 2 in the Appendix provides a breakdown of the applications received by protected characteristic. Please note that individuals are counted for each application they have made.

Key Facts 2023/24

- 38,556 applications were received.
- 21% of applicants were aged 24 and under, less than 3% of applicants were aged 60 and over.
- 8.7% disclosed a disability.
- 66% were female.
- 6 applicants told us they identified as transgender.
- 32.7% were married or in a civil partnership - 35.5% were single.
- 62% were White Scottish. 15.5% were from a non-white (global majority) background.
- 50% had no religion or belief. 15% told us they belonged to a Christian denomination.
- Less than 4.5% told us they were lesbian, gay or bisexual.

As stated earlier the 2023/24 recruitment data covers the period between September 2023 and September 2024. Over 20% of applicants were 24 and under, this is

consistent with the percentage of new starts ages 24 and under (25%), highlighting our successful Workforce Youth Investment Scheme. These posts are targeted at young people and consistently attract a high volume of applicants

The Fife Council Jobs page was created on Facebook which currently has over 18,000 followers and this has helped to increase traffic and ultimately applications to our job opportunities.

In 2022, 8.9% of applicants disclosed a disability, in 2023/24 this has remained similar at 8.8% of applicants.

In 2021/2022 less than 5% of applicants were from a non-white background. In 2023/24 this has risen to 16% of applicants.

In 2021/22, 51.7% of applicants had no religion, in 2023/24 this has dropped slightly to 50.4%.

In 2021/22, 3.1% told us that they were lesbian, gay or bisexual, in 2023/24 this has risen to 4.5%.

4.2 New Starts

In 2023/24 we had 1656 new starts to the Council.

This is an increase in New Starts compared to the last reporting period (in 2021/22 we had 1382 new starts).

This was largely due to the market picking up after 2022 and concerted promotion of the Council as an employer of choice, including trialling new job platforms.

Table 3 in the Appendix shows the information declared to us by new employees.

4.3 Leavers

In 2021-2022 1226 employees left the council. In 2023/2024, this figure is 1658.

Table 7 in the Appendix gives information on the reasons for leaving.

Table 8 in the Appendix provides the breakdown of leavers by protected characteristics.

Key Facts – 2023/24

- 4.7% of our leavers had disclosed a disability
- 20.8% of leavers were aged 29 or under, 30.8% of leavers were aged 60 or over
- 434 leavers were retiring
- 11% of leavers left because their fixed term contract had ended

4.4 Part-Time and Flexible Working

The percentage of our workforce who work part-time has slightly increased since the last reporting period. The percentage of our workforce who work part-time was 45% in 2021/22 and 43% as of 2023/24.

Table 4 in the Appendix shows the percentage of part-time working by the protected characteristics.

Key Facts

- The breakdown of part-time and full-time employees is broadly similar across the mid-range age groups. However, younger employees are more likely to work full-time and older employees are more likely to work part-time.
- 55% of employees who have disclosed a disability work in full-time roles.
- Females are much more likely to work part-time than males (52.5% versus 18%)
- Employees with caring responsibilities are more likely to work part-time than employees with no caring responsibilities.

We know that the availability of quality part-time and flexible work can help support employees and our workforce action to “Introduce a workstyles framework to provide support for more flexible and inclusive working across the Council” focuses on this.

We offer flexible working opportunities for employees whether they work full-time or part-time, such as compressed working and reduced contracted weeks. We have a new Flexible Working Policy and accompanying procedures on the intranet to communicate the options available to employees and encourage uptake of informal and formal flexible working.

4.5 Learning and Development

We need to make sure that our employees have the right skills, knowledge and behaviours. Investing in learning and development is crucial to delivering effective and efficient services. We provide a range of learning and development opportunities. This includes qualifications, skills and knowledge-based learning, organisational development support, briefing sessions and online learning, delivered internally or through externally procured providers.

Table 5a in the Appendix shows the employees who completed courses in Oracle during the reporting period broken down by the protected characteristics.

Key Facts 2021/22

- 85,539 courses were completed, by 13,137 employees
- 79% of participants were female
- The age range of participants was consistent with the workforce profile

Key Facts 2023/24

- 102,295 courses were completed, by 13,561 employees
- 78.8% of participants were female
- The age range of participants was consistent with the workforce profile

By the end of 2023/24 13,561 employees had completed 102,295 courses. 26% of employees did not complete any training via Oracle in 2023/2024. Under our continuing mandatory training approach, different methods of learning will be delivered depending on job role and individual requirements (not all of these will be captured through Oracle). This can be seen in the rise of completed courses between 2022 and 2024 of 16,756.

[Table 5b](#) in the Appendix lists the training status of courses during the reporting periods. On 31st March 2022 26807 courses were “Active” and in September 2024, 27,136 courses were ‘Active’. If an employee has reached the end of the course but closes it down incorrectly it will show as “Active” rather than “Complete”. Given the high numbers we suspect the majority of these will actually be courses that employees have finished rather than courses that have been exited at some other point during the course. We have opted not to add these to the numbers of courses completed above nor the participants to the profile of employees in [Table 5a](#) as we cannot be sure the courses were completed.

4.6 Discipline, Grievance and Improving Performance

Information presented below represents those cases escalated for HR support. Typically, these are the higher level, more complex cases. The information does not include many of the lower-level cases which are addressed locally without a HR representative present (however, HR advice is always available when required).

[Table 6](#) in the Appendix shows the protected characteristics of those raising a grievance and those subject to a discipline or performance case. The information represents our whole workforce.

Key Facts 2021/22

- There were 149 discipline cases, 36 grievance cases and 10 improving performance cases recorded.
- 15 of the grievance cases (42%) related to allegations of bullying, harassment or discrimination.
- Employees who submitted grievances were more likely to have disclosed a disability compared to our whole workforce profile.

Key Facts 2023/2024

- There were 143 discipline cases, 41 grievance cases and 15 improving performance cases recorded.

- 6 of the grievance cases (15%) related to allegations of bullying, harassment or discrimination.
- Employees who submitted grievances were more likely to have disclosed a disability compared to our whole workforce profile.

5. Pay Practices

5.1 Gender Pay Gap and Occupational Segregation

Introduction

The gender pay gap is the difference in average hourly pay between men and women*.

Close the Gap promote the gender pay gap as a key indicator of the inequalities between men and women at work. Although pay discrimination can also be a cause, having a pay gap in itself does not mean that an organisation is not compliant with the principles of equal pay.

We calculate the mean hourly pay rate for female employees and the mean hourly pay rate for male employees and then used the following formula to calculate the mean pay gap:

$$\frac{A-B}{A} \times 100$$

A = mean hourly rate of pay of male employees
B = mean hourly rate of pay of female employees

In 2024, the gender pay gap for full-time employees in Scotland was 3.76%.

Our Gender Pay Gap

Table 8 shows our gender pay gap across 2023 and 2024 for both the whole Council and the Education Authority.

The gender pay gap across the whole Council is 0.16% (as at 31st March 2024) and continues to be below the Scottish Local Authority average (1.7% as at 31st March 2024).

Within the Education Authority the gender pay gap continues to be wider than that for the whole Council (21.32% as at 31st March 2024).

The overall gender split of employees within the Education Authority is 86% female and 14% male. However, male employees tend to be focussed within the higher and teaching grades with the lower graded Single Status posts occupied by predominantly female employees. This is not unexpected given many of these posts are Pupil Support Assistants and Early Years Officers – occupations which have traditionally high levels of gender segregation. We continue to challenge traditional perceptions for example by using recruitment adverts showing male employees in early years settings.

Women in Senior Positions

Over the last few years, we have seen an increasing number of women in the top 5% of earners. As at 31st March 2024, 61.7% of those in the top 5% of earners were female (72.1% of total workforce as at 31st March 2024 is female).

Occupational Gender Segregation

Tables 10 and 11 in the Appendix provide a breakdown of occupational segregation in terms of grades ('vertical segregation') and job families ('horizontal segregation').

Occupational segregation is the distribution of employees across and within occupations, based on demographic characteristics such as gender, disability and race - which we focus on in this report.

Key Facts

- Our lowest graded posts (FCLW-FC4) continue to be female dominated.
- Those areas traditionally occupied by women such as admin, childcare and catering continue to be female dominated.

*Defining a binary gender to each employee is a HMRC payroll requirement. In this report we provide information only on Sex but within our new HR/Payroll system we also ask our employees for their gender identity and will be able to report on this information in future reports.

5.2 Disability Pay Gap and Occupational Segregation

Introduction

The disability pay gap is the difference in average hourly pay between people who are disabled and those who are not. We have used a similar approach to that we used to calculate the gender pay gap. However, we did not include the pay of staff who had not disclosed whether they had a disability or not.

By adding all individual employees' hourly rate of pay and dividing by the total number of employees, we calculated the mean hourly pay rate for disabled employees and the mean hourly pay rate for non-disabled employees and then used the following formula to calculate the **mean pay gap**:

$$\frac{A-B}{A} \times 100$$

A= mean hourly rate of pay of disabled employees

B=mean hourly rate of pay of non-disabled employees

Our Disability Pay Gap

Table 12 shows our disability pay gap as of 31st March 2023 and 31st March 2024 for both the whole Council and the Education Authority.

These calculations show that there is a negative pay gap between employees who have told us they have a disability and those who have told us they don't for the Whole Council, -15.08% as of 31st March 2022 and -17.64% as of March 2024.

However, these statistics need to be caveated as our non-disclosure of disability status is over 75% and therefore the disability pay gap calculation is not a true picture.

There is a negative disability pay gap in our Education Authority, where on average disabled staff earn more than non-disabled staff. However, non-disclosure rates are similarly high within the Education Authority.

From anecdotal evidence, it is likely that the number of our employees with a disability is far higher than the number who have disclosed a disability. We must therefore be careful about drawing conclusions from a limited data set. We will continue to encourage employees to disclose this information.

Occupational Disability Segregation

Tables 13 and 14 in the Appendix provides a breakdown of occupational segregation in terms of grades ('vertical segregation') and job families ('horizontal segregation').

Key Facts

- No employees in the Chief Official pay grades declared a disability.
- 3.56% employees in the FCLW pay grade (our lowest pay grade – Fife Council Living Wage) declared a disability – this pay grade represents 10.3% of employees but these employees are often front-line and this highlights the need to promote the importance of disclosing equality information in this staff group.

Please note that given the low number of employees declaring a disability we must be careful about drawing conclusions from the data.

5.3 Race Pay Gap and Occupational Segregation

Introduction

The race pay gap is the difference in average hourly pay between white employees and all other ethnic groups combined. We have used a similar approach to that we use to calculate the gender pay gap. We did not include the pay of staff who had not disclosed their race.

We firstly calculated the mean hourly pay rate for non-white employees and the mean hourly pay rate for white employees and then used the following formula to calculate the mean pay gap.

$$\frac{A-B}{A} \times 100$$

A= mean hourly rate of pay of non-white employees
B=mean hourly rate of pay of white employees

Our Race Pay Gap

Table 15 shows our race pay gaps in 2022 and 2024 for both the whole Council and the Education Authority.

For the Whole Council, the mean race pay gap was 7.79% as at 31st March 2024. This tells us that on average white employees earn more than non-white employees (the global majority).

“Race” is the protected characteristic where we see the highest use of the “Prefer not to say” option. In 2024 17.6% of employees selected “Prefer not to say” for this category – these employees along with the 7.1% of blank entries were not included in the race pay gap calculation. We must therefore be careful about drawing conclusions from a limited data set. We will continue to encourage employees to disclose this information.

For the Education authority, the mean race pay gap was 0.74% in 2024. (In 2024 in the Education authority, non-disclosure of race was 10.5%, prefer not to say was 22.8%).

Occupational Race Segregation

Tables 16 and 17 in the Appendix provides a breakdown of occupational segregation in terms of grades (‘vertical segregation’) and job families (‘horizontal segregation’).

In 2023/2024, 17.64% of employees had selected “Prefer not to say” for their race. Within specific grades this option is used particularly often and certain trade and teaching grades.

5.4 Equal Pay Statement

We set out our Equal Pay Statement in 2024 for the period 2025 – 2029.

Equal Pay Statement

2025-2029

Fife Council is committed to providing equality of opportunity in employment. We aim to ensure a fair, open and transparent approach to the determination of pay and conditions of employment which does not discriminate unlawfully and is free from bias across all of the protected characteristics including sex, race and disability.

This Equal Pay Statement should be read in conjunction with our latest Equality and Diversity in Employment report which is available at <https://www.fife.gov.uk/kb/docs/articles/council-and-democracy/equality,-diversity-and-human-rights> where we provide information on pay gaps and occupational segregation.

We believe that all employees should receive equal pay for the same or broadly similar work, for work rated as equivalent, or for work of equal value.

We will:

- Use a robust framework of job evaluation which allows an objective and reliable measure of the size and relative worth of each job. The framework is underpinned by equal opportunities practice ensuring that there is no bias related to any of the protected characteristics.
- Ensure that all those involved in decisions about pay and benefits are appropriately trained.
- Allow employees to appeal against job evaluation outcomes.
- Monitor pay statistics regularly via equal pay reviews.
- Consider the impact of pay practices on the roles, levels and distribution across the Council on the basis of sex, disability and race. We will do this by monitoring areas of occupational segregation of these characteristics.
- Assess and review the findings of monitoring activities and take action where necessary.
- Continue to work in partnership with the recognised Trade Unions on equal pay and equalities in employment.
- Inform employees of how our pay practices work and how their own pay is determined.
- Respond appropriately to all enquiries concerning fairness in pay.
- Report any identified potential equal pay liabilities within the Council's Annual Accounts.

In order to achieve this, we have set out high level actions below

Actions	Responsible Officers
Report any equality pay issues through the statutory Equality Report	HR Service Manager (Policy and Reward) HR Lead Officer (Reward)
Encourage employees to disclose their equalities information so we can conduct reliable pay audits based on disability and race in addition to gender	HR Service Manager (Policy and Reward) HR Lead Officer (Policy)
Flexible working policy review including refocus on options such as job share, to encourage availability of part-time working in senior posts	HR Service Manager (Policy and Reward) HR Lead Officer (Policy)
Continue to run 6 monthly job evaluation appeals "windows"	HR Service Manager (Policy and Reward) HR Lead Officer (Pay)

We believe that the actions set out above will help ensure we avoid unfair discrimination and reward, in a fair and transparent way, the skills, experience and potential of all employees.

The Council's responsible officer ensuring these actions/ongoing activities are achieved is the Head of Human Resources.

This policy statement is produced by the Human Resources Policy and Reward team, in consultation with our Trade Unions and approved by Elected Members.

6. Conclusion

The Council's Equality, Diversity and Human Rights Equality Outcomes 2025-29 (to be available on fife.gov.uk) sets out the equality outcomes for 2025-29. Our outcome specifically for employment to 'join up' the Council's commitment to equality and diversity as an employer and as a service provider is:

A working environment where inclusion is prioritised and promoted.

Within this outcome we embedded specific workforce related actions:

- Increase awareness of alternative formats, assistive technologies, and tools to reduce barriers encountered by employees.
- Collaborate closely with Deaf Communications Services to strengthen inclusion initiatives.
- Undertake listening sessions with employees to gauge awareness and determine priorities.
- Enhance the provision of translation services to improve effective communication.
- Access digital inclusion initiatives to promote an inclusive online environment for the workforce.
- Create educational resources and campaigns to deepen employee comprehension of the significance of inclusive communication practices.

In terms of our reporting on workforce profile data, HR practices and pay practices, we recognise that we do have some gaps in the data and we have been trying to gather missing data by issuing reminders to staff and being clear about how we will use the information they give us.

Appendix – Data Tables

We understand that tables are not easily accessible for those who use screen-readers. We have kept the formatting as simple as possible but anyone who requires this information in a different way is kindly asked contact HR through First Contact.

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1. Workforce Profile

	Whole Council 2022	Whole Council 2023/24	Education Authority 2022	Education Authority 2023/24
Age Range				
Under 18	0.07%	0.27%	0.03%	0.06%
18-24	4.08%	5.67%	4.29%	5.12%
25-29	8.10%	8.31%	10.95%	10.34%
30-34	8.64%	9.91%	11.03%	12.63%
35-39	10.53%	10.9%	13.59%	12.83%
40-44	12.44%	12.89%	14.3%	15.49%
45-49	11.92%	12.07%	12.65%	13.05%
50-54	14.85%	13.76%	13.09%	13.04%
55-59	14.99%	14.04%	11.49%	10.05%
60-64	10.57%	9.2%	6.48%	5.4%
65-69	3.11%	2.37%	1.68%	1.64%
70-74	0.50%	0.44%	0.32%	0.25%
75-79	0.17%	0.12%	0.08%	0.09%
80+	0.03%	0.04%	0.01%	0%
Gender (Sex)				
Female	72.94%	72.14%	86.34%	86.08%
Male	27.06%	27.86%	13.66%	13.92%
Ethnicity				
White Scottish	63.17%	65.44%	55.66%	57.55%
White Other	7.80%	8.24%%	8.46%	8.42%
Mixed or multiple ethnic group	0.21%	0.23%	0.20%	0.17%
Asian	0.54%	0.74%	0.31%	0.40%
African	0.15%	0.34%	0.05%	0.08%
Caribbean or Black	0.09%	0.19%	0.04%	0.10%
Other ethnic group	0.09%	0.08%	0.10%	0.05%
Prefer not to say	22.35%	17.64%	27.78%	22.76%
No information submitted	5.62%	7.10%	7.41%	10.47%
Disability				
Disabled	1.79%	3.25%	1.41%	2.6%
Non-disabled	6.72%	20.38%	5.48%	15.35%
Prefer not to say	0.18%	0.65%	0.12%	0.34%
No information submitted	91.3%	75.72%	92.9%	81.71%
Trans History				
Yes	0.01%	0.03%	0%	0.05%

No	6.93%	8.24%	6.15%	7.52%
Prefer not to say	0.12%	0.1%	0.05%	0.01%
No information submitted	92.90%	91.63%	93.80%	92.42%
Relationship status				
Married or in a Civil Partnership	45.56%	43.49%	45.75%	44.73%
Widowed	0.77%	0.67%	0.60%	0.45%
Single	19.67%	22.3%	16.49%	17.89%
Living with Partner	8.15%	9.67%	6.16%	7.33%
Divorced or Separated	4.23%	4.06%	3.46%	3.04%
Prefer not to say	0.74%	0.9%	0.58%	0.74%
No information submitted	20.87%	18.91%	26.96%	25.82%
Religion and Belief				
None	7.99%	19.14%	6.62%	14.85%
Church of Scotland	1.88%	3.25%	1.61%	2.47%
Roman Catholic	0.99%	1.66%	0.97%	1.77%
Other - Christian	0.58%	0.95%	0.60%	0.9%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0.48%	1.06%	0.42%	0.72%
Other – Not stated	0.62%	0.76%	0.50%	0.54%
Prefer not to say	0.27%	0.69%	0.22%	0.5%
No information submitted	87.18%	72.49%	89.05%	78.25%
Sexual Orientation				
Bisexual	0.18%	0.51%	0.06%	0.44%
Gay/Lesbian	0.36%	0.58%	0.37%	0.44%
Heterosexual/Straight	9.96%	24.12%	8.38%	18.67%
Other	0.04%	0.14%	0.01%	0.1%
Unsure	0.01%	0.03%	0%	0.01%
Prefer not to say	0.30%	0.94%	0.29%	0.8%
No information submitted	89.15%	73.68%	90.88%	79.54%
Caring Responsibilities				
Carer of a child or children under 18	2.28%	2.66%	2.31%	2.62%
Carer of a disabled child or children over the age of 18	0.21%	0.22%	0.20%	0.26%

Carer of a disabled child or children under 18	0.15%	0.23%	0.17%	0.25%
Primary carer of an older person	0.41%	0.57%	0.22%	0.3%
Secondary carer	0.22%	0.26%	0.14%	0.14%
None	3.24%	3.65%	2.78%	3.3%
Prefer not to say	0.19%	0.22%	0.09%	0.12%
No information submitted	93.30%	92.19%	94.09%	93.01%
Number of employees starting a period of maternity leave	1.55%	1.74%	2.28%	2.83%

2. Recruitment – Applications

	Whole Council 2022	Whole Council 2023/24	Education Authority 2022	Education Authority 2023/24
Age Range				
Under 18	1.57%	2.49%	0.20%	0.69%
18-24	16.78%	18.83%	16.47%	17.2%
25-29	16.04%	16.91%	19.50%	20.4%
30-34	14.09%	14.6%	16.06%	15.25%
35-39	12.91%	14.16%	15.44%	14.47%
40-44	11.62%	10.12%	12.43%	11.44%
45-49	8.90%	8.23%	9.75%	8.88%
50-54	9.75%	6.45%	6.04%	6.09%
55-59	5.19%	5.17%	2.79%	4.28%
60-64	2.59%	2.51%	1.03%	1.07%
65-69	0.47%	0.38%	0.24%	0.18%
70-74	0.05%	0.05%	0.02%	0.01%
75-79	0.01%	0.01%	0%	0%
80+	0.02%	0.03%	0.01%	0.01%
Gender (Sex)				
Female	70.91%	66.19%	87.44%	84.4%
Male	29.09%	33.81%	12.56%	15.6%
No information submitted	0.62%	0%	0.63%	0%
Ethnicity				
White Scottish	70.68%	62.31%	65.42%	63.03%
White Other	10.84%	10.27%	11.91%	10.18%
Mixed or multiple ethnic group	0.25%	0.41%	0.35%	0.20%
Asian	2.32%	6.04%	1.72%	4.58%
African	0.95%	8.67%	0.28%	3.90%
Caribbean or Black	1.14%	0.44%	0.56%	0.20%
Other ethnic group	0.33%	0.42%	0.39%	0.42%
Prefer not to say	8.68%	4.15%	12.45%	6.08%
No information submitted	4.81%	7.29%	6.92%	11.41%
Disability				
Disabled	8.94%	8.79%	6.78%	8.27%
Non-disabled	64.88%	70.81%	61.49%	63.69%
Prefer not to say	1.64%	3.57%	1.55%	2.88%
No information submitted	24.54%	16.83%	30.16%	25.16%
Trans History				
Yes	0.01%	0.02%	0%	0.06%

No	6.85%	4.18%	5.44%	4.92%
Prefer not to say	0.004%	0.24%	0%	0.09%
No information submitted	93.13%	95.38%	94.56%	94.93%
Relationship status				
Married or in a Civil Partnership	30.87%	32.78%	31.85%	31.66%
Widowed	0.41%	0.42%	0.21%	0.31%
Single	32.80%	35.57%	29.68%	30.93%
Living with Partner	18.32%	15.29%	16.35%	15.91%
Divorced or Separated	3.60%	3.66%	2.62%	3.68%
Prefer not to say	1.62%	1.85%	1.53%	1.32%
No information submitted	12.36%	10.43%	17.67%	16.19%
Religion and Belief				
None	51.77%	50.44%	48.64%	48.53%
Church of Scotland	6.90%	6.4%	6.52%	6.12%
Roman Catholic	6.53%	4.54%	5.19%	4.57%
Other - Christian	3.00%	5.35%	3.43%	3.88%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	2.92%	11.13%	2.69%	7.64%
Other – Not stated	3.53%	1.36%	3.79%	0.82%
Prefer not to say	1.55%	2.34%	1.44%	3.9%
No information submitted	23.80%	18.44%	28.30%	24.54%
Sexual Orientation				
Bisexual	1.31%	2.21%	1.25%	2.28%
Gay/Lesbian	1.87%	2.32%	1.69%	1.99%
Heterosexual/Straight	67.36%	72.51%	64.66%	65.98%
Other	0.42%	0.73%	0.34%	0.5%
Unsure	0.09%	0.46%	0.07%	0.31%
Prefer not to say	1.96%	3.85%	1.95%	3.14%
No information submitted	26.99%	17.92%	30.03%	25.8%
Caring Responsibilities				
Carer of a child or children under 18	2.11%	1.5%	2.59%	1.54%
Carer of a disabled child or children over the age of 18	0.07%	0.16%	0.08%	0.28%

Carer of a disabled child or children under 18	0.10%	0.16%	0.05%	0.2%
Primary carer of an older person	0.07%	0.12%	0.02%	0.14%
Secondary carer	0.06%	0.04%	0.07%	0.06%
None	4.22%	2.09%	2.61%	2.6%
Prefer not to say	0.04%	0.26%	0.02%	0.18%
No information submitted	93.33%	95.67%	94.56%	95%

3. New Starts

	Whole Council 2022	Whole Council 2023/24	Education Authority 2022	Education Authority 2023/24
Age Range				
Under 18	0.8%	2.42%	0.32%	0.87%
18-24	19.1%	22.71%	21.61%	25.57%
25-29	17.29%	13.1%	20%	17.57%
30-34	14.62%	13.35%	18.39%	14.61%
35-39	13.1%	12.32%	15.32%	12.17%
40-44	11.14%	10.99%	9.84%	12.52%
45-49	7.09%	7.79%	6.45%	8%
50-54	7.74%	6.64%	5%	3.65%
55-59	5.28%	6.34%	2.26%	3.13%
60-64	3.33%	3.14%	0.65%	1.22%
65-69	0.43%	1.15%	0.16%	0.52%
70-74	0.07%	0.06%	0%	0%
75-79	0%	0%	0%	0.17%
80+	0%	0%	0%	0%
Gender (Sex)				
Female	73.37%	66.73%	86.29%	84.17%
Male	26.63%	33.27%	13.71%	15.83%
Ethnicity				
White Scottish	64.40%	68.84%	50.81%	58.26%
White Other	9.62%	11.23%	8.38%	9.74%
Mixed or multiple ethnic group	0.07%	0.54%	0.16%	0.35%
Asian	2.25%	1.02%	1.28%	0.34%
African	0.43%	1.45%	0.16%	0.87%
Caribbean or Black	0.50%	0.36%	0.16%	0.17%
Other ethnic group	0%	0.24%	0%	0%

Prefer not to say	0.22%	0.54%	0.16%	0.35%
No information submitted	22.51%	15.78%	38.89%	29.92%
Disability				
Disabled	4.27%	5.86%	3.55%	4.17%
Non-disabled	69.39%	71.01%	55.00%	59.13%
Prefer not to say	1.52%	3.86%	0.97%	2.61%
No information submitted	24.82%	19.27%	40.48%	34.09%
Trans History				
Yes	0%	0.06%	0%	0%
No	4.49%	3.2%	3.23%	4.52%
Prefer not to say	0%	0%	0%	0%
No information submitted	95.51%	96.74%	96.77%	95.48%
Relationship status				
Married or in a Civil Partnership	29.74%	27.84	24.35%	26.09%
Widowed	0.65%	0.42%	0.48%	0.17%
Single	28.73%	32.07%	23.71%	23.13%
Living with Partner	15.99%	16.49%	13.39%	15.48%
Divorced or Separated	2.60%	2.84%	0.97%	1.39%
Prefer not to say	0.58%	1.81%	0.32%	1.57%
No information submitted	21.71%	18.53%	36.78%	32.17%
Religion and Belief				
None	52.17%	59.72%	41.13%	49.91%
Church of Scotland	8.90%	7.37%	6.29%	5.22%
Roman Catholic	4.27%	3.8%	4.03%	4.17%
Other - Christian	3.18%	2.42%	2.74%	2.26%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	2.24%	3.38%	1.77%	2.09%
Other – Not stated	2.38%	1.33%	2.74%	1.22%
Prefer not to say	1.30%	2.29%	1.29%	2.26%
No information submitted	25.56%	19.69%	40.01%	32.87%
Sexual Orientation				
Bisexual	1.09%	1.57%	0.48%	1.74%
Gay/Lesbian	2.03%	1.99%	1.45%	1.39%
Heterosexual/Straight	68.67%	71.8%	55.48%	59.83%
Other	0.22%	0.72%	0%	0.7%
Unsure	0%	0.12%	0%	0%

Prefer not to say	1.81%	3.2%	1.29%	2.61%
No information submitted	26.18%	20.6%	41.30%	33.73%
Caring Responsibilities				
Carer of a child or children under 18	1.09%	0.97%	1.13%	0.52%
Carer of a disabled child or children over the age of 18	0.07%	0.06%	0.16%	0.17%
Carer of a disabled child or children under 18	0.29%	0%	0%	0%
Primary carer of an older person	0.07%	0.06%	0%	0%
Secondary carer	0.07%	0%	0%	0%
None	2.24%	1.81%	1.77%	3.13%
Prefer not to say	0.14%	0%	0%	0%
No information submitted	96.03%	97.1%	96.94%	96.18%
Number of employees starting a period of maternity leave				
	<5 (0.29%)	<5 (0.24%)	<5 (0.32%)	0.52%

4. Part-time working (% of workforce headcount who work part-time)

	Whole Council 2022	Whole Council 2024	Education Authority 2022	Education Authority 2023/24
Age Range				
Under 18	75.00%	40.00%	100.00%	60.00%
18-24	38.15%	32.02%	41.19%	36.36%
25-29	29.92%	28.10%	27.13%	26.88%
30-34	42.06%	40.52%	41.23%	43.19%
35-39	47.04%	44.39%	48.16%	52.47%
40-44	45.22%	42.10%	45.52%	46.21%
45-49	40.44%	37.98%	41.24%	40.69%
50-54	40.64%	38.03%	43.54%	41.43%
55-59	47.51%	46.83%	47.05%	53.60%
60-64	60.02%	61.98%	62.85%	69.14%
65-69	69.95%	72.25%	67.18%	85.83%

70-74	88.89%	88.89%	88.00%	89.47%
75-79	100.00%	100%	100.00%	85.71%
80+	100.00%	100%	100.00%	0%
Gender (Sex)				
Female	55.31%	52.54%	48.35%	49.72%
Male	18.69%	17.98%	18.48%	19.87%
Ethnicity				
White Scottish	44.44%	42.62%	46.45%	48.51%
White Other	46.04%	45.13%	47.42%	46.93%
Mixed or multiple ethnic group	45.95%	44.19%	37.50%	30.77%
Asian	51.55%	52.99%	41.67%	58.06%
African	48.15%	47.62%	50.00%	33.33%
Caribbean or Black	50.00%	64.71%	33.33%	62.50%
Other ethnic group	40.00%	46.67%	37.50%	75.00%
Prefer not to say	48.93%	45.87%	42.20%	45.83%
No information submitted	40.55%	33.74%	32.35%	27.28%
Disability				
Disabled	45.82%	42.24%	49.09%	48.26%
Non-disabled	52.52%	45.90%	63.08%	54.75%
Prefer not to say	48.48%	53.78%	66.67%	65.38%
No information submitted	44.86%	41.91%	43.06%	43.67%
Trans History				
Yes	0%	60.00%	0%	75.00%
No	36.84%	35.95%	43.13%	43.13%
Prefer not to say	31.82%	34.58%	25.00%	100%
No information submitted	46.06%	43.55%	44.35%	45.74%
Relationship status				
Married or in a Civil Partnership	48.91%	46.61%	49.43%	50.65%
Widowed	65.94%	61.79%	68.09%	68.57%
Single	39.26%	39.42%	37.53%	42.34%
Living with Partner	40.70%	40.62%	45.74%	49.56%
Divorced or Separated	43.76%	41.84%	46.67%	46.81%
Prefer not to say	38.06%	45.78%	42.22%	56.14%
No information submitted	45.19%	39.11%	38.50%	37.02%
Religion and Belief				
None	46.24%	43.94%	55.71%	53.87%
Church of Scotland	38.17%	43.57%	43.65%	53.40%
Roman Catholic	45.51%	40.85%	50.00%	43.07%
Other - Christian	44.76%	47.13%	51.06%	50.00%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	56.32%	49.74%	48.48%	48.21%
Other – Not stated	41.07%	39.72%	47.62%	38.10%
Prefer not to say	44.90%	39.37%	64.71%	41.03%
No information submitted	45.45%	42.59%	43.24%	43.83%

Sexual Orientation				
Bisexual	33.33%	37.63%	80.00%	41.18%
Gay/Lesbian	42.19%	28.97%	44.83%	26.47%
Heterosexual/Straight	46.57%	44.49%	56.27%	53.15%
Other	87.50%	65.38%	200%	75.00%
Unsure	100.00%	100%	0%	100%
Prefer not to say	50.00%	49.13%	39.19%	43.55%
No information submitted	45.26%	42.40%	43.13%	43.89%
Caring Responsibilities				
Carer of a child or children under 18	45.01%	40.82%	51.67%	50.74%
Carer of a disabled child or children over the age of 18	51.35%	55.00%	87.50%	70.00%
Carer of a disabled child or children under 18	51.85%	50.00%	61.54%	73.68%
Primary carer of an older person	36.99%	39.42%	64.71%	60.87%
Secondary carer	30.00%	41.67%	45.45%	54.55%
None	29.50%	28.46%	28.11%	30.98%
Prefer not to say	35.29%	42.50%	42.86%	55.56%
No information submitted	46.03%	43.52%	44.39%	45.72%
Number of employees starting a period of maternity leave	49.64%	45.00%	45.51%	45.47%

5. a) Training Participants

This table shows the characteristics of those employees who completed at least one training course registered on Oracle Learning.

	Whole Council 2022	Whole Council 2023/24	Education Authority 2022	Education Authority 2023/24
Age Range				
Under 18	0.05%	0.15%	0.03%	0.06%
18-24	3.63%	4.82%	4.28%	4.39%
25-29	8.1%	8.05%	11.09%	10.03%
30-34	8.76%	10.08%	10.84%	12.58%
35-39	10.98%	10.99%	13.51%	13.33%
40-44	13.55%	13.53%	14.77%	15.63%
45-49	12.54%	13%	13.01%	13.42%
50-54	15.47%	14.69%	13.57%	13.27%
55-59	14.68%	13.94%	11.49%	10.42%

60-64	9.55%	8.61%	5.96%	5.37%
65-69	2.41%	1.84%	1.32%	1.35%
70-74	0.23%	0.21%	0.09%	0.12%
75-79	0.06%	0.07%	0.03%	0.01%
80+	0%	0.01%	0%	0%
Gender (Sex)				
Female	79.03%	78.79%	87.59%	87.09%
Male	20.97%	21.21%	12.41%	12.91%
Ethnicity				
White Scottish	64.03%	66.20%	56.19%	59.04%
White Other	8.37%	8.85%	8.70%	8.89%
Mixed or multiple ethnic group	0.25%	0.29%	0.20%	0.24%
Asian	0.54%	0.73%	0.31%	0.45%
African	0.16%	0.38%	0.05%	0.19%
Caribbean or Black	0.09%	0.15%	0.04%	0.08%
Other ethnic group	0.09%	0.09%	0.11%	0.01%
Prefer not to say	21.04%	16.95%	27.15%	22.27%
No information submitted	5.43%	6.36%	7.25%	8.83%
Disability				
Disabled	2.05%	3.48%	1.46%	2.89%
Non-disabled	6.28%	19.99%	5.05%	16.53%
Prefer not to say	0.17%	0.67%	0.11%	0.36%
No information submitted	91.50%	75.86%	93.38%	80.22%
Trans History				
Yes	0.01%	0.02%	0%	0.04%
No	8.19%	9.59%	6.64%	8.25%
Prefer not to say	0.13%	0.1%	0.06%	0.03%
No information submitted	91.67%	90.29%	93.30%	91.68%
Relationship status				
Married or in a Civil Partnership	47.47%	45.81%	46.52%	45.22%
Widowed	0.78%	0.66%	0.64%	0.52%
Single	18.61%	20.89%	16.43%	18.2%
Living with Partner	8.14%	9.63%	6.21%	8%
Divorced or Separated	4.63%	4.42%	3.58%	3.38%
Prefer not to say	0.83%	0.93%	0.61%	0.71%
No information submitted	19.54%	17.66%	26.01%	23.97%
Religion and Belief				
None	7.96%	18.88%	6.43%	16.34%
Church of Scotland	1.85%	3.36%	1.52%	2.53%
Roman Catholic	1.1%	1.78%	0.99%	1.76%
Other - Christian	0.65%	1.02%	0.60%	0.85%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0.56%	1.17%	0.46%	0.81%
Other – Not stated	0%	0%	0%	0%

Prefer not to say	0.27%	0.73%	0.22%	0.56%
No information submitted	87.61%	73.06%	89.78%	77.15%
Sexual Orientation				
Bisexual	0.22%	0.55%	0.08%	0.5%
Gay/Lesbian	0.4%	0.68%	0.38%	0.56%
Heterosexual/Straight	10.07%	24.45%	8.05%	20.07%
Other	0.05%	0.13%	0.02%	0.09%
Unsure	0.02%	0.04%	0%	0.01%
Prefer not to say	0.32%	1.0%	0.3%	0.88%
No information submitted	88.92%	73.15%	91.17%	77.89%
Caring Responsibilities				
Carer of a child or children under 18	2.72%	3.26%	2.42%	3.07%
Carer of a disabled child or children over the age of 18	0.25%	0.26%	0.25%	0.3%
Carer of a disabled child or children under 18	0.17%	0.27%	0.16%	0.24%
Primary carer of an older person	0.54%	0.71%	0.27%	0.4%
Secondary carer	0.27%	0.31%	0.17%	0.24%
None	3.78%	4.1%	2.98%	3.35%
Prefer not to say	0.20%	0.24%	0.11%	0.13%
No information submitted	92.07%	90.85%	93.64%	92.27%

b) Training Status

This table shows the training status of the courses applied for during the reporting period.

Training status	Whole Council 2022	Whole Council 2023/24	Education Authority 2022	Education Authority 2023/24
Completed	85539	102295	35018	33219
Deleted	2153	1565	896	680
Withdrawn	5945	6140	2587	3320
Pending Required Evaluation	1323	0	684	0
Pending Prerequisite	14	116	1	25
Pending Fulfillment	101	0	50	0
Pending Active	164	65	129	46
Waitlisted	49	4	40	2
Active	26807	27136	12796	11179
Requested	231	238	98	96
Request Rejected	128	14	70	14

6. Disciplinary, Grievance and Improving Performance cases

	Disciplinary 2022	Disciplinary 2023/24	Grievance 2022	Grievance 2023/24	Improving Performance 2022	Improving Performance 2023/24
Age Range						
Under 18	0%	0%	0%	0%	0%	0%
18-24	0%	6.29%	2.78%	0%	0%	0%
25-29	4.70%	5.59%	2.78%	4.885	10%	6.67%
30-34	8.05%	8.39%	2.78%	7.3%	10%	0%
35-39	6.71%	9.79%	8.33%	7.32%	10%	20%
40-44	9.40%	9.09%	8.33%	4.88%	20%	13.33%
45-49	18.12%	14.69%	16.67%	24.39%	10%	6.67%
50-54	17.45%	13.99%	25%	7.32%	20%	26.67%
55-59	14.09%	11.19%	5.56%	21.95%	0%	6.67%
60-64	14.77%	11.89%	16.67%	14.63%	10%	20%
65-69	5.37%	6.29%	11.11%	7.32%	10%	0%
70-74	1.34%	2.10%	0%	0%	0%	0%
75-79	0%	0.70%	0%	0%	0%	0%
80+	0%	0%	0%	0%	0%	0%
No information submitted	0%	0%	0%	0%	0%	0%
Gender (Sex)						
Female	51.01%	52.45%	69.44%	68.29%	40%	60%
Male	48.99%	47.55%	30.56%	31.71%	60%	40%
No information submitted	0%	0%	0%	0%	0%	0%

	Disciplinary 2022	Disciplinary 2023/24	Grievance 2022	Grievance 2023/24	Improving Performance 2022	Improving Performance 2023/24
Ethnicity						
White Scottish	57.14%	65.03%	64.29%	60.98%	45.45%	46.67%
White Other	6.12%	7%	3.57%	17.08%	18.18%	13.33%
Mixed or multiple ethnic group	0%	1%	0%	0%	0%	0%
Asian	1.02%	0.7%	3.57%	0%	0%	0%
African	1.02%	0.7%	0%	0%	0%	0%
Caribbean or Black	0%	1%	0%	0%	0%	0%
Other ethnic group	0%	0%	0%	0%	0%	0%
Prefer not to say	29.59%	18.88%	28.57%	19.50%	36.36%	26.67%
No information submitted	5.10%	5.59%	0%	2.44%	0%	13.33%
Disability						
Disabled	0%	10.49%	7.14%	9.76%	0%	6.67%
Non-disabled	0%	21.68%	0%	7.32%	0%	26.67%
Prefer not to say	1.02%	1.4%	0%	0%	0%	6.67%
No information submitted	98.98%	66.43%	92.86%	82.93%	100%	60%
Trans History						
Yes	0%	0%	0%	0%	0%	0%
No	4.08%	0%	10.71%	0%	9.09%	0%
Prefer not to say	0%	0%	0%	0%	0%	0%
No information submitted	95.92%	0%	89.29%	0%	90.91%	0%
Relationship status						
Married or in a Civil Partnership	35.71%	31.47%	35.71%	36.59%	45.45%	53.33%

	Disciplinary 2022	Disciplinary 2023/24	Grievance 2022	Grievance 2023/24	Improving Performance 2022	Improving Performance 2023/24
Widowed	0%	1.4%	0%	2.44%	0%	0%
Single	11.22%	30.77%	21.43%	26.83%	9.09%	13.33%
Living with Partner	13.27%	6.99%	17.86%	24.39%	9.09%	0%
Divorced or Separated	6.12%	9.09%	10.71%	2.44%	18.18%	6.67%
Prefer not to say	0%	1.4%	0%	0%	0%	13.33%
No information submitted	33.67%	18.88%	14.29%	7.32%	18.18%	13.33%
Religion and Belief						
None	1.02%	23.07%	10.71%	9.76%	0%	0%
Church of Scotland	0%	4.9%	3.57%	2.44%	0%	6.67%
Roman Catholic	1.02%	0.7%	0%	0%	0%	0%
Other - Christian	0%	1.4%	0%	0%	9.09%	6.67%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0%	0.7%	0%	0%	0%	0%
Other – Not stated	0%	0.7%	0%	4.88%	0%	6.67%
Prefer not to say	0%	0%	0%	2.44%	0%	13.33%
No information submitted	97.96%	68.53%	85.71%	80.48	90.91%	66.67%
Sexual Orientation						
Bisexual	0%	0.7%	0%	0%	0%	0%
Gay/Lesbian	0%	0%	0%	4.88%	0%	6.67%
Heterosexual/Straight	0%	25.17%	3.57%	14.63%	0%	26.67%
Other	0%	0%	0%	2.44%	0%	0%
Unsure	0%	0%	0%	0%	0%	0%

	Disciplinary 2022	Disciplinary 2023/24	Grievance 2022	Grievance 2023/24	Improving Performance 2022	Improving Performance 2023/24
Prefer not to say	0%	2.1%	0%	0%	0%	0%
No information submitted	100%	72.03%	96.43%	78.05%	100%	66.67%
Caring Responsibilities						
Carer of a child or children under 18	0%	2.8%	3.57%	2.44%	0%	0%
Carer of a disabled child or children over the age of 18	1.02%	0%	0%	0%	0%	0%
Carer of a disabled child or children under 18	0%	0%	0%	0%	0%	0%
Primary carer of an older person	0%	2.1%	10.71%	0%	0%	0%
Secondary carer	0%	0%	0%	0%	0%	0%
None	2.04%	1.4%	3.57%	7.32%	9.09%	6.67%
Prefer not to say	0%	0%	0%	0%	0%	0%
No information submitted	96.94%	93.71%	82.14%	90.24%	90.91%	93.33%

7. Reasons for leaving

	Whole Council 2022	Whole Council 2023/24	Education Authority 2022	Education Authority 2023/24
Resigned	54.57%	47.66%	52.75%	49.46%
Retired	23.80%	26%	26.46%	32.14%
Other Employment	0.29%	0.6%	0.86%	1.07%
Personal Reasons	0.06%	0.2%	0	0.18%
Reason Withheld	0.18%	1.19%	0.17%	1.78%
Career Break	0.23%	0.1%	0.17%	0%
Death in Service	1.58%	1.19%	0.86%	1.07%
End of Temporary Contract/Fixed Term Contract	10.67%	13.07%	16.67%	8.93%
Redundancy (Voluntary)	0.18%	0.06%	0%	0.18%
Redundancy (Compulsory)	0%	0.18%	0%	0%
TUPE Transfer	0%		0%	0%
Dismissal - Capability (Ill-Health)	5.10%	5.45%	0.34%	2.85%
Dismissal - Capability (Permanent Ill-Health)	2.34%	2.9%	0.69%	1.43%
Dismissal (Performance)	0.12%	0.1%	0%	0%
Dismissal (Conduct)	0.59%	0.66%	0.34%	0.18%
Some Other Substantial Reason	0.24%	0.1%	0.52%	0%
Dismissal (Illegal to employ)	n/a	0.06%	n/a	0%
Removal from casual worker pool	n/a	0.18%	n/a	0.54%
Further study	n/a	0.06%	n/a	0.18%

8. Leavers

	Whole Council 2022	Whole Council 2023/24	Education Authority 2022	Education Authority 2023/24
Age Range				
Under 18	0%	0.6%	0%	0%
18-24	7.03%	10.01%	5.5%	4.32%
25-29	10.55%	10.19%	14.6%	13.67%
30-34	8.73%	8.93%	10.82%	12.41%
35-39	8.38%	6.82%	11.34%	5.58%
40-44	7.85%	6.57%	7.9%	7.55%
45-49	7.56%	5.73%	8.42%	5.76%
50-54	7.68%	6.63%	6.53%	6.47%
55-59	11.61%	13.63%	11.68%	15.65%
60-64	14.77%	15.92%	15.64%	17.63%
65-69	13.66%	12.91%	6.36%	8.99%
70-74	1.58%	1.27%	0.86%	1.08%
75-79	0.41%	0.6%	0.34%	0.72%
80+	0.18%	0.18%	0%	0.18%
Gender (Sex)				
Female	67.88%	63.09%	83.33%	83.45%
Male	32.12%	36.91%	16.67%	16.55%
Ethnicity				
White Scottish	55.86%	65.20%	49.83%	62.95%
White Other	8.45%	9.35%	9.44%	10.26%
Mixed or multiple ethnic group	0.18%	0.36%	0.17%	0.54%
Asian	0.41%	1.14%	0.17%	0.72%
African	0.29%	0.30%	0.34%	0.00%
Caribbean or Black	0.18%	0.24%	0%	0.54%
Other ethnic group	0.18%	0.30%	0%	0.54%
Prefer not to say	24.50%	11.88%	31.27%	13.49%
No information submitted	9.95%	11.23%	8.78%	10.96%
Disability				
Disabled	2.4%	4.7%	2.06%	3.96%
Non-disabled	10.02%	27.74%	7.73%	22.66%
Prefer not to say	0.41%	1.27%	0.34%	0.36%
No information submitted	87.17%	66.29%	89.87%	73.02%
Trans History				
Yes	0%	0.06%	0%	0%
No	4.69%	1.0%	4.47%	0%
Prefer not to say	0.06%	0.12%	0%	0.18%
No information submitted	95.25%	98.82%	95.53%	99.82%

Relationship status				
Married or in a Civil Partnership	40.68%	40.11%	41.07%	48.56%
Widowed	1.41%	1.75%	1.37%	1.8%
Single	17.70%	24.31%	14.26%	19.96%
Living with Partner	7.27%	8.75%	5.50%	6.65%
Divorced or Separated	3.63%	4.22%	3.44%	3.06%
Prefer not to say	0.59%	1.33%	0.34%	0.54%
No information submitted	28.72%	19.53%	34.02%	19.43%
Religion and Belief				
None	10.08%	25.09%	7.56%	19.6%
Church of Scotland	2.40%	4.34%	1.89%	3.78%
Roman Catholic	1.00%	1.27%	1.03%	2.34%
Other - Christian	0.47%	1.39%	1.37%	1.44%
Other - Buddhist/ Pagan/ Muslim/ Hindu/Jewish/Sikh	0.59%	1.69%	0.34%	1.26%
Other – Not stated	0%	0%	0%	0%
Prefer not to say	0.53%	1.03%	0.34%	1.26%
No information submitted	84.93%	65.19%	87.47%	70.32%
Sexual Orientation				
Bisexual	0.06%	0.6%	0%	0.54%
Gay/Lesbian	0.18%	0.97%	0.34%	0.72%
Heterosexual/Straight	12.37%	30.46%	9.62%	26.08%
Other	0.06%	0.18%	0.17%	0.36%
Unsure	0%	0%	0%	0%
Prefer not to say	0.35%	1.57%	0.34%	0.72%
No information submitted	86.98%	66.22%	89.53%	71.58%
Caring Responsibilities				
Carer of a child or children under 18	1.17%	1.27%	0.69%	1.98%
Carer of a disabled child or children over the age of 18	0.12%	0.24%	0%	0.36%
Carer of a disabled child or children under 18	0.12%	0.12%	0%	0.18%
Primary carer of an older person	0.47%	0.3%	0.52%	0.36%
Secondary carer	0.29%	0.36%	0.69%	0.36%
None	1.93%	3.5%	2.06%	4.14%
Prefer not to say	0.29%	0.24%	0.17%	0.18%
No information submitted	95.61%	93.97%	95.87%	92.44%
Number of employees starting a period of maternity leave	0.18%	0.36%	0.52%	0.72%

9. Gender pay gap

	Whole Council 2022	Whole Council 2024	Education Authority 2022	Education Authority 2024
Women's avg hourly earnings	£16.37	£18.92	£19.03	£21.79
Men's avg hourly earnings	£16.63	£18.95	£24.89	£27.69
Gender Pay Gap	1.56%	0.16%	23.54%	21.32%

10. Gender segregation by grade

a) Whole Council

	Whole Council 2022	Whole Council 2022	Whole Council 2023/24	Whole Council 2023/24
Grade	Female	Male	Female	Male
FC SJC MA 3	100%	0%	0%	100%
FC SJC MA 4	57.14%	42.86%	45.45%	54.55%
FC SJC MA 5	50%	50%	40%	60%
FC SJC MA 6	83.33%	16.67%	86.21%	13.79%
FC SJC FCLW	87.92%	12.08%	85.79%	14.21%
FC SJC 3	66.64%	33.36%	63.28%	36.72%
FC SJC 4	80.96%	19.04%	77.99%	22.01%
FC SJC 5	60.3%	39.7%	61.7%	38.3%
FC SJC 6	84.68%	15.32%	85.03%	14.97%
FC SJC 7	63.69%	36.31%	63.54%	36.46%
FC SJC 8	72.63%	27.37%	73.61%	26.39%
FC SJC 9	59.43%	40.57%	63.12%	36.88%
FC SJC 10	66.67%	33.33%	71.94%	28.06%
FC SJC 11	51.02%	48.98%	52.17%	47.83%
FC SJC 12	44.44%	55.56%	51.85%	48.15%
FC CO 29	66.67%	33.33%	71.43%	28.57%
FC CO 32	28.57%	71.43%	66.67%	33.33%
FC CO 37	N/A	N/A	0%	100%
FC CO 40	66.67%	33.33%	58.33%	41.67%
FC CO 47	0%	100%	60%	0%
FC CO 54	50%	50%	71.43%	40%
FC CO CEX	0%	100%	0%	100%
FC SNCT 2016 CONSERVED	100%	0%	0%	0%
FC SNCT 2019 CONSERVED	58.06%	41.94%	0%	0%
FC SNCT 2020 CONSERVED	77.78%	22.22%	0%	0%
FC SNCT 2022 CONSERVED	N/A	N/A	0%	100%
FC SNCT 2023 CONSERVED	N/A	N/A	77.8%	22.22%

FC SNCT EM	87.5%	12.5%	83.33%	16.67%
FC SNCT EO	0%	100%	0%	0%
FC SNCT ESO	50%	50%	50%	50%
FC SNCT JAN 2022 CONSERVED	100%	0%	100%	0%
FC SNCT JAN 2024 CONSERVED	N/A	N/A	68.42%	31.58%
FC SNCT MUSICINST	52.94%	47.06%	54.69%	45.31%
FC SNCT PSY	95.65%	4.35%	96.43%	3.57%
FC SNCT PSY TRAINEE	100%	0%	100%	0%
FC SNCT PSYMAN	66.67%	33.33%	66.67%	33.33%
FC SNCT QIM	100%	0%	0%	0%
FC SNCT QIO	45.45%	54.55%	50%	50%
FC SNCT TEACH	83.52%	16.48%	81.96%	18.04%
FC SNCT TEACHART	65.43%	34.57%	63.64%	36.36%
FC SNCT TEACHPRMH	77.14%	22.86%	77.15%	22.85%
FC SNCT TEACHPRMP	68.46%	31.54%	70.26%	29.74%
FC TRADE TD2	0%	100%	0%	0%
FC TRADE TD3	0%	100%	1.18%	98.82%
FC TRADE TD3F	N/A	N/A	0%	100%
FC TRADE TD4	2.38%	97.62%	1.95%	98.05%
FC TRADE TD4AP	4.44%	95.56%	0%	100%
FC TRADE TD4F	0%	100%	0%	100%
FC TRADE TD5	3.33%	96.67%	2.04%	97.96%
FC TRADE TD5AP	0%	100%	0%	100%
FC TRADE TD6	1.88%	98.13%	1.32%	98.68%
FC TRADE TD6AP	0%	100%	0%	100%
FC TRADE TD6F	0%	100%	0%	100%
FC TRADE TD7	N/A	N/A	0%	0%
FC CRAFT CC1	0%	100%	0%	100%
FC CRAFT FLEETAP	0%	100%	0%	100%
FC CRAFT FS1	2.7%	97.3%	3.33%	96.67%
FC CRAFT PC2	0%	100%	0%	100%
FC CRAFT PSA	0%	100%	0%	0%
FC CRAFT PCD	N/A	N/A	0%	100%
MISC COSLA	0%	100%	0%	0%
MISC NMW NLW	0%	100%	13.04%	86.96%
MISC STAT/SWEP	100%	0%	100%	0%

b) Education Authority

	Education Authority 2022	Education Authority 2022	Education Authority 2023/24	Education Authority 2023/24
Grade	Female	Male	Female	Male
FC SJC MA 3	N/A	N/A	N/A	N/A
FC SJC MA 4	100%	0%	N/A	N/A
FC SJC MA 5	N/A	N/A	100%	0%
FC SJC MA 6	81.25%	18.75%	92.45%	7.55%
FC SJC FCLW	99.07%	0.93%	97.96%	2.04%
FC SJC 3	98.77%	1.23%	99.18%	0.82%
FC SJC 4	95.57%	4.43%	94.48%	5.52%
FC SJC 5	93.21%	6.79%	91.47%	8.53%
FC SJC 6	94.53%	5.47%	94.86%	5.14%
FC SJC 7	85.96%	14.04%	86.29%	13.71%
FC SJC 8	98.04%	1.96%	95%	5%
FC SJC 9	70.59%	29.41%	74.42%	25.58%
FC SJC 10	80%	20%	100%	0%
FC SJC 11	N/A	N/A	0%	100%
FC SJC 12	50%	50%	0%	100%
FC CO 40	100%	0%	100%	0%
FC CO 54	100%	0%	0%	100%
FC SNCT 2016 CONSERVED	100%	0%	0%	0%
FC SNCT 2019 CONSERVED	58.06%	41.94%	0%	0%
FC SNCT 2020 CONSERVED	77.78%	22.22%	0%	0%
FC SNCT 2023 CONSERVED	N/A	N/A	50%	50%
FC SNCT EM	87.5%	12.5%	83.33%	16.67%
FC SNCT EO	0%	100%	0%	0%
FC SNCT ESO	50%	50%	50%	50%
FC SNCT JAN 2022 CONSERVED	100%	0%	100%	0%
FC SNCT JAN 2024 CONSERVED	N/A	N/A	75%	25%
FC SNCT AUG 2024 CONSERVED	N/A	N/A	62.5%	37.5%
FC SNCT MUSICINST	52.94%	47.06%	54.69%	45.31%
FC SNCT PSY	95.65%	4.35%	96.43%	3.57%
FC SNCT PSY TRAINEE	100%	0%	100%	0%
FC SNCT PSYMAN	66.67%	33.33%	66.67%	33.33%
FC SNCT QIM	100%	0%	0%	0%
FC SNCT QIO	45.45%	54.55%	50%	50%
FC SNCT TEACH	83.52%	16.48%	81.91%	18.09%
FC SNCT TEACHART	65.43%	34.57%	63.64%	36.36%
FC SNCT TEACHPRMH	77.14%	22.86%	76.86%	23.14%
FC SNCT TEACHPRMP	68.46%	31.54%	70.26%	29.74%
MISC STAT	100%	0%	0%	0%
MISC NMW NLW	N/A	N/A	100%	0%

11. Gender segregation by job family

a) Whole Council

	Whole Council 2022	Whole Council 2022	Whole Council 2023/24	Whole Council 2023/24
Job Family	Female	Male	Female	Male
Admin/Clerical/Business Support	83.06%	16.94%	86.44%	13.56%
Apprentice/Trainee	26.63%	73.37%	34.2%	65.8%
Audit/Risk Management	61.54%	38.46%	68.75%	31.25%
Business Management and Improvement	91.67%	8.33%	80%	20%
Childcare/Early Years	96.98%	3.02%	96.77%	3.23%
Cleaning/Caretaking/Janitorial	69.41%	30.59%	67.43%	32.57%
Community and Youth Work	40%	60%	57.14%	42.86%
Customer Service/Contact Centre	77.97%	22.03%	81.07%	18.93%
Education Admin and Clerical	99.09%	0.91%	99.04%	0.96%
Education Specialist Support	90.1%	9.9%	88.48%	11.52%
Employment Support	65.45%	34.55%	72.13%	27.87%
Executive/Senior Manager	51.88%	48.12%	56.35%	43.65%
Finance Services	82.47%	17.53%	79.84%	20.16%
Health and Safety	39.29%	60.71%	37.04%	62.96%
Hospitality/Catering	93.58%	6.42%	92.9%	7.1%
Housing	69.78%	30.22%	71.88%	28.12%
Human Resources/Learning/OD	86.44%	13.56%	84.44%	15.56%
IT/Digital	36.87%	63.13%	32.86%	67.14%
Instructor/Tutor	64.15%	35.85%	66.67%	33.33%
Legal/Democratic Services	66.67%	33.33%	66.67%	33.33%
Marine Services	50%	50%	25%	75%
Media/Marketing/Design	78.26%	21.74%	70.37%	29.63%
Planning, Property and Assessors	17.41%	82.59%	17.98%	82.02%
Principal/Deputy/Head Teacher	71.64%	28.36%	72.5%	27.5%
Procurement	66.67%	33.33%	57.14%	42.86%
Project Management	56.25%	43.75%	62.5%	37.5%
Protective Services	43.37%	56.63%	50%	50%
Pupil Support	84.04%	15.96%	84.27%	15.73%
Regeneration/Economic Development/Tourism	51.28%	48.72%	60.87%	39.13%
Social Services/Social Work/Social Care	83.79%	16.21%	83.14%	16.86%
Sports Development	36.36%	63.64%	30%	70%
Streets/Parks	3.13%	96.88%	2.91%	97.09%
Teaching - Nursery	100%	0%	100%	0%
Teaching - Primary	91.75%	8.25%	90.72%	9.28%
Teaching - Secondary	72.49%	27.51%	71.16%	28.84%
Theatres/Museums/Galleries/Libraries	86.67%	13.33%	76.92%	23.08%
Trades & Fleet Services	2.16%	97.84%	2.02%	97.98%
Transportation/Roads/Waste	14.87%	85.13%	14.12%	85.88%

b) Education Authority

	Education Authority 2022	Education Authority 2022	Education Authority 2023/24	Education Authority 2023/24
Job Family	Female	Male	Female	Male
Admin/Clerical/Business Support	96.67%	3.33%	96%	4%
Apprentice/Trainee	82.86%	17.14%	92.59%	7.41%
Childcare/Early Years	96.97%	3.03%	96.75%	3.25%
Cleaning/Caretaking/Janitorial	100%	0%	100%	0%
Education Admin and Clerical	99.07%	0.93%	99.6%	0.4%
Education Specialist Support	90.27%	9.73%	88.7%	11.3%
Employment Support	N/A	N/A	100%	0%
Executive/Senior Manager	83.33%	16.67%	78.57%	21.43%
Housing	N/A	N/A	N/A	N/A
Human Resources/Learning/OD	80%	20%	75%	25%
Instructor/Tutor	52.54%	47.46%	54.84%	45.16%
Planning, Property and Assessors	N/A	N/A	100%	0%
Principal/Deputy/Head Teacher	71.64%	28.36%	72.44%	27.56%
Procurement	100%	0%	0%	0%
Project Management	100%	0%	0%	0%
Pupil Support	83.96%	16.04%	84.44%	15.56%
Regeneration/Economic Development	N/A	N/A	100%	0%
Social Services/Social Work/Social Care	97.22%	2.78%	96.36%	3.64%
Teaching - Nursery	100%	0%	100%	0%
Teaching - Primary	91.75%	8.25%	90.67%	9.33%
Teaching - Secondary	72.49%	27.51%	70.96%	29.04%
Theatres/Museums/Galleries/Libraries	86.67%	13.33%	76.92%	23.08%

12. Disability pay gap

This pay gap is based on a maximum of 24% of our total workforce (Whole Council 2024) as we cannot include "Prefer not to say" responses and blanks in these figures.

	Whole Council 2022	Whole Council 2024	Education Authority 2022	Education Authority 2024
Disabled avg hourly earnings	£15.36	£17.44	£18.11	£20.47
Non-disabled avg hourly earnings	£12.42	£15.15	£13.81	£17.18
Disability Pay Gap	-23.67%	15.08%	-31.14%	19.15%

13. Disability segregation by grade

a) Whole Council

	Whole Council 2022	Whole Council 2022	Whole Council 2023/24	Whole Council 2023/24
Grade	Disabled	Non-disabled	Disabled	Non-disabled
FC SJC MA 3	0%	100%	0%	100%
FC SJC MA 4	0%	50%	36.36%	54.55%
FC SJC MA 5	5.56%	55.56%	16.67%	83.33%
FC SJC MA 6	0%	0%	6.9%	82.76%
FC SJC FCLW	0%	100%	3.56%	34%
FC SJC 3	2.25%	10.89%	3.7%	27.7%
FC SJC 4	2.02%	3.66%	3.71%	29.31%
FC SJC 5	1.82%	6.3%	2.8%	17.56%
FC SJC 6	2.05%	3.26%	3.57%	21.16%
FC SJC 7	3.97%	5.56%	3.33%	11.5%
FC SJC 8	2.26%	1.85%	5.6%	19.9%
FC SJC 9	1.36%	12.65%	3.37%	10.99%
FC SJC 10	2.04%	2.04%	3.06%	10.71%
FC SJC 11	0%	6.67%	4.35%	6.52%
FC SJC 12	1.94%	10.11%	1.85%	12.96%
FC CO 29	0%	33.33%	0%	28.57%
FC CO 32	0%	14.29%	0%	33.33%
FC CO 37	0%	8.33%	N/A	N/A
FC CO 40	0%	0%	0%	8.33%
FC CO 47	0%	0%	N/A	N/A
FC CO 54	0%	0%	0%	20%
FC CO CEX	0%	0%	N/A	N/A
FC SNCT 2016 CONSERVED	3.23%	0%	N/A	N/A
FC SNCT 2019 CONSERVED	0%	0%	N/A	N/A

FC SNCT 2020 CONSERVED	0%	12.5%	N/A	N/A
FC SNCT JAN 2024 CONSERVED	N/A	N/A	0%	5.26%
FC SNCT EM	0%	0%	0%	16.67%
FC SNCT EO	0%	0%	N/A	N/A
FC SNCT ESO	0%	0%	0%	8.33%
FC SNCT MUSICINST	1.69%	11.86%	1.72%	13.79%
FC SNCT PSY	0%	21.74%	0%	39.29%
FC SNCT PSY TRAINEE	0%	0%	N/A	N/A
FC SNCT PSYMAN	0%	0%	0%	16.67%
FC SNCT QIM	N/A	N/A	N/A	N/A
FC SNCT QIO	0%	0%	0%	7.14%
FC SNCT TEACH	0%	9.09%	2.1%	6.71%
FC SNCT TEACHART	1.16%	1.57%	0%	3.17%
FC SNCT TEACHPRMH	1.3%	0%	1.81%	5.12%
FC SNCT TEACHPRMP	0.87%	1.16%	1.31%	8.17%
FC TRADE TD2	1.1%	2.83%	N/A	N/A
FC TRADE TD3	0%	0%	1.18%	32.94%
FC TRADE TD3F	N/A	N/A	0%	50%
FC TRADE TD4	0%	16.95%	0.78%	17.19%
FC TRADE TD4AP	0.4%	4.76%	8%	72%
FC TRADE TD4F	0%	15.56%	N/A	N/A
FC TRADE TD5	0%	0%	0%	4.08%
FC TRADE TD5AP	1.67%	3.33%	0%	75%
FC TRADE TD6	0%	34.29%	1.32%	10.6%
FC TRADE TD6AP	0%	2.5%	0%	71.43%
FC TRADE TD6F	0%	20%	N/A	N/A
FC TRADE TD7	0%	0%	N/A	N/A
FC CRAFT CC1	12.5%	12.5%	N/A	N/A
FC CRAFT FLEETAP	0%	2.7%	11.11%	44.44%
FC CRAFT FS1	0%	0%	0%	20%
FC CRAFT PC2	0%	100%	0%	16.67%
FC CRAFT PCD	1.23%	3.7%	0%	100%
MISC COSLA	0%	0%	N/A	N/A
MISC NMW NLW	0%	0%	9.78%	83.7%
MISC STAT	0%	0%	N/A	N/A

b) Education Authority

	Education Authority 2022	Education Authority 2022	Education Authority 2023/24	Education Authority 2023/24
Grade	Disabled	Non-disabled	Disabled	Non-disabled
FC SJC MA 3	N/A	N/A	0%	0%
FC SJC MA 4	0%	100%	0%	0%
FC SJC MA 5	N/A	N/A	0%	100%
FC SJC MA 6	6.25%	50%	7.55%	83.02%
FC SJC FCLW	0.99%	0%	2.11%	6.32%
FC SJC 3	1.61%	10.22%	1.75%	32.07%
FC SJC 4	1.77%	12.5%	3.73%	26.74%
FC SJC 5	3.18%	2.27%	4.26%	20.16%
FC SJC 6	1.28%	7.73%	2.71%	22.9%
FC SJC 7	1.32%	3.52%	2.82%	8.06%
FC SJC 8	0%	6%	1.75%	5.26%
FC SJC 9	5.88%	0%	4.65%	13.95%
FC SJC 10	20%	0%	25%	0%
FC SJC 11	N/A	N/A	0%	0%
FC SJC 12	0%	0%	0%	0%
FC CO 40	0%	0%	0%	0%
FC CO 54	0%	0%	0%	100%
FC SNCT 2016 CONSERVED	0%	0%	0%	0%
FC SNCT 2019 CONSERVED	3.23%	0%	0%	0%
FC SNCT 2020 CONSERVED	0%	0%	0%	0%
FC SNCT EM	0%	12.5%	0%	16.67%
FC SNCT EO	0%	0%	0%	0%
FC SNCT ESO	0%	0%	0%	8.33%
FC SNCT MUSICINST	1.69%	11.86%	1.72%	13.79%
FC SNCT PSY	0%	21.74%	0%	39.29%
FC SNCT PSY TRAINEE	0%	0%	0%	16.67%
FC SNCT PSYMAN	0%	0%	0%	0%
FC SNCT QIM	0%	0%	0%	0%
FC SNCT QIO	0%	9.09%	0%	7.14%
FC SNCT TEACH	1.16%	1.57%	2.31%	6.65%
FC SNCT TEACHART	1.3%	0%	0%	3.17%
FC SNCT TEACHPRMH	0.87%	1.16%	1.74%	5.22%
FC SNCT TEACHPRMP	1.1%	2.83%	1.47%	8.33%
MISC STAT	0%	0%	0%	0%
MISC NMW NLW	N/A	N/A	100%	0%

14. Disability segregation by job family

a) Whole Council

	Whole Council 2022	Whole Council 2022	Whole Council 2023/24	Whole Council 2023/24
Job Family	Disabled	Non-disabled	Disabled	Non-disabled
Admin/Clerical/Business Support	2.6%	10.93%	4.76%	26.51%
Apprentice/Trainee	1.63%	35.33%	7.36%	78.79%
Audit/Risk Management	0%	0%	3.13%	3.13%
Business Management and Improvement	0%	0%	5%	5%
Childcare/Early Years	1.72%	7.62%	3.03%	23.82%
Cleaning/Caretaking/Janitorial	1.69%	10.89%	3.64%	28.22%
Community and Youth Work	0%	0%	0%	42.86%
Customer Service/Contact Centre	2.54%	6.5%	3.83%	19.47%
Education Admin and Clerical	1.28%	6.39%	2.5%	22.69%
Education Specialist Support	1.69%	9.26%	3.19%	20.68%
Employment Support	10.71%	1.79%	16.13%	11.29%
Executive/Senior Manager	0.75%	6.77%	2.38%	11.11%
Finance Services	2.39%	1.2%	3.1%	14.34%
Health and Safety	0%	0%	11.11%	14.81%
Hospitality/Catering	1.01%	11.84%	2.67%	33.95%
Housing	3.12%	4.05%	4.5%	10.58%
Human Resources/Learning/OD	6.67%	16.67%	6.67%	34.44%
IT/Digital	3.21%	1.38%	4.74%	12.32%
Instructor/Tutor	0.94%	4.72%	2.08%	13.02%
Legal/Democratic Services	4.76%	14.29%	8.33%	33.33%
Marine Services	25%	0%	0%	25%
Media/Marketing/Design	4.35%	0%	3.7%	22.22%
Planning, Property and Assessors	2.18%	3.44%	2.55%	19.1%
Principal/Deputy/Head Teacher	1.01%	2.22%	1.46%	6.98%
Procurement	0%	3.7%	3.57%	21.43%
Project Management	0%	0%	0%	6.25%
Protective Services	2.41%	6.02%	4.17%	18.75%
Pupil Support	1.06%	6.91%	1.69%	16.29%
Regeneration/Economic Development/Tourism	0%	5.13%	4.35%	21.74%
Social Services/Social Work/Social Care	2.52%	6.55%	4.3%	22.26%
Sports Development	4.55%	0%	0%	25%
Streets/Parks	1.34%	8.93%	1.82%	21.82%
Teaching - Nursery	6.25%	0%	7.69%	23.08%
Teaching - Primary	0.52%	0.15%	0.82%	2%

Teaching - Secondary	1.51%	3.02%	3.06%	11.55%
Theatres/Museums/Galleries/Libraries	20%	6.67%	14.29%	14.29%
Trades & Fleet Services	0.43%	5.34%	1.59%	18.21%
Transportation/Roads/Waste	0.32%	7.91%	1.73%	26.8%

b) Education Authority

	Education Authority 2022	Education Authority 2022	Education Authority 2023/24	Education Authority 2023/24
Job Family	Disabled	Non-disabled	Disabled	Non-disabled
Admin/Clerical/Business Support	0%	26.67%	2%	46%
Apprentice/Trainee	5.71%	54.29%	7.41%	83.33%
Childcare/Early Years	1.72%	7.62%	3.05%	23.75%
Cleaning/Caretaking/Janitorial	0%	0%	0%	50%
Education Admin and Clerical	1.3%	5.58%	2.39%	21.47%
Education Specialist Support	1.71%	9.35%	3.24%	20.69%
Employment Support	0%	0%	0%	100%
Executive/Senior Manager	0%	5.56%	0%	14.29%
Housing	N/A	N/A	N/A	N/A
Human Resources/Learning/OD	0%	20%	N/A	N/A
Instructor/Tutor	1.69%	11.86%	1.61%	16.13%
Principal/Deputy/Head Teacher	1.01%	2.22%	1.57%	7.1%
Planning, Property and Assessors	N/A	N/A	0%	25%
Pupil Support	1.07%	6.95%	2.78%	16.11%
Regeneration/Economic Development/Tourism	N/A	N/A	0%	50%
Social Services/Social Work/Social Care	0.93%	1.85%	1.82%	7.27%
Teaching - Nursery	6.25%	0%	7.69%	23.08%
Teaching - Primary	0.52%	0.15%	0.89%	2.07%
Teaching - Secondary	1.51%	3.02%	3.39%	11.4%
Theatres/Museums/Galleries/Libraries	20%	6.67%	14.29%	14.29%

15. Race pay gap

This pay gap is based on a maximum of 82% of our total workforce (WC 2024) as we cannot include “Prefer not to say” responses and blanks in these figures.

	Whole Council 2022	Whole Council 2024	Education Authority 2022	Education Authority 2024
Other than white avg hourly earnings	£16.60	£17.34	£20.30	£22.78
White avg hourly earnings	£16.05	£18.80	£20.51	£22.61
Race Pay Gap	3.31%	7.79%	1.03%	0.74%

16. Race segregation by grade

a) Whole Council

	Whole Council 2022	Whole Council 2022	Whole Council 2023/24	Whole Council 2023/24
Grade	White	Other than white	White	Other than white
FC SJC MA 3	100%	0%	100%	0%
FC SJC MA 4	75%	0%	90.91%	9.09%
FC SJC MA 5	66.67%	5.56%	80%	20%
FC SJC MA 6	0%	100%	94.83%	0%
FC SJC FCLW	100%	0%	73.23%	2.9%
FC SJC 3	69.58%	1.03%	77.99%	1.61%
FC SJC 4	81.54%	0.78%	75.51%	1.59%
FC SJC 5	69.83%	0.93%	80.15%	1.06%
FC SJC 6	88.15%	1.06%	73.34%	1.36%
FC SJC 7	73.21%	2.92%	86.45%	1.7%
FC SJC 8	83.57%	1.44%	76.03%	4.24%
FC SJC 9	64.7%	1.62%	83.13%	1.95%
FC SJC 10	89.8%	2.04%	86.22%	0.51%
FC SJC 11	82.22%	0%	86.96%	0%
FC SJC 12	75.76%	0.97%	87.04%	0%
FC CO 29	83.33%	16.67%	85.71%	14.29%
FC CO 32	100%	0%	100%	0%
FC CO 37	91.67%	0%	100%	0%
FC CO 40	100%	0%	100%	0%
FC CO 47	100%	0%	N/A	N/A
FC CO 54	100%	0%	80%	0%
FC CO CEX	100%	0%	100%	0%
FC SNCT 2016 CONSERVED	96.77%	0%	N/A	N/A
FC SNCT 2019 CONSERVED	77.78%	0%	N/A	N/A

FC SNCT 2020 CONSERVED	75%	0%	N/A	N/A
FC SNCT 2022 CONSERVED	N/A	N/A	100%	0%
FC SNCT 2023 CONSERVED	N/A	N/A	88.89%	0%
FC SNCT JAN 2022 CONSERVED	N/A	N/A	100%	0%
FC SNCT JAN 24 CONSERVED	N/A	N/A	89.47%	0%
FC SNCT EM	100%	0%	50%	0%
FC SNCT EO	50%	50%	N/A	N/A
FC SNCT ESO	100%	0%	91.67%	8.33%
FC SNCT MUSICINST	72.88%	0%	70.69%	1.72%
FC SNCT PSY	65.22%	0%	64.29%	3.57%
FC SNCT PSY TRAINEE	0%	0%	0%	0%
FC SNCT PSYMAN	100%	0%	100%	0%
FC SNCT QIM	N/A	N/A	N/A	N/A
FC SNCT QIO	0%	0%	78.57%	0%
FC SNCT TEACH	81.82%	0%	53.32%	0.8%
FC SNCT TEACHART	54.55%	0.72%	90.48%	1.59%
FC SNCT TEACHPRMH	92.21%	1.3%	86.14%	0.9%
FC SNCT TEACHPRMP	87.86%	1.16%	72.06%	0.16%
FC TRADE TD2	73.16%	1.1%	N/A	N/A
FC TRADE TD3	87.5%	0%	82.35%	1.18%
FC TRADE TD3F	N/A	N/A	100%	0%
FC TRADE TD4	81.36%	0%	75.78%	0.78%
FC TRADE TD4AP	82.54%	0%	84%	0%
FC TRADE TD4F	31.11%	0%	100%	0%
FC TRADE TD5	100%	0%	44.9%	0%
FC TRADE TD5AP	61.67%	0%	83.33%	0%
FC TRADE TD6	37.14%	0%	80.13%	0.66%
FC TRADE TD6AP	86.25%	0.63%	71.43%	0%
FC TRADE TD6F	40%	0%	100%	0%
FC TRADE TD7	83.33%	0%	N/A	N/A
FC CRAFT CC1	50%	0%	100%	0%
FC CRAFT FLEETAP	64.86%	0%	66.67%	0%
FC CRAFT FS1	100%	0%	70%	0%
FC CRAFT PC2	100%	0%	100%	0%
FC CRAFT PCD	88.89%	0%	100%	0%
MISC COSLA	100%	0%	N/A	N/A
MISC NMW NLW	12.5%	0%	93.48%	2.17%
MISC STAT/SWEP	0%	0%	100%	0%

b) Education Authority

	Education Authority 2022	Education Authority 2022	Education Authority 2023/24	Education Authority 2023/24
Grade	White	Other than white	White	Other than white
FC SJC MA 3	N/A	N/A	N/A	N/A
FC SJC MA 4	100%	0%	N/A	N/A
FC SJC MA 5	N/A	N/A	100%	0%
FC SJC MA 6	62.5%	6.25%	96.23%	0%
FC SJC FCLW	77.23%	0%	74.74%	0%
FC SJC 3	75.81%	0.27%	78.36%	0.58%
FC SJC 4	66.18%	0.85%	72.14%	1.08%
FC SJC 5	82.73%	0%	81.01%	0.39%
FC SJC 6	60.07%	0.34%	66.25%	0.7%
FC SJC 7	81.5%	0.44%	78.63%	0.81%
FC SJC 8	66%	2%	73.68%	0%
FC SJC 9	85.29%	0%	81.4%	4.65%
FC SJC 10	80%	0%	75%	0%
FC SJC 11	N/A	N/A	100%	0%
FC SJC 12	50%	0%	100%	0%
FC CO 40	100%	0%	100%	0%
FC CO 54	100%	0%	100%	0%
FC SNCT 2016 CONSERVED	0%	100%	N/A	N/A
FC SNCT 2019 CONSERVED	96.77%	0%	N/A	N/A
FC SNCT 2020 CONSERVED	77.78%	0%	N/A	N/A
FC SNCT 2023 CONSERVED	N/A	N/A	50%	0%
FC SNCT EM	75%	0%	50%	0%
FC SNCT EO	100%	0%	N/A	N/A
FC SNCT ESO	50%	50%	91.67%	8.33%
FC SNCT JAN 2022 CONSERVED	100%	0%	100%	0%
FC SNCT JAN 2024 CONSERVED	N/A	N/A	75%	0%
FC SNCT AUG 24 CONSERVED	N/A	N/A	75%	0%
FC SNCT MUSICINST	72.88%	0%	70.69%	1.72%
FC SNCT PSY	65.22%	0%	64.29%	3.57%
FC SNCT PSY TRAINEE	0%	0%	0%	0%
FC SNCT PSYMAN	100%	0%	100%	0%
FC SNCT QIM	0%	0%		
FC SNCT QIO	81.82%	0%	78.57%	0%
FC SNCT TEACH	54.55%	0.72%	53.59%	0.81%
FC SNCT TEACHART	92.21%	1.3%	90.48%	1.59%

FC SNCT TEACHPRMH	87.86%	1.16%	86.67%	0.87%
FC SNCT TEACHPRMP	73.16%	1.1%	72.06%	0.16%
MISC STAT	0%	0%		
MISC NMW NLW	N/A	N/A	100%	0%

17. Race segregation by job family

a) Whole Council

	Whole Council 2022	Whole Council 2022	Whole Council 2023/24	Whole Council 2023/24
Job Family	White	Other than white	White	Other than white
Admin/Clerical/Business Support	85.25%	1.09%	87.59%	1.59%
Apprentice/Trainee	46.74%	1.09%	90.48%	1.3%
Audit/Risk Management	88.46%	3.85%	90.63%	3.13%
Business Management and Improvement	83.33%	8.33%	90%	5%
Childcare/Early Years	58.63%	0.34%	65.4%	0.71%
Cleaning/Caretaking/Janitorial	69.13%	1.34%	75.99%	2.09%
Community and Youth Work	50%	0%	57.14%	0%
Customer Service/Contact Centre	84.18%	1.13%	86.69%	0.89%
Education Admin and Clerical	81.39%	0%	82.08%	0.58%
Education Specialist Support	68.96%	0.79%	72.83%	0.95%
Employment Support	89.09%	1.82%	85.25%	1.64%
Executive/Senior Manager	87.97%	1.5%	88.1%	0.79%
Finance Services	90.04%	1.2%	88.37%	1.55%
Health and Safety	96.43%	0%	96.3%	0%
Hospitality/Catering	65.99%	1.51%	72.41%	3.14%
Housing	86.29%	0.93%	83.02%	0.8%
Human Resources/Learning/OD	94.92%	1.69%	90%	2.22%
IT/Digital	88.94%	0.46%	88.1%	1.9%
Instructor/Tutor	63.68%	2.36%	67.19%	3.13%
Legal/Democratic Services	90.48%	4.76%	87.5%	4.17%
Marine Services	75%	0%	75%	0%
Media/Marketing/Design	100%	0%	100%	0%
Planning, Property and Assessors	78.24%	0.46%	79.37%	1.23%
Principal/Deputy/Head Teacher	78.61%	1.11%	77.6%	0.42%
Procurement	85.19%	7.41%	78.57%	14.29%
Project Management	87.5%	0%	81.25%	0%

Protective Services	92.77%	0%	84.38%	2.08%
Pupil Support	51.6%	0.53%	56.74%	0%
Regeneration/Economic Development/Tourism	84.62%	0%	91.3%	0%
Social Services/Social Work/Social Care	74.24%	1.82%	77.11%	2.73%
Sports Development	72.73%	0%	75%	0%
Streets/Parks	71.43%	0.45%	72%	1.09%
Teaching - Nursery	75%	0%	84.62%	0%
Teaching - Primary	57.36%	0.59%	51.52%	0.52%
Teaching - Secondary	53.3%	0.93%	55.47%	1.22%
Theatres/Museums/Galleries/Libraries	93.33%	0%	92.31%	0%
Trades & Fleet Services	79.8%	0.58%	75.58%	1.16%
Transportation/Roads/Waste	81.96%	1.27%	85.59%	1.73%

b) Education Authority

	Education Authority 2022	Education Authority 2022	Education Authority 2023/24	Education Authority 2023/24
Job Family	White	Other than white	White	Other than white
Admin/Clerical/Business Support	63.33%	3.33%	82%	2%
Apprentice/Trainee	65.71%	5.71%	96.3%	0%
Childcare/Early Years	58.6%	0.34%	65.47%	0.72%
Cleaning/Caretaking/Janitorial	100%	0%	100%	0%
Education Admin and Clerical	81.41%	0%	81.87%	0.6%
Education Specialist Support	68.84%	0.8%	72.8%	1.01%
Employment Support	0%	0%	100%	0%
Executive/Senior Manager	83.33%	0%	78.57%	0%
Housing	N/A	N/A	N/A	N/A
Human Resources/Learning/OD	80%	0%	50%	0%
Instructor/Tutor	72.88%	0%	69.35%	1.61%
Planning, Property and Assessors	N/A	N/A	75%	25%
Principal/Deputy/Head Teacher	78.61%	1.11%	77.56%	0.42%
Procurement	50%	0%	57.22%	0%
Project Management	100%	0%	50%	0%
Pupil Support	51.87%	0.53%	69.35%	1.61%
Regeneration/Economic Development/Tourism	100%	0%	100%	0%
Social Services/Social Work/Social Care	77.78%	0%	76.36%	0%
Teaching - Nursery	75%	0%	84.62%	0%
Teaching - Primary	57.36%	0.59%	51.81%	0.52%
Teaching - Secondary	53.3%	0.93%	55.39%	1.23%
Theatres/Museums/Galleries/Libraries	93.33%	0%	92.31%	0%