

Equality Monitoring of Protected Characteristics 2015-16

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Explanatory Notes

Recruitment Stage

This table shows the numbers of applications by candidates and the recruitment stages reached. The total number of applications made is therefore read from the total column on the **right hand side**. The totals in the recruitment data tables are based on the total number of applications received across all our vacancies in the reporting period.

Using the example below, a total of 239 applications were received. There were 76 interviews (total of columns 'Interview no job offer', 'Job offered not accepted' and 'Job offered and accepted'). 163 applications did not reach the interview stage i.e. 'Applied only'. 28 job offers were accepted.

Example recruitment table

| | | | Recruitment Stage | | | | Total |
|---------------|-------|------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | |
| Gender Female | Count | 104 | 32 | <10 | 18 | 159 | |
| | % | 64% | 78% | - | 64% | 67% | |
| Male | Count | 43 | <10 | <10 | 10 | 64 | |
| | % | 26% | - | - | 36% | 27% | |
| Not stated | Count | 16 | <10 | <10 | <10 | 16 | |
| | % | 9% | - | - | - | 6% | |
| Total | Count | 163 | 41 | <10 | 28 | 239 | |
| | % | 100% | 100% | 100% | 100% | 100% | |

National Identity

British includes Mixed British.

Ethnic Origin

Monitoring questions and answer options are the same as those used in the Scottish Census 2011 (see page 9 of the specimen document¹). This change was implemented from 1 April 2016.

| Label | Definition |
|--------------------------------|--|
| White including white minority | Includes all White ethnic groups or backgrounds: Scottish, Other British, Irish, Gypsy/Traveller, Polish, and other white ethnic groups. |
| Ethnic Minority | Aggregates data from the following high level groupings: <ul style="list-style-type: none"> Mixed or multiple ethnic groups Asian, Asian Scottish or Asian British (including Pakistani, Indian, Bangladeshi, Chinese, and other Asian ethnic group) African, African Scottish or African British Caribbean or Black, Caribbean or Black Scottish or Caribbean or Black British Other ethnic group (including Arab, and any other ethnic group) |

¹ <http://www.scotlandscensus.gov.uk/glossary/census-questionnaire-2011>

Religion

'Other religion' includes categories previously reported separately e.g. Buddhist, Hindu, Muslim and other religions or beliefs.

Education support

Refers to employees who have accessed resource (funding and/ or time) to complete an external qualification related to their job role, career development or lifelong learning. We are unable to track all learning and development undertaken by our workforce by specific equality groups.

Suppression of Values

Please note that values of <10 including zero counts have been suppressed for Data Protection purposes.

Section 1: Gender

Table 1.1 Employees 2015-16 Gender Distribution

| | | Count | % |
|--------|--------|-------|------|
| Gender | Female | 250 | 64% |
| | Male | 138 | 36% |
| | Total | 388 | 100% |

Table 1.2 Employees Gender Distribution Comparison 2014-15 with 2015-16

| | | 2014-15 | | 2015-16 | | Change | Percent |
|--------|--------|---------|------|---------|------|--------|---------|
| | | Count | % | Count | % | Count | change |
| Gender | Female | 257 | 65% | 250 | 64% | -7 | -1% |
| | Male | 141 | 35% | 138 | 36% | -3 | +1% |
| | Total | 398 | 100% | 388 | 100% | -10 | 0% |

Table 1.3 Employees 2015-16 Gender by Grade

| | | | Grade (banded) | | | |
|--------|--------|-------|------------------|------------------|--------------|-------|
| | | | Grades 1 to 3 | Grades 4 to 6 | Grades 7+ | Total |
| Gender | Female | Count | 120 | 97 | 33 | 250 |
| | | % | 71% | 62% | 54% | 64% |
| | Male | Count | 50 | 60 | 28 | 138 |
| | | % | 29% | 38% | 46% | 36% |
| Total | | Count | 170 | 157 | 61 | 388 |
| | | % | 100% | 100% | 100% | 100% |

Table 1.4 Employees 2015-16 Gender by Employment Status

| | | | Employment Status | | |
|--------|--------|-------|-------------------|-----------|-------|
| | | | Full-time | Part-time | Total |
| Gender | Female | Count | 176 | 74 | 250 |
| | | % | 60% | 79% | 64% |
| | Male | Count | 118 | 20 | 138 |
| | | % | 40% | 21% | 36% |
| Total | | Count | 294 | 94 | 388 |
| | | % | 100% | 100% | 100% |

Table 1.5 Leavers 2015-16 Gender Distribution

| | | Count | % |
|--------|--------|-------|------|
| Gender | Female | 14 | 52% |
| | Male | 13 | 48% |
| | Total | 27 | 100% |

Table 1.6 All Applications 2015-16 Gender by Recruitment Stage

| | | | Recruitment Stage | | | | Total |
|---------------|-------|------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | |
| Gender Female | Count | 104 | 32 | <10 | 18 | 159 | |
| | % | 64% | 78% | 100% | 64% | 67% | |
| Male | Count | 43 | <10 | <10 | 10 | 64 | |
| | % | 26% | 22% | 0% | 36% | 27% | |
| Not stated | Count | 16 | <10 | <10 | <10 | 16 | |
| | % | 9% | 0% | 0% | 0% | 6% | |
| Total | Count | 163 | 41 | <10 | 28 | 239 | |
| | % | 100% | 100% | 100% | 100% | 100% | |

Table 1.7 Employees 2015-16 Gender by Education Support

| | | Count | % |
|--------|--------|-------|------|
| Gender | Female | 31 | 61% |
| | Male | 20 | 39% |
| | Total | 51 | 100% |

Section 2: National Identity

Table 2.1 Employees 2015-16 National Identity Distribution

| | | Count | % |
|-------------------|------------|-------|------|
| National Identity | Scottish | 247 | 64% |
| | British | 79 | 20% |
| | English | <10 | 2% |
| | Irish | <10 | 1% |
| | Other | <10 | 2% |
| | Not Stated | 44 | 11% |
| | Total | 388 | 100% |

Table 2.2 Employees National Identity Distribution Comparison 2015-16 with 2014-15

| | | 2014-15 | | 2015-16 | | Change | Percent |
|-------------------|------------|---------|------|---------|------|--------|---------|
| | | Count | % | Count | % | count | change |
| National Identity | Scottish | 250 | 63% | 247 | 64% | -3 | +1% |
| | British | 77 | 19% | 79 | 20% | +2 | +1% |
| | English | <10 | 2% | <10 | 2% | - | 0% |
| | Irish | <10 | 1% | <10 | 1% | - | 0% |
| | Other | 10 | 3% | <10 | 2% | - | -1% |
| | Not Stated | 50 | 13% | 44 | 11% | -6 | -2% |
| | Total | 398 | 100% | 388 | 100% | -10 | - |

Table 2.3 Employees 2015-16 National Identity by Grade

| | | | Grade (banded) | | | |
|-------------------|------------|-------|----------------|---------------|-----------|-------|
| | | | Grades 1 to 3 | Grades 4 to 6 | Grades 7+ | Total |
| National Identity | Scottish | Count | 127 | 84 | 36 | 247 |
| | | % | 75% | 54% | 59% | 64% |
| | British | Count | 20 | 43 | 16 | 79 |
| | | % | 12% | 27% | 26% | 20% |
| | English | Count | <10 | <10 | <10 | <10 |
| | | % | 2% | 1% | 0% | 2% |
| | Irish | Count | <10 | <10 | <10 | <10 |
| | | % | 1% | 1% | 3% | 1% |
| | Other | Count | <10 | <10 | <10 | <10 |
| | | % | 2% | 2% | 0% | 2% |
| | Not stated | Count | 14 | 23 | <10 | 44 |
| | | % | 8% | 15% | 11% | 11% |
| Total | | Count | 170 | 157 | 61 | 388 |
| | | % | 100% | 100% | 100% | 100% |

Table 2.4 Employees 2015-16 National Identity by Employment Status

| | | | Employment Status | | |
|-------------------|------------|-------|-------------------|-----------|-------|
| | | | Full-time | Part-time | Total |
| National Identity | Scottish | Count | 185 | 62 | 247 |
| | | % | 63% | 66% | 64% |
| | British | Count | 60 | 19 | 79 |
| | | % | 20% | 20% | 20% |
| | English | Count | <10 | <10 | <10 |
| | | % | 2% | 0% | 2% |
| | Irish | Count | <10 | <10 | <10 |
| | | % | 1% | 2% | 1% |
| | Other | Count | <10 | <10 | <10 |
| | | % | 2% | 1% | 2% |
| | Not stated | Count | 34 | 10 | 44 |
| | | % | 12% | 11% | 11% |
| | Total | Count | 294 | 94 | 388 |
| | | % | 100% | 100% | 100% |

Table 2.5 Leavers 2015-16 National Identity Distribution

| | | Count | % |
|-------------------|------------|-------|------|
| National Identity | Scottish | 17 | 63% |
| | British | <10 | 22% |
| | English | <10 | 4% |
| | Irish | <10 | 0% |
| | Other | <10 | 4% |
| | Not stated | <10 | 7% |
| | Total | 25 | 100% |

Table 2.6 All Applications 2015-16 National Identity by Recruitment Stage

| | | | Recruitment Stage | | | | |
|-------------------|------------|-------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | Total |
| National Identity | Scottish | Count | <10 | 11 | <10 | <10 | 26 |
| | | % | 6% | 27% | 0% | 21% | 11% |
| | British | Count | 113 | 20 | <10 | 12 | 152 |
| | | % | 69% | 49% | 100% | 43% | 64% |
| | English | Count | <10 | <10 | <10 | <10 | <10 |
| | | % | 0% | 5% | 0% | 0% | 1% |
| | Irish | Count | <10 | <10 | <10 | <10 | <10 |
| | | % | 2% | 0% | 0% | 0% | 1% |
| | Other | Count | 12 | <10 | <10 | <10 | 15 |
| | | % | 7% | 5% | 0% | 4% | 6% |
| | Not stated | Count | 26 | <10 | <10 | <10 | 41 |
| | | % | 16% | 14% | 0% | 32% | 18% |
| | Total | Count | 163 | 41 | <10 | 28 | 239 |
| | | % | 100% | 100% | 100% | 100% | 100% |

Table 2.7 Employees 2015-16 National Identity by Education Support

| National Identity | Count | % |
|-------------------------------|-------|------|
| British | <10 | 18% |
| Scottish | 38 | 75% |
| All other national identities | <10 | - |
| Not stated | <10 | 8% |
| Total | 51 | 100% |

Section 3: Ethnic Origin

Table 3.1 Employees 2015-16 Ethnic Origin Distribution

| | | Count | % |
|---------------|--------------------------------|-------|------|
| Ethnic Origin | White including white minority | 281 | 72% |
| | Ethnic minority | <10 | 2% |
| | Not Stated | 99 | 26% |
| | Total | 388 | 100% |

Table 3.2 Employees Ethnic Origin Distribution Comparison 2015-16 with 2014-15

| | | 2014-15 | | 2015-16 | | Change count | Percent change |
|---------------|--------------------------------|---------|------|---------|------|--------------|----------------|
| | | Count | % | Count | % | | |
| Ethnic Origin | White including white minority | 275 | 69% | 281 | 72% | +6 | +3% |
| | Ethnic minority | 12 | 3% | <10 | 2% | - | -1% |
| | Not stated | 111 | 28% | 99 | 26% | -12 | -2% |
| | Total | 398 | 100% | 388 | 100% | -10 | - |

Table 3.3 Employees 2015-16 Ethnic Origin by Grade

| | | | Grade (banded) | | | |
|---------------|--------------------------------|-------|----------------|---------------|-----------|-------|
| | | | Grades 1 to 3 | Grades 4 to 6 | Grades 7+ | Total |
| Ethnic Origin | White including white minority | Count | 125 | 109 | 47 | 281 |
| | | % | 74% | 69% | 77% | 72% |
| | Ethnic minority | Count | <10 | <10 | <10 | <10 |
| | | % | 2% | 3% | 0% | 2% |
| | Not stated | Count | 42 | 43 | 14 | 99 |
| | | % | 25% | 27% | 23% | 26% |
| Total | | Count | 170 | 157 | 61 | 388 |
| | | % | 100% | 100% | 100% | 100% |

Table 3.4 Employees 2015-16 Ethnic Origin by Employment Status

| | | | Employment Status | | |
|---------------|--------------------------------|-------|-------------------|-----------|-------|
| | | | Full-time | Part-time | Total |
| Ethnic Origin | White including white minority | Count | 210 | 71 | 281 |
| | | % | 71% | 76% | 72% |
| | Ethnic minority | Count | <10 | <10 | <10 |
| | | % | 2% | 3% | 2% |
| | Not stated | Count | 79 | 20 | 99 |
| | | % | 27% | 21% | 26% |
| Total | Count | 294 | 94 | 388 | |
| | % | 100% | 100% | 100% | |

Table 3.5 Leavers 2015-16 Ethnic Origin Distribution

| | | Count | % |
|---------------|--------------------------------|-------|------|
| Ethnic Origin | White including white minority | 19 | 70% |
| | Ethnic minority | <10 | - |
| | Not stated | <10 | 29% |
| Total | | 27 | 100% |

Table 3.6 All Applications 2015-16 Ethnic Origin by Recruitment Stage

| | | | Stage | | | | |
|---------------|--------------------------------|-------|--------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | Total |
| Ethnic Origin | White including white minority | Count | 125 | 34 | <10 | 15 | 179 |
| | | % | 77% | 83% | 100% | 54% | 75% |
| | Ethnic Minority | Count | <10 | <10 | <10 | <10 | <10 |
| | | % | 1% | 2% | 0% | 0% | 2% |
| | Not stated | Count | 36 | <10 | <10 | 13 | 55 |
| | | % | 22% | 15% | - | 43% | 23% |
| Total | Count | 163 | 41 | <10 | 28 | 239 | |
| | % | 100% | 100% | 100% | 100% | 100% | |

Table 3.7 Employees 2015-16 Ethnic Origin by Education Support

| Ethnic Origin | Count | % |
|--------------------------------|-------|------|
| White including white minority | 42 | 82% |
| Ethnic minority | <10 | - |
| Not stated | <10 | 18% |
| Total | 51 | 100% |

Section 4: Religion or Belief

Table 4.1 Employees 2015-16 Religion or Belief Distribution

| | | Count | % |
|--------------------|--------------------------|-------|------|
| Religion or Belief | No religion | 130 | 34% |
| | Christian | 123 | 32% |
| | Other religion or belief | 10 | 3% |
| | Not stated | 125 | 32% |
| | Total | 388 | 100% |

Table 4.2 Employees Religion or Belief Distribution Comparison 2014-15 with 2015-16

| | | 2014-15 | | 2015-16 | | Change | Percent |
|--------------------|--------------------------|---------|------|---------|------|--------|---------|
| | | Count | % | Count | % | count | change |
| Religion or Belief | No religion | 127 | 32% | 130 | 34% | +3 | +2% |
| | Christian | 128 | 32% | 123 | 32% | -5 | 0% |
| | Other religion or belief | <10 | 3% | 10 | 3% | - | 0% |
| | Not stated | 134 | 34% | 125 | 32% | -9 | -2% |
| | Total | 398 | 100% | 388 | 100% | -10 | - |

Table 4.3 Employees 2015-16 Religion or Belief by Grade

| | | | Grade (banded) | | | |
|--------------------|--------------------------|-------|----------------|---------------|-----------|-------|
| | | | Grades 1 to 3 | Grades 4 to 6 | Grades 7+ | Total |
| Religion or Belief | No religion | Count | 57 | 50 | 23 | 130 |
| | | % | 34% | 32% | 38% | 34% |
| | Christian | Count | 59 | 45 | 19 | 123 |
| | | % | 35% | 29% | 31% | 32% |
| | Other religion or belief | Count | <10 | <10 | <10 | 10 |
| | | % | 2% | 3% | 2% | 3% |
| | Not Stated | Count | 50 | 57 | 18 | 125 |
| | | % | 29% | 36% | 30% | 32% |
| Total | | Count | 170 | 157 | 61 | 388 |
| | | % | 100% | 100% | 100% | 100% |

Table 4.4 Employees 2015-16 Religion or Belief by Employment Status

| | | | Employment Status | | |
|--------------------|--------------------------|-------|-------------------|-----------|-------|
| | | | Full-time | Part-time | Total |
| Religion or Belief | No religion | Count | 99 | 31 | 130 |
| | | % | 34% | 33% | 34% |
| | Christian | Count | 85 | 38 | 123 |
| | | % | 29% | 40% | 32% |
| | Other religion or belief | Count | <10 | <10 | 10 |
| | | % | 2% | 3% | 3% |
| | Not Stated | Count | 103 | 22 | 125 |
| | | % | 35% | 23% | 32% |
| Total | | Count | 294 | 94 | 388 |
| | | % | 100% | 100% | 100% |

Table 4.5 Leavers 2015-16 Religion or Belief distribution

| | | Count | % |
|--------------------|--------------------------|-------|------|
| Religion or Belief | No religion | 10 | 37% |
| | Christian | <10 | 19% |
| | Other religion or belief | <10 | 4% |
| | Not stated | 11 | 41% |
| | Total | 27 | 100% |

Table 4.6 All Applications 2015-16 Religion or Belief by Recruitment Stage

| | | | Recruitment Stage | | | | |
|--------------------|--------------------------|-------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | Total |
| Religion or Belief | No religion | Count | 71 | 12 | <10 | <10 | 94 |
| | | % | 44% | 29% | 0% | 32% | 39% |
| | Christian | Count | 42 | 13 | <10 | <10 | 64 |
| | | % | 26% | 32% | 100% | 21% | 27% |
| | Other religion or belief | Count | <10 | <10 | <10 | <10 | 11 |
| | | % | 3% | 7% | 0% | 4% | 5% |
| | Not stated | Count | 45 | 13 | <10 | 12 | 70 |
| | | % | 28% | 32% | - | 43% | 29% |
| Total | | Count | 163 | 41 | <10 | 28 | 239 |
| | | % | 100% | 100% | 100% | 100% | 100% |

Table 4.7 Employees 2015-16 Religion or Belief by Education Support

| Religion or Belief | Count | % |
|---------------------------|--------------|----------|
| No religion | 19 | 37% |
| Christian | 16 | 31% |
| Other religion or belief | <10 | 2% |
| Not stated | 15 | 29% |
| Total | 51 | 100% |

Section 5: Sexual Orientation²

Table 5.1 Employees 2015-16 sexual orientation distribution

| | | Count | % |
|--------------------|--------------------------|-------|------|
| Sexual Orientation | Heterosexual | 323 | 83% |
| | Lesbian, gay or bisexual | <10 | 2% |
| | Not stated | 58 | 15% |
| | Total | 388 | 100% |

Table 5.2 Employees sexual orientation distribution: comparison of 2015-16 with 2014-15

| | | 2014-15 | | 2015-16 | | Change | Percent |
|--------------------|--------------------------|---------|------|---------|------|--------|---------|
| | | Count | % | Count | % | count | change |
| Sexual Orientation | Heterosexual | 325 | 82% | 323 | 83% | -2 | -1% |
| | Lesbian, gay or bisexual | <10 | 2% | <10 | 2% | | 0% |
| | Not stated | 64 | 16% | 58 | 15% | -6 | -1% |
| | Total | 398 | 100% | 388 | 100% | -10 | |

Table 5.3 Employees 2015-16 sexual orientation by grade

| | | | Grade (banded) | | | |
|--------------------|--------------------------|-------|------------------|------------------|--------------|-------|
| | | | Grades 1 to 3 | Grades 4 to 6 | Grades 7+ | Total |
| Sexual Orientation | Heterosexual | Count | 149 | 125 | 49 | 323 |
| | | % | 88% | 80% | 80% | 83% |
| | Lesbian, gay or bisexual | Count | <10 | <10 | <10 | <10 |
| | | % | 2% | 2% | 2% | 2% |
| | Not stated | Count | 18 | 29 | 11 | 58 |
| | | % | 11% | 18% | 18% | 15% |
| | Total | Count | 170 | 157 | 61 | 388 |
| | | % | 100% | 100% | 100% | 100% |

² Responses recorded for Bisexual, Gay man and Gay woman or Lesbian have been aggregated under the heading 'Lesbian, Gay or Bisexual' due to low counts.

Table 5.4 Employees 2015-16 Sexual orientation by employment status

| | | | Employment Status | | |
|--------------------|--------------------------|-------|-------------------|-----------|-------|
| | | | Full-time | Part-time | Total |
| Sexual Orientation | Heterosexual | Count | 240 | 83 | 323 |
| | | % | 82% | 88% | 83% |
| | Lesbian, gay or bisexual | Count | <10 | <10 | <10 |
| | | % | 2% | 1% | 2% |
| | Not stated | Count | 48 | 10 | 58 |
| | | % | 16% | 11% | 15% |
| Total | | Count | 294 | 94 | 388 |
| | | % | 100% | 100% | 100% |

Table 5.5 Leavers 2015-16 Sexual orientation distribution

| | | Count | % |
|--------------------|--------------------------|-------|------|
| Sexual Orientation | Heterosexual | 21 | 78% |
| | Lesbian, gay or bisexual | <10 | 7% |
| | Prefer not to say | <10 | 15% |
| | Total | 27 | 100% |

Table 5.6 All Applications 2015-16 Sexual orientation by recruitment stage

| | | | Recruitment Stage | | | | Total |
|--------------------|--------------------------|-------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | |
| Sexual Orientation | Heterosexual | Count | 135 | 39 | <10 | 24 | 204 |
| | | % | 83% | 95% | 100% | 86% | 85% |
| | Lesbian, gay or bisexual | Count | <10 | <10 | <10 | <10 | <10 |
| | | % | 4% | 0% | 0% | 4% | 3% |
| | Not stated | Count | 14 | <10 | <10 | <10 | 15 |
| | | % | 9% | 2% | 0% | 0% | 6% |
| Total | | Count | 163 | 41 | <10 | 28 | 239 |
| | | % | 100% | 100% | 100% | 100% | 100% |

Table 5.7 Employees 2015-16 Sexual orientation by education support

| Sexual Orientation | Count | % |
|---------------------------|--------------|----------|
| Heterosexual | 46 | 90% |
| Lesbian, gay or bisexual | <10 | - |
| Not stated | <10 | 10% |
| Total | 51 | 100% |

Section 6: Disability

Table 6.1 Employees 2015-16 Disability Distribution

| | | Count | % |
|------------|------------|-------|------|
| Disability | No | 327 | 84% |
| | Yes | 22 | 6% |
| | Not stated | 39 | 10% |
| | Total | 388 | 100% |

Table 6.2 Employees Disability Distribution Comparison 2015-16 with 2014-15

| | | 2014-15 | | 2015-16 | | Change | Percent |
|------------|------------|---------|------|---------|------|--------|---------|
| | | Count | % | Count | % | Count | change |
| Disability | No | 334 | 84% | 327 | 84% | -7 | 0% |
| | Yes | 20 | 5% | 22 | 6% | +2 | +1% |
| | Not stated | 44 | 11% | 39 | 10% | -5 | -1% |
| | Total | 398 | 100% | 388 | 100% | -10 | |

Table 6.3 Employees 2015-16 Disability by Grade

| | | | Grade (banded) | | | |
|------------|------------|-------|------------------|------------------|--------------|-------|
| | | | Grades 1 to 3 | Grades 4 to 6 | Grades 7+ | Total |
| Disability | No | Count | 146 | 129 | 52 | 327 |
| | | % | 86% | 82% | 85% | 84% |
| | Yes | Count | 10 | <10 | <10 | 22 |
| | | % | 6% | 5% | 7% | 6% |
| | Not stated | Count | 14 | 20 | <10 | 39 |
| | | % | 8% | 13% | 8% | 10% |
| Total | | Count | 170 | 157 | 61 | 388 |
| | | % | 100% | 100% | 100% | 100% |

Table 6.4 Employees 2015-16 Disability by Employment Status

| | | | Employment Status | | |
|---------------|-------|------|-------------------|-----------|-------|
| | | | Full-time | Part-time | Total |
| Disability No | Count | 244 | 83 | 327 | |
| | % | 83% | 88% | 84% | |
| Yes | Count | 20 | <10 | 22 | |
| | % | 7% | 2% | 6% | |
| Not stated | Count | 30 | <10 | 39 | |
| | % | 10% | 10% | 10% | |
| Total | Count | 294 | 94 | 388 | |
| | % | 100% | 100% | 100% | |

Table 6.5 Leavers 2015-16 Disability Distribution

| | | Count | % |
|---------------|-------|-------|------|
| Disability No | Count | 22 | 81% |
| | % | <10 | 4% |
| Yes | Count | <10 | 15% |
| Not stated | Count | 27 | 100% |

Table 6.6 All Applications 2015-16 Disability by Recruitment Stage

| | | | Recruitment Stage | | | | Total |
|---------------|-------|------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | |
| Disability No | Count | 138 | 35 | <10 | 24 | 204 | |
| | % | 85% | 85% | 100% | 86% | 85% | |
| Yes | Count | <10 | <10 | <10 | <10 | 12 | |
| | % | 4% | 10% | 0% | 7% | 5% | |
| Not stated | Count | 19 | <10 | <10 | <10 | 23 | |
| | % | 12% | 4% | 0% | 7% | 9% | |
| Total | Count | 163 | 41 | <10 | 28 | 239 | |
| | % | 100% | 100% | 100% | 100% | 100% | |

Table 6.7 Employees 2015-16 Disability by Education Support

| Disability | Count | % |
|------------|-------|------|
| No | 44 | 86% |
| Yes | <10 | 6% |
| Not stated | <10 | 8% |
| Total | 51 | 100% |

Section 7: Age

Table 7.1 Employees 2015-16 Age Distribution

| | Count | % |
|-------------------|-------|------|
| Age - years <= 24 | 20 | 5% |
| banded) 25 - 39 | 137 | 35% |
| 40 - 49 | 123 | 32% |
| 50 - 59 | 94 | 24% |
| 60+ | 14 | 4% |
| Total | 388 | 100% |

Table 7.2 Employees Age Distribution Comparison 2015-16 with 2014-15

| | 2014-15 | | 2015-16 | | Change count | Percent change |
|-------------------|---------|------|---------|------|--------------|----------------|
| | Count | % | Count | % | | |
| Age - years <= 24 | 16 | 4% | 20 | 5% | +4 | +1% |
| banded) 25 - 39 | 139 | 35% | 137 | 35% | -2 | 0% |
| 40 - 49 | 128 | 32% | 123 | 32% | -5 | 0% |
| 50 - 59 | 95 | 24% | 94 | 24% | -1 | 0% |
| 60+ | 20 | 5% | 14 | 4% | -6 | -1% |
| Total | 398 | 100% | 388 | 100% | -10 | 0% |

Table 7.3 Employees 2015-16 Age by Grade

| | Grade (banded) | | | | |
|-------------------|----------------|---------------|-----------|-------|------|
| | Grades 1 to 3 | Grades 4 to 6 | Grades 7+ | Total | |
| Age - years <= 24 | Count | 19 | <10 | <10 | 20 |
| | % | 11% | 1% | 0% | 5% |
| 25 - 39 | Count | 62 | 66 | <10 | 137 |
| | % | 36% | 42% | 15% | 35% |
| 40 - 49 | Count | 43 | 55 | 25 | 123 |
| | % | 25% | 35% | 41% | 32% |
| 50 - 59 | Count | 36 | 34 | 24 | 94 |
| | % | 21% | 22% | 39% | 24% |
| 60+ | Count | 10 | <10 | <10 | 14 |
| | % | 6% | 1% | 5% | 4% |
| Total | Count | 170 | 157 | 61 | 388 |
| | % | 100% | 100% | 100% | 100% |

Table 7.4 Employees 2015-16 Age by Employment Status

| | | | Employment Status | | |
|----------------------|---------|-------|-------------------|-----------|-------|
| | | | Full-time | Part-time | Total |
| Age - years (banded) | <= 24 | Count | 18 | <10 | 20 |
| | | % | 6% | 2% | 5% |
| | 25 - 39 | Count | 107 | 30 | 137 |
| | | % | 36% | 32% | 35% |
| | 40 - 49 | Count | 90 | 33 | 123 |
| | | % | 31% | 35% | 32% |
| | 50 - 59 | Count | 71 | 23 | 94 |
| | | % | 24% | 24% | 24% |
| | 60+ | Count | <10 | <10 | 14 |
| | | % | 3% | 6% | 4% |
| Total | | Count | 294 | 94 | 388 |
| | | % | 100% | 100% | 100% |

Table 7.5 Leavers 2015-16 Age Distribution

| | | Count | % |
|----------------------|---------|-------|------|
| Age - years (banded) | <= 24 | <10 | 19% |
| | 25 - 39 | <10 | 26% |
| | 40 - 49 | <10 | 7% |
| | 50 - 59 | <10 | 26% |
| | 60+ | <10 | 22% |
| Total | | 27 | 100% |

Table 7.6 All Applications 2015-16 Age by Recruitment Stage

| | | | Recruitment Stage | | | | |
|----------------------|---------|-------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | Total |
| Age - years (banded) | <= 24 | Count | 51 | 18 | <10 | 20 | 80 |
| | | % | 31% | 44% | 0% | 36% | 33% |
| | 25 - 39 | Count | 61 | <10 | <10 | 11 | 85 |
| | | % | 37% | 22% | 0% | 39% | 36% |
| | 40 - 49 | Count | 20 | <10 | <10 | <10 | 35 |
| | | % | 12% | 20% | 0% | 21% | 15% |
| | 50 - 59 | Count | 10 | <10 | <10 | <10 | 15 |
| | | % | 6% | 10% | 0% | 4% | 6% |
| | 60+ | Count | <10 | <10 | <10 | <10 | <10 |
| | | % | 0% | 0% | 0% | 0% | 0% |
| Not stated | | Count | 21 | <10 | <10 | <10 | 24 |
| | | % | 13% | 5% | 100% | 0% | 10% |
| Total | | Count | 163 | 41 | <10 | 28 | 239 |
| | | % | 100% | 100% | 100% | 100% | 100% |

Table 7.7 Employees 2015-16 Age by Education Support

| Age - years (banded) | Count | % |
|----------------------|-------|------|
| <= 24 | <10 | 14% |
| 25 - 39 | 19 | 37% |
| 40 - 49 | 13 | 25% |
| 50 - 59 | 12 | 24% |
| 60+ | <10 | 0% |
| Total | 51 | 100% |

Section 8: Transgender

No employees have disclosed identifying as transgender through our employee monitoring. We have therefore published selected data tables only.

Table 8.1 Employees 2015-16 Transgender Distribution

| | Count | % |
|----------------|-------|------|
| Transgender No | 278 | 72% |
| Yes | - | - |
| Not stated | 110 | 28% |
| Total | 388 | 100% |

Table 8.2 Employees Transgender Distribution Comparison 2015-16 with 2014-15

| | 2014-15 | | 2015-16 | | Change | |
|----------------|---------|------|---------|------|--------|-----|
| | Count | % | Count | % | Count | % |
| Transgender No | 277 | 70% | 278 | 72% | +1 | +2% |
| Yes | - | - | - | - | - | - |
| Not stated | 121 | 30% | 110 | 28% | -11 | -2% |
| Total | 398 | 100% | 388 | 100% | -10 | - |

Table 8.3 All Applications 2015-16 Transgender by Recruitment Stage

| | | Recruitment Stage | | | | |
|----------------|-------|-------------------|------------------------|--------------------------|--------------------------|-------|
| | | Applied only | Interview no job offer | Job offered not accepted | Job offered and accepted | Total |
| Transgender No | Count | 142 | <10 | <10 | 25 | 212 |
| | % | 87% | - | - | 89% | 89% |
| Yes | Count | <10 | <10 | <10 | <10 | <10 |
| | % | - | - | - | - | - |
| Not stated | Count | 21 | <10 | <10 | <10 | 26 |
| | % | 13% | - | - | 11% | 11% |
| Total | Count | 163 | <10 | <10 | 28 | 239 |
| | % | 100% | 100% | 100% | 100% | 100% |

Section 9: Horizontal Occupational Segregation

Table 9.1 All Employees 2015-16 by Directorate

| Directorate ³ | Count | % |
|------------------------------------|-------|------|
| Corporate Services | 99 | 26% |
| Operations | 174 | 45% |
| Strategic Development ⁴ | 26 | 7% |
| CLAO | 36 | 9% |
| PDSO | 39 | 10% |
| SCL | 14 | 4% |
| Total | 388 | 100% |

Table 9.2 Employees 2015-16 Gender Distribution by Directorate

| | | | Directorate | | | | | | |
|--------|--------|-------|--------------------|------------|----------------|------|------|------|-------|
| | | | Corporate Services | Operations | Strategic Dev. | CLAO | PDSO | SCL | Total |
| Gender | Female | Count | 59 | 114 | 14 | 33 | 24 | <10 | 250 |
| | | % | 60% | 66% | 54% | 92% | 62% | 43% | 64% |
| | Male | Count | 40 | 60 | 12 | <10 | 15 | <10 | 138 |
| | | % | 40% | 34% | 46% | 8% | 38% | 57% | 36% |
| Total | Count | 99 | 174 | 26 | 36 | 39 | 14 | 388 | |
| | % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |

Table 9.2b Employees 2015-16 Directorate by Gender

| | | | Gender | | |
|-------------|-----------------------|-------|--------|------|-------|
| | | | Female | Male | Total |
| Directorate | Corporate Services | Count | 59 | 40 | 99 |
| | | % | 24% | 29% | 26% |
| | Operations | Count | 114 | 60 | 174 |
| | | % | 46% | 43% | 45% |
| | Strategic Development | Count | 14 | 12 | 26 |
| | | % | 6% | 9% | 7% |
| | CLAO | Count | 33 | <10 | 36 |
| | | % | 13% | 2% | 9% |
| | PDSO | Count | 24 | 15 | 39 |
| | | % | 10% | 11% | 10% |
| | SCL | Count | <10 | <10 | 14 |
| | | % | 2% | 6% | 4% |
| Total | Count | 250 | 138 | 388 | |
| | % | 100% | 100% | 100% | |

³ Acronyms used are: Civil Legal Assistance Office (CLAO), Public Defence Solicitors Office (PDSO), and Solicitor Contact Line (SCL).

⁴ Includes Chief Executive's Office

Table 9.3 Employees 2015-16 Ethnicity by Directorate

| | | | Corporate Services | Operations | Strategic Dev. | CLAO | PDSO | SCL | Total |
|-----------|-------------------------|-------|--------------------|------------|----------------|------|------|------|-------|
| Ethnicity | Any White (incl. mixed) | Count | 70 | 21 | 118 | 27 | 33 | 12 | 281 |
| | | % | 71% | 81% | 68% | 75% | 85% | 86% | 72% |
| | Ethnic Minority | Count | <10 | <10 | <10 | <10 | <10 | <10 | <10 |
| | | % | 3% | 0% | 2% | 0% | 3% | 7% | 2% |
| | Not stated | Count | 26 | <10 | 53 | <10 | <10 | <10 | 99 |
| | % | 26% | 19% | 30% | 25% | 13% | 7% | 26% | |
| Total | Count | 99 | 26 | 174 | 36 | 39 | 14 | 388 | |
| | % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |

Table 9.3b Employees 2015-16 Directorate by Ethnicity

| | | | Ethnicity | | | |
|-------------|-----------------------|-------|-----------|-----------------|------------|-------|
| | | | Any white | Ethnic Minority | Not stated | Total |
| Directorate | Corporate Services | Count | 70 | <10 | 26 | 99 |
| | | % | 25% | 38% | 26% | 26% |
| | Operations | Count | 118 | <10 | 53 | 174 |
| | | % | 42% | 38% | 54% | 45% |
| | Strategic Development | Count | 21 | <10 | <10 | 26 |
| | | % | 7% | 0% | 5% | 7% |
| | CLAO | Count | 27 | <10 | <10 | 36 |
| | | % | 10% | 0% | 9% | 9% |
| | PDSO | Count | 33 | <10 | <10 | 39 |
| | | % | 12% | 13% | 5% | 10% |
| | SCL | Count | 12 | <10 | <10 | 14 |
| | | % | 4% | 13% | 1% | 4% |
| Total | Count | 281 | <10 | 99 | 388 | |
| | % | 100% | 100% | 100% | 100% | |

Table 9.4 Disability Distribution by Directorate

| | | | Corporate Services | Operations | Strategic Dev. | CLAO | PDSO | SCL | Total |
|------------|-------|-------|--------------------|------------|----------------|------|------|------|-------|
| Disability | Yes | Count | <10 | <10 | <10 | <10 | <10 | <10 | 22 |
| | | % | 9% | 0% | 5% | 3% | 8% | 0% | 6% |
| No | Count | 76 | 24 | 145 | 34 | 34 | 14 | 327 | |
| | % | 77% | 92% | 83% | 94% | 87% | 100% | 84% | |
| Not stated | Count | 14 | <10 | 20 | <10 | <10 | <10 | 39 | |
| | % | 14% | 8% | 11% | 3% | 5% | 0% | 10% | |
| Total | Count | 99 | 26 | 174 | 36 | 39 | 14 | 388 | |
| | % | 100% | 100% | 100% | 100% | 100% | 100% | 100% | |

Table 9.4b Employees 2015-16 Directorate by Disability

| | | | Disability | | | |
|-------------|-----------------------|-------|------------|------|------------|-------|
| | | | Yes | No | Not stated | Total |
| Directorate | Corporate Services | Count | <10 | 76 | 14 | 99 |
| | | % | 41% | 23% | 36% | 26% |
| | Operations | Count | <10 | 145 | 20 | 174 |
| | | % | 41% | 44% | 51% | 45% |
| | Strategic Development | Count | <10 | 24 | <10 | 26 |
| | | % | 0% | 7% | 5% | 7% |
| | CLAO | Count | <10 | 34 | <10 | 36 |
| | | % | 5% | 10% | 3% | 9% |
| | PDSO | Count | <10 | 34 | <10 | 39 |
| | | % | 14% | 10% | 5% | 10% |
| | SCL | Count | <10 | 14 | <10 | 14 |
| | | % | 0% | 4% | 0% | 4% |
| Total | Count | 22 | 327 | 39 | 388 | |
| | % | 100% | 100% | 100% | 100% | |