

# Workforce Data

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## **Legislative Context**

There are specific duties that Scottish Borders Council is required to comply with. This means that we have a duty to gather and use workforce data across the nine protected characteristics and sub levels as indicated below. We are also required to publish pay gap information and statements on equal pay.

This section of the report provides details obtained from our workforce data.

## **Operational Context**

The information used within this report with regard to employees of Scottish Borders Council has been taken from the Corporate ERP System. As employees can hold multiple posts with the Council it has been decided that we use the post that the employee has defined as their main post for the purpose of completing the analysis. This will tend to be the post that they have held for the longest period of time. The analysis also includes casual and supply employees.

The Job Groups that have been used within the report are:

- Teachers (teaching staff, music instructors, psychologists and quality improvement staff)
- Chief Officers (the most senior managers)
- Single Status (all other staff employed by the Council)

These have been used as they identify the conditions of service that each employee works under. For information we have also included statistics for each of the characteristics we hold at entire workforce level.

The information has been split into the following areas:

- Asset and Infrastructure
- Children and Young People
- Customer and Communities
- Economic Development and Corporate Services
- Finance, IT and Procurement
- Health and Social Care
- Human Resources
- Regulatory Services
-

Analysis of the nine characteristics and sub levels, listed below, has also been carried out.

Gender	Age	Disability	Race: Ethnic Origin/Nationality
Gender Reassignment	Marital Status	Maternity	Religion and/or belief
Sexual Orientation			

Additionally we have extended our analysis to include:

Carers	Leavers
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Sub-levels of analysis:

- Employment Status
- Location – Department for all staff (except Teachers) and Catchment Area for Teaching Staff
- Job Group – based on the terms and conditions of service the employee works under
- Grade

Throughout this report we have shown the data as a percentage and number of staff for each characteristic where possible. Due to the low level of numbers in the majority of the characteristics, we have only shown the percentage as this may otherwise identify individuals, as the report is further analysed. If there are points to note these have been drawn out and included within the narrative.

The data for 2019 and 2020 has been derived from workforce data gathered from January to December in those years and as outlined in Table 1:

**Table 1 – Total number of employees**

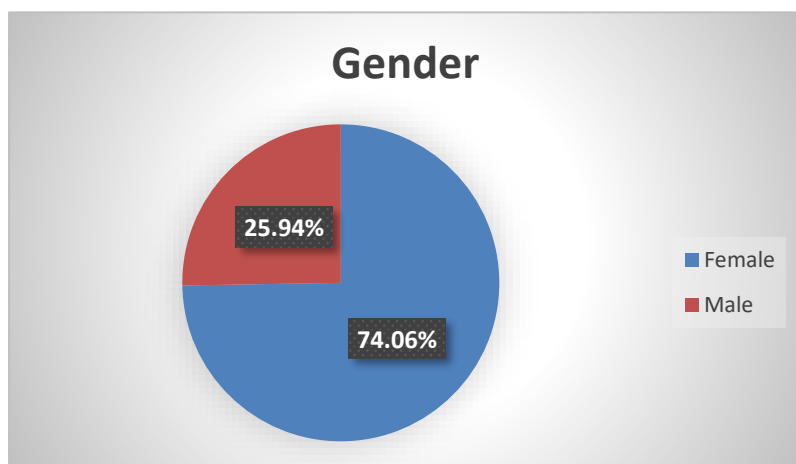
	Teachers	Chief Officers	Single Status	Total
<b>2019</b>	1470	23	4263	<b>5756</b>
<b>2020</b>	1521	21	4314	<b>5856</b>

Single status figures include Modern Apprentices, who are paid the National Living Wage appropriate to their age and Business Gateway, who are a small number of employees who transferred to the Council from Scottish Enterprise in 2012 and left the Council at the end of 2020.

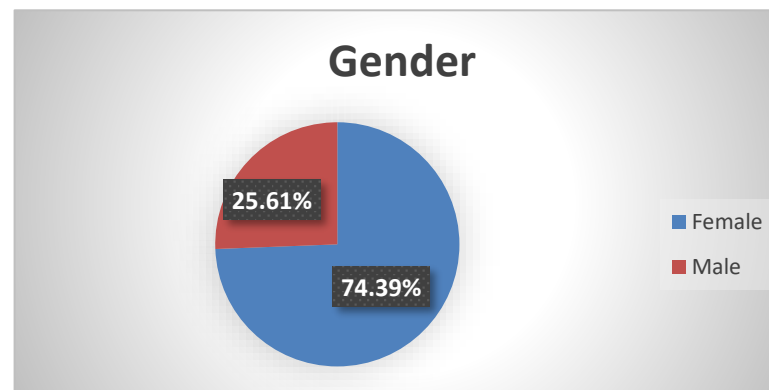
## (I) Gender

There has been a very slight change in the workforce gender balance. The overall Council workforce is predominately female, which has remained at around 74% since 2015 (see Figure 1a and 1b).

**Figure 1a – Workforce Gender Balance for (all staff) 2019**



**Figure 1b – Workforce Gender Balance for (all staff) 2020**



**Figure 1c – Workforce Gender Balance (all staff)**

	Staff by %		Staff by Number	
	2019	2020	2019	2020
<b>Female</b>	74.06%	74.39%	4263	4356
<b>Male</b>	25.94%	25.61%	1493	1500
<b>Totals</b>	100%	100%	<b>5756</b>	<b>5856</b>

## Chief Officers and Single Status

**Figure 2 – Workforce Gender Balance**

	Staff by %		Staff by Number	
	2019	2020	2019	2020
<b>Female</b>	73.08%	73.40%	3132	3182
<b>Male</b>	26.92%	26.60%	1154	1153
<b>Totals</b>	100%	100%	<b>4286</b>	<b>4335</b>

**Figure 3 – Workforce Gender Balance by Status**

Status	2019		2020	
	Female	Male	Female	Male
Casual/Relief	80.29%	19.71%	77.74%	22.26%
Full Time	45.10%	54.90%	47.67%	52.33%
Part time	90.08%	9.92%	89.40%	10.60%

**Figure 4 – Workforce Gender Balance by Department**

Department	2019		2020	
	Female	Male	Female	Male
Asset and Infrastructure	41.74%	58.26%	42.17%	57.83%
Children and Young People	88.27%	11.73%	87.68%	12.32%
Customer and Communities	86.57%	13.43%	86.68%	13.32%
Economic Development and Corporate Services	44.44%	55.56%	43.00%	57.00%
Finance, IT and Procurement	62.68%	37.32%	58.45%	41.55%
Health and Social Care	88.43%	11.57%	88.15%	11.85%
Human Resources	73.17%	26.83%	74.70%	25.30%
Regulatory Services	21.28%	78.72%	N/A	N/A

**Figure 5 – Workforce Gender Balance by Job Group**

Job Group	2019		2020	
	Female	Male	Female	Male
Chief Officers	43.48%	56.52%	52.38%	47.62%
Single Status	73.23%	26.77%	73.50%	26.50%

**Figure 6 – Workforce Gender Balance by Grade**

Grade	2019		2020	
	Female	Male	Female	Male
National Minimum Wage	66.67%	33.33%	71.74%	28.26%
Business Gateway	66.67%	33.33%	71.74%	28.26%
Grade 1	81.37%	18.63%	81.48%	18.52%
Grade 2	38.36%	61.64%	40.69%	59.31%
Grade 3	13.84%	86.16%	13.82%	86.18%
Grade 4	86.47%	13.53%	84.51%	15.49%
Grade 5	79.23%	20.77%	79.54%	20.46%
Grade 6	77.66%	22.34%	79.22%	20.78%
Grade 7	68.56%	31.44%	70.11%	29.89%
Grade 8	69.52%	30.48%	71.15%	28.85%
Grade 9	66.67%	33.33%	65.37%	34.63%
Grade 10	51.30%	48.70%	53.04%	46.96%
Grade 11	40.63%	59.38%	46.43%	53.57%
Grade 12	33.33%	66.67%	34.62%	65.38%
Chief Officers	43.48%	56.52%	52.38%	47.62%

## Teachers

**Figure 7 – Workforce Gender Balance**

	Staff by %		Staff by Number	
	2019	2020	2019	2020
<b>Female</b>	76.94%	77.19%	1131	1174
<b>Male</b>	23.06%	22.81%	339	347
<b>Totals</b>	<b>100%</b>	<b>100%</b>	<b>1470</b>	<b>1521</b>

**Figure 8 – Workforce Gender Balance by Catchment Area**

Catchment Area	2019		2020	
	Female	Male	Female	Male
Berwickshire	76.26%	23.74%	76.35%	23.65%
Cheviot	78.53%	21.47%	77.53%	22.47%
Eildon East	76.42%	23.58%	77.91%	22.09%
Eildon West	81.44%	18.56%	82.41%	17.59%
Teviot & Liddesdale	78.49%	21.51%	79.67%	20.33%
Tweeddale	80.18%	19.82%	78.44%	21.56%
Various	69.44%	30.56%	70.89%	29.11%

**Figure 9 – Workforce Gender Balance by Job Group**

Job Group	2019		2020	
	Female	Male	Female	Male
Teachers	76.94%	23.06%	77.19%	22.81%

**Figure 10 – Workforce Gender Balance by Grade**

Grade	2019		2020	
	Female	Male	Female	Male
Chartered Teacher	69.23%	30.77%	67.65%	32.35%
Common Scale Teacher	79.43%	20.57%	79.32%	20.68%
Depute & Head Teacher	71.55%	28.45%	72.07%	27.93%

Music Instructor	42.86%	57.14%	42.86%	57.14%
Principal Teacher	73.26%	26.74%	75.00%	25.00%
Probationary Teacher	78.13%	21.88%	73.33%	26.67%
Psychologist	50.00%	50.00%	50.00%	50.00%
Quality Improvement	75.00%	25.00%	80.00%	20.00%

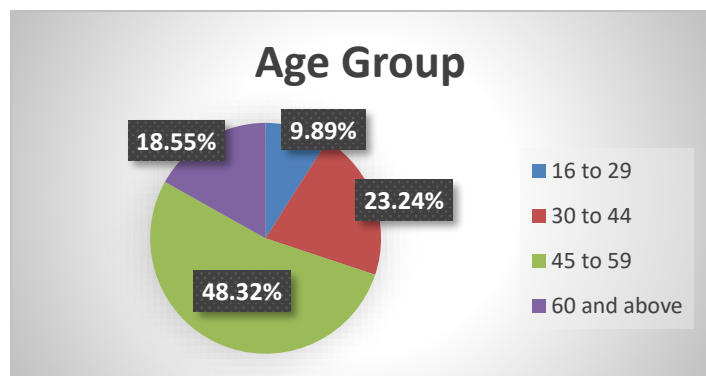
**Figure 11 Workforce Gender balance by Status**

Status	2019		2020	
	Female	Male	Female	Male
Casual/Relief	68.69%	31.31%	70.12%	29.88%
Full Time	72.85%	27.15%	73.03%	26.97%
Part Time	91.53%	8.47%	92.12%	7.88%

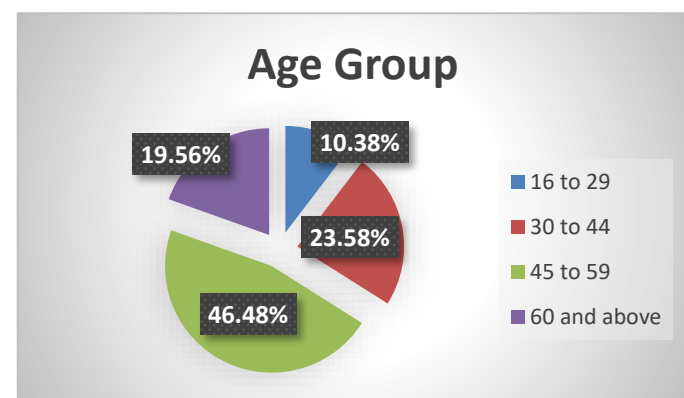
## (II) Age

The age profile of employees has remained fairly consistent since 2015. The majority of Council employees remain in the 45-59 age bracket and account for just under half of all employees in 2020.

**Figure 12a – Workforce Age Profile (all staff) 2019**



**Figure 12b Workforce Age Profile (all staff) 2020**



## Chief Officers and Single Status Staff

**Figure 13 –Workforce Age Profile**

	Staff by %		Staff by Number	
	2019	2020	2019	2020
16 to 29	9.89%	10.38%	424	450
30 to 44	23.24%	23.58%	996	1022
45 - 59	48.32%	46.48%	2071	2015
60 and above	18.55%	19.56%	795	848
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>4286</b>	<b>4335</b>

**Figure 14 – Workforce Age Profile by Department**

Department and Age	2019	2020
<b>Asset and Infrastructure</b>		
16 to 29	6.09%	6.09%
30 to 44	18.65%	18.26%
45 to 59	53.00%	50.58%
60 and above	22.25%	25.07%
<b>Children and Young People</b>		
16 to 29	10.25%	11.39%
30 to 44	25.51%	26.10%
45 to 59	49.94%	43.92%
60 and above	18.29%	18.59%
<b>Customer and Communities</b>		
16 to 29	12.69%	12.33%
30 to 44	24.25%	22.47%
45 to 59	49.25%	48.71%
60 and above	13.81%	16.50%
<b>Economic Development &amp; Corporate Services</b>		
16 to 29	4.63%	6.00%
30 to 44	23.15%	25.00%

45 to 59	56.84%	57.00%
60 and above	15.74%	12.00%
<b>Finance, IT and Procurement</b>		
16 to 29	15.49%	13.38%
30 to 44	27.46%	28.87%
45 to 59	50.00%	45.77%
60 and above	7.04%	11.97%
<b>Health and Social Care</b>		
16 to 29	11.86%	12.62%
30 to 44	24.33%	25.92%
45 to 59	45.06%	43.26%
60 and above	18.74%	18.21%
<b>Human Resources</b>		
16 to 29	18.29%	18.07%
30 to 44	26.83%	24.10%
45 to 59	39.02%	40.96%
60 and above	15.85%	16.87%
<b>Regulatory Services</b>		
16 to 29	2.13%	N/A
30 to 44	14.89%	N/A
45 to 59	14.43%	N/A
60 and above	42.55%	N/A
<b>SBCares LLP</b>		
16 to 29	N/A	N/A
30 to 44	N/A	N/A
45 to 59	N/A	N/A
60 and above	N/A	N/A

**Figure 15 – Workforce Age Profile by Job Group**

Job Group and Age	2019	2020
<b>Chief Officers</b>		
16 to 29	0.00%	0.00%
30 to 44	8.70%	9.52%
45 to 59	65.22%	76.19%
60 and above	26.09%	14.29%
<b>Single Status</b>		
16 to 29	9.95%	10.43%
30 to 44	23.32%	23.64%
45 to 59	48.23%	46.34%
60 and above	18.51%	19.59%

**Figure 16a – Workforce Age Profile by Grade**

Grade	2019			
	16 to 29	30 to 44	45 to 59	60 and above
National Minimum Wage	88.89%	7.41%	3.70%	0.00%
Business Gateway	0.00%	33.33%	33.33%	33.33%
Grade 1	6.58%	21.64%	44.93%	26.85%
Grade 2	3.02%	18.53%	44.40%	34.05%
Grade 3	7.55%	12.58%	51.57%	28.30%
Grade 4	10.88%	20.53%	48.81%	19.78%
Grade 5	10.39%	24.63%	46.59%	18.40%
Grade 6	14.54%	29.61%	46.10%	9.75%
Grade 7	7.65%	26.06%	49.86%	16.43%
Grade 8	6.32%	30.11%	52.04%	11.52%
Grade 9	4.21%	31.23%	50.18%	14.39%
Grade 10	0.00%	24.35%	59.13%	16.52%
Grade 11	0.00%	12.50%	65.63%	21.88%
Grade 12	0.00%	4.17%	87.50%	8.33%
Chief Officers	0.00%	8.70%	65.22%	26.09%



**Figure 16b – Workforce Age Profile by Grade**

Grade	2020			
	16 to 29	30 to 44	45 to 59	60 and above
National Minimum Wage	71.74%	21.74%	6.52%	0.00%
Business Gateway	N/A	N/A	N/A	N/A
Grade 1	7.67%	22.75%	42.86%	26.72%
Grade 2	3.03%	16.45%	42.86%	37.66%
Grade 3	7.89%	9.87%	48.03%	34.21%
Grade 4	11.42%	21.30%	46.53%	20.76%
Grade 5	11.82%	24.21%	45.24%	18.73%
Grade 6	16.05%	28.55%	43.41%	11.99%
Grade 7	8.38%	28.49%	48.60%	14.53%
Grade 8	7.31%	29.23%	50.00%	13.46%
Grade 9	4.24%	32.16%	49.82%	13.78%
Grade 10	0.87%	23.48%	55.65%	20.00%
Grade 11	0.00%	7.14%	71.43%	21.43%
Grade 12	0.00%	3.85%	84.62%	11.54%
Chief Officers	0.00%	9.52%	76.19%	14.29%

**Figure 17 – Workforce Age Profile by Status**

Status and Age	2019	2020
<b>Casual/Relief</b>		
16 to 29	12.96%	12.36%
30 to 44	20.44%	21.95%
45 to 59	37.23%	35.70%
60 and above	20.21%	29.98%
<b>Full Time</b>		
16 to 29	12.79%	12.69%
30 to 44	22.39%	22.28%

45 to 59	52.70%	51.32%
60 and above	12.13%	13.71%
<b>Part time</b>		
16 to 29	7.20%	8.25%
30 to 44	24.50%	24.92%
45 to 59	48.10%	46.40%
60 and above	20.21%	20.43%

## Teachers

**Figure 18 –Workforce Age Profile**

	Staff by %		Staff by Number	
	2019	2020	2019	2020
16 to 29	9.80%	10.72%	144	163
30 to 44	35.78%	35.90%	526	546
45 to 59	41.70%	40.17%	613	611
60 and above	12.72%	13.21%	187	201
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>1470</b>	<b>1521</b>

**Figure 19 – Workforce Age Profile by Catchment Area**

Catchment Area and Age	2019	2020
<b>Berwickshire</b>		
16 to 29	13.13%	17.73%
30 to 44	36.36%	32.51%
45 to 59	43.94%	43.35%
60 and above	6.57%	6.40%
<b>Cheviot</b>		
16 to 29	9.04%	9.55%
30 to 44	36.16%	38.20%
45 to 59	49.15%	44.38%
60 and above	5.65%	7.87%
<b>Eildon East</b>		

16 to 29	8.54%	8.43%
30 to 44	44.72%	44.98%
45 to 59	40.24%	40.96%
60 and above	6.50%	5.62%
<b>Eildon West</b>		
16 to 29	13.92%	16.58%
30 to 44	36.60%	38.69%
45 to 59	41.24%	39.20%
60 and above	8.25%	5.53%
<b>Teviot &amp; Liddesdale</b>		
16 to 29	15.05%	13.19%
30 to 44	40.86%	43.96%
45 to 59	38.17%	39.01%
60 and above	5.91%	3.85%
<b>Tweeddale</b>		
16 to 29	6.91%	6.88%
30 to 44	38.25%	41.28%
45 to 59	47.47%	45.41%
60 and above	7.37%	6.42%
<b>Various</b>		
16 to 29	7.37%	5.82%
30 to 44	19.84%	18.15%
45 to 59	34.13%	32.19%
60 and above	41.67%	43.84%

**Figure 20 – Workforce Age Profile by Job Group**

Job Group and Age	2019	2020
<b>Teachers</b>		
16 to 29	9.80%	10.72%
30 to 44	35.78%	35.90%
45 to 59	41.70%	40.17%
60 and above	12.72%	13.21%

**Figure 21a – Workforce Age Profile by Grade**

Grade	2019			
	16 to 29	30 to 44	45 to 59	60 and above
Chartered Teacher	0.00%	20.51%	64.10%	15.38%
Common Scale Teacher	11.71%	35.43%	37.71%	15.14%
Depute & Head Teacher	0.00%	36.21%	60.34%	3.45%
Music Instructor	4.76%	23.81%	52.38%	19.05%
Principal Teacher	1.07%	42.78%	48.13%	5.88%
Probationary Teacher	48.65%	37.84%	13.51%	0.00%
Psychologist	0.00%	37.50%	37.50%	25.00%
Quality Improvement	0.00%	16.67%	75.00%	8.33%

**Figure 21b – Workforce Age Profile by Grade**

Grade	2020			
	16 to 29	30 to 44	45 to 59	60 and above
Chartered Teacher	0.00%	17.65%	76.47%	5.88%
Common Scale Teacher	12.41%	35.97%	35.97%	15.65%
Depute & Head Teacher	0.00%	36.04%	61.26%	2.70%
Music Instructor	0.00%	28.57%	52.38%	19.05%
Principal Teacher	0.56%	41.67%	50.00%	7.78%
Probationary Teacher	53.33%	37.78%	8.89%	0.00%
Psychologist	0.00%	25.00%	37.50%	37.50%

Quality Improvement	0.00%	0.00%	90.00%	10.00%
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**Figure 22 – Workforce Age Profile by Status**

<b>Status and Age</b>	<b>2019</b>	<b>2020</b>
<b>Casual/Relief</b>		
16 to 29	6.06%	12.36%
30 to 44	16.67%	21.95%
45 to 59	27.27%	35.70%
60 and above	50.00%	29.98%
<b>Full Time</b>		
16 to 29	13.13%	12.69%
30 to 44	37.20%	22.28%
45 to 59	45.25%	51.32%
60 and above	4.42%	13.71%
<b>Part Time</b>		
16 to 29	3.55%	8.25%
30 to 44	42.62%	24.92%
45 to 59	40.71%	46.40%
60 and above	13.11%	20.43%

### (III) Further Analysis

Please note the questions asked on Equality Monitoring Forms have changed slightly to include a 'Prefer Not to Say' option. In addition, it is worth noting that there is a difference between the 'No Response' and 'Not Stated' options presented below. While 'No Response' represents the proportion of employees who did not fill out the Equality Monitoring Forms at all, 'Not Stated' represents the proportion of employees who did not answer specific individual questions.

While filling out The Council's Equality Monitoring Form is not mandatory it must be acknowledged that low numbers in the below graphs could be due to the high number of individuals choosing not to fill out the form or answer specific questions. This is particularly evident when looking at the disability, gender reassignment and carer categories (see below).

### (IV) Disability

When comparing the two years, the level of employees indicating that they have a disability has decreased slightly to 2.57% of the workforce in 2020.

**Figure 23 – Workforce Disability Profile (all staff)**

Disability	2019	2020
No	20.65%	23.53%
No Response	19.48%	21.96%
Not Stated	57.09%	51.79%
Prefer Not To Say	0.16%	0.15%
Yes	2.62%	2.57%

### (V) Race

#### a) Ethnic Origin

The proportion of Black and Minority Ethnic employees has decreased slightly over the two years from 0.61% to 0.55%. The proportion of employees identifying themselves as white has also decreased slightly over the two years.

Due to the low level of Black Minority Ethnic employees that are employed by the Council no further breakdowns have been included as this may lead to the identification of individuals.

**Figure 24 – Workforce Ethnic Origin Profile (all staff)**

Ethnic Origin	2019	2020
Black Minority Ethnic	0.61%	0.55%
No Response	19.48%	21.96%
Not Stated	0.85%	0.82%
Prefer Not To Say	3.20%	2.90%
White	75.87%	73.77%

#### b) Nationality (all staff)

**Figure 25 – Workforce Ethnic Origin Profile (all staff)**

Nationality	2019	Nationality	2020
American	0.03%	American	0.03%
Armenian	0.02%	Armenian	0.02%
Australian	0.02%	Australian	0.02%
Batswana	0.02%	Batswana	0.02%
British	7.04%	British	7.34%
Canadian	0.07%	Canadian	0.05%

	0.02%	Chinese	0.02%
Danish		Danish	0.02%
Dutch	0.02%	Dutch	0.02%
English	1.11%	English	1.28%
Filipino	0.02%	Filipino	0.02%
French	0.02%	French	0.02%
German	0.02%	German	0.02%
Greek	0.02%	Greek	0.02%
Indonesian	0.02%		
		Hungarian	0.02%
Irish	0.14%	Irish	0.14%
Italian	0.02%	Italian	0.02%
Latvian	0.02%	Latvian	0.03%
Lithuanian	0.02%	Lithuanian	0.02%
Malaysian	0.02%	Malaysian	0.02%
Netherlander	0.02%	Netherlander	0.02%
New Zealander	0.05%		
		New Guinean	0.02%
		New Zealander	0.05%
No Response	19.48%	No Response	21.96%
Northern Irish	0.10%	Northern Irish	0.12%
Not Stated	56.65%	Not Stated	51.43%
Polish	0.16%	Polish	0.15%
Portuguese	0.03%	Portuguese	0.05%
Prefer not say	0.14%	Prefer not say	0.14%
Salvadoran	0.02%	Salvadoran	0.02%
San Marinese	0.02%	San Marinese	0.02%
Sao Tomean	0.02%	Sao Tomean	0.02%
Scottish	14.49%	Scottish	16.67%

		Senegalese	0.02%
Spanish	0.02%		
Swedish	0.03%	Swedish	0.03%
Swiss	0.02%	Swiss	0.03%
Syrian	0.03%	Syrian	0.03%
Welsh	0.09%	Welsh	0.10%
Grand Total	100.00%	Grand Total	100.00%

## (VI) Gender Reassignment

The level of employees indicating that they are currently undergoing or have undergone gender reassignment over the past two years has remained static. Due to the extremely low level of employees who have indicated this, no further analysis is included as this may lead to the identification of individuals.

**Figure 26 – Workforce Gender Reassignment (all staff)**

Gender Reassignment	2019	2020
No	20.71%	23.72%
No Response	19.48%	21.96%
Not Stated	59.50%	54.01%
Prefer Not To Say	0.26%	0.26%
Yes	0.05%	0.05%

### (VII) Marital Status

Whilst there are some variations between the two years presented below, the highest category for 2020 is Married/Civil Partnership which has a small decrease when compared to 2019. Nevertheless Marriage/Civil Partnership was the highest category for 2019.

**Figure 27 – Workforce Marital Status (all staff)**

Marital Status	2019	2020
Divorced	5.23%	4.95%
Living with Partner	11.26%	11.27%
Married/ Civil Partnership	42.41%	40.30%
No Response	19.48%	21.96%
Not Stated	1.46%	1.37%
Prefer Not To Say	3.61%	3.30%
Separated	0.50%	0.56%
Single	15.34%	15.68%
Widowed	0.71%	0.61%

### (VIII) Maternity

The year identifier is taken from the date that the employee ended their Maternity Leave period.

**Figure 28 – Maternity (all staff)**

	2019	2020
Didn't return	7	0
Returned for less than 3 months	4	7
Returned	72	90
Total	83	97

### (IX) Religion and/or belief

Whilst there are some small variations between the two years the two highest categories are 'No Religion/Belief' and 'Church of Scotland'.

**Figure 29 – Workforce Religion or Belief (all staff)**

Religion or Belief	2019	2020
Buddhist	0.14%	0.15%
Church of Scotland	22.19%	21.07%
Hindu	0.05%	0.07%
Humanist	0.31%	0.26%
Jewish	0.09%	0.09%
Muslim	0.09%	0.09%
No Religion/Belief	32.51%	32.19%
No Response	19.48%	21.96%
Not Stated	2.35%	2.27%
Other Christian	6.60%	6.51%
Other Religion/Belief	4.24%	3.94%
Pagan	0.03%	0.03%
Prefer Not To Say	7.59%	7.10%
Roman Catholic	4.34%	4.27%

## (X) Sexual Orientation

**Figure 30 – Workforce Sexual Orientation (all staff)**

<b>Sexual Orientation</b>	<b>2019</b>	<b>2020</b>
Bisexual	0.52%	0.46%
Gay	0.30%	0.41%
Heterosexual	68.42%	66.65%
Lesbian	0.36%	0.29%
No Response	19.48%	21.96%
Not Stated	2.50%	2.39%
Other	0.02%	0.02%
Prefer Not To Say	8.41%	7.82%

## XI) Carers

The number of employees who have indicated that they have caring responsibilities has slightly increased slightly over the past two years. The majority of individuals have chosen not to answer the question.

**Figure 31 – Workforce Carers (all staff)**

<b>Carer</b>	<b>2019</b>	<b>2020</b>
No	11.95%	13.61%
No Response	19.48%	21.96%
Not Stated	59.16%	53.65%
Prefer Not To Say	0.09%	0.17%
Yes (Children under 18 and other)	0.42%	0.15%
Yes (Children under 18)	8.27%	9.36%
Yes (Other)	0.64%	0.73%

## (XII) Leavers 2019 (a)

### Chief Officers and Single Status

#### Gender

Figure 32

Gender	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Female	6		5	9	1	1	4	140	21	187
Male	2	1	6	5		1	1	36	6	58
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

#### Age

Figure 33

Age Group	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
16 to 29			3	5				21		29
30 to 44		1	2	3				48		54
45 to 59	6		6	4		1	3	83	3	106
60 and above	2			2	1	1	2	24	24	56
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>



## Disability

Figure 34

Disability	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No			3	9				36		48
No Response	3		4	3		1		36	4	51
Not Stated	5	1	3	1	1	1	5	98	23	138
Prefer Not To Say								1		1
Yes			1	1				5		7
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

## Race

Figure 35

Race	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
African - African, African Scottish or African British								1		1
Asian - Indian, Indian Scottish Or Indian British								1		1
Caribbean or Black - Other Caribbean or Black								1		1
<b>Black Minority Ethnic</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>
White - Irish				1				1		2
White - Other British	1		1	2			2	25	6	37
White - Other Ethnic Groups				1				4		5
White - Other European								1		1
White - Scottish	3	1	6	7	1	1	2	98	14	133
<b>White Total</b>	<b>4</b>	<b>1</b>	<b>7</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>129</b>	<b>20</b>	<b>178</b>
No Response	3		4	3		1		36	4	51
Not Stated	1							2		3

Prefer Not To Answer							1	6	3	10
<b>No Disclosed Total</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>44</b>	<b>7</b>	<b>64</b>
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

## Transgender

Figure 36

Transgender	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No	2		5	11				38		56
No Response	3		4	3		1		36	4	51
Not Stated	3	1	2		1	1	5	101	23	137
Prefer Not To Say								1		1
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

## Marital Status

Figure 37

Marital Status	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Divorced				2			1	13	4	20
Living With Partner			2				1	23	1	27
Married / Civil Partnership	3	1	2	2	1		2	70	14	95
No Response	3		4	3		1		36	4	51
Not Stated	1		1					4		6
Prefer Not To Say							1	4	3	8
Single	1		2	7		1		26	1	38
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

## Religion and/or belief

Figure 38

Religion	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Buddhist			1					2		3
Church of Scotland	1		2		1		2	34	7	47
No Religion / Belief	2	1	3	8		1		59	5	79
No Response	3		4	3		1		36	4	51
Not Stated	1			1				7		9
Other Christian				1			1	14	2	18
Other Religion / Belief				1			1	4	1	7
Prefer Not To Say	1						1	12	4	18
Roman Catholic			1					8	4	13
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

## Sexual Orientation

Figure 39

Diversity - Sexual Orientation(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Bisexual			1							1
Gay Man								1		1
Heterosexual/Straight	3	1	5	10	1	1	4	115	18	158
Lesbian/Gay Woman								1		1
No Response	3		4	3		1		36	4	51
Not Stated	1							7	1	9
Prefer Not To Say	1		1	1			1	16	4	24
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

## Carers

Figure 40

Diversity - Carer(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No	1		2	11				23		37
No Response	3		4	3		1		36	4	51
Not Stated	4	1	2		1	1	5	106	23	143
Yes (Children under 18)			2					11		13
Yes (Other)			1							1
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>176</b>	<b>27</b>	<b>245</b>

## (XII) Leavers 2019

### Teachers

### Gender

Figure 41

Gender	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Female	5	2	3	22	1	5	1	138	42	219
Male	2	3	1	10			1	38	11	66
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Age

Figure 42

Age Group	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
16 to 29			1	20				43		64
30 to 44		1	1	9			1	58		70
45 to 59	5	3	2	2		2		61	14	89
60 and above	2	1		1	1	3	1	14	39	62
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Disability

Figure 43

Disability	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No		1	1	7				55		64
No Response	1	1	1	20				30	7	60
Not Stated	6	3	2	2	1	4	2	85	44	149
Yes				3		1		6	2	12
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Race

Figure 44

Race	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
White - Irish								3	1	4
White - Other British	3	1	2	2				33	17	58
White - Other Ethnic Groups	1	1						4	1	7

White - Other European								1		1
White - Scottish	2	2	1	9	1	5	1	96	24	141
<b>White Total</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>137</b>	<b>43</b>	<b>211</b>
No Response	1	1	1	20				30	7	60
Not Stated				1				4		5
Prefer Not To Answer							1	5	3	9
<b>No Disclosed Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>39</b>	<b>10</b>	<b>74</b>
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Transgender

Figure 45

Transgender	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No		1	1	10				59		71
No Response	1	1	1	20				30	7	60
Not Stated	6	3	2	2	1	5	2	87	46	154
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Marital Status

Figure 46

Marital Status	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Divorced		1				2		5	7	15
Living With Partner				1				17	1	19
Married / Civil Partnership	3	2	2	3	1	2	1	72	32	118
No Response	1	1	1	20				30	7	60
Not Stated	1			1				3	1	6
Prefer Not To Say	1						1	5	3	10
Separated								1		1

Single	1	1	1	7				42	1	53
Widowed						1		1	1	3
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Religion and/or belief

Figure 47

Religion	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Buddhist								1		1
Church of Scotland	3		1	2	1	3	1	31	19	61
Humanist								2		2
Jewish								1		1
No Religion / Belief	1	3	2	4		1		56	11	78
No Response	1	1	1	20				30	7	60
Not Stated				1				8	1	10
Other Christian	1			3		1		11	3	19
Other Religion / Belief		1		1				8	4	14
Prefer Not To Say				1			1	15	3	20
Roman Catholic	1							13	5	19
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Sexual Orientation

Figure 48

Sexual Orientation	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Bisexual								3		3
Heterosexual/Straight	4	4	3	10		5	1	124	41	192
Lesbian/Gay Woman								2		2
No Response	1	1	1	20				30	7	60
Not Stated	2			1				5	2	10

Prefer Not To Say				1	1		1	12	3	18
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## Carer

Figure 49

Diversity - Carer(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	ERVS	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No		1	1	7				31		40
No Response	1	1	1	20				30	7	60
Not Stated	6	3	2	3	1	5	2	88	46	156
Yes (Children under 18 and other)								2		2
Yes (Children under 18)				2				23		25
Yes (Other)								2		2
<b>Grand Total</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>32</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>176</b>	<b>53</b>	<b>285</b>

## (XII) Leavers 2020 (b)

### Chief Officers and Single Status

## Gender

Figure 50

Gender	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
Female	7		5	8	1	5	81	30	137
Mail	1	1	3	3		2	34	13	57
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>



## Age

Figure 51

Age Group	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
16 to 29				6			27		33
30 to 44			3				34		37
45 to 59	4	1	5	3		2	41	4	60
60 and above	4			2	1	5	13	39	64
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>

## Disability

Figure 52

Disability(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
No			2	4		1	40		47
No Response			1	4	1		26	6	38
Not Stated	8	1	5	1		6	44	36	101
Prefer Not To Say				1			1		2
Yes				1			4	1	6
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>

## Race

Figure 53

Race	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
African - African, African Scottish or African British							1		1

Asian - Chinese, Chinese Scottish Or Chinese British							1		1
Asian - Other							1		1
Black Minority Ethnic	0	0	0	0	0	0	3	0	3
White - Irish							1		1
White - Other British	2		5	1		1	13	6	28
White - Other Ethnic Groups							5		5
White - Other European							1		1
White - Polish				1					1
White - Scottish	3	1	2	5		6	60	31	108
White Total	5	1	7	7	0	7	80	37	144
No Response			1	4	1		26	6	38
Not Stated	1						3		4
Prefer Not To Answer	2						3		5
No Disclosed Total	3	0	1	4	1	0	32	6	47
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>

## Transgender

Figure 54

Transgender	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
No	1		2	6		1	44		54
No Response			1	4	1		26	6	38
Not Stated	7	1	5	1		6	44	37	101
Prefer Not To Say							1		1

<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>
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## Marital Status

Figure 55

Marital Status	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
Divorced	1	1				3	2	2	9
Living With Partner	1		2	1			17	3	24
Married / Civil Partnership	2		4	1		3	46	30	86
No Response			1	4	1		26	6	38
Not Stated	1						2	1	4
Prefer Not To Say	1						3		4
Separated				1			3		4
Single	2		1	4			15		22
Widowed						1	1	1	3
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>

## Religion and/or belief

Figure 56

Religion and/or belief	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
Church of Scotland	3	1				2	22	19	47
Humanist				1			1		2
No Religion / Belief	2		6	4		2	44	9	67
No Response			1	4	1		26	6	38
Not Stated	1			1			2		4
Other Christian						1	5	3	9
Other Religion / Belief	1		1				5	5	12

Prefer Not To Say	1			1		2	7		11
Roman Catholic							3	1	4
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>

## Sexual Orientation

Figure 57

Sexual Orientation	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
Bisexual							1		1
Heterosexual/ Straight	6	1	7	6		4	75	35	134
No Response			1	4	1		26	6	38
Not Stated	1					1	7		9
Prefer Not To Say	1			1		2	6	2	12
<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>

## Carers

Figure 58

Carers	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Resignation	Retiral	Grand Total
No			1	5		1	24		31
No Response			1	4	1		26	6	38
Not Stated	8	1	5	1		6	45	37	103
Yes (Children under 18 and other)							1		1
Yes (Children under 18)			1	1			18		20
Yes (Other)							1		1

<b>Grand Total</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>7</b>	<b>115</b>	<b>43</b>	<b>194</b>
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## (XII) Leavers 2020

### Teachers

#### Gender

Figure 59

Gender	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Female	7	3	1	21	6	88	52	178
Male	1		1	6	1	36	22	67
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

#### Age

Figure 60

Age	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
16 to 29				10		16		26
30 to 44	1			5		50		56
45 to 59	5	2	2	11	3	50	23	96
60 and above	2	1		1	4	8	51	67
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

#### Disability

Figure 61

Disability	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
No	2			21		38	1	62
No Response				4	1	18	16	39

Not Stated	5	3	2	1	6	64	53	134
Prefer Not To Say				1		1		2
Yes	1					3	4	8
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

## Race

Figure 62

Race	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
African - African, African Scottish or African British						1		1
Any mixed or multiple	1							1
Asian - Chinese, Chinese Scottish Or Chinese British						1		1
Black - (inc Scottish/British)				1				1
<b>Black Minority Ethnic</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>
White - Irish				1		1		2
White - Other British	1	1		5	1	26	17	51
White - Other Ethnic Groups	1					2	1	4
White - Other European						2		2
White - Scottish	5	2	2	16	4	71	34	134
<b>White Total</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>22</b>	<b>5</b>	<b>102</b>	<b>52</b>	<b>193</b>

No Response				4	1	18	16	39
Prefer Not To Answer					1	2	6	9
<b>No Disclosed Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>20</b>	<b>22</b>	<b>48</b>
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

## Transgender

Figure 63

Transgender	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
No	2			21		40	1	64
No Response				4	1	18	16	39
Not Stated	6	3	2	1	6	65	57	140
Prefer Not To Say				1				1
Yes						1		1
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

## Marital Status

Figure 64

Marital	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Divorced	2		1	1		5	4	13
Living With Partner		1		3		17	2	23
Married / Civil Partnership	6	2	1	7	4	54	38	112
No Response				4	1	18	16	39
Not Stated						2		2

Prefer Not To Say				1	1	5	7	14
Single				9	1	23	5	38
Widowed				2			2	4
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

## Religion and/or religion and belief

Figure 65

Religion and/or belief	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Church of Scotland	2	1		4	2	22	29	60
Humanist				2				2
No Religion / Belief	3	1		12	2	49	14	81
No Response				4	1	18	16	39
Not Stated	1					4	1	6
Other Christian	1	1	1	2		11	1	17
Other Religion / Belief						5	1	6
Prefer Not To Say			1	1	2	11	9	24
Roman Catholic	1			2		4	3	10
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

## Sexual Orientation

Figure 66

Sexual Orientation	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Bisexual						1	2	3
Gay Man							1	1



Heterosexual/ Straight	7	2	2	20	4	95	45	175
Lesbian/Gay Woman				2		1		3
No Response				4	1	18	16	39
Not Stated				1		1		2
Other						1		1
Prefer Not To Say	1	1			2	7	10	21
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

## Carers

Figure 67

Carers	Capability Dismissal	Death in Service	Dismissal	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
No				11		23	1	35
No Response				4	1	18	16	39
Not Stated	6	3	2	3	6	67	57	144
Yes (Children under 18)	2			6		16		24
Yes (Other)				3				3
<b>Grand Total</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>7</b>	<b>124</b>	<b>74</b>	<b>245</b>

## Operational aspects

### Applications for Recruitment

The information used within this section of the report is taken from the 'My Job Scotland' National Recruitment Portal for the posts advertised by Scottish Borders Council.

Analysis is based on the applicant's progress through the recruitment process has been included for Gender, Age, Disability, Race, Gender Reassignment, Marital Status, Religion/Belief, Sexual Orientation, Caring Responsibilities and the difference between internal and external candidates (illustrated in the figures below).

Figure 68a – Gender - 2019

Gender	Applications	Appointed	Success Rate
Female	77.28%	83.50%	10.09%
Male	22.72%	16.50%	6.78%

Figure 68b – Gender - 2020

Gender	Applications	Appointed	Success Rate
Female	76.21%	77.41%	8.41%
Male	23.79%	22.59%	7.86%

Figure 69a – Age - 2019

Age	Applications	Appointed	Success Rate
16 to 29	30.97%	24.17%	7.32%
30 to 44	36.69%	39.58%	10.12%
45 to 59	28.47%	32.55%	10.72%
60 and above	3.87%	3.70%	8.96%

Figure 69b – Age - 2020

Age	Applications	Appointed	Success Rate
16 to 29	35.47%	25.03%	5.81%
30 to 44	35.11%	37.48%	8.79%
45 to 59	26.48%	33.29%	10.35%
60 and above	2.94%	4.20%	11.76%

Figure 70a – Disability – 2019

Disability	Applications	Appointed	Success Rate
Yes	5.69%	3.72%	6.13%
No	94.31%	96.28%	9.59%

Figure 70b – Disability – 2020

Disability	Applications	Appointed	Success Rate
Yes	5.82%	3.62%	5.13%
No	94.18%	96.38%	8.45%

Figure 71a - Race - 2019

Ethnic Origin	Applications	Appointed	Success Rate
Black Minority Ethnic	2.82%	1.98%	6.58%
White	97.18%	98.02%	9.46%

Figure 71b - Race - 2020

Ethnic Origin	Applications	Appointed	Success Rate
Black Minority Ethnic	3.05%	2.23%	6.11%
White	96.95%	97.77%	8.42%

Figure 72a – Gender Reassignment – 2019

Gender Reassignment	Applications	Appointed	Success Rate
Yes	0.13%	0.00%	0.00%
No	99.87%	100.00%	9.39%

Figure 72b – Gender Reassignment – 2020

Gender Reassignment	Applications	Appointed	Success Rate
Yes	0.18%	0.14%	6.25%
No	99.82%	99.86%	8.25%

Figure 73a – Marital status – 2019

Marital status	Applications	Appointed	Success Rate
Divorced	4.66%	4.99%	10.00%
Living with Partner	18.30%	17.48%	8.91%
Married/Civil Partnership	37.30%	47.82%	11.95%
Separated	2.58%	2.50%	9.01%
Single	36.22%	26.47%	6.81%
Widowed	0.94%	0.75%	7.41%

Figure 73b Marital Status 2020

Marital status	Applications	Appointed	Success Rate
Divorced	3.89%	3.91%	8.31%
Living with Partner	17.92%	20.39%	9.41%
Married/Civil Partnership	34.89%	45.53%	10.79%
Separated	2.97%	2.79%	7.78%
Single	39.61%	26.68%	5.57%
Widowed	0.72%	0.70%	8.06%

**Figure 74a – Religion or Belief – 2019**

Religion or Belief	Applications	Appointed	Success Rate
Buddhist	0.38%	0.27%	6.45%
Church of Scotland	17.86%	21.51%	11.27%
Hindu	0.67%	0.27%	3.70%
Humanist	1.04%	1.06%	9.52%
Jewish	0.07%	0.00%	0.00%
Muslim	0.61%	0.40%	6.12%
None	58.51%	57.77%	9.23%
Other Christian	11.40%	11.95%	9.80%
Other Religion or Belief	1.37%	0.80%	5.45%
Pagan	0.22%	0.13%	5.56%
Roman Catholic	7.82%	5.84%	6.98%
Sikh	0.04%	0.00%	0.00%

**Figure 74b – Religion or Belief - 2020**

Religion or Belief	Applications	Appointed	Success Rate
Buddhist	0.44%	0.74%	13.89%
Church of Scotland	17.31%	22.62%	10.80%
Hindu	0.31%	0.15%	4.00%
Humanist	0.98%	1.04%	8.75%
Jewish	0.12%	0.00%	0.00%
Muslim	0.58%	0.15%	2.13%
None	62.17%	63.10%	8.39%
Other Christian	10.19%	6.99%	5.68%
Other Religion or Belief	1.44%	0.89%	5.13%
Pagan	0.23%	0.30%	10.53%
Roman Catholic	6.11%	4.02%	5.43%

Sikh	0.11%	0.00%	0.00%
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**Figure 75a – Sexual Orientation - 2019**

Sexual Orientation	Applications	Appointed	Success Rate
Bisexual	1.69%	0.77%	4.26%
Gay	0.64%	0.51%	7.55%
Heterosexual	96.72%	98.20%	9.48%
Lesbian	0.72%	0.51%	6.67%
Other	0.23%	0.00%	0.00%

**Figure 75b – Sexual Orientation -2020**

Sexual Orientation	Applications	Appointed	Success Rate
Bisexual	2.19%	0.87%	3.28%
Gay	1.16%	2.03%	14.43%
Heterosexual	95.67%	96.66%	8.33%
Lesbian	0.66%	0.29%	3.64%
Other	0.32%	0.15%	3.70%

**Figure 76a – Caring Responsibilities – 2019**

<b>Caring Responsibilities</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>Success Rate</b>
<b>No</b>	56.70%	52.42%	8.61%
<b>Yes (Children Under 18)</b>	40.72%	45.35%	10.37%
<b>Yes (Other)</b>	2.57%	2.23%	8.07%

**Figure 76b – Caring Responsibilities – 2020**

<b>Caring Responsibilities</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>Success Rate</b>
<b>No</b>	60.30%	52.45%	7.18%
<b>Yes (Children Under 18)</b>	37.62%	44.90%	9.85%
<b>Yes (Other)</b>	2.08%	2.66%	10.56%

**Figure 77a – Internal vs External – 2019**

<b>Internal vs External</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>Success Rate</b>
<b>Internal</b>	16.26%	17.92%	10.71%
<b>External</b>	83.74%	82.08%	9.53%

**Figure 77b – Internal vs External – 2020**

<b>Internal vs External</b>			
	<b>Applications</b>	<b>Appointed</b>	<b>Success Rate</b>
<b>Internal</b>	13.57%	14.25%	9.09%
<b>External</b>	86.43%	85.75%	8.59%

## Grievance

Where employees have a concern they would normally raise the issue directly with their line manager, or ask their Trade Union representative to make an informal approach on their behalf.

Therefore in the majority of cases it will be possible to resolve potential grievances informally.

If informal resolution is not possible employees can raise a formal grievance.

If the potential grievance is of a particularly sensitive or complex nature, advice may be sought from HR. It is only in these instances that the actual data is recorded. Therefore the data given below is a record of all the grievances that have involved HR. As the numbers of staff involved in grievances are low no further analysis is included. Grievances with HR's involvement during **2019 totaled 15 and in 2020 totaled 4**. The outcomes of these were either that the grievance was resolved or it is currently ongoing.

## Discipline

The Council recognises that the effective delivery of services is dependent on acceptable standards of conduct and performance of all employees. The Council acknowledges its responsibilities as an employer to determine appropriate

standards of conduct and performance and to make employees aware of these standards. Employees also have a responsibility to familiarise themselves with the rules and procedures relating to their employment and to maintain acceptable standards of conduct and performance.

Clearly there may be occasions when any employee does not meet acceptable standards. Minor and non-recurring issues will be dealt with by the appropriate manager through support, advice, guidance, counselling and/or training, with an emphasis on improving standards and learning from mistakes, rather than apportioning blame.

Despite this, there may be occasions when formal disciplinary action is required. The Council therefore has a disciplinary procedure to ensure that all managers adopt a uniform approach to discipline. The procedure provides a framework to ensure that any disciplinary action is taken in a fair and consistent manner, whilst recognising that each case must be treated on its merits taking account of individual circumstances.

Figures 78a and 78b below provide the details of formal disciplinary action broken down by gender, race, disability and age. Further analysis has not been undertaken for the remaining protected characteristics as this may identify individuals.

**Figure 78a – Disciplinary action– Gender, Ethnic Origin and Disability**

Year	Gender		Ethnic Origin				Disability	
	Female	Male	White-Other British	White-Scottish	Other	Unknown	No/ Not known	Yes
<b>2019</b>	67.57%	32.43%	8.11%	83.78%	N/A	8.11%	97.30%	2.70%
<b>2020</b>	65.90%	34.10%	4.55%	29.55%	2.27%	63.63%	97.73%	2.27%

**Figure 78b –Disciplinary action – Age**

Year	Age Group			
	16 to 29	30 to 44	45 to 59	60 and above
<b>2019</b>	13.51%	29.73%	40.54%	16.22%
<b>2020</b>	11.36%	25.00%	52.28%	11.36%

## Gender Pay Gap

The gender pay gap is the difference between men and women's hourly earnings.

Using guidance and the standard calculation that is set out by the Equality and Human Rights Commission, the Council's equal pay gap was calculated using data as at **31 December 2020**

The Standard Calculation is:

$(a)/(b) \times 100 = \text{Total}$

$100 - \text{Total} = (c)$

$(a)/(b) = (c)$

Where:

(a) Average Hourly Rate for Women

(b) Average Hourly Rate Men

(c) Pay Gap

The average basic hourly pay (excluding overtime) between men and women has been calculated and further details have been outlined below:

### Chief Officers and Single Status Staff

- The average hourly rate for women is £12.68 (a)
- The average hourly rate for men is £14.34(b)
- The difference in hourly pay is **£ 1.66**
- This means that on average women earn 11.57% (c) less than men

### Teaching Staff

- The average hourly rate for women is £26.26 (a)
- The average hourly rate for men is £27.00 (b)
- The difference in hourly pay is **£1.26**
- This means that on average women in Education earn 2.76% (c) less than men.



## Training

The following tables display the completion rates of council employees for the eight mandatory training courses in the periods January – December 2019 and 2020 respectively. It is worth noting that Information Security Course is only mandatory for Council IT users, hence the inclusion of the ‘Not Required’ Row in the below tables. All other training courses have seen an increase in completions as staff unable to attend work due to Covid-19 restrictions, have been encouraged to catch up on their online learning.

**Figure 79a Mandatory Training SBC**

2019	Adult Support and Protection Module		Child Protection Module		Equality and Diversity Online		Fire Safety Awareness		Information Management Awareness		Information Security		PREVENT online		The General Data Protection Regulations	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
<b>Complete</b>	3423	80%	3621	84%	3654	85%	3323	78%	3661	85%	2108	49%	3428	80%	3281	77%
<b>Incomplete</b>	863	20%	665	16%	632	15%	963	22%	625	15%	336	8%	858	20%	1005	23%
<b>Not Required</b>											1842	43%				

Figure 79b Mandatory Training SBC

2020	Adult Support and Protection Module		Child Protection Module		Equality and Diversity Online		Fire Safety Awareness		Information Management Awareness		Information Security		PREVENT online		The General Data Protection Regulations	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
Complete	3524	81%	3651	84%	3677	85%	3470	80%	3604	83%	2157	50%	3451	80%	3362	78%
Incomplete	811	19%	684	16%	658	15%	865	20%	731	17%	381	9%	884	20%	973	22%
Not Required											1797	41%				

Figure 80a Mandatory Training Teachers

2019	Adult Support and Protection Module		Child Protection Module		Equality and Diversity Online		Fire Safety Awareness		Information Management Awareness		Information Security		PREVENT online		The General Data Protection Regulations	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
Complete	1069	73%	1203	82%	1176	80%	1046	71%	1189	81%	943	64%	1136	77%	1036	70%
Incomplete	401	27%	267	18%	294	20%	424	29%	281	19%	450	31%	334	23%	434	30%
Not Required											77	5%				

Figure 80b Mandatory Training Teachers

2020	Adult Support and Protection Module		Child Protection Module		Equality and Diversity Online		Fire Safety Awareness		Information Management Awareness		Information Security		PREVENT online		The General Data Protection Regulations	
	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %	Staff by Number	Staff by %
Complete	1130	74%	1248	82%	1214	80%	1123	74%	1204	79%	983	65%	1165	77%	1088	72%
Incomplete	391	26%	273	18%	307	20%	398	26%	317	21%	429	28%	356	23%	433	28%
Not Required											109	7%				

