



West Lothian
Council

Equality Mainstreaming Report 2013

1. Foreword

This document presents West Lothian Council's Equality Mainstreaming Report for 2013. The council is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both within our workforce and the wider community. Mainstreaming equality is the process by which we will work towards achieving this as an organisation.

Mainstreaming equality is about integrating an equality perspective into the everyday work of the council, involving managers and policy makers across all council services, as well as equality specialists and community planning partners.

Equality mainstreaming is a long term approach that aims to make sure that policy making within the council is fully sensitive to the diverse needs and experiences of everyone affected. The approach will help to provide better information, transparency and openness in the way we make decisions about our services and resources.

The council recognises that mainstreaming requires leadership and commitment over the long term to the principles and processes of mainstreaming equality, as well as ownership and integration within every service and team across the Authority.

Our first report is focussed on highlighting the standard that the council has achieved under both the legacy public sector duties and in relation to the new Public Sector Equality Duty in 2011, while also outlining the key commitments for the Authority going forward as we continue to ensure that equality mainstreaming is further embedded into the way we do business.

We will report on our progress, further initiatives and actions in 2015 as required by the Public Sector Equality Duty in Scotland.

Councillor John McGinty
Leader of the council

Graham Hope
Chief Executive

April 2013

2. Public Sector Equality Duty

- 2.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 27 May 2012. The UK Government's Equality Act 2010 simplified and, where appropriate, harmonised the various different pieces of equality legislation. The bulk of the Act came into force on 1 October 2010. The Equality Act 2010 contains a public sector equality duty covering the relevant protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The duty replaced earlier public sector duties to promote equality relating to race, disability and gender equality.

The duty is in two parts – the public sector equality duty in the Equality Act 2010 itself (often referred to as the 'general duty'), and specific duties which are made by Scottish Ministers through regulations. The general duty came into force in April 2011. The general duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

- 2.2 One of the key specific duties requires public bodies to develop and publish an equality mainstreaming report. With reference to the key principles of proportionality and relevance, public bodies must show what progress has been made on meeting the general equality duty. The report must also include data related to the specific duties on employment monitoring information. The council's employment equality information and analysis is provided at the Annex.

3. Progress on Mainstreaming Equality

- 3.1 This section provides a summary of key activities taken forward by the council in relation to efforts to mainstream equality. The report has been split into themes identified by the council as of direct relevance to the council's ability to meet the requirements of the General Duty.

3.2 Organisational Leadership

The council Corporate Management Team are directly involved in decision-making regarding strategic management of equality and diversity within the council. A member of the Corporate Management Team is both Chair of the council's Corporate Working Group on Equality and takes on the role of Lead Diversity Champion for the Authority. This role involves regular support for equality and diversity initiatives and attendance at events. The Executive and Corporate Management Teams are involved regularly in decision-making regarding equality and diversity. The Corporate Management Team participated in the Diversity Leadership Programme, providing mandatory briefings on equality legislation, impact assessment and organisational change related to equality and diversity.

Since 2008 the Administration's Equality Champion has been the Leader of the council, taking a direct and pro-active role in providing the required profile and support for equality and diversity policy and initiatives. A quarterly briefing on equality governance within the council remains a priority for the Administration.

3.3 Corporate Governance

In June 2002 the council established the Corporate Working Group on Equality. The group is responsible for the strategic implementation of equality initiatives and legislation and provides a forum for good practice council wide. The group is chaired at Head of Service level and reports directly to the Corporate Management Team. The group comprises representatives from each of our nine service areas. Specifically, the Group is responsible for the corporate implementation and monitoring of our Corporate Equality Outcomes and mainstreaming activities. The role of the group has been realigned in 2013 to focus on organisational performance with regard to working towards our equality outcomes.

As of 2013 an annual compliance statement must be signed by each Head of Service to indicate that their service has taken the necessary action to comply with the Public Sector Equality Duty. This action ensures that the focus on implementation and mainstreaming is taken into account within each service area of the council.

Policy development related to equality and diversity reports through the council's Committee structure both in order to involve elected members in the decision-making process as well as to support corporate governance.

3.4 Ownership

Service representatives on the Corporate Working Group on Equality take lead responsibility for coordinating service level activity. Service representatives regularly attend service senior management teams and distribute service wide communications related to equality and diversity policy, initiatives and events. Service representatives also act as a direct link to the decision-making process where specific issues related to equality may arise within individual services. They can assist to resolve issues and concerns as they arise, and feed in to the corporate equality function as necessary.

Service specific equality and diversity events are held on an occasional basis where necessary to highlight issues directly relevant to the delivery of services to customers. This activity will be targeted to areas of most relevance to equality as part of the implementation of the council's Corporate Equality Outcomes.

3.5 Business Planning Integration

In 2009 auditing of equality activity with particular focus on impact assessment was introduced to the council's corporate performance management system. This change enabled mainstream performance assessment to take direct account of performance issues related to equality within council functional areas for the first time. This activity assists to ensure that equality issues are considered on a more regular basis by a range of teams and services across the Authority.

The council's Corporate Equality Outcomes are managed through the council's management information system (Covalent). This innovative approach allows our performance related to equality outcomes to be managed electronically, and mainstreamed within council management plans. Relevant service managers are assigned responsibility for implementation of appropriate actions in order to ensure that accountability sits within the appropriate service, assisting to directly mainstream equality throughout the organisation. Performance indicators for equality outcomes are managed in a similar way. Performance can therefore be tracked and managed as necessary.

3.6 Learning and Development

The council's Diversity Leadership Programme provided mandatory training for managers throughout all council services covering equality legislation, impact assessment and organisational change related to equality and diversity. Bite-sized sessions on "Introduction to Equality and Diversity" and "Equality Impact Assessment" have been available to all council employees over the past three years. In addition, various online equality and diversity training has been delivered to council employees via the council's in-house Learning and Development Team.

The council's Equality Officer has provided various bespoke equality and diversity training and awareness sessions across all council services. These have been developed and delivered based on identified needs with council services or teams.

One of the key forward priorities for the council is to develop and implement a robust learning and development strategy on equality and diversity awareness for council employees. The strategy will consider the needs of senior management, line managers, customer facing colleagues and those directly involved in implementing actions related to the council's corporate equality outcomes. This strategy will be taken through the council's HR Programme Board (responsible for mainstreaming human resource practice within operational activity of the council) in order to integrate equality within mainstream human resource planning.

3.7 Equality Impact Assessment (EQIA)

The council first devised a corporate framework to support the completion of EQIA across council services in 2005. The original guidance and template was introduced with provision of externally facilitated awareness training for policy leads. Representatives from council services were in attendance. Between April 2007 and March 2012, the council completed a minimum of 247 EQIAs. This significant volume of assessment activity over the past five years has been a result of implementation of the following key initiatives:

- Revision of original guidance to policy leads, culminating in publication of the simplified and streamlined "Equality Impact Assessment Toolkit" in July 2008 (revised again July 2009). The toolkit provides step-by-step guidance and examples of assessment requirements for those conducting assessments as well as a rationalised template for completion and publication of assessments;
- Provision of one-to-one support via the Equality Officer for policy leads throughout all council services conducting, or considering, equality impact assessments;
- Provision of detailed awareness on EQIA to Corporate Working Group on Equality service representatives;
- Provision of awareness sessions on EQIA to: service management teams; Corporate Management Team; elected members and Committees etc;
- Provision of support from the Equality Officer to facilitate EQIA panels in order to guide policy leads through the process and share learning as widely as possible within services;
- Availability of bite-sized training sessions on EQIA;

- Ongoing use of internal communication opportunities to raise awareness and profile of EQIA;
- Circulation of information via CWGE in relation to national case law, legislative changes and business benefit of conducting EQIA; and
- Inclusion of minimum standards for EQIA within the West Lothian Assessment Model structure.

As well as a further revision of the EQIA Toolkit to take account of the changes resulting from the implementation of the Public Sector Equality Duty, the council are developing updated guidance on the inclusion of equality impact assessment within the Committee governance process.

At time of writing the council's Corporate Working Group on Equality are scoping the development of an online management tool for equality impact assessment. The council are keen to explore options with regard to creating bespoke EQIA templates which fit the business needs of individual service areas. It is hoped that this will assist with mainstreaming of EQIA activity, and progress related to this initiative will be reported in subsequent mainstreaming reports.

3.8 Involvement

The council has made significant progress with regard to involving those affected by equality issues in decisions of the organisation that affecting them. Working in collaboration with our Community Planning Partners, the council has created a number of formal and informal mechanisms for members of the public and our employees to be involved in equality and diversity related activity.

- The Disability Community Forum has been operating since 2007. It is an independent open Forum of volunteers from the community representing a wide range of disabilities. The Forum assists to mainstream equality through its regular monitoring of council and partner activity related to disability equality. The Forum are taking on a "critical friend" role in relation to progress with the council's equality outcomes. As an example of activity taken forward by the Forum, representatives were directly involved in the tendering process for new build council houses in order to ensure accessibility issues were given appropriate weighting and influence within the process. The key development area for the Forum is to widen its membership base in order to better represent the wide diversity of disability issues within society.
- The Gender Equality Forum is an open Forum for men and women who live, work or do business in West Lothian. The council has focussed significant effort on supporting the Forum membership to be in a position to analyse council and partner policy from a gendered perspective. The structure of the Forum is currently under review and we will report on progress within subsequent mainstreaming reports, however it is intended that the Forum will take on a mainstreaming role by raising awareness of key gender issues within council services.
- The Community Race Forum has been in operation since 2009. It is an independent open Forum of volunteers from the community representing people from a diversity of ethnic backgrounds. To date the Forum has focussed on engaging communities in good relations events, raising awareness of the diversity of the West Lothian population and taking part in mainstream activities and events with the council and its partners. It is proposed that the Forum will

take on a “critical friend” role in assisting to monitor the progress of our corporate equality outcomes.

- The Lesbian, Gay, Bisexual and Transgender (LGBT) Youth Forum is a support group for young LGBT people in West Lothian. Facilitated by the council, the Forum run events for and by young people, as well as engaging with council services and partner organisations on issues relevant to them.
- The Religion or Belief Network represents the multi-faith community in West Lothian. The initial purpose of the group is to bring faith groups together in order to facilitate partnership working and sharing of experiences. However, the group have also shown willingness to engage in policy issues related to religion or belief and further progress on this will be reported in subsequent mainstreaming reports.
- The council support the following Employee Equality Networks:
 - Disability;
 - Flexible Working and Carers;
 - Race; and
 - LGBT.

The Networks bring together council employees impacted by or interested in equality issues, and provide the opportunity to influence council employment policy and practice related to equality and diversity. The Networks are in the early stages of merging with a view to improving efficiency and to support mainstreaming of equality issues across the board into employment policy issues.

The council believe that scope exists for the development of a community Forum on LGBT adult issues, and this will be actively pursued going forward. With regard to age equality, the council support the West Lothian Youth Congress which engages on equality and diversity related matters as appropriate. During the development of the council’s Corporate Equality Outcomes, involvement on older people’s issues was taken forward through the Answer House facility in Whitburn, and the council intends to follow up on this one-off engagement to assess whether an ongoing process can be devised.

In 2012 the council appointed to a new post of Equality Involvement Coordinator. The purpose of this role is to provide consistency of support in our approach to mainstreaming involvement on equality and to build the capacity of those involved to add value to council and partner equality and diversity work.

3.9 Promoting Good Relations

Since 2008 the council have recognised International Women’s Day by hosting high profile awareness raising events, aimed at a wide range of audiences. Since 2009 a series of events have been hosted by the council to mark the 16 Days of Action against Gender Violence. This has included sessions on gender budgeting and a seminar hosted by the former Lord Advocate. The sixteen days programmes are designed to consider cross-cutting equality issues, reflecting the varying needs of women in relation to sexual orientation, gender identity and women from black and minority ethnic backgrounds. The profile of the International Women’s Day events and 16 Days Programme within the Authority are utilised to launch innovative initiatives such as the Living in Safe Accommodation Project in order to provide support to awareness raising of such services.

West Lothian Diversity Week, which ran between 2007 and 2011, was a multi-award winning concept designed to mainstream awareness of equality issues throughout council services and to promote good relations within the community. The event was replaced by a Diversity Zones initiative in 2012, and the Corporate Working Group on Equality are considering alternative options for continuing the promotion of good relations across each of the protected characteristics.

The Community Race Forum have hosted a number of events designed to bring the diverse communities of West Lothian together. Going forward it is intended to support mainstreaming of good relations by integrating equality community events across all protected characteristics where possible.

4. Data, Information and Research

Significant data, information and research has been sourced and utilised in the development of council policy and practice related to equality. For example, Community Planning Partners worked together to publish an analysis of the ethnicity of the West Lothian population in order to assist to inform local equality impact assessments and policy decisions.

Work towards the Corporate Equality Outcomes is anticipated to improve the availability of local data across council services affected with regard to the impact of equality. While the council recognises that reliable data by protected characteristic is an ongoing challenge across the whole of Scotland, the importance of accurate information to inform policy and decision-making means that working to improve the local evidence base is a key priority for the Authority going forward.

The council regularly considers information related to the make-up of our workforce and this is reported to senior management and elected members in order to assist with mainstreaming. Please see latest employment information below as required by the Public Sector Equality Duty.

5. Employment Data and Analysis

The council has a statutory duty, as a public sector employer, to publish employment monitoring statistics by age, disability, ethnicity, gender, gender identity, pregnancy and maternity, race, religion or belief and sexual orientation. In addition to information on the composition of its employees the council must take steps to gather information on the recruitment, development and retention of employees. Statistics for the period 1 January 2012 to 31 December 2012 are set out within the Annex.

Analysis of monitoring information will allow the council to track our progress in meeting the general duty and will enable the council to evaluate progress towards meeting the goals set out in this Equality Mainstreaming Report.

5.1 Sources of Information

In September 2011 the council issued an electronic questionnaire to all council staff with email access in order to attempt to collect more accurate equality data for monitoring purposes. All questions within the survey were based on the questions set for Scotland's Census in 2011 with the exception of caring responsibility, which was based on good practice guidance from the Equality and Human Rights Commission. The responses received are considered to provide a more accurate representation of the council's composition than the information currently held on the HR Management Information System in relation to the following protected characteristics:

- Disability;
- Sexual orientation;
- Caring responsibility; and
- Religion or belief.

The survey was issued to 5336 employees across all council services including schools, from a total workforce of approximately, 8029. The survey received 2765 responses. This equates to an overall response rate of 52%.

Current HR Management Information provided statistics in relation to the protected characteristics of age, ethnicity and gender. This recruitment and promotion Information provided from National Recruitment Portal in relation to Ethnicity has been recorded in accordance with the new categories included in the 2011 Census.

The HR Management Information System also provided statistics on individuals who have received training over the monitoring period, those involved in discipline, grievance or fair treatment at work cases and individuals who have left the councils employment.

The following analysis of monitoring information refers frequently to the introduction of a new recording system, HR21. It is expected that HR21 will be launched in Spring 2013 and will provide a mechanism for employees to populate the HR Management Information system with their personal information including equality monitoring details. Employees will be encouraged to provide this information which will allow the council to fill any gaps in equality monitoring information currently held on employees. Employees will also be encouraged to update their information at any time if their details change, for example, if an employee becomes disabled. With the continued development of HR21, equality monitoring reports in the future will provide a more accurate and up-to-date picture of the composition of the workforce.

5.2 Employees in Post by Gender

The information held on the gender make-up of the council is considered to be accurate and gathered at the time of appointment for each employee. There is not considered to be any requirement to alter the method of gathering this information.

The proportion of men and women working in the council has remained largely unchanged over the 6 years of monitoring with the workforce continuing to be split approximately 70% female, 30% male. For further see Table 1.1 in the Appendix.

5.3 Employees in Post by Ethnicity

Information on the ethnicity of employees is currently gathered at the time of appointment and held on the HR Information Management System. While the information held is considered to be accurate, the status of a significant number of employees remains unknown from this source.

As part of the 2011 diversity census employees were asked to provide information on their ethnicity, however as the survey only received 2765 responses the statistics on ethnicity contained in within the Appendix are those from the HR Information Management System.

The statistics from the HR Management Information System provide more information on the number of employees from minority ethnic backgrounds and it was felt that this information was key to assessing the council's progress in meeting the general duty. It would be reasonable to assume that the majority of those whose ethnicity is unknown are likely to be White Scottish. This assumption is confirmed by the 86.6

percent of respondents to the diversity census who declared themselves as White Scottish. For further details see Table 1.2 in the Appendix.

In the future, information on ethnicity will be gathered from the HR21 system which once populated, directly by employees, will fill the gaps in information currently held.

5.4 Employees in Post by Disability

Under the definition within the Equality Act 2010, 94.3% of respondents to the diversity survey did not consider themselves to have a disability, while 5.2% considered themselves to have a disability. While the figures cannot be compared directly as they have originated from separate data gathering exercises with differing response rate, this is a considerable increase on the previous percentages obtained from the HR management information system which last reported 1.4% of employees as having a disability. For further details see Table 1.3 in the Appendix.

In order to more fully meet the council's equality duty and increase the percentage of employees for whom the council holds accurate disability information the council intends to take the following steps:

- Gather disability information in future from the HR21 system which will be populated directly by employees. Employees will be encouraged to update their disability status should it change during employment.
- Record when the council's Occupational Health professionals report that an employee is considered to have a disability under the terms of the equality act. This will allow statistical information to be updated with the very latest information available ensuring it's accuracy at any point in time.

5.5 Disability by Type

The Diversity Census contained a supplementary question to that asking employees whether they considered themselves to have a disability and asked employees to identify the type of disability they have. A higher number of respondents completed this supplementary question than those that considered themselves to have a disability. The inflexibility of the online tool to separate off this question to only those who identified as having a disability has therefore had a negative impact on the accuracy of the response to this question. This should be taken into account when reviewing the results. A total of 62 respondents stated that they did not have a disability but selected a condition in the supplementary question. With regard to the type of condition selected by those who stated they did not have a disability, 27 respondents selected 'Prefer not to say' with the second largest group of 18 respondents selecting 'A long standing illness or other health condition'. A number of respondents selected multiple options when answering the supplementary question with a total of 32 conditions being selected in excess of one per respondent. In addition, 7 respondents stated that they had a disability but did not select a condition.

The most common form of disability is a longstanding illness or other health condition (42.9%). A significant number of individuals considered themselves to have an "other" condition (which is undefined within the guidance) as well as preferring not to say. In total these responses represented 24.3%. This was the first time this data had been requested. For further details see Table 1.4 in the Appendix.

As well as being populated by disability status as noted in section 3.5 above, the HR21 system will also allow employees to record the nature of their disability. Information from Occupational Health reports will also provide information on the nature of disabilities.

5.6 Employees in Post by Age

The information held on the age profile of the council is considered to be accurate with employee date of birth gathered at the time of appointment. There is not considered to be any requirement to alter the method of gathering this information.

The age demographic of the council has changed little over the 6 years of monitoring. For further details see Table 1.5 in the Appendix.

5.7 Employees in Post by Sexual Orientation

The overwhelming majority of respondents (93.4%) to the diversity census considered themselves to be heterosexual/straight. The results identify a total of 2.3% of respondents who consider themselves to be lesbian, gay or bisexual. 3.6% of respondents selected prefer not to say. This was the first time data has been requested amongst the existing workforce. For further details see Table 1.6 in the Appendix.

Information on an employee's sexual orientation has been requested at the time of appointment for new employees since November 2008. Population of the HR21 system will allow this information to be supplemented with information provided by employees in post before November 2008 allowing future monitoring reports to provide a fuller picture of the workforce in relation to sexual orientation.

5.8 Employees in Post by Caring Responsibility

Almost half (47%) of respondents to the diversity census did not consider themselves to have caring responsibilities. 38.9% of respondents considered themselves to have caring responsibilities for children under eighteen. 12.6% of respondents considered themselves to have other caring responsibilities. The guidance definition provided would suggest that these are adult dependants (for example older parents or adult children with disabilities). This was the first time this data had been requested. For further details see Table 1.7 in the Appendix.

In the future, information on caring responsibility will be gathered from the HR21 system which once populated, directly by employees, will fill the gaps in information currently held.

5.9 Employees in Post by Religion or Belief

Church of Scotland was the single largest religion amongst respondents (34.6%). The second largest category was respondents who identified themselves as having no religion or belief (32.3%). This was the first time data has been requested amongst the existing workforce. Available data to date only relates to job applicants from November 2008 forward. For further details see Table 1.8 in the Appendix.

Information on religion or belief has been requested at the time of appointment for new employees since November 2008. Population of the HR21 system will allow this information to be supplemented with information provided by employees in post before November 2008, allowing future monitoring reports to provide a fuller picture of the workforce in relation to religion or belief.

5.10 Recruitment of Applicants by Gender

Applications received from women made up 50.9% of all applicants. This figure increased to 60% of successful appointments which is reflective of the council's

current gender make-up of 70% women. For further details see Table 2.1.1 in the Appendix.

5.11 Recruitment of Minority Ethnic Applicants

The majority (90.2%) of applicants to the council are White Scottish or White Other British, while 7.6% of applicants are from minority groups. This trend continues throughout the recruitment process where 91.1% of interview candidates and 92.2% of appointments are made from the White Scottish and White British groups. For further details see Table 2.1.2 in the Appendix.

5.12 Recruitment of Applicants with Disabilities

The number of disabled applicants has increased in 2012 to 7.5% of applicants from 4.6% of applicants in 2011/12. However, the appointment of disabled individuals has dropped to 3.3% of all successful applicants which is a significant reduction from the number of disabled individuals who apply. Having said this, it would appear that the guaranteed job interview scheme is being applied appropriately with 6.5% of interview candidates having a disability. For further details see Table 2.1.3 in the Appendix.

The recruitment of applicants with disabilities by disability type has been recorded for the first time in 2012. The majority (59.4%) of disabled applicants report having a learning disability or longstanding illness. There is some movement, however in the disability type of successful candidates with the percentage of those with a mental health condition (23.7%) being greater than those with a longstanding illness (14.3%). For further details see Table 2.1.4 in the Appendix.

5.13 Recruitment of Applicants by Age

The age profile of applicants for employment and promotion provides evidence of fair recruitment processes. In most cases the percentage of applicants from each age band is reflected in the number of successful candidates from that age band with the exception of the under 21 group. 17.1% of applications were received from individuals under age 21, while only 4.4% of successful candidates were from that age group. It should be noted that a high volume of applications for apprentice positions are received from under 21s with a limited number of positions available. For further details see Table 2.1.5 in the Appendix.

5.14 Recruitment of Applicants by Sexual Orientation

The number of applicants whose sexual orientation is unknown or those who prefer not to say has reduced to 6.2% in 2012 from 14.1% in 2011/12. This figure is encouraging and may be indicative of the culture and reputation of the council as an equal opportunities employer.

In addition, the information available indicates that the recruitment process is fair with the percentages of applicants, interview candidates and appointments remaining fairly static for each group throughout the process. For further details see Table 2.1.6 in the Appendix.

5.15 Recruitment of Applicants by Religion or Belief

The recruitment of applicants by Religion or Belief has been recorded for the first time in 2012. The majority of applicants (41.7%) have indicated that they have no religious belief, while 21.2% are recorded as Church of Scotland and 15.3% as Roman Catholic. For further details see Table 2.1.7 in the Appendix.

5.16 Recruitment of Applicants by Caring Responsibility

The recruitment of applicants by Caring Responsibility has been recorded for the first time in 2012. Two thirds of applicants report having no caring responsibilities while 26.4% report having responsibility for children under 18. For further details see Table 2.1.8 in the Appendix.

5.17 Employees Applying for and Receiving Training

The equality monitoring information available on employees who have received corporate training is proportionate with the make-up of the workforce. For further details see Section 3 in the Appendix.

The population of the HR21 system will see a reduction in the gaps in equality information held on employees receiving training particularly in relation to disability, sexual orientation and religion or belief.

5.18 Grievances, Disciplinary and Fair Treatment Complaints

Despite the 70/30 female to male make-up of the workforce and following the trend of previous years, 53.3% of grievances were raised by men and 51% of disciplinarys were raised against men. For further details see Section 4 in the Appendix.

The population of the HR21 system will see a reduction in the gaps in equality information held on employees involved in grievance, disciplinary and fair treatment cases particularly in relation to disability, sexual orientation and religion or belief.

5.19 Employees Leaving Employment

The equality monitoring information available on employees leaving the council is generally proportionate with the make-up of the workforce. For further details see Section 5 in the Appendix.

The population of the HR21 system will see a reduction in the gaps in equality information held on employees leaving the council particularly in relation to disability, sexual orientation and religion or belief.

5.20 Maternity Survey

The Public Sector Equality Duty extended the positive duty on public bodies to promote equality, bringing issues related to pregnancy and maternity into that duty for the first time. Therefore, a maternity survey was issued to gather information which will help the council understand the experiences of women who have returned to work following a period of maternity leave and to assess what additional support, policies or awareness raising may be necessary to ensure the council is an organisation positive about pregnancy and maternity going forward.

The survey was issued to 519 women, however confirmation of receipt was only received by 422 women. 222 responses to the survey were received which represents a 52.6% response rate.

In most cases (in excess of 60% of responses), women responded with positive results and strongly agreed or agreed that they felt supported, informed of their rights, updated on team developments and received flexibility during their pregnancy and return to work. However, only 39.5% of women strongly agreed or agreed that they were kept informed of any changes, service reorganisations or other team information while on maternity leave. For further details see Section 6 in the Appendix.

ANNEX

EMPLOYMENT MONITORING STATISTICS
(1 January 2012 – 31 December 2012)

1. STAFF IN POST

The following tables contain equality monitoring information obtained from the councils HR Management System and an Employee Diversity Census carried out during the Autumn of 2011. The online diversity survey was issued to 5336 employees across all council services including schools, from a total workforce of approximately 8029. The survey received 2765 responses. This equates to an overall response rate of 52%.

1.1 Employees in Post by Gender (full council)

Gender	Numbers	Percentage
Female	5653	70.4
Male	2376	29.6
Total	8029	100

1.2 Employees in Post by Ethnicity (full council)

Ethnicity	Responses	Percentage
White – Scottish	5203	64.8
White - Other British	339	4.2
White – Irish	93	1.2
White - Gypsy/ Traveller		
White - Eastern European (e.g. Polish)		
White - Other ethnic group	164	2
Any mixed or multiple ethnic group	13	0.2
Pakistani, Pakistani Scottish or Pakistani British	12	0.1
Indian, Indian Scottish or Indian British	16	0.2
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	0
Chinese, Chinese Scottish or Chinese British	5	0.1
Other Asian	4	0.1
African, African Scottish or African British	12	0.1
Other African		
Caribbean, Caribbean Scottish or Caribbean British	20	0.2
Black, Black Scottish or Black British		
Other Caribbean or Black	1	0
Arab, Arab Scottish or Arab British		
Other Arab		
Other	13	0.2
Prefer not to say		
Unknown	2133	26.6
Response total	8029	100

1.3 Employees in post by Disability (census results)

Disability	Responses	Percentage
Yes	144	5.2%
No	2607	94.3%
Not Answered	14	0.5%
Response total	2765	

1.4 Employees in post by Disability Type (census results)

Disability Type	Responses	Percentage
A learning disability	16	8.1%
A longstanding illness or other health condition	85	42.9%
A mental health condition	25	12.6%
A physical impairment	37	18.7%
Sensory impairment	20	10.1%
Other condition	15	7.6%
Prefer not to say	33	16.7%
Response total	231	100

1.5 Employees in Post by Age (full council)

Age	Numbers	Percentage
Under 21	122	1.5
21-30	1071	13.3
31-40	1661	20.7
41-50	2525	31.5
51-60	2199	27.4
61 Plus	451	5.6
Total	8029	100

1.6 Employees in post by Sexual Orientation (census results)

Sexual Orientation	Responses	Percentage
Bisexual	21	0.8%
Gay	23	0.8%
Lesbian	18	0.7%
Heterosexual/ straight	2583	93.4%
Prefer not to say	101	3.6%
Not Answered	19	0.7%
Response total	2765	

1.7 Employee in post by Caring Responsibility (census results)

Caring Responsibilities	Responses	Percentage
Yes (children under 18)	1076	38.9%
Yes other	348	12.6%
No	1300	47%
Prefer not to say	41	1.5%
Response total	2765	

1.8 Employees in post by Religion or Belief (census results)

Religion or Belief	Responses	Percentage
None	893	32.3%
Church of Scotland	956	34.6%
Roman Catholic	516	18.7%
Other Christian	212	7.7%
Muslim	9	0.3%
Buddhist	2	0.1%
Sikh	0	0%
Jewish	4	0.1%
Hindu	0	0%
Pagan	6	0.2%
Other religion or belief	35	1.2%
Prefer not to say	113	4.1%
Not Answered	19	0.7%
Response total	2765	

2. APPLICANTS FOR EMPLOYMENT AND PROMOTION

The following statistics are taken from the National Recruitment Portal.

2.1 EMPLOYMENT

2.1.1 Applicants for Employment 1 January 2012 – 31 December 2012 by Gender

GENDER	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Female	4704	50.9	1338	58.1	455	60
Male	4427	47.9	914	39.7	270	35.6
Unknown	109	1.2	52	2.2	33	4.4
Total	9240	100	2304	100	758	100

2.1.2 Applicants for Employment 1 January 2012 – 31 December 2012 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
White – Scottish	7700	83.3	1915	83.1	636	83.9
White - Other British	633	6.9	184	8	63	8.3
White – Irish	119	1.3	33	1.4	3	0.4
White - Gypsy/ Traveller	2	0				
White - Eastern European (e.g. Polish)	88	1	15	0.6	7	0.9
White - Other ethnic group	160	1.7	36	1.6	6	0.8
Any mixed or multiple ethnic group	43	0.5	11	0.5	3	0.4
Pakistani, Pakistani Scottish/British	58	0.6	5	0.2	1	0.1
Indian, Indian Scottish/British	58	0.6	6	0.3	1	0.1
Bangladeshi, Bangladeshi Scottish/British	4	0				
Chinese, Chinese Scottish/British	16	0.2	5	0.2	2	0.3
Other Asian	12	0.1	2	0.1		
African, African Scottish/British	20	0.2	2	0.1		
Other African	59	0.6	7	0.3		
Caribbean, Caribbean Scottish/British	1	0				
Black, Black Scottish/British	19	0.2	4	0.2	2	0.3
Other Caribbean or Black	3	0	2	0.1		
Arab, Arab Scottish/British						
Other Arab	6	0.1				
Other	45	0.5	12	0.5	3	0.4
Prefer not to say	40	0.5	7	0.3	1	0.1
Unknown	154	1.7	58	2.5	30	4
Total	9240	100	2304	100	758	100

2.1.3 Applicants for Employment 1 January 2012 – 31 December 2012 by Disability

DISABILITY	Applicants for Employment (6456)		Selected for Interview (2034)		Successful Appointments (642)	
	No.	%	No.	%	No.	%
Disabled	483	7.5	132	6.5	21	3.3

2.1.4 Applicants for Employment 1 January 2012 – 31 December 2012 by Disability Type

DISABILITY TYPE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Learning Disability	154	31.9	40	30.3	7	33.3
Longstanding Illness	133	27.5	31	23.5	3	14.3
Mental Health Condition	46	9.5	13	9.8	5	23.7
Physical Impairment	57	11.8	21	15.9	3	14.3
Sensory Impairment	37	7.7	11	8.3	1	4.8
Other	24	5	6	4.5	1	4.8
Prefer Not to Say	10	2.1	3	2.3	1	4.8
Unknown	22	4.5	7	5.3		
Total	483	100	132	100	21	100

2.1.5 Applicants for Employment 1 January 2012 – 31 December 2012 by Age

AGE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 21	1580	17.1	291	12.6	33	4.4
21-30	2768	30	583	25.3	217	28.6
31-40	1831	19.8	515	22.4	212	28
41-50	1784	19.3	537	23.3	170	22.4
51-60	1015	11	286	12.4	77	10.2
61 plus	93	1	30	1.3	10	1.3
Not Known	169	1.8	62	2.7	39	5.1
Totals	9240	100	2304	100	758	100

2.1.6 Applicants for Employment 1 January 2012 – 31 December 2012 by Sexual Orientation

SEXUAL ORIENTATION	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Bisexual	31	0.3	5	0.2	2	0.3
Gay	59	0.6	11	0.5	4	0.5
Heterosexual/Straight	8539	92.4	2039	88.5	639	84.3
Lesbian	40	0.5	5	0.2	1	0.1
Unknown	344	3.7	172	7.5	90	11.9
Prefer not to say	227	2.5	72	3.1	22	2.9
Totals	9240	100	2304	100	758	100

2.1.7 Applicants for Employment 1 January 2012 – 31 December 2012 by Religion or Belief

RELIGION OR BELIEF	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Buddhist	18	0.2	5	0.2	1	0.1
Church of Scotland	1957	21.2	506	22	163	21.5
Hindu	26	0.3	3	0.1	1	0.1
Humanist	34	0.4	4	0.2	1	0.1
Jewish	9	0.1	4	0.2	1	0.1
Muslim	77	0.8	7	0.3	2	0.3
None	3856	41.7	877	38.1	299	39.4
Other Christian	578	6.3	140	6.1	34	4.5
Other Religion/Belief	125	1.3	28	1.2	9	1.2
Pagan	5	0.1	2	0.1	2	0.3
Roman Catholic	1412	15.3	360	15.6	96	12.7
Sikh	13	0.1	3	0.1		
Prefer Not to Say	547	5.9	142	6.2	49	6.5
Unknown	583	6.3	223	9.6	100	13.2
Total	9240	100	2304	100	758	100

2.1.8 Applicants for Employment 1 January 2012 – 31 December 2012 by Caring Responsibilities

CARING RESPONSIBILITIES	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes (Children under 18)	2435	26.4	641	27.8	237	31.3
Yes (Other)	188	2	40	1.7	17	2.2
No	6182	66.9	1429	62	409	54
Prefer Not to Say	52	0.6	13	0.6	4	0.5
Unknown	383	4.1	181	7.9	91	12
Total	9240	100	2304	100	758	100

2.2 PROMOTION

The following figures are based on a candidate's own determination as to whether the post they are applying for constitutes a promotion.

2.2.1 Applicants for Promotion 1 January 2012 – 31 December 2012 by Gender

GENDER	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Female	516	69.1	262	73.2	84	77.1
Male	230	30.8	95	26.5	25	22.9
Unknown	1	0.1	1	0.3	-	-
Total	747	100	358	100	109	100

2.2.2 Applicants for Promotion 1 January 2012 – 31 December 2012 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
White – Scottish	650	87	311	86.8	101	92.7
White - Other British	59	7.9	29	8.1	7	6.4
White – Irish	7	1	3	0.8		
White - Gypsy/ Traveller						
White - Eastern European (e.g. Polish)	4	0.5				
White - Other ethnic group	12	1.6	8	2.2		
Any mixed or multiple ethnic group	1	0.3	1	0.3	1	0.9
Pakistani, Pakistani Scottish/British	2		1	0.3		
Indian, Indian Scottish/British						
Bangladeshi, Bangladeshi Scottish/British						
Chinese, Chinese Scottish/British						
Other Asian	1	0.1	1	0.3		
African, African Scottish/British						
Other African	1	0.1				
Caribbean, Caribbean Scottish/British						
Black, Black Scottish/British						
Other Caribbean or Black						
Arab, Arab Scottish/British						
Other Arab						
Other	3	0.4	2	0.6		
Prefer not to say						
Unknown	7	1	2	0.6		
Total	747	100	358	100	109	100

2.2.3 Applicants for Promotion 1 January 2012 – 31 December 2012 by Disability

DISABILITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Disabled	31	4.1	14	3.9	2	1.8

2.2.4 Applicants for Promotion 1 January 2012 – 31 December 2012 by Disability Type

DISABILITY TYPE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Learning Disability	6	19.4	3	21.4	1	50
Longstanding Illness	16	51.6	6	42.9		
Mental Health Condition						
Physical Impairment	3	9.7	2	14.3		
Sensory Impairment	5	16.1	2	14.3	1	50
Other						
Prefer Not to Say						
Unknown	1	3.2	1	7.1		
Total	31	100	14	100	2	100

2.2.5 Age Profile of Applicants for Promotion 1 January 2012 – 31 December 2012

AGE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 21	40	5.4	5	1.4		
21-30	156	20.9	80	22.4	27	24.8
31-40	199	26.6	89	24.9	33	30.3
41-50	226	30.3	120	33.5	29	26.6
51-60	105	14.1	56	15.6	17	15.6
61 plus	7	0.9	5	1.4	2	1.8
Not known	14	1.8	3	0.8	1	0.9
Totals	747	100	358	100	109	100

2.2.6 Applicants for Promotion 1 January 2012 – 31 December 2012 by Sexual Orientation

SEXUAL ORIENTATION	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Bisexual						
Gay	6	0.8	5	1.4	3	2.8
Heterosexual/Straight	702	94	330	92.2	100	91.7
Lesbian	2	0.3	1	0.3	1	0.9
Unknown	8	1.1	4	1.1	1	0.9
Prefer Not to Say	29	3.8	18	5	4	3.7
Totals	747	100	358	100	109	100

2.2.7 Applicants for Promotion 1 January 2012 – 31 December 2012 by Religion or Belief

RELIGION OR BELIEF	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Buddhist	2	0.3	2	0.6		
Church of Scotland	209	28	105	29.3	33	30.3
Hindu						
Humanist						
Jewish	2	0.3	2	0.6		
Muslim	3	0.4	1	0.3		
None	246	32.9	114	31.8	42	38.5
Other Christian	46	6.2	23	6.4	5	4.6
Other Religion/Belief	3	0.4	3	0.8		
Pagan						
Roman Catholic	155	20.7	76	21.2	17	15.6
Sikh						
Prefer Not to Say	51	6.8	27	7.6	10	9.2
Unknown	30	4	5	1.4	2	1.8
Total	747	100	358	100	109	100

2.2.8 Applicants for Promotion 1 January 2012 – 31 December 2012 by Caring Responsibilities

CARING RESPONSIBILITIES	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes (Children under 18)	288	38.6	128	35.8	41	37.6
Yes (Other)	10	1.3	5	1.5	2	1.8
No	435	58.2	211	58.9	62	56.9
Prefer Not to Say	3	0.4	3	0.8	1	0.9
Unknown	11	1.5	11	3.1	3	2.8
Total	747	100	358	100	109	100

3. EMPLOYEES APPLYING FOR AND RECEIVING TRAINING

The table below contains information on employees who have received training centrally.

The majority of training carried out centrally is mandatory. Therefore, there have not been any employees who have applied for training centrally who have not received the training or are currently awaiting the training.

Employees who have been trained by Ethnicity, Gender, Disability, Age, Sexual Orientation & Religion or Belief for period 1 January 2012 – 31 December 2012

ETHNICITY	Number (730)	Proportion (%)
White – Scottish	491	67.3
White - Other British	42	5.8
White – Irish	15	2.1
White - Gypsy/ Traveller		
White - Eastern European (e.g. Polish)		
White - Other ethnic group	11	1.5
Any mixed or multiple ethnic group	1	0.1
Pakistani, Pakistani Scottish/British	2	0.2
Indian, Indian Scottish/British		
Bangladeshi, Bangladeshi Scottish/British		
Chinese, Chinese Scottish/British	1	0.1
Other Asian		
African, African Scottish/British		
Other African		
Caribbean, Caribbean Scottish/British		
Black, Black Scottish/British		
Other Caribbean or Black		
Arab, Arab Scottish/British		
Other Arab		
Other		
Prefer not to say		
Unknown	167	22.9
GENDER	Number	Proportion (%)
Female	518	71
Male	212	29
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	18	2.5
AGE	Number	Proportion (%)
Under 21	10	1.4
21 - 30	75	10.3
31 - 40	149	20.4
41 - 50	248	34
51 - 60	220	30.7
61 plus	28	3.8
SEXUAL ORIENTATION	Number	Proportion (%)
Bisexual		
Gay	1	0.1
Heterosexual/Straight	49	6.7
Lesbian	1	0.1
Prefer Not to Say	3	0.4
Unknown	676	92.7

Employees who have been trained by Ethnicity, Gender, Disability, Age & Sexual Orientation for period 1 January 2012 – 31 December 2012 (cont)

RELIGION OR BELIEF	Number	Percentage (%)
Buddhist	1	0.1
Church of Scotland	14	1.9
Hindu		
Humanist		
Jewish	1	0.1
Muslim		
None	20	2.8
Other Christian	3	0.4
Other Religion/Belief	4	0.6
Pagan		
Roman Catholic	8	1.1
Sikh		
Prefer Not to Say	1	0.1
Unknown	678	92.9

4. GRIEVANCE, DISCIPLINE AND FAIR TREATMENT

The total number of employees involved in grievance procedures, who were the subject of disciplinary procedures or who raised fair treatment at work complaints by Ethnicity, Gender, Disability, Sexual Orientation and Religion or Belief was as follows:

Grievances Procedures, Disciplinary Procedures and Fair Treatment Complaints for period 1 January 2012 – 31 December 2012

	Grievance (15)		Disciplinary (104)		Fair Treatment (22)	
	No.	%	No.	%	No.	%
ETHNICITY						
White – Scottish	11	73.3	72	69.2	17	77.3
White - Other British			3	2.8	1	4.5
White – Irish			1	1		
White - Gypsy/ Traveller						
White - Eastern European (e.g. Polish)						
White - Other ethnic group			1	1		
Any mixed or multiple ethnic group						
Pakistani, Pakistani Scottish/British						
Indian, Indian Scottish/British						
Bangladeshi, Bangladeshi Scottish/British						
Chinese, Chinese Scottish/British						
Other Asian			1	1		
African, African Scottish/British						
Other African						
Caribbean, Caribbean Scottish/British						
Black, Black Scottish/British						
Other Caribbean or Black						
Arab, Arab Scottish/British						
Other Arab						
Other						
Prefer not to say						
Unknown	4	26.7	26	25	4	18.2
GENDER	No.	%	No.	%	No.	%
Female	7	46.7	51	49	14	63.6
Male	8	53.3	53	51	8	36.4

Grievances Procedures, Disciplinary Procedures and Fair Treatment Complaints for period 1 January 2012 – 31 December 2012 (cont)

DISABILITY	No.	%	No.	%	No.	%
Number of Disabled Employees	1	6.7			2	9.1
AGE	No.	%	No.	%	No.	%
Under 21			6	5.8		
21 – 30			16	15.4	2	9.1
31 – 40	2	13.3	16	15.4	4	18.2
41 – 50	5	33.3	26	25	6	27.2
51 – 60	7	46.7	30	28.8	8	36.4
61 plus	1	6.7	10	9.6	2	9.1
SEXUAL ORIENTATION	No.	%	No.	%	No.	%
Bisexual			1	1		
Gay						
Heterosexual/Straight			15	14.4	2	9.1
Lesbian						
Prefer Not to Say			1	1	20	90.9
Unknown	15	100	87	83.6		
RELIGION OR BELIEF						
Buddhist			2	1.9	1	4.5
Church of Scotland			5	4.8	1	4.5
Hindu						
Humanist						
Jewish						
Muslim						
None			3	2.9		
Other Christian			2	1.9		
Other Religion/Belief						
Pagan			1	0.1		
Roman Catholic			2	1.9		
Sikh						
Prefer Not to Say			1	0.1		
Unknown	15	100	88	84.6	20	91

5. EMPLOYEES LEAVING EMPLOYMENT

	1 January 2012 – 31 December 2012 (Total 550)	
ETHNICITY	Number	Proportion (%)
White – Scottish	343	62.4
White - Other British	29	5.2
White – Irish	4	0.7
White - Gypsy/ Traveller		
White - Eastern European (e.g. Polish)		
White - Other ethnic group	15	2.7
Any mixed or multiple ethnic group	3	0.5
Pakistani, Pakistani Scottish/British	2	0.4
Indian, Indian Scottish/British	2	0.4
Bangladeshi, Bangladeshi Scottish/British		
Chinese, Chinese Scottish/British		
Other Asian	1	0.2
African, African Scottish/British	1	0.2
Other African		
Caribbean, Caribbean Scottish/British		
Black, Black Scottish/British		
Other Caribbean or Black		
Arab, Arab Scottish/British		
Other Arab		
Other	2	0.4
Prefer not to say		
Unknown	148	26.9
GENDER	Number	Proportion (%)
Female	336	61.1
Male	214	38.9
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	6	1.1
AGE	Number	Proportion (%)
Under 21	10	1.8
21 – 30	105	19
31 – 40	118	21.5
41 – 50	85	15.5
51 – 60	151	27.5
61 plus	81	14.7
SEXUAL ORIENTATION	Number	Proportion (%)
Bisexual	2	0.4
Gay		
Heterosexual	99	18
Lesbian		
Unknown	448	81.4
Prefer Not to Say	1	0.2

Employees Leaving Employment (cont)

RELIGION OR BELIEF	Number	Percentage (%)
Buddhist	3	0.5
Church of Scotland	21	3.8
Hindu	1	0.2
Humanist		
Jewish		
Muslim	1	0.2
None	46	8.4
Other Christian	4	0.7
Other Religion/Belief	1	0.2
Pagan	1	0.2
Roman Catholic	23	4.2
Sikh		
Prefer Not to Say	6	1.1
Unknown	443	80.5

5.1 Reasons for Leaving by ethnicity, gender, disability and age

	Contract Expired	Deceased	Dismissed	Dismissed – capability	Domestic/Personal reasons	Early Retiral	Ill Health Retiral	Leaving Area	Other Employment	Reason not disclosed	Retirement	Voluntary Severance	Totals
ETHNICITY													
White Scottish	52	7	7	25	33	30	11	14	65	15	70	14	343
White Other British	4			1	2	2	1	3	8	1	6	1	29
White Irish								1	2		1		4
White Gypsy/Traveller													
White Eastern European (eg Polish)													
White Other Ethnic Group	4				1	1		1	8				15
Any Mixed or Multiple ethnic group	1								2				3
Pakistani, Pakistani Scottish/British	1								1				3
Indian, Indian Scottish/British									1	1			2
Bangladeshi, Bangladeshi Scottish/British													
Chinese, Chinese Scottish/British													
Other Asian	1												1
African, African Scottish/British									1				1
Other African													
Caribbean, Caribbean Scottish/British													
Black, Black Scottish/British													
Other Caribbean or Black													
Arab, Arab Scottish or Arab British													
Other Arab													
Other									1		1		2
Prefer not to say													
Unknown	56	2	3	13	15	4		3	35	7	8	2	148
Total	119	9	10	39	51	37	12	22	124	24	86	17	550

Reasons for Leaving by ethnicity, gender, disability, age, sexual orientation and religion or belief (cont)

	Contract Expired	Deceased	Dismissed	Dismissed – capability	Domestic/Personal reasons	Early Retiral	Ill Health Retiral	Leaving Area	Other Employment	Reason not disclosed	Retirement	Voluntary Severance	Totals
GENDER													
Female	35	4	3	34	36	24	8	21	74	19	66	12	336
Male	84	5	7	5	15	13	4	1	50	5	20	5	214
DISABILITY													
Number of Disabled Employees				1		1	1	1	1		1		6
AGE													
Under 21	6		1		1					2			10
21 – 30	48	1	1	3	8			8	31	5			105
31 – 40	34			4	15			7	51	6		1	118
41 – 50	13	1	2	15	10		2	4	31	7			85
51 – 60	14	4	5	13	11	30	9	3	11	2	41	8	151
61 plus	4	3	1	4	6	7	1			2	45	8	81
SEXUAL ORIENTATION													
Bisexual	2												2
Gay													
Heterosexual/Straight	51		3	2	10		1	2	25	5			99
Lesbian													
Unknown	66	9	7	37	41	37	11	20	99	19	86	17	449
RELIGION/BELIEF													
Buddhist	1									2			3
Church of Scotland	11		1	1	2				5	1			21
Hindu										1			1
Humanist													
Jewish													
Muslim	1												1
None	29		1		3			1	11	1			46
Other Christian	2							2					4
Other Religion/Belief	1												1
Pagan	1												1
Roman Catholic	5		1	1	3		1		11	1			23
Sikh													
Prefer Not to Say	2				2			1		1			6
Unknown	66	9	7	37	41	37	11	18	97	17	86	17	443

