

Members' Library Service Request Form

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Originator	Wendy Mcneish & Niall Macquarrie
Originator's Ref (if any)	
Document Title	Equalities Monitoring Report 2019_20

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Designation	Exec Director - Council Resources
Date	30/03/21

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REPORT TO: Members' Library Service

MEETING DATE:

BY: Executive Director for Council Resources (CFO)

SUBJECT: Equalities Monitoring Report – 2019/20

1 PURPOSE

- 1.1 To advise Members of the findings present in the Equalities Monitoring Report – 2019/20.

2 RECOMMENDATIONS

- 2.1 Members are asked to note that:
- Equalities Monitoring will continue and findings reported to Members Library as part of the annual Equalities Monitoring report and any subsequent action plans.
 - Where required, consultation with the Policy Officer - Equalities and the Joint Trade Unions to identify specific actions to address, and minimise as far as reasonably practicable, gender segregation in the longer term.
 - This report will be shared with the relevant Trades Unions for information and thereafter will be published on the Council's website.
 - This report will remain online on the Council's website for a minimum of three years.

3 BACKGROUND

- 3.1 This Members Library submission consists of:
- Equalities Monitoring Report 2019_20 (Final)
 - Appendix 1: Workforce Profiles 2019_20 (Final)

- Appendix 1a: Leavers Profiles 2019_20 (Final)
- Appendix 1b: Casual Workers Profiles 2019_20 (Final)
- Appendix 2: Recruitment Profiles 2019_20 (Final)

3.2 Usually, the Performance and Business Support team present the Equalities Monitoring Report and its appendices at the JCC, due to the external factors, this year, the report is being submitted to the Members Library Service instead.

3.3 This report is submitted to the Members Library as partial fulfilment of East Lothian Councils adherence to the 'Public Sector Equality Duty: Scotland'. There is a requirement for this to be published externally.

4 POLICY IMPLICATIONS

4.1 None.

5 INTEGRATED IMPACT ASSESSMENT

5.1 The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy.

6 RESOURCE IMPLICATIONS

6.1 Financial – none.

6.2 Personnel – none.

6.3 Other – none.

7 BACKGROUND PAPERS

7.1 None.

AUTHOR'S NAME	Wendy McNeish & Niall MacQuarrie
DESIGNATION	Performance and Business Support Team
CONTACT INFO	7561 / 7576
DATE	31/03/2021

East Lothian Council

Equality in Employment Monitoring Report Workforce and Recruitment Profiles

1st April 2019 to 31st March 2020

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1. Introduction

East Lothian Council's Equality Plan 2017 -21 continues the journey towards realising the vision of 'an even more prosperous, safe and sustainable East Lothian. The council retains its vision of being "an Employer of Choice" delivering quality services needed by the residents of East Lothian and to achieve this it has replaced its People Strategy with a Workforce Plan, incorporating a workforce development plan.

To achieve this our people will:-

- *have the skills, knowledge, experience and motivation to deliver the highest quality services*
- *be flexible and adaptable around our changing organisational needs*
- *be resilient to change and instigate, as well as adapt to, changes in service delivery*
- *be satisfied and engaged and feel safe at work*
- *work in partnership across all services and with the Council's partners and communities to effectively deliver essential services and outcomes*
- *feel valued and recognised for the contribution they make to achieving the Council's vision and objectives*
- *be supported, empowered and trusted*
- *take personal responsibility and ownership to be effective in their jobs.*

The Council's commitment to being an employer of choice is evidenced by its attainment of various external awards and accreditations such as Investor in People, Investor in Young People, Healthy Working Lives Gold award and Recognised for Excellence as well as its pay and terms and conditions package, which aim to make the Council a competitive employer in East Lothian's employment marketplace.

In addition, the Council has recently realigned its staff values and behaviours to reflect the changing needs of the business. These are known as the East Lothian Way.

The Council's long-term Employment Outcome is that "*East Lothian Council is a positive workplace for all employees*" providing a workplace free of harassment and discrimination, eliminating the pay gap between employees and having a range of flexible employment practices in line with business need.

Fundamental to achieving this Employment Outcome is equality of employment opportunities and the Council strives to ensure that equal opportunities underpin all aspects of employment and employment policies. The Council's Equal Opportunities Policy and Equal Employment Opportunities Policy demonstrate a commitment from East Lothian Council to be responsive to all.

East Lothian Council moved to a new HR & Payroll system in 2018, this new system has self-service functionality that allows employees to self-report their 'Sensitive Information'. This remove barriers for an employee to provide their Equality data as it will not be read or input via managers or admin staff.

2. Background

a. The statutory context

The Equality Act 2010 was introduced in April 2010 and has brought all of previous individual pieces of equalities legislation together into one. This was done to modernise the law and 'even up' the protections afforded to individuals under the law. The Equality Act should make it easier for individuals to be aware of their rights under the law, and for services and organisations to meet their legal responsibilities also.

The purpose of the Act is to ensure that everyone, whether at work or in using a service has the right to be treated fairly. It protects people from discrimination on the basis of certain characteristics. These are known as protected characteristics and they vary slightly according to whether a person is at work or using a service.

The 9 protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

As a local authority, East Lothian Council is required to implement the Public Sector Equality Duty in addition to the provisions employment, education and training. This is comprised of two elements, the general duty and the specific duty.

The general duty was developed for public bodies due to the significant impact that the delivery of public services has on people's lives. The general duty is intended to ensure that, if followed; services are designed to meet the diverse needs of the community and are inclusive. The Council is required when in the exercise of our functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

b. External Environment

The external environment in which the council recruit, select and retain staff continues to provide challenges. East Lothian council continues to use the Equalities in Employment Monitoring questionnaire on 'myjobscotland'. This questionnaire is maintained by COSLA to ensure that local authorities are complying with the legislation outlined in the Equality Act 2010.

Between 1998 and 2018 the population of East Lothian increased by 19.7%. This is the highest percentage change out of the 32 council areas in Scotland. Over the same period Scotland's population rose by 7.1% (*National Records for Scotland 2019*).

c. Reporting

The annual Employment Equalities' data is presented to the Council Management Team for their information. The data was also presented to the Joint Trade Unions Secretary and the EIS secretary for comment and discussion. Due to circumstances surrounding the Covid-19 pandemic the paper will be lodged with the Members Library Service in place of the JCC. The report is also made publicly available, and to all employees, via the website and intranet.

d. Data Protection

In producing this monitoring data, the Council has to meet the requirements of the Data Protection Act, in particular to protect the privacy of individuals. Therefore, where there are a number of employees in any data category lower than 10, which may lead to individuals being identifiable, we use an asterisk or percentage as appropriate. This is an increase from '5' of previous years in line with the best practice contained within the EHRC Scotland "Measuring Up" Report 7, 2017.

3. Key Findings 2019/20

- a. The council headcount marginally increased over the past year (121). The total workforce headcount has increased from 4449 to 4570.
- b. There were 9671 job applications to East Lothian Council across the 556 recruitment campaigns. The average number of applications received per campaign has increased fractionally from 17 to 17.4.
- c. The Council's workforce has remained at a 7:3 ratio of female employees to male employees respectively.
- d. 561 employees left the organisation within the reporting period.
- e. The ethnic profile of employees has not changed significantly this year. Over three quarters of employees have identified as 'White – Scottish'. There has been a slight increase of employees opting for 'prefer not to answer', this has increased from 1.51% in 2019/19 to 4.53% in 2019/20.
- f. 3.37% of the workforce declared having a disability.
- g. The religion, faith or belief profile has not changed significantly. With 'None' accounting for 40.83% of the workforce. 'Prefer not to answer' has increased by 2.89%.
- h. East Lothian Council has an aging workforce with 55.3% of employees being 46 or older. The 16-25 year old group only accounts for 4.53% of the workforce.
- i. 87.86% of the workforce have declared their sexual orientation as 'Heterosexual/Straight'. The percentage of employees choosing the 'Prefer not to answer' option has increased by 3.11% over 2019/20.
- j. A small percentage of staff declared themselves as 'Yes' under the Gender Reassignment profile.
- k. In 2019/20 56% of the workforce were married; 36% were single and less than 1% were in Civil Partnerships.
- l. In 2019/20, 90 employees commenced a period of Maternity leave. 78 employees returned for a period of Maternity leave during 2019/20.
- m. In 2019/20 there were 2 instances of Equality related disciplinary/grievance taken by employees.

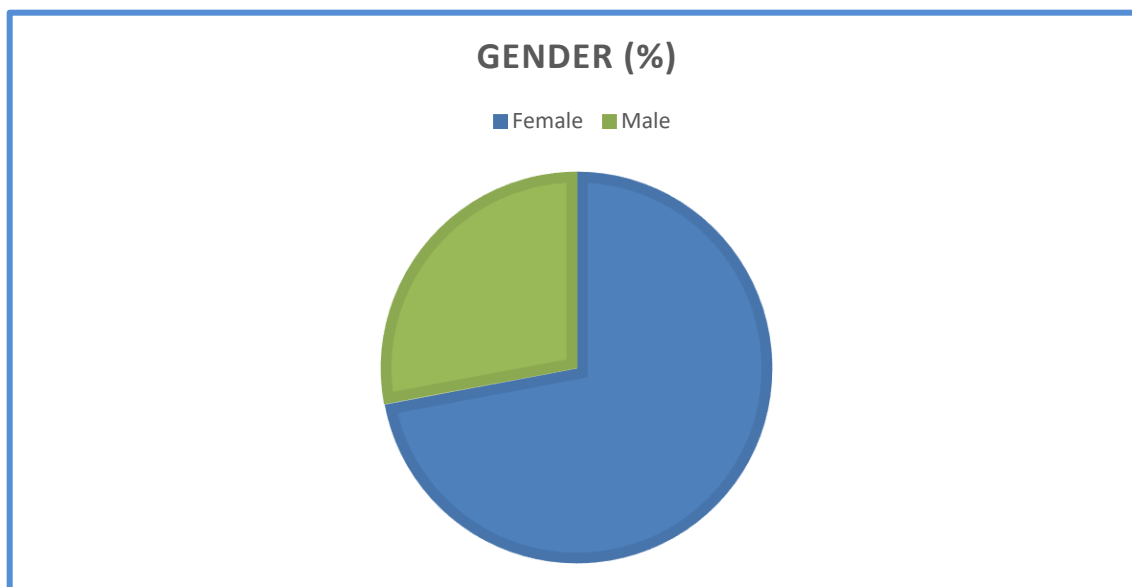
4. Workforce Profile Analysis

Sex

The Council workforce remains consistent with female workers equating to circa 72% since 2013/14.

	Part time Workers (%)	Full time Workers (%)	Total
Female	41.70%	30.30%	72.00%
Male	4.59%	23.41%	28.00%
Total	46.29%	53.71%	100.00%

The above figures show that that 46.29% of staff working for East Lothian are on part time contracts – this is as a result of both the Worksmart policy (which gives employees the flexibility to change the way they work) and the nature of the job roles and needs of the service when it comes to staffing.



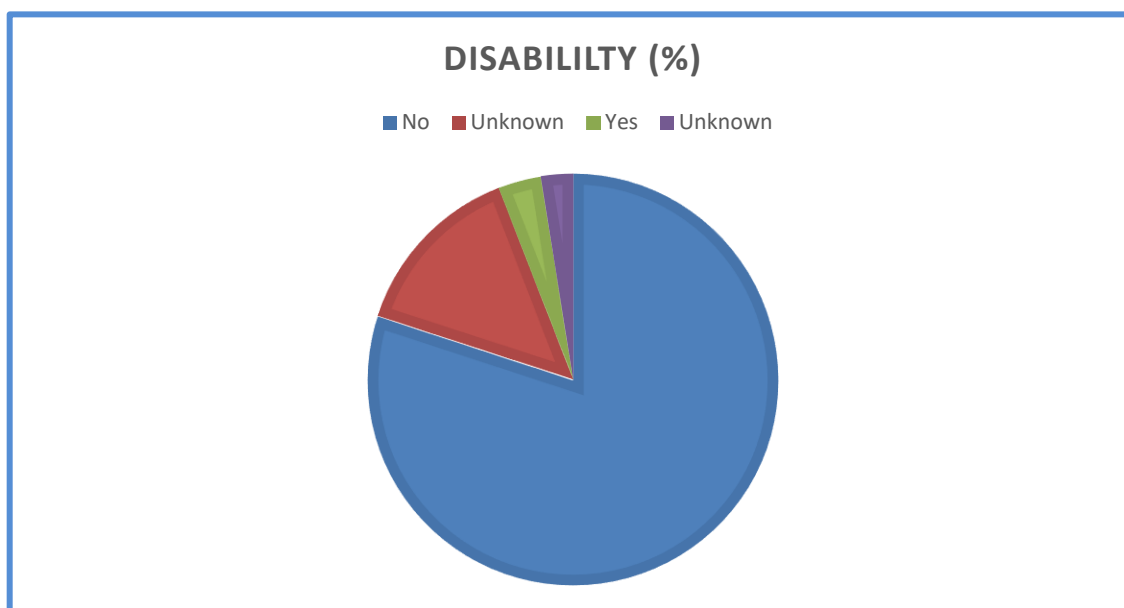
Disability

East Lothian Council's Recruitment and Selection policy takes full account of the measures that impact on recruitment and selection, such as the Equality Act 2010, the Disability Confident and the enhancement of the Council's employee benefits programme along with flexible working and workplace adjustments.

East Lothian Council offer a range of workplace adjustments and work with East Lothian Works as well as Access to Work to facilitate these.

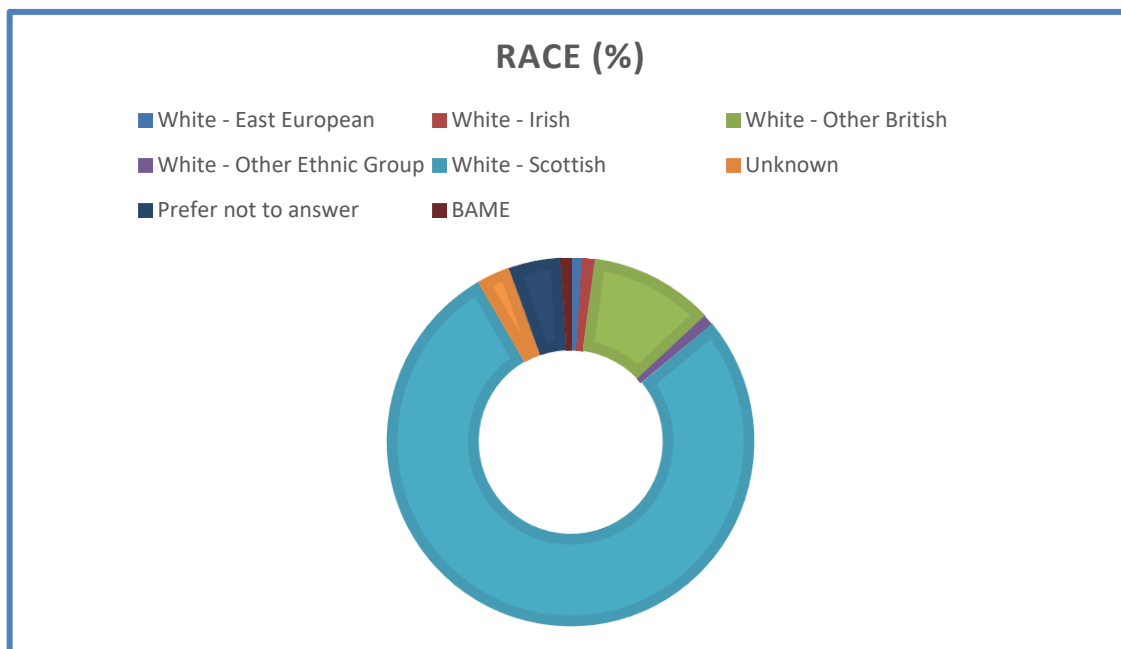
With the removal of casual workers those declaring a disability increased to 154 (4 counts higher than 2018/19).

- 3.37% of the workforce have a disability.
- Unknown and blank(s) account for 16.63% of this category.



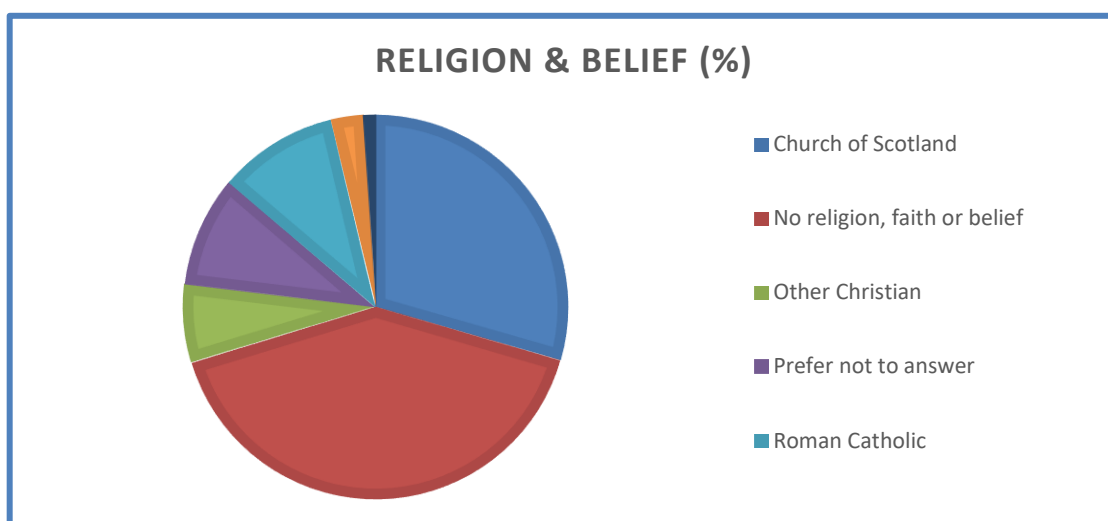
Race

- The council's workforce is predominately White at 91.64%.
- Black, Asian and Minority Ethnicities (BAME) account for 0.90% of the workforce, this is a reduction on the 2018/19 figure of 1.4%.



Religion, Faith and Belief

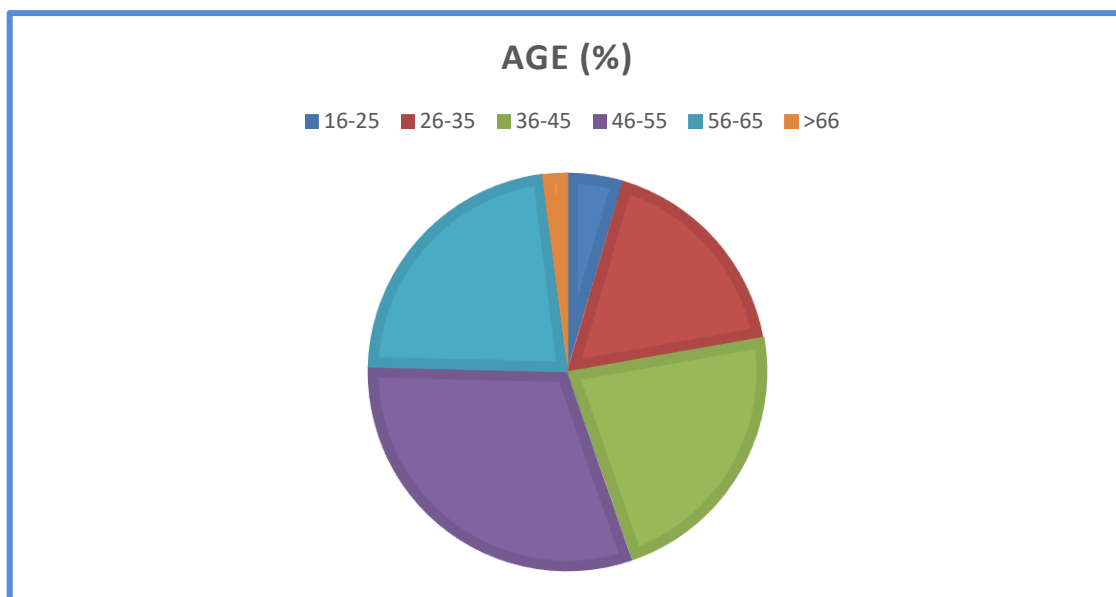
- The largest category remains 'No religion, faith or belief' this accounts for 40.53% of the workforce.
- The second largest category is Church of Scotland accounting for 29.47%.
- 'Prefer not to answer' and 'Unknown' account for 12.04%.
- Other Religions, faiths or beliefs (including but not limited to: Hinduism, Judaism, Sikh, Islam, Humanist and Spiritualists) account for 1.01% of the workforce.



Age

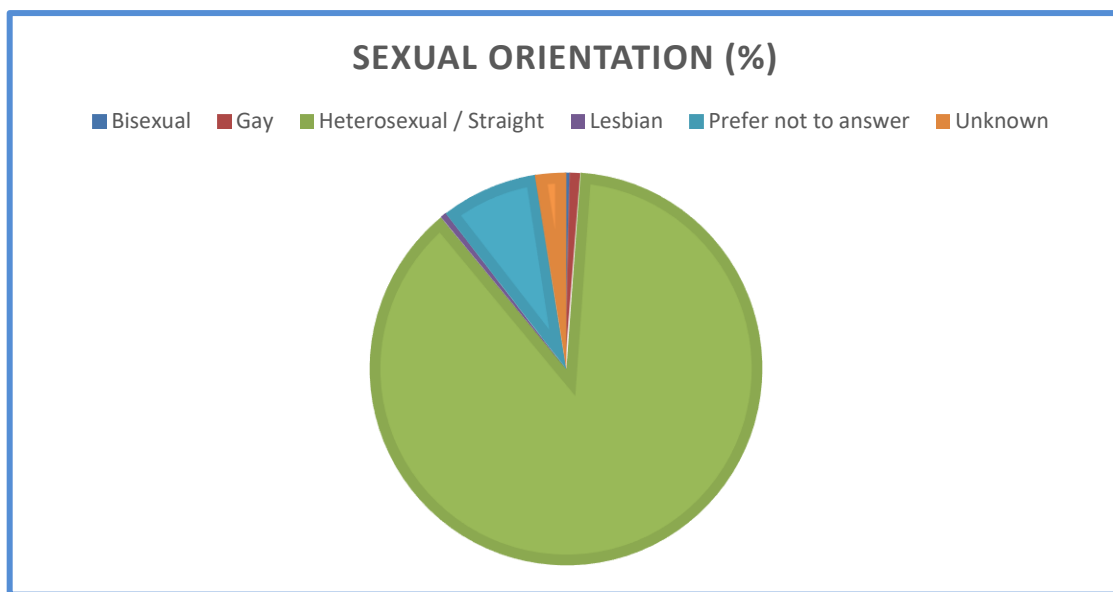
In 2019/20, the council continues to focus on Youth Employment, this is done through Modern Apprenticeships; Trade Apprenticeships and Graduate Internships.

- The largest age group within the council is (46-55) which accounts for 30.68%.
- The second and third largest groups are (56-65) and (36-45) which account for 22.63% and 22.49% respectively.
- (16-25) remains at the second-lowest level at 4.53%.
- The over 65s account for only 1.99% of the workforce.



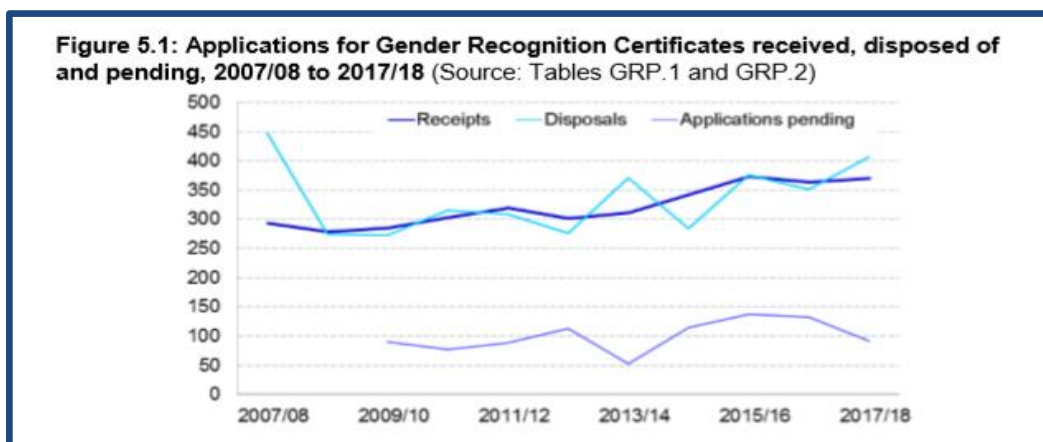
Sexual Orientation

- The council has seen a reduction in the percentage of staff identifying as Heterosexual/Straight. In 2018/19 this category was 90% of the council workforce. In 2019/20 this has reduced to 87.86%.
- Lesbian, Gay and Bisexual employee numbers remain consistent with a marginal increase from 1.5% to 1.68%.
- 8.01% of the workforce selected 'Prefer not to Answer' for this category.
- A further 2.45% opted to leave the field blank.



Gender Reassignment

The gender reassignment figures 2019/20 are in line with the GIREs report 2019 but due to the Data Protection Act 2018 as defined in section 2.D of this report, no figures will be provided.

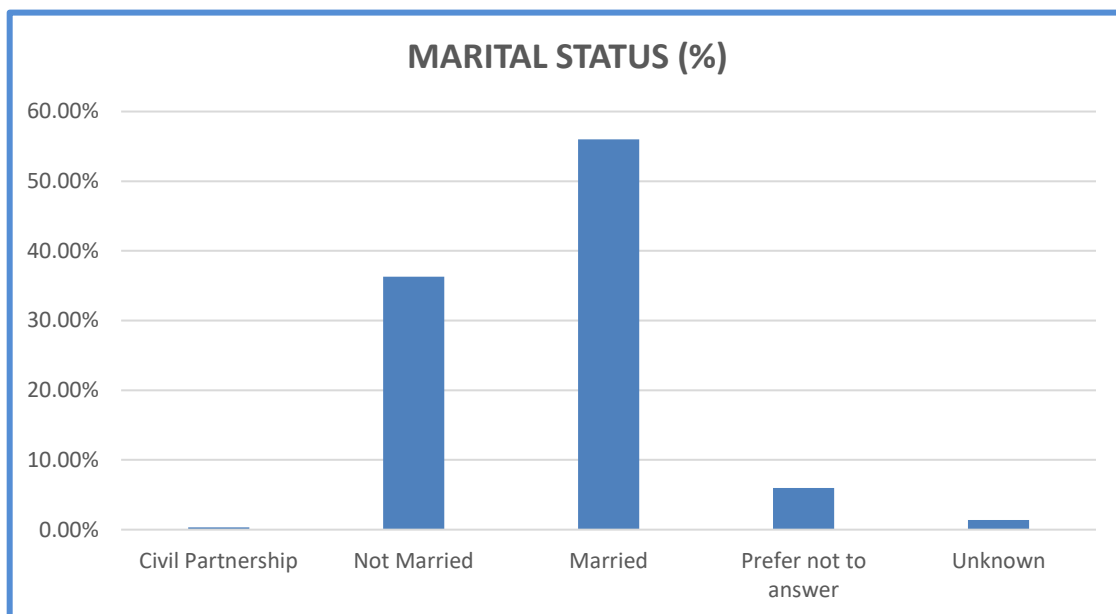


Ministry of Justice Tribunals and Gender Recognition Statistics Quarterly, October to December 2018 report

Data on gender identity is still currently limited and therefore a true comparison indicator is not available.

Marriage/Civil Partnership

- The majority of the workforce are married at 56%.
- 36.28% of the workforce are not married.
- 0.33% of the workforce are in a Civil Partnership.
- 6.00% of the workforce selected 'Prefer not to Answer' in this category.
- 1.40% left this category blank (Unknown).



Pregnancy/Maternity

East Lothian Council's Family Leave policy covers surrogacy, adoption, foster and shared parental leave along with breast feeding entitlements.

In line with statute, employees who are pregnant are given special leave to attend appointments associated with their pregnancy. In addition, during family leave employees are offered the opportunity and actively encouraged to take part in "keep in touch" days. Employees on family leave are also communicated with on a regular basis in terms of keeping them up to date and ensuring a smooth transition back into the workplace.

- 90 employees began a period of Family Leave during 2019/20.
- 78 employees returned to work after a period of Family Leave during 2019/20.

Disciplinary and Grievance Cases

In 2019/20, East Lothian Council had two instances of Equalities related Grievances. Both cases were linked to the 'Sex' protected characteristic. One case was lodged during an active disciplinary investigation for an unrelated matter and was not upheld, the second was lodged but the employee left the Council before the matter was concluded.

5. Leavers Profile Analysis

- See Appendix 1a for data.

Casual Workforce Analysis

- See Appendix 1b for data.

6. Recruitment Profile Analysis

East Lothian Council review each role profile and person spec in advance of each recruitment campaign to ensure that there are no barriers to application for any potential candidate. This has included a change to the wording for those roles which require essential travel to ensure that candidates who cannot drive are not discouraged from applying.

5: Extract from Job Outline:

As the duties of the role require you to effectively travel to successfully undertake the full remit of the role, you must hold a current driving licence and have access to a vehicle.

**Where a disability precludes you from obtaining a driving licence, ELC will take into account its responsibility to make reasonable adjustments to allow for your disability.*

- See Appendix 2 for data.

7. Training Profile Analysis

Different approaches such as one-to-one, group coaching sessions and leadership management courses for identified learning needs. This move away from a one size fits all classroom training approach continues to facilitate inclusion for all employees, irrespective of protected characteristic.

The Council also provide a proactive training resources available to all employees, through both LearnPro (online training) via our Organisational Development colleagues and Health Working Lives, who offer a variety of training courses related to the Employee Assistance Calendar.

8. Conclusion

The 2019/20 employee monitoring information highlights the importance of the work that the Council does to ensure that it is an employer of choice, providing modern and fair employment opportunities and experiences and that it is committed to robust self-evaluation and proactive improvement action. The analysis of this year's information highlights a number of areas for the Council to focus on in the year ahead. This report was presented to the Joint Trades Union Secretary and the Educational Institute of Scotland (EIS) Secretary for comment and discussion. The main points of note, are:

- The Council should continue its focus on young people and continue to promote the various routes into the Council, for example Apprenticeships, Graduate scheme as well as continue to develop trainee positions where possible. Our aim is to recruit high-calibre young people and to be recognised as a great place for young people to work. The continuation of the action plan from achieving Gold IIYP status will support this along with the ongoing demographic reporting.
- Whilst the sexual orientation of the workforce is reflective of the East Lothian demographic, the Council should continue to promote and ensure that it is a positive workplace for lesbian, gay and bisexual employees and continue to reduce the numbers of employees who are uncomfortable in declaring their sexual orientation.
- An annual reminder to employees, following the introduction of the Self-serve functionality on iTrent, to update equalities information is of benefit as research shows that circa 80% of disabled people acquired disability later in life. .
- Engagement with employees in relation to equal opportunities is an important means of giving the Council a more qualitative insight into the issues concerning employees and allows the Council to take these on board when reviewing and developing new policies. The Council continues to encourage employees to feel confident about declaring their disability, sexual orientation or information about other protected characteristics. This year's data continues to show an increased confidence in disclosing equalities information.
- The Council's Equal Pay Audit report provides gender based pay analysis.

Human Resources, in collaboration with the Joint Trades Unions, lead the Council's approach to employment equalities across all departments. The preparation of the equalities in employment annual report is a significant piece of work for the department as it informs key aspects of the work of the overall service.

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Appendix 1: Workforce Profile 2019/20

This document is appendix 1 of the 'Equality in Employment Monitoring Report – Workforce & Recruitment Profiles' (2019-20)'.

This appendix specifically details the Equality profiles for all employees in the period April 2019 – March 2020.

1. Sex profiles

Sex	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Female	3159	71.55%	3204	72.02%	3293	72.06%
Male	1256	28.45%	1245	27.98%	1277	27.94%
Unspecified	*	*	*	*	*	*
TOTAL	4415		4449		4570	

2. Disability Profiles

Disability	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Yes	184	3.76%	151	3.39%	154	3.37%
No	4408	90.16%	3600	80.92%	3656	80.00%
Prefer not to answer	97	1.98%	70	1.57%	0	0.00%
Unknown	200	4.09%	628	14.12%	760	16.63%
TOTAL	4889		4449		4570	

Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** Casual workforce has been removed since 2018/19 reporting in order to more accurately reflect the East Lothian workforce

3. Race Profiles

Ethnic Group	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
African(Scot/UK)	*	*	*	*	*	*
Asian-Chinese(Scot/UK)	*	*	*	*	*	*
Asian-Bangladesh Scot/UK	*	*	*	*	*	*
Asian-Pakistan(Scot/UK)	*	*	*	*	*	*
Asian-Indian(Scot/UK)	*	*	*	*	*	*
Asian-Other(Scot/UK)	*	*	*	*	*	*
African-Other	*	*	*	*	*	*
Caribbean / Black(Other)	*	*	*	*	*	*
Any Mixed or Multiple	21	0.43%	14	0.31%	12	0.26%
Other	25	0.51%	15	0.34%	18	0.39%
White - Irish	55	1.12%	50	1.12%	52	1.14%
White - Other British	548	11.21%	485	10.90%	496	10.85%
White - Scottish	3835	78.44%	3538	79.52%	3549	77.66%
White - East European	48	0.98%	39	0.88%	44	0.96%
White - Other Ethnic Grp	47	0.96%	47	1.06%	45	0.98%
Prefer not to answer	72	1.47%	67	1.51%	207	4.53%
Unknown	201	4.11%	161	3.62%	119	2.60%
Black(Scot/UK)	*	*	*	*	*	*
Caribbean(Scot/UK)	*	*	*	*	*	*
TOTAL	4889		4449		4570	

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4. Religion, Faith, Belief Profiles

Ethnic Group	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Church of Scotland	1566	32.03%	1402	31.51%	1347	29.47%
Muslim	*	*	*	*	*	*
None	1877	38.39%	1799	40.44%	1866	40.83%
Other	39	0.80%	27	0.61%	25	0.55%
Other Christian	362	7.40%	300	6.74%	301	6.59%
Prefer not to answer	309	6.32%	286	6.43%	426	9.32%
Roman Catholic	513	10.49%	461	10.36%	460	10.07%
Unknown	198	4.05%	155	3.48%	124	2.71%
Buddhist	11	0.22%	*	*	*	*
Hindu	*	*	*	*	*	*
Jewish	*	*	*	*	*	*
Sikh	*	*	*	*	*	*
TOTAL	4889		4449		4570	

5. Age Profiles

Age Group	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
16-25	269	5.50%	214	4.81%	207	4.53%
26-35	790	16.16%	736	16.54%	808	17.68%
36-45	1096	22.42%	1012	22.75%	1028	22.49%
46-55	1590	32.52%	1423	31.98%	1402	30.68%
56-65	1036	21.19%	990	22.25%	1034	22.63%
> 65	108	2.21%	74	1.66%	91	1.99%
TOTAL	4889		4449		4570	

Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** Casual workforce has been removed since 2018/19 reporting in order to more accurately reflect the East Lothian workforce

6. Sexual Orientation Profiles

Sexual Orientation	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Heterosexual/Straight	4353	89.04%	3995	89.80%	4015	87.86%
Prefer not to answer	259	5.30%	218	4.90%	366	8.01%
Unknown	202	4.13%	169	3.80%	112	2.45%
Gay	31	0.63%	27	0.61%	36	0.79%
Lesbian	25	0.51%	22	0.49%	25	0.55%
Bisexual	19	0.39%	18	0.40%	16	0.35%
TOTAL	4889		4449		4570	

7. Gender Reassignment Profiles

Gender Reassignment	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Yes	38	0.78%	32	0.72%	*	*
Prefer not to answer	75	1.53%	68	1.53%	*	*
No	4047	82.78%	3726	83.75%	438	9.58%
Unknown	729	14.91%	623	14.00%	4122	90.20%
TOTAL	4889		4449		4570	

Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** Casual workforce has been removed since 2018/19 reporting in order to more accurately reflect the East Lothian workforce

8. Marriage/Civil Partnership Profiles

Married/Civil Partnership Category as per EHRC	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Civil Partnership	11	0.22%	15	0.34%	15	0.33%
Married	2747	56.19%	2502	56.24%	2567	56.00%
Single	1708	34.94%	1683	37.83%	1663	36.28%
Prefer not to answer	81	1.66%	69	1.55%	275	6.00%
Unknown	342	7.00%	180	4.05%	64	1.40%
TOTAL	4889		4449		4570	

9. Pregnancy/Maternity Profiles

Commenced Maternity Leave 2019/20	90
Return from Maternity Leave during 2019/20	78
Left at the end of Maternity Leave during 19/20 (resignations and end of contracts)	4

Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** Casual workforce has been removed since 2018/19 reporting in order to more accurately reflect the East Lothian workforce

Appendix 1a: Leavers Profile 2019/20

This document is appendix 1a of the 'Equality in Employment Monitoring Report – Workforce and Recruitment Profiles' (2019-20).

This appendix specifically details the Equality profiles for all leavers in the period April 2019 – March 2020.

1. Sex profiles

Sex	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Female	411	73.26%	362	68.30%	406	72.37%
Male	150	26.74%	168	31.70%	153	27.27%
Unspecified	*	*	*	*	*	*
TOTAL	561		530		561	

2. Disability Profiles

Disability	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Yes	33	5.88%	31	5.85%	29	5.17%
Prefer not to answer	*	*	15	2.83%	0	0.00%
No	447	79.68%	455	85.85%	450	80.21%
Unknown	73	13.01%	29	5.47%	82	14.62%
TOTAL	561		530		561	

Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** Casual workforce has been removed since 2018/19 reporting in order to more accurately reflect the East Lothian workforce

3. Race Profiles

Ethnic Group	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
African(Scot/UK)	*	*	*	*	*	*
Asian-Chinese(Scot/UK)	*	*	*	*	0	0.00%
Asian-Bangladesh Scot/UK	0	0.00%	0	0.00%	0	0.00%
Asian-Pakistan(Scot/UK)	*	*	*	*	0	0.00%
Asian-Indian(Scot/UK)	0	0.00%	*	*	0	0.00%
Asian-Other(Scot/UK)	*	*	0	0.00%	*	*
African-Other	0	0.00%	0	0.00%	0	0.00%
Caribbean / Black(Other)	0	0.00%	*	*	*	*
Any Mixed or Multiple	*	*	*	*	*	*
Other	*	*	*	*	*	*
White - Irish	11	1.96%	*	*	*	*
White - Other British	61	10.87%	60	11.32%	66	11.76%
White - Scottish	387	68.98%	399	75.28%	427	76.11%
White - East European	*	*	*	*	*	*
White - Other Ethnic Grp	*	*	11	2.08%	*	*
Prefer not to answer	12	2.14%	*	*	27	4.81%
Unknown	67	11.94%	30	5.66%	13	2.32%
TOTAL	561		530		561	

Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** Casual workforce has been removed since 2018/19 reporting in order to more accurately reflect the East Lothian workforce

4. Religion, Faith, Belief Profiles

Ethnic Group	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Church of Scotland	154	27.45%	142	26.79%	151	26.92%
Muslim	*	*	*	*	*	*
None	199	35.47%	211	39.81%	250	44.56%
Other	*	*	11	2.08%	*	*
Other Christian	40	7.13%	48	9.06%	40	7.13%
Prefer not to answer	38	6.77%	31	5.85%	50	8.91%
Roman Catholic	53	9.45%	53	10.00%	50	8.91%
Unknown	70	12.48%	31	5.85%	13	2.32%
TOTAL	561		530		561	

5. Age Profiles

Age Group	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
16-25	47	8.38%	63	11.89%	62	11.05%
26-35	115	20.50%	114	21.51%	113	20.14%
36-45	100	17.83%	89	16.79%	101	18.00%
46-55	113	20.14%	99	18.68%	102	18.18%
56-65	150	26.74%	138	26.04%	149	26.56%
> 65	36	6.42%	27	5.09%	34	6.06%
TOTAL	561		530		561	

6. Sexual Orientation Profiles

Sexual Orientation	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Bisexual	*	*	*	*	*	*
Gay	*	*	*	*	*	*
Lesbian	*	*	*	*	*	*
Heterosexual/Straight	444	79.14%	453	85.47%	492	87.70%
Prefer not to answer	29	5.17%	30	5.66%	43	7.66%
Unknown	74	13.19%	31	5.85%	13	2.32%
TOTAL	561		530		561	

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7. Gender Reassignment Profiles

Gender Reassignment	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Yes	*	*	*	*	0	0.00%
No	478	85.20%	458	86.42%	67	11.94%
Prefer not to answer	*	*	*	*	*	*
Unknown	68	12.12%	64	12.08%	493	87.88%
TOTAL	561		530		561	

8. Marriage/Civil Partnership Profiles

Married/Civil Partnership Category as per EHRC	2017/18		2018/19		2019/20	
	Total	%	Total	%	Total	%
Civil Partnership	*	*	0	0.00%	*	*
Married	279	49.73%	243	45.85%	296	52.76%
Single	203	36.19%	230	43.40%	222	39.57%
Prefer not to answer	13	2.32%	13	2.45%	32	5.70%
Unknown	64	11.41%	44	8.30%	*	*
TOTAL	561		530		561	

9. Pregnancy/Maternity Profiles

In 2019/20 0.89% of leavers were on Maternity Leave when they ended their employment with East Lothian Council. These were a combination of resignations and end-of-contracts.

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** Casual workforce has been removed since 2018/19 reporting in order to more accurately reflect the East Lothian workforce

Appendix 1b. Casual Workforce Profile (2019-20)

Below are the details of the Casual contract holders at East Lothian Council during the period of 2019-20. These figures has been amended to remove duplicate entries for people with multiple contracts. However, in the situation whereby a permanent or temporary employee also has a casual contract, their equality information has been record under the Casuals profile and Workforce profile.

1. Gender Profile

GENDER	TOTAL	%
Female	744	76.62%
Male	227	23.38%
	971	

2. Disability Profile

DISABILITY	TOTAL	%
Yes	42	4.33%
No	740	76.21%
Unknown	189	19.46%
	971	

3. Ethnic Group

ETHNIC GROUP	TOTAL	%
African - Other	*	*
Any Mixed or Multiple	*	*
Asian - Bangladesh (Scot/UK)	*	*
Asian - Chinese (Scot/UK)	*	*
Asian - Indian (Scot/UK)	*	*
Asian - Other (Scot/UK)	*	*
Asian - Pakistan (Scot/UK)	*	*
Other	*	*
Prefer not to answer	120	12.36%
White - East European	22	2.27%
White - Irish	*	*
White - Other British	99	10.20%
White - Other Ethnic Group	17	1.75%
White - Scottish	644	66.32%
Unknown	42	4.33%
	971	

4. Religion, Faith or Belief

* Where less than 10 employees under any category the exact numbers are not published to protect individual identity

***From 2018/19, Casual figures have been separated from the Workforce profile and presented in an appendix.

RELIGION, FAITH or BELIEF	TOTAL	%
Buddhist	*	*
Church of Scotland	231	23.79%
Hindu	*	*
Jewish	*	*
Muslim	*	*
None	367	37.80%
Other	*	*
Other Christian	58	5.97%
Prefer not to answer	152	15.65%
Roman Catholic	102	10.50%
Sikh	*	*
Unknown	44	4.53%
	971	

5. Age Profile

AGE	TOTAL	%
16-25	90	9.27%
26-35	149	15.35%
36-45	193	19.88%
46-55	231	23.79%
56-65	205	21.11%
>66	103	10.61%
	971	

6. Sexual orientation

SEXUAL ORIENTATION	TOTAL	%
Bisexual	*	*
Gay	*	*
Heterosexual / Straight	781	80.43%
Lesbian	*	*
Prefer not to answer	142	14.62%
Unknown	38	3.91%
	971	

* Where less than 10 employees under any category the exact numbers are not published to protect individual identity

***From 2018/19, Casual figures have been separated from the Workforce profile and presented in an appendix.

7. Gender Reassignment

GENDER REASSIGNMENT	TOTAL	%
No	54	5.56%
Prefer not to Answer	*	*
Unknown	911	93.82%
	971	

8. Marriage & Civil Partnership

MARRIAGE & CIVIL PARTNERSHIPS	TOTAL	%
Married	494	50.88%
Single	389	40.06%
Civil Partnership	*	*
Prefer not to answer	67	6.90%
Unknown	20	2.06%
	971	

9. Pregnancy / Maternity

None of the casual contract holders had any pregnancy or maternity related details attached to their casual contract.

* Where less than 10 employees under any category the exact numbers are not published to protect individual identity

***From 2018/19, Casual figures have been separated from the Workforce profile and presented in an appendix.

Appendix 2: Recruitment Profiles 2019/20

1. Sex Profiles

Sex	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
Female	7312	75.61%	1796	73.91%	667	70.36%
Male	2142	22.15%	543	22.35%	214	22.57%
Prefer not to answer	28	0.29%	14	0.58%		
Unknown	189	1.95%	77	3.17%	63	6.65%
TOTAL	9671		2430		948	

2. Disability Profile

Disability	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
No	8974	92.79%	2200	90.53%	845	89.14%
Prefer not to answer	102	1.05%	35	1.44%	15	1.58%
Unknown	176	1.82%	74	3.05%	62	6.54%
Yes	419	4.33%	121	4.98%	26	2.74%
TOTAL	9671		2430		948	

3. Race

Ethnic Group	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
African - (Inc.Scottish/British)	*	*	*	*	*	*
African - Other	35	0.36%	*	*	*	*
Any Mixed or Multiple	97	1.00%	24	1.56%	*	*
Asian - Bangladeshi (Inc.Scottish/British)	*	*	*	*	*	*
Asian - Chinese (Inc.Scottish/British)	*	*	*	*	*	*
Asian - Indian (Inc.Scottish/British)	51	0.53%	*	*	*	*
Asian - Other (Inc.Scottish/British)	24	0.25%	*	*	*	*
Asian - Pakistani (Inc.Scottish/British)	34	0.35%	*	*	*	*
Black - (Inc.Scottish/British)	11	0.11%	*	*	*	*
Caribbean - (Inc.Scottish/British)	*	*	*	*	*	*
Caribbean or Black (Other)	12	0.12%	*	*	*	*
Other - Arab (Inc.Scottish/British)	*	*	*	*	*	*
Prefer not to answer	95	0.98%	26	0.74%	*	*
Unknown	245	2.53%	89	3.99%	65	6.86%
White - Eastern European (eg Polish)	74	0.77%	16	0.09%	*	*
White - Irish	112	1.16%	24	1.21%	*	*
White - Other British	992	10.26%	284	13.27%	119	12.55%
White - Other white ethnic group	512	5.29%	102	3.17%	34	3.59%
White - Polish	139	1.44%	35	1.04%	*	*
White - Scottish	7195	74.40%	1797	73.59%	689	72.68%
TOTAL	9671		2430		948	

4. Religion, Faith or Belief Profile

Religion /Faith / Belief	Applications		Interviewed		Successful	
	TOTAL	%	TOTAL	%	TOTAL	%
Buddhist	15	0.16%	*	*	*	*
Church of Scotland	1451	15.00%	437	17.98%	183	19.30%
Hindu	19	0.20%	*	*	0	0.00%
Humanist	96	0.99%	35	1.44%	18	1.90%
Jewish	*	*	*	*	*	*
Muslim	89	0.92%	15	0.62%	*	*
None	5510	56.97%	1309	53.87%	494	52.11%
Other Christian	733	7.58%	193	7.94%	64	6.75%
Other Religion or Belief	122	1.26%	31	1.28%	*	*
Spiritualist	*	*	*	*	*	*
Prefer not to answer	426	4.40%	113	4.65%	42	4.43%
Roman Catholic	922	9.53%	194	7.98%	64	6.75%
Sikh	20	0.21%	*	*	*	*
Unknown	253	2.62%	84	3.46%	66	6.96%
TOTAL	9671		2430		948	

5. Age Profile

Age Group	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
16-25	1537	15.89%	270	11.11%	93	9.81%
26-35	3315	34.28%	708	29.14%	247	26.05%
36-45	2192	22.67%	616	25.35%	240	25.32%
46-55	1652	17.08%	510	20.99%	184	19.41%
56-65	700	7.24%	222	9.14%	103	10.86%
>65	62	0.64%	22	0.91%	14	1.48%
Unknown	213	2.20%	82	3.37%	67	7.07%
TOTAL	9671		2430		948	

6. Sexual Orientation Profiles

Sexual Orientation	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
Bisexual	88	0.91%	19	0.78%	*	*
Gay	125	1.29%	31	1.28%	13	1.37%
Heterosexual/Straight	8725	90.22%	2163	89.01%	829	87.45%
Lesbian	50	0.52%	11	0.45%	*	*
Other	55	0.57%	13	0.53%	*	*
Prefer not to answer	373	3.86%	101	4.16%	28	2.95%
Unknown	255	2.64%	92	3.79%	64	6.75%
TOTAL	9671		2430		948	

7. Gender Reassignment Profile

Gender Reassignment	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
No	9405	97.25%	2330	95.88%	882	93.04%
Prefer not to answer	70	0.72%	20	0.82%	*	*
Unknown	182	1.88%	77	3.17%	63	6.65%
Yes	14	0.14%	*	*	0	0.00%
TOTAL	9671		2430		948	

8. Married/Civil Partnership

Married / Civil Partnership	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
Married/Civil Partnership	3494	36.13%	1036	42.63%	419	44.20%
Prefer not to answer	117	1.21%	27	1.11%	*	*
Unknown	185	1.91%	76	3.13%	62	6.54%
Not Married	5875	60.75%	1291	53.13%	460	48.52%
TOTAL	9671		2430		948	

9. Pregnancy/Maternity

East Lothian Council do not request pregnancy or maternity information during the recruitment process.

*Where less than 10 employees under any category the exact numbers are not published to protect individual identity

** *Married/Civil Partnership is reported as one category within myjobscotland, therefore, cannot be split to be reported separately*