EQUALITY OUTCOMES AND MAINSTREAMING PROGRESS REPORT 2023 – 2025

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SECTION 1: INTRODUCTION

1.1 Foreword

Equality, diversity and equity is relevant to us all. As an organisation we strive to embed these values to help meet the needs of people from all of society and understand that everyone has right to fair and equal treatment.

Understanding equality, diversity and equity is important if we want to deliver person-centred, effective and efficient services. Equality is about creating a fairer society where everyone can participate and have the opportunity to fulfil their potential and no one is unfairly disadvantaged. Diversity is valuing peoples' differences and addressing their different needs and situations. Equity recognises that everyone has different circumstances, and characteristics, which means we have different needs to obtain access and opportunities.

The councils' Equality and Diversity Framework 2021- 2025 sets out the council's ambition to tackle discrimination, advance equality of opportunity and promote good relations both in our workforce and community. It includes eight Corporate, Education and Licensing equality outcomes and mainstreaming actions which are intended to address the most significant inequalities emerging from local evidence and involvement activities that could have the greatest positive impact.

The framework looks forward and demonstrates how, through a wide range of policies, initiatives, and continuous improvement activities, we're working to embed equality and diversity throughout our organisation and meet our responsibilities as a public sector body.

This document presents West Lothian Council's Corporate, Education Authority and Licensing Board Equality Mainstreaming Progress Report for the period 2023 - 2025.

Councillor Lawrence Fitzpatrick
Leader of the Council
April 2025

Graham Hope
Chief Executive

1.2 West Lothian Context

West Lothian is a great place to live, work and do business, West Lothian Council aims to improve quality of life and opportunities for all citizens. We are a top performing council with a reputation for innovation, partnership working and customer focus. The council is central to the provision of services that affect people's everyday lives, for example, housing, education, libraries, leisure and benefits. We therefore recognise that all services provided by the council need to reflect and consider the impact that they may have on equality. We aim to provide improved services that meet the needs and priorities of the local community.

According to the latest available information from the National Records of Scotland, on 30 June 2023, the population of West Lothian was 183,810. This is an increase of 1.1% from 181,730 in 2022. Over the same period, the population of Scotland increased by 0.8%. In 2023, West Lothian had the 10th highest population out of all 32 council areas in Scotland. Between 2001 and 2023, the population of West Lothian has increased by 15.6%. This is the 5th highest percentage change out of the 32 council areas.

In terms of overall size, the 45 to 64 age group was the largest in 2023, with a population of 51,966. In contrast, the 75 and over age group was the smallest, with a population of 14,485. Between 2001 and 2023, the 25 to 44 age group saw the largest percentage decrease (-6.7%).

West Lothian faces a growing and ageing population. The demographic and population projection data for West Lothian shows a population where older adults are increasing in number and will form a greater proportion of the population over time. The numbers of people in West Lothian aged 65 to 74 is expected to increase by 19% by 2028 with those aged over 75 increasing by 39%. This is compared to the Scottish average growth of 14.4% in the 65 to 74 population and 25.4% increase in those aged over 75 during the same time period.

Between 2018 and 2028, the number of people aged 75 and over in Scotland is predicted to increase by 25.4%. However, in West Lothian the number of people aged 75 and over will increase by nearly 39.4%

Similar to previous years there were slightly more females (51.1%) than males (48.9%) living in West Lothian.

1.3 Our Services

Chief Executive, Finance and Property Services
The Chief Executive office provides a number of services including Elections Administration, Complaints and Enquiries, Emergency Planning and West Lothian Lord-lieutenant.

Finance and Property Services plays a key role in providing positive leadership so that the council along with our Community Planning Partners continue to modernise and provide high quality services, fulfil the needs of our communities, and secure targeted outcomes. This service is comprised of the Anti-Poverty Service; Audit, Risk and Counter Fraud; Construction Services; Financial Management Unit; Property Management and Development and the Revenues Unit.

Education Services
West Lothian Council's 67 Primary Schools, 13 Secondary Schools, 60 early learning centres and 6 additional support needs schools deliver Education Services to over 27,500 pupils and over 3,200 children in nursery schools, their parents/carers and the wider community.

Housing, Customer and Building Services
Housing, Customer and Building Services' vision is to improve lives and properties by designing and maintaining communities, homes and buildings. The service covers the functional arears of Building Services, Customer and Community Services, Housing Need,

Housing Operations, Housing Strategy and Development and the Performance and Change Service.

Operational Services
Operational Services plays a key role in the management and direct delivery of front line services to those who reside, visit and work in West Lothian. This service is grouped into five functional areas; Facilities Management, NETs, Land and Countryside Services, Passenger Transport, Recycling, Waste and Fleet Services, and Roads & Transportation Services.

Corporate Services
Corporate Services plays a key role as an enabling service and provides a wide range of services covering all aspects of Information and Communication Technology (ICT), Human Resources (HR), Legal Services, Corporate Health and Safety, Customer Service Centre, Corporate Procurement Services, Business Support, Transformation and Corporate Communications.

Planning, Economic Development and Regeneration
West Lothian Council's Planning, Economic Development & Regeneration Service grouping covers the functional areas of Economic Development, Employability, Environmental Health & Trading Standards, Planning Services which includes the Education Planning, Environment and Climate Change teams, and Regeneration. The service has also taken over the co-ordinating role in the Community Planning Partnership.

Social Policy
Social Policy encompasses a wide range of services planned with and delivered to a large number of people with a spectrum of differing needs: Children and Families, Adults with a Disability, Older People, those with a Learning Disability, those with Mental Health problems, as well as the Criminal and Youth Justice Service. Some social policy functions are part of a partnership arrangement that integrates health and social care. West Lothian Council and NHS Lothian have delegated some functions to the West Lothian Integration Joint Board (IJB).

1.4 Legal context

Equality Act 2010
The Equality Act 2010 came into force on 1 October 2010. It brings together over 116 separate pieces of legislation into one single Act, and sets out the personal characteristics that are protected by law and the behaviour that is unlawful. By simplifying legislation and harmonising protection for all of the characteristics it aims to make a fairer society, improve public services, and help business perform well.

Public Sector Equality Duty
Section 149 of The Equality Act 2010 came into force in April 2011, introducing a new Public Sector Equality duty. The Public Sector Equality Duty (often referred to as the 'general duty') requires public bodies 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 those who share a protected characteristic and those who do not; and
- Foster good relations between those who share a protected characteristic and those who do not

The protected characteristics are:

- Age
- Disability
- Gender reassignment

- Pregnancy and maternity
- Race – this includes ethnic or national origin, nationality and also includes Gypsy/Travellers.
- Religion or belief – this includes a lack of belief
- Sex
- Sexual orientation
- Marriage and civil partnership (but only in respect of the duty to consciously consider the need to eliminate discrimination, harassment, victimisation and other conduct prohibited by The Equality Act 2010).

Everyone is protected by the Act. Every person has one or more of the protected characteristics, so the Act protects all of us against unfair treatment.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

The Scottish Government has introduced a set of specific equality duties to support the better performance of the general duty by public bodies. These duties include requirements to:

- Develop and publish a mainstreaming report
- Publish equality outcomes and report on progress (at least every two years)
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay
- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible
- The council's latest gender, ethnicity and disability pay gap information can be found in the council's Equal Pay Statement.

SECTION 2: MAINSTREAMING THE EQUALITY DUTY

2.1 Why Mainstreaming Equality is Important

Mainstreaming equality simply means integrating equality and diversity into the day-to-day workings of the council. This means taking equality into account in the way the authority exercises its functions.

The Equality and Human Rights Mainstreaming Guidance identifies that mainstreaming the equality duty has a number of benefits including:

- Equality becomes part of everything we do, within our structures, behaviours and culture
- We are more transparent and can demonstrate how, in carrying out our functions, we are promoting and embedding equality
- Mainstreaming equality contributes to continuous improvement and better performance.

The Council as an Education Authority must meet the requirements of the Equality Act 2010 and the (Specific Duties) (Scotland) Regulations 2012. The Council also administers the Licensing Board and must meet the requirements of the Act and Regulations when undertaking its duties in this regard. In light of the common responsibilities across the Council, Education Authority and Licensing Board with regard to the general equality duty and specific duties, the Equality Outcomes are presented together in one framework.

There are wider activities and processes that extend beyond the scope of this framework that ensure we are mainstreaming equalities throughout the councils' core business. The Equality and Diversity Framework is integral to the wider strategic framework of the council including the Councils Corporate Plan and strategies such as the Anti-Poverty Strategy, the People Strategy and the Local Development Plan.

When developing the Framework, officers began working closely with other public bodies in the Lothians to think about what is most important for us to do to reduce inequalities. Evidence that is published at a global, UK, Scottish, and local Lothian level was reviewed, in particular the publication Is Scotland Fairer? and the work of the local Anti-Poverty Task Force. Seven themes were consulted on internally with services across the council and then with communities, the third sector and other public bodies.

There are a number of service specific and cross council consultations that underpin this progress report. Information on engagement activity is imbedded in this report.

2.2 Mainstreaming activity

Integrated Impact Assessment

The Equality Act 2010 (specific Duties) (Scotland) Regulations 2012, requires councils to assess and review policies and practices. Assessing impact is an important part of the public sector's decision-making process. Integrated Impact Assessment (IIA) is the mechanism that allows us to critically assess whether a 'policy' has wider impacts beyond its intended outcomes and if it impacts differentially on different groups in our communities.

Since 2021, West Lothian Council have been working with Integration Joint Boards, City of Edinburgh, Midlothian and East Lothian Councils and NHS Lothian to develop a revised assessment. The revised IIA includes consideration of potential impacts on the environment, sustainability and socio-economic disadvantage. This broader, integrated assessment strengthens the duties and considerations of the Climate Change Act, and the Fairer Scotland Duties in addition to those of the Equality Act and Human Rights Act. The IIA Steering Group, involving colleagues from the partners across the Lothians, lead the development of IIA, guidance, training and quality assurance of IIAs.

Reminders of the need to complete IIAs are circulated regularly to managers along with notification of IIA Facilitation Training which is delivered 5 times a year. Attendee feedback from training is positive with increased confidence to facilitate an IIA and increased recognition of the value and need for IIAs reported. Along with improvements to help those conducting IIAs to focus on relevant factors, a new extended template and guidance has been prepared to include consideration of children's rights and further embed human rights commitments.

Learning and Development

The council has continued to train and raise awareness of issues relating to equality and diversity including:

- Delivery of equality and diversity training as part of induction when joining the council
- E-learning and face to face courses for employees and managers regarding mental health
- Roll out to all council employees of the mandatory corporate equality and diversity training
- Delivery of revised online Integrated Impact Assessment training
- Delivery of bespoke training for services with regard to specific protected characteristics

The council has revised its Equality and Diversity e-learning module, which is now mandatory for all employees to complete on an annual basis. The e-learning module is reviewed annually to ensure that it is up to date with best practice, the council's equality duty and the changing landscape of equality and diversity. Compliance monitoring is undertaken annually and action to address non-compliance is taken by services. The compliance rate for the Equality and Diversity e-learning module is 92%.

In addition, a neurodiversity e-learning module has been developed to help raise awareness and understanding of Neurodiversity. It provides information on the common neurodiversity thinking styles and ways to create an inclusive and supportive neurodiverse workplace.

The unconscious bias e-learning module has been promoted to assist managers to avoid unconscious bias when decision making. Those undertaking recruitment and selection processes are asked to complete the module as a supplement to recruitment and selection training.

Procurement

The Corporate Procurement Unit continue to use community benefits, supported business contracts and evaluation techniques to mainstream equalities through the Council's purchasing power.

The Council's Corporate Procurement Strategy 2023/24 to 207/28 aims to achieve superior procurement performance through advanced sustainable procurement practice for the benefits of the council and its stakeholders. As part of the council's approach to Community Wealth Building, revisions to the community benefits process were agreed in December 2024, including the development of a Community Benefits Wish List.

In compliance with the Sustainable Procurement Duty, prior to making procurement decisions, the council thinks about how it can improve the social, environmental and economic wellbeing of the West Lothian area, with a particular focus on reducing inequality.

As an Scottish Accredited Living Wage Employer the council encourages all employers to pay the real Living Wage through its procurement activity. The introduction of a Fair Work First question in procurement is also used to evaluate a contractor's approach to implementing fair work practices including tackling labour market inequalities.

Outcome 3 (Business and Community) of the council's Corporate Procurement Strategy 2023/27, is focused on improving local businesses and our community. Prompt payment of suppliers and our commitment to Fair Work principles, including payment of the living wage, can help to support equality and build wealth within communities by providing opportunities for Small and Medium Enterprises (SME's), third sector and supported businesses to bid for public contracts and participate in public sector supply chains.

The council has developed a Construction Charter. Construction Charters are a Trade Union initiative across the UK aimed at Local Authorities to encourage minimum standards, conditions and expectations for companies who tender for their construction contracts.

SECTION 3: PROGRESS - EQUALITY AND DIVERSITY OUTCOMES

An equality outcome is defined by the Equality and Human Rights Commission as a change that provides results for individuals or communities as a consequence of the action the council has taken.

West Lothian Council's Corporate, Education Authority and Licensing Outcomes for 2021-2025 are detailed below along with information on activities and actions to achieve the outcomes during the last two years of the framework:

CORPORATE EQUALITY OUTCOMES

Equality Outcome 1: People in West Lothian have improved Access to Services

This outcome will help to advance equality of opportunity to access services that provide accessible information, appropriate assistance and support.

Outputs include:

- Improved methods for customers with specific access requirements.
- More awareness of mental health and accessibility of information and support.
- The council explores the use of other emerging technologies and physical devices.
- Schools will ensure pupils have digital literacy competency before leaving.
- Improved digital skills across equalities groups, vulnerable adults and families.

Activities since 2023:

West Lothian Council British Sign Language Plan 2024 -2030
Informed by local and national consultation, the West Lothian Council BSL Plan 2024 -2030 is framed around the long-term goals included in the Scottish Government BSL National Plan 2023-2029. The plan includes a range of actions that aim to ensure equal access to services and support for BSL users across West Lothian.

The BSL Implementation Group have met regularly. Key actions progressed include early discussions on developing a deaf club, having wider community representation and delivering learning and development opportunities.

During the first year of implementing the plan we have:

- Delivered 6 BSL / Deaf Awareness training sessions attended by 81 employees. More are planned for 2025.
- Updated the West Lothian Council website to include several service specific BSL clips with an intention to produce more that will be held centrally.
- Enabled staff to communicate with British Sign Language users in Libraries and partnership centres using the app ContactScotlandBSL.
- Introduction to British Sign Language courses have been held in several libraries with a significant amount of interest.
- Introduced a new service for parents/carers of babies and toddlers who have recently received a diagnosis of hearing impairment/loss. This is a partnership between the council Deaf Education support team, NHS Lothian and third sector (Deaf Action and British Deaf Association). Feedback has been very positive.
- Engaged and collaborated with BSL users, including children, young people and their families to respond to their needs and aspirations.
- Held lipreading courses continue to be delivered, with two sessions per week taking place. Groups are made up of no more than 12 people which means the seating can be arranged so everyone can see each other. With step-by-step lipreading activities

and working with the tutor, participants have said that lipreading has helped fill gaps in their hearing.

- Continued to collaborate with NHS Lothian, East Lothian, Midlothian and Edinburgh Councils, to share approaches, learning and resources, improving experiences and outcomes for BSL users across the Lothian area

Customer and Information Services

West Lothian Council's libraries are seen as a trusted space, integrated into the local community and accessible to all. They support and facilitate education and skills development and provide a resource for developing digital skills and literacy, cultural and educational outreach programmes that empower communities, facilitate community cohesion, and reduce isolation. Since 2023 libraries have continued to develop and deliver a wide range of services including:

With the assistance of funding from Live Literature we secured 6 storyteller visits to work with pupils with Additional Support Needs in libraries across West Lothian.

Since February 2024 libraries across West Lothian host a monthly Tea and Blether reminiscence session. Reminiscence items are provided by West Lothian Museums and Archives Service on a different theme each month. Reminiscence sessions have proven to be particularly beneficial to those with dementia. Staff in libraries have undergone Dementia Friends training. Four of our libraries are access points for information as part of the Alzheimer's pathway project.

Continuing to develop the Bookbug programme in Libraries with regular themed sessions for parents, babies and toddlers. From October 2023 to March 2024 there have been 234 sessions delivered throughout West Lothian, with 4,794 people attending. Evaluation of the sessions has shown that parents and children have enjoyed taking part in the song and rhyme sessions which helps to develop language skills and confidence.

Holding Gaelic Bookbug sessions on a monthly basis in 3 of our libraries. A recent Bookbug session was held in Polish and further Bookbug sessions have been held incorporating Makaton (a unique language programme that uses symbols, signs and speech to enable people to communicate).

Throughout the year libraries recognise and promote Diversity calendar awareness raising events with displays of reading materials, promoting campaigns in social media and coordinating activities with local partners.

Provision of the Homebound service; a home delivery service for library customers who are unable to visit the library due to disability or illness; library resources are selected to the customer's requirements and delivered to them at home: https://www.westlothian.gov.uk/article/30906/Homebound-service

Ensuring that all of West Lothian libraries are Autism friendly and that they promote an inclusive and supportive environment, by providing structured and calming environments with quiet or private spaces.

Undertaking a pilot in 2024 to introduce a "Near me" service to Customer Information Services (CIS). This allows customers to make enquiries to a trained CIS officer via a digital call rather than having to visit a CIS office or phone the call centre.

Holding a storyteller session in a library which was translated by a British Sign Language interpreter allowing children from a local Assisted Needs class to fully engage with the session.

Digital Transformation and Inclusion

Digital Transformation is central to the council's Customer Strategy; and Performance and Transformation Strategy. Over the past five years, the council has made substantial investments in its Digital and Service Design capabilities and continues to do so. The council

has established dedicated networks of Digital Champions and Service Design Champions to ensure that projects and programs align with these strategies. The Service Design Champions group is responsible for delivering the annual Service Design Action Plan, engaging in continuous training and professional development, and evaluating the organisation based on the Scottish Government's Service Design Maturity Model, which encompasses five key themes: Methods; Capacity and Capability; Focus on User and Life Events; User Engagement; and Accessibility and Inclusion.

User Research is also a crucial Service Design activity that has been increasingly adopted across the council. This involves engaging with customers early in any service redesign process to identify and meet their needs. This approach ensures that services are accessible and inclusive by incorporating user needs from the outset of development and delivery
Digital technology should be one of the key enablers, rather than a barrier, to delivering services. For our customers, digital services can mean better access to information and care, increased convenience, and more opportunities for greater control of their own needs.

As we move towards delivering more digital services, we continue to consider how we address digital inequalities and ensure the necessary resources and support are available to do this.

Actions being delivered include:

- The Anti-Poverty Service have established a lived experience panel made up of individuals who have experienced poverty or low income and who are able to share the real impacts on daily living where there is little to no access to digital connectivity or devices.
- Social Policy customers benefited from the Scottish Government Connecting Scotland Initiative with nearly 200 electronic devices with free data distributed across Adults and Older Peoples Services, Justice Services and Children and Families to improve access.
- Working with council employees to equip them with up-to-date knowledge and the skills required to embed improvements in technology into social work practice. Access to online training and digital champions is available.
- Increasing our use of Technology Enabled Care (TEC) to empower individuals to live more independently and manage their own care at home. Support to customers is offered through the dedicated Technology Enabled Care team. Customers are of all ages, but predominantly older people.
- Making online appointments available from a selection of services through Near Me and MS Teams. There are also options in some services of 'virtual' groups which has allowed customers to be able to attend when they may have not been able to due to childcare issues, travel or cost.
- Providing a specialist domestic abuse court advocacy Drop-In service which operates every Friday from 10.30am to 12pm, via Near Me, offering customers a safe space to ask questions in relation to their court proceedings.
- Continuing to increase the number of online application processes available for social policy services, making accessing some services more convenient and streamlined.
- Starting a review of the Health and Social Care Partnership website that will look at improving functionality, access to service information and self-help resources. Customers can now provide service feedback through an easy access online survey.

Through the Digital Inclusion Group, a Community Planning Partnership led initiative, agreed and updated a detailed two-year action plan to support customers who are digitally excluded. The plan focusses on how a partnership approach can help to remove barriers to people accessing online services. This includes providing free or low costs devices and broadband/wifi, and upskilling people to be confident to go online.

Through the council's Adult Learning team, progressed work to support individuals with their digital skills. This programme has returned to full face-to-face delivery following Covid and additional qualification pathways have been introduced. 'Tea 'n' Tablet' courses are offered to communities across West Lothian to give learners confidence and skills to access the internet and use email and social media. The course continues to be targeted to regeneration areas and older people.

To date, 75 West Lothian schools have registered for the Digital Schools Award and are gathering the required evidence prior to formal validation. In March 2022, 16 Primary Schools, 4 Secondary, 1 ASN and 1 Nursery were awarded Digital School status.

Community Learning and Development

The Adult Learning team have created specific courses targeted at care experienced young people and criminal justice experienced adults. These courses focus on money management, and low budget cooking, and are being delivered from venues including Addiewell Prison.
Beginner and Improver Gaelic language classes have been delivered by the Adult Learning team since January 2022. Classes can accommodate up to 12 learners and demand for places has been consistent.

Employability Services

West Lothian Council's employability service provides an inclusive, non-discriminatory service for all residents living in West Lothian. Providing accessible services across West Lothian in various community settings, the service is person centred with one to one support exploring individual needs and working to support the removal of barriers to employment and subsequent support into a positive destination.

The council is a member of the West Lothian Local Employability Partnership who comprise of key partners that contribute to the local employability landscape and represent the local community. Membership also includes business, skills, further and higher education, health, third sector and national/regional bodies. To inform service delivery, the Partnership uses data, evidence and valuable insight by capturing the voice of people with lived experiences to inform delivery.

Museums

The Museums and Archives Service is working to ensure that minority groups are better represented in council collections. The Archives Service attended the 2024 West Lothian Pride event and promoted an opportunity for attendees to share their experiences and donate artefacts (e.g. photos, memories, objects) of LGBTQ+ history. This resulted in local young people producing a banner and people donating acquisitions that will be used to promote and share local history.
The Museums and Archives Service is currently procuring objects for inclusion in a new Transatlantic Slavery collection and is currently pursuing funding for a co-production project to more actively engage minority groups in the work of the service.

Active schools and Community Sport

Active Schools and Community Sport have a vision of inclusive access for all that upholds everyone's right to participate in physical activity and sport. They use a cohesive approach that aligns the provision of physical education, physical activity and sport. The service supports people who face the greatest barriers to be more physically active and focuses on 4 key target areas people with disabilities; those with mental health issues; care experienced children and young people; and low income families.

Within West Lothian, core investment from Sportscotland and West Lothian Council equates to 10 FTE Active Schools Coordinators and 1 Senior Active Schools and Community Sport Coordinator. Further additional investment was secured from Sportscotland (until 2026) to fund an additional Senior Coordinator that leads on the development and delivery of equality, diversity and inclusion (EDI) projects whilst embedding their approach to EDI across all programmes. The additional investment also funds a further 1 FTE Active Schools

Coordinator for targeted pupils that provides dedicated support for all ASN education establishments and leads on work to support care experienced pupils, supporting their participation in sport and physical activity both in and out of school.

In 2024, the service reallocated its Active Schools staffing resource to maximise the support available to pupils most in need of support. Resource has been allocated according to overall cluster school rolls along with the number of pupils from key equality categories.

Core investment from Sportscotland and West Lothian Council also continues to fund 2 FTE Community Sport Coordinators. Coordinators take a targeted approach to working with local community clubs, along with other organisations, to support their growth, sustainability and governance. The team administers West Lothian Council's Community Club Accreditation Scheme that ensures that the clubs supported and promoted by the service meet essential criteria underpinned by EDI objectives. 50 clubs are currently on the scheme and, from club health checks returned in 2024, 43 clubs report a participation offering that is targeted to one or more of the service's key target groups with 23 providing specific support or initiatives aimed at tackling poverty related barriers.

Barriers to Elected Office

On 25 January 2022 West Lothian Council agreed to establish a short life working group of elected members and others to consider equality and diversity issues in relation to the common procedures and practices of elected members.

On 28th February 2023 a report was presented to West Lothian Council on the work of the Elected Members Equality and Diversity Working Group (EMEDWG) and an action plan of recommendations to address barriers which might present themselves to prospective, new and incumbent elected members with protected characteristics.

Actions related to this work are set out below:

- Completed a Disability Audit of council committee meetings. Information on the issues raised as part of this Audit was captured during consultation with key stakeholders.
- Continued support for the Community Race Forum by the Councils Community Planning Officer who provides a link to the Council, and other Community Planning Partners. The council continues to promote the work of the Community Race Forum and raise awareness of the barriers faced by people from different ethic minorities in accessing services and governance structures.
- Discussions were held with Elect Her on an event in West Lothian to help increase visibility of the role of elected members at a local level. The council held an event on the 23rd February 2024 that brought together female elected members and young people from schools across West Lothian. Information was presented to the young people on the range of services delivered by the council and the role of elected members. Elected members discussed with the young people how they became an elected member, including key achievements and the barriers they have faced. Evaluation feedback was very positive and there was an agreement to hold a similar event at a future point.
- As part of the continual review of governance arrangements to raise awareness and improve access to committees, amendments were made to the Scheme of Administration. Since the 1st January 2025 the Community Race Forum and the council established Faith Group have been added to the umbrella list of community and other bodies which are entitled to send representatives to Policy Development and Scrutiny Panel Committee meetings.
- In 2023 the Elected Members Leave Scheme was extended to include provisions for Elected Members who are unable to undertake their official duties as a result of ill health. At this time access was also provided to Elected Members to Counselling Services through the council's Employee Assistance Programme and Physiotherapy

Services. Elected Members also have access to lone worker devices for use as appropriate.

Unpaid Carers including Young Carers

A multi-agency Carers Strategy Implementation Group (CSIG) has been established and has representation from relevant partners to support the progress of the West Lothian Carers Strategy 2023-2026 Improvement Plan. The Carers Strategy focuses on ensuring that unpaid carers in the community feel valued and supported and can easily access relevant information, advice and resources, practical assistance, and emotional support to help in their caregiving journey.

Significant work has progressed on the actions identified in the Implementation Plan:

- To support the information and advice available to carers, work was progressed to having a dedicated carers page on the West Lothian Health and Social Care Partnership web site. Carers with lived experience have been key contributors to the development of this page and will continue to do so.
- The views of West Lothian carers on issues / concerns of caring are represented at national and local forums by people with lived experience, the carer representative of the IJB, the West Lothian Carer Lead and members of the Carer Strategy Implementation Group. Carers also have a voice at the Carers Voice Group meetings organised and hosted by CoWL.
- Significant work has been undertaken to increase the awareness of Adult Carers Support Plans and the benefits of completing one including receiving a Self-Directed Support budget if eligibility is met. Three Community Care Coordinator's (CCOs) were recruited to specifically work with Adult Carers. By having dedicated workers, carers have been afforded the time to fully consider the impact that their caring responsibilities has on them. Carers workers are based in teams where all assessment and care management tasks are progressed which ensures that at a time when carers feel ready to consider their own needs the worker can meet with them. This approach has seen an increase in the number of Adult Carer Support Plans being completed, increasing by 46% over the period 2023/24.
- West Lothian Council's Anti-Poverty Service is a key partner in the Carer Strategy Implementation Group and offers support in many different areas including, welfare benefits, money and debt advice, housing and energy advice. During 2023/24 the total annual amount of additional income generated for carers and their families through this activity was £832,626. Targeted campaigns for carers have been undertaken and staff training delivered to raise awareness of carers needs.

A priority area in the Carers Strategy is supporting Young Carers to ensure they are supported and protected from inappropriate caring and negative impacts on their education, social lives and future opportunities. A Young Carers working group has been established during this year with representation from Social Policy, Education and Carers of West Lothian and significant progress has been achieved:

- The group initiated working with schools to create and launch bite sized powerpoint modules to create accessible training sessions for all education staff to access.
- The rollout of Young Carer Champions across all 13 secondary schools in West Lothian. The Young Carers Champions regularly update the members of the working group.
- Work is ongoing to develop links with the Health & Wellbeing champions in Primary schools. An information session was delivered to all of the champions in November 2024 to raise awareness of young carers & young carer statements, this had over 40 education professionals in attendance. The aim is now to support these members of staff to be key points of contact for young carers in primary schools and to support raising awareness amongst their own staff groups.

- The Child Disability Service in partnership with Cares of West Lothian have established a Young Carers group, for siblings of children with disabilities and additional support needs. The group provides participants the opportunity to have fun with other young people who understand their circumstances. Feedback has been positive, with Young Carers expressing that they have 'enjoyed meeting other sibling young carers' and have 'made new friends'. Parents have also expressed positive feedback. The sibling young carer group which will be expanded to have a primary school and secondary school group.
- CoWL now have a new primary schools worker in post on a part time basis aiming to improve links with primary schools in west Lothian which will support positive transitions to high school.
- The recruitment of a Family Support Worker (FSW) focusing on Young Carer Statements (YCS) has had positive impact for young people and their families, with many advising that they have felt well supported and listened to. There have been improvements in the referral process for Young Carers Statements supporting both self-referrals and professional referrals and this has increased the numbers of YCS being completed.
- West Lothian Children's Rights Group and Network supports and encourages participation of young people including young carers in matters that are important to them and to have their voices heard.
- The Scottish Young Carers Festival takes place every year and provides a chance for Young Carers to have a break from their caring role, meet other young carers, take part in consultation and try new activities. Staff from CDS and COWL support young carers to attend this annual event. In 2024, 25 young carers form West Lothian attended the festival and enjoyed participating in a range of activities such as waterslides, Thera Pet sessions, Live Music and a silent disco.

Equality Outcome 2: There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics.

This outcome aims to: advance equality of opportunity for adults, children and young people who experience gender-based violence to access support; help us to eliminate race discrimination and discrimination based on religion; and advance equality of opportunity and foster good relations between different racial and religious/belief groups.

Outputs include:

- Victims, witnesses and partner agencies feel more confident in reporting hate incidents through a variety of methods
- Raised awareness on the legacy of slavery in West Lothian.
- Incidents involving harassment of people based on their protected characteristics are recorded.
- Raised awareness on Modern Slavery.

Activities since 2023

Gender Based Violence Strategy 2021 -2024 and Committee

In West Lothian all partners agree that Gender Based Violence (GBV) in any form has no place in our community. It damages health and wellbeing, limits freedom and potential and is a violation of human rights. The Gender Based Violence Committee (GBVC) partners are working together to eradicate violence against women and girls.

West Lothian's Gender Based Violence Strategy 2021- 2024 is due to be refreshed in 2025 and will be in line with Scotland's national strategy Equally Safe 2023 - preventing and eradicating violence against women and girls: strategy - gov.scot (www.gov.scot)
The GBVC held a number of in person workshops in 2024 to update the action plan that will complement the refreshed GBV Strategy. A collaborative approach has been taken to this piece of work ensuring that partners have a shared responsibility in prioritising GBV within their own service areas.

The GBVC has reviewed the committee's membership which now includes the Adult Support and Protection (ASP) lead officer, a community safety representative and the chair of the African Women's Network. This is to ensure that the committee has the furthest reach in relation to raising awareness, has the opportunity to share resources and can ensure that the workforce is appropriately trained and trauma informed. The results of the membership review will also assist in ensuring that services are inclusive and accessible, strengthening knowledge of the Multi Agency Risk Assessment Conference (MARAC) process and strengthening links with the Community Planning Partnership and Community Safety Board.

Gender Based Violence training

The Safe and Together model is a field-tested, best practice approach to supporting partner agencies to make good decisions for children affected by domestic abuse perpetrators. The model encourages partnership working, partnership with protective parents and a move away from the emphasis on the victim's 'failure to protect', which can result in families disengaging from services and increased risk. An annual Safe and Together delivery plan has been developed which includes a commitment to deliver training to staff.

West Lothian Council have 2 certified Safe and Together trainers and a further 2 Safe and Together leads within Learning and Development and Social Policy. Whilst the initial focus of our training delivery has been to social policy practitioners, we recognise that the model needs to be adopted and embedded by all GBV partners in order to fully achieve our goals of a domestic-abuse informed workforce and response to children and their families. In 2024, we delivered:

- 1 x Core Four to 20 social policy participants

- 1 x 1 Day Overview to 12 social policy participants
- 5 x online 90 minute briefing; 32 local authority practitioners, 8 NHS colleagues and 6 representatives from 3rd sector agencies
- 2 x in-person 90 minute briefings; have been offered to Duty & Child Protection Team and Inclusion and Support Services.

Specialised GBV training is included in West Lothians Social Policy Learning and Development Prospectus that can be found here Social Policy Learning and Development Prospectus - West Lothian Council

West Lothian council continue to work in partnership with Shakti Womens Aid who provide specialist help and support for black minority ethnic (BME) women, children and young people who are experiencing or have experienced domestic abuse. Shakti Womens Aid regularly provide training opportunities around specialist topics such as forced marriage, female genital mutilation and honour based abuse, as well as providing support to women and children residing in West Lothian.

Gender Based Violence – 16 days of action

Partners continue to work together to enhance the inclusion of safety towards women and girls during the of 16 days of action against gender based violence.

Each year, representatives from organisations across the West Lothian Community Planning Partnership join local school pupils and members of the community to take part in a 16 Days of Action march from Howden Park Centre to West Lothian Civic Centre in order to highlight the plight of women and girls who face violence and harassment.

Following the march, a rally takes place at West Lothian Civic Centre to mark the campaign, with those in attendance getting to hear a series of empowering speeches from representatives from local community planning partners, charities and pupils. In 2024 there was an art exhibition at West Lothian College featuring artwork from survivors of domestic abuse and High School Pupils from across West Lothian. The local campaign culminated in a survivor's vigil.

During 16 days campaign in 2024, West Lothian Council, Police Scotland, Shakti Womens Aid, West Lothian Womens Aid and West Lothian African Womens Network joined forces in an event aimed at breaking the silence on gender- based violence and understanding the barriers experienced by women, particularly Black, Asian, Minority Ethnic and Refugee (BAMER) communities accessing support. It provided an opportunity for workers to improve their cultural awareness and allowed women an opportunity to share their experiences of gender-based violence. The Domestic and Rape Investigation Unit offered an input into reporting offences and there were lawyers in attendance from Drummond Miller who gave expert advice about legislation around immigration.

Women and Girls in Public spaces consultation

In May 2021 the Council approved a composite motion which recognised that the onus of keeping women safe should not rest with women and that a wider conversation is needed around the safety of our public places and spaces.

A consultation was undertaken and the responses were incorporated into the Community Safety Strategic Plan 2022 – 2025. The plan, approved at the Community Safety Board on 8 August 2022, includes the safety of women and girls as a key action.

The West Lothian Community Safety Partnership (CSP) - which is made up of West Lothian Council, Police Scotland, Scottish Fire and Rescue Centre, Voluntary Organisations and the Health and Social Care Partnership are encouraging women and girls living in West Lothian to make the CSP aware of public spaces where they feel unsafe by using an online form which can be found at: www.westlothian.gov.uk/womenandgirls The information is then collated and appropriate action undertaken to make improvements where possible.

The women and girls safety form has been adapted for those women in our communities that are hard of hearing or are deaf with the development of a BSL video to promote use of the form to BSL users. The form is explained via this BSL link: Gender Based Violence - Health & Social Care Partnership (westlothianhscp.org.uk)

Domestic and Sexual Assault Team

The Domestic and Sexual Assault Team (DASAT) is a social work service which supports adults and children who have experienced gender-based violence, providing both planned and crisis support. The service offers support on a 1:1 basis or through group work.

A working group has been established to develop a local Commercial Sexual Exploitation (CSE) mission statement, improve referral pathways and access to specialist services and increase awareness. It is expected that a mission statement and guidance will be available by Spring 2025.

In partnership with Children 1st, recovery workers will enhance existing supports for families through the provision of trauma recovery support, building trusting relationships that allow children and young people to explore the harm they have experienced and support them in their recovery and as well as supporting their family to assist their recovery.

The council delivers the UP2U programme, which is a domestic abuse behaviour change programme designed to help people make positive changes to their behaviour in their relationships. The programme is for men or women aged 16 or over who have been convicted of a domestic abuse offence, and are subject to social work supervision in West Lothian.
Between April 2022 and April 2023 50 individuals completed the programme and since April 2024 to date 51 individuals are undertaking the programme.

Mentors in Violence Prevention

Mentors in Violence Prevention (MVP) is a peer education programme jointly organised by Police Scotland's Violence Reduction Unit and Education Scotland. All secondary schools in West Lothian are now taking part and using senior pupils to educate younger pupils about gender-based violence. These discussions around gender equality, healthy relationships, consent and sexual violence help pupils to challenge the attitudes, beliefs and stereotypes which can lead to harassment, bullying and gender-based violence. It uses a 'bystander' approach and looks to empower young people with the ability to support and challenge these situations in a safe way.

The MVP programme looks to help create young people who are respectful and who understand healthy relationships so that they grow up to be adults with those same values, therefore reducing the amount of incidents of gender based violence. Once embedded, the programme is also shown to improve other outcomes in school such as behaviour, attendance and attainment through creating a more respectful and supportive ethos and environment. Senior mentors also develop important leadership and presentation skills which can contribute toward their qualifications.

All secondary schools within West Lothian continue to take part in the Mentors in Violence Prevention (MVP) programme, with over 250 senior pupils across West Lothian being trained as MVP mentors.

Pupils from a number of schools took part in the first ever West Lothian MVP Mentor summit. This gave mentors the opportunity to come together, share their experiences of being a mentor and discuss topical issues related to GBV. Key speakers included representatives from West Lothian Women's Aid and Rape Crisis Scotland and mentors benefitted from seeing where their intervention work with younger pupils fits into the wider GBV picture.
Some of the young mentors work was covered in an article in the Daily Record and the STV News programme which can be watched here New programme hoping to tackle gender-based violence in schools | STV News

Schools are also working in partnership with Rape Crisis and West Lothian Women's Aid to raise awareness of GBV and equality. Rape Crisis have delivered their Sexual Violence Prevention Programme workshops in some schools and West Lothian Women's Aid have delivered their No Is A Full Sentence workshop in one school.

Results from the Gender Based Violence Pupil survey from 2023 and 2024 were compared. Overall there was a 75% increase in responses in 2024 compared to 2023. A 3% increase in pupils understanding of Gender Based Violence was noted, as well has a 4% increase in pupils stating that they learned about GBV in school. Furthermore, an 8% increase of pupils commenting that the information shared was useful.

Legacy of Chattel Slavery

In 2021, West Lothian Council established the Legacy of Chattel Slavery Working Group to explore local links to transatlantic slavery and colonialism. The working group included representation from individuals with knowledge and expertise of Scotland's role in the transatlantic slave trade, the history of West Lothian, education and curricular matters, diversity and equality, communications, community development, and representation from community members from Black, Asian and Minority Ethnic communities. The business of the group was divided into three subgroups: recording local history connections; education; and community engagement and events.

The work of the recording local history connections subgroup was focussed on the identification and exploration of West Lothian's historic links to chattel slavery. The research and categorisation work helped to develop a thematic review document which supported community conversations. Feedback from the consultations helped develop eleven recommendations which were agreed at Council Executive on the 12th December 2023.

A progress report was presented to Council Executive in December 2024 which stated that three of the eleven actions are complete, five are in progress and three are still to start. An update on completed actions is set out below.

Installation of a plaque in the council Chamber to recognize and celebrate Peter McLagan as Scotland's first MP with a mixed ethnic background: The plaque was unveiled at a special event in the council chambers on 28th October 2024 with the event being timed to link to the council's marking of Black History Month.

Approach the Kirk of Calder to discuss options for displaying an information plaque beside the grave of Peter McLagan and explore options to ensure maintenance of the grave itself: Discussions have taken place with the Kirk of Calder and there is support for both the cleaning up of the gravestone and the addition of information. The foliage around the gravestone has been cleaned up by the NETs and Land Services.

Development of an additional two "Transatlantic Slavery" object boxes for roll out across primary schools: Exercise to procure contents for additional boxes is underway. The boxes will be rolled out to primary schools upon completion.

Increased celebration across West Lothian of Black History Month. Ensuring appropriate planning and publication of cultural events and festivals that includes engagement with representative groups to increase awareness of Black Culture: The council has worked with community partners to develop, plan and raise awareness of events to celebrate Black History Month. Events that took place across West Lothian included:

- The Launch of a Collecting Campaign on West Lothian Museums, Local, History and Archives Facebook page to collect objects, photographs and ephemera that represent the lives and stories of black people living in West Lothian today.
- The Education Services Staff Network launched a consultation on an anti-racism toolkit.

- The African Women's Network undertook visits to a number of schools.
- The African Ladies in the Court of Linlithgow Palace Interpretation focusing on Ellen and Margaret More who visited Linlithgow Palace in 1512.
- The Story of Peter McLagan Interpretation, exploring Peter McLagan, his family roots and his career as a Member of Parliament.
- The Race Forum designed posts for X, Facebook and Threads etc, to promote recently published books (autobiographies/memoirs).
- West Lothian Community Forum and West Lothian College hosted an open lecture to mark Black History Month. The theme was Reclaiming Narratives.

Hate crime incidents - confidence in reporting

Police Scotland continues to work with the council's Safer Neighbourhood Teams and West Lothian communities to reduce Hate Crime and Incidents. The statistics for monitoring progress against this action continue to be reviewed and assessed as soon as they are made available from Police Scotland. The quarterly Hate Crime information is supplied by Police Scotland and presented to the Services for the Community Policy Development and Scrutiny Panel with preventions officers promoting the continued roll-out of the Keep Safe Campaign and Third Party Reporting.

Official Hate Crime statistics include all crime types which have a Hate Crime aggravator added to the crime. The aggravators are Disability, Race, Religion, Sexual Orientation and Transgender Identity with further aggravators of Age and Variations in Sex Characteristics under new legislation. Due to the new Hate Crime and Public Order (Scotland) Act 2021 coming into effect on the 1st of April 2024, a new training package has been developed to include the new legislation. This training package has now been offered to all current third-party reporting centres.

In 2023 – 2024 there has been an increase in the number of Hate Crimes and Incidents. Figures show that between 1 July and 30 September 2024, 186 Hate Crimes and 17 Hate Incidents were recorded in West Lothian, an overall increase of 45 per cent on the 120 recorded cases for Hate Crime and 20 for Hate Incidents in the same period in 2023. The new Hate Crime and Public Order (Scotland) Act 2021 which came into effect on 1 April 2024 may account for the increase in reports. Similarly, the rise in reports could also be attributed to increased public trust and confidence in public bodies, and the community knowing that any reports will be investigated thoroughly by the Police.

Between 1 October and 31 December 2024, there has been an increase in the number of Hate Crimes and a decrease in Hate Incidents. Figures show that, 258 Hate Crimes were recorded in West Lothian, an overall increase of 51.8% on the 170 recorded cases for Hate Crime for the same period in 2023. Figures show that between 1 October and 31 December 2024, 25 Hate Incidents were recorded in West Lothian, an overall decrease of 26.5% on the 34 recorded cases for Hate Incidents for the same period in 2023.

There are now 12 third party reporting centres in West Lothian that are listed and publicised on a number of Social Media platforms and websites including victim support, Police Scotland and the council.

Support for asylum seekers and refugees

A hotel in West Lothian has been procured by the Home Office to accommodate Asylum Seekers, capacity is between 90 and 127 single males. There have been some negative posts on social media with regards to those seeking asylum not being welcome in West Lothian and a protest was arranged, the protest was however peaceful with more protesters present in support of the asylum seekers. A multi-agency working group has been established to include representatives from the Home Office, Police Scotland, Fire brigade, NHS, and West Lothian Council officers to share information, plan for any issues and ensure safeguarding of the residents.

West Lothian Council have a resettlement team to support refugees through the different resettlement schemes – Syrian, Afghan and Ukraine. The team work closely with other agencies such as Police Scotland to ensure the safety of those on the schemes. For any issues with hate crime we would encourage and support these to be reported to the Police. Officers in the refugee resettlement team have worked alongside Housing colleagues to for example support issues with neighbours or move a family where there has been issues with hate crime. Properties offered to those on Syrian and Afghan resettlement schemes are checked by Police Scotland and Housing to establish if there are any issues locally with regards to racism or hate crime.

Council officers attended at an event in Whitburn organised by the West Lothian Race Forum and the Whitburn Partnership Centre on August 17th 2024. This event featured cultural performances from Slovakian, Scottish, Chinese, African, and Indian communities. Council officers had a council services stall that offered advice on DASAT services and a consultation on the progress contained in this report and the next set of equality outcomes for 2025 - 2029.Police Scotland had a crime prevention stall and offered advice to members of the attending communities and information on Third Party Reporting Centers

Equality Outcome 3: People experience easier access to the provision of inclusive housing

Work to achieve this outcome will help us to provide opportunities for inclusive and sustainable housing.

Outputs include:

- Help households struggling with fuel costs.
- Identified pathways for vulnerable people in transition and at risk of homelessness.
- Support for young people and others who are homeless or at risk of homelessness.
- Housing for older people and those with a disability to achieve greater independence.

Activities Since 2023:

Housing Need - Specialist Prevention

Domestic Abuse Housing Options

West Lothian has a robust pathway in place for people at risk of homelessness due to domestic abuse via a dedicated role working across Housing and Social Policy. A Housing Options Officer with a focus on the Living In Safe Accommodation (LISA) project has been appointed. This project is designed to provide the required support for people experiencing domestic abuse, and is operationally based within the Social Policy domestic and sexual assault team. The skillset of this role is providing a strong background in housing and prevention, paired with close working practices of Social Policy support and safeguarding vulnerable clientele. All domestic abuse homeless cases are routed to this service via a referral to this officer, ensuring a consistent and informed multi agency response. The officer will work with the client until a suitable permanent housing outcome is achieved.

Youth Housing Options

The Youth Housing Options officer provides a person-centred trauma informed approach to all young people accessing the service, ensuring all options have been explored and the young person is supported through their homeless journey. The officer is the key lead in all homeless cases and will act on the young person's behalf to navigate all relevant services ensuring their needs are identified and met appropriately. The officer will work with each individual until a positive housing outcome has been achieved.

Young Persons Emergency Prevention Service

The Young Persons Emergency Prevention Service provides support to prevent and minimise the risk of homelessness for young people age 16-18. Through early intervention and mediation the specialist officer works with both young persons and families to assist the young persons to remain in their family home where safe to do so with support to achieve a long term housing outcome.

Housing Options – Prevention Focus

The Housing Options service includes a dedicated role for targeted prevention, this is achieved via a Housing Options 0fficer with links to the Private Rented Sector. This role offers a 'tenant find service' to assist anyone who presents for assistance to find a suitable and affordable private let. This work includes identifying a property, viewings, sign ups and assistance with the deposit/first month rent in some cases. The role also involves engaging with landlords and the council's private sector landlord team to build joint processes and positive relationships to increase the portfolio of available properties to enhance the housing options of homeless households.

Upstream Project

Upstream is a school based preventative model that utilises a universal screening tool to identify and support students at risk of homelessness. The Universal nature of the programme helps to identify students in S3 and S4 who may not otherwise have come to the attention of

school staff through traditional measures (such as attendance records) or those who face barriers in accessing additional support.

Support

Intensive Housing Support Service

The service has undergone organisational change to ensure resources are directed towards the areas of greatest demand and need. This has resulted in the upscaling of Housing First services in-house for adults and youths, to wrap support around a settled home for those most challenged by mental health, severe addictions and complex issues. The launch in 2025 of the new Intensive Housing Support Service which provides support, interventions and case management of some of the most complex cases for some of the most vulnerable people in our communities. The service will provide housing support services to people who are homeless or at risk of homeless and struggle to sustain any form of independent living. The approach at the heart of this service is the 'No Wrong Door' philosophy, which means services will work with the individual and support them to ensure they can successfully sustain a tenancy long term, whilst also acting as a single point of contact to ensure a multi-disciplinary approach is taken where support is required from multiple agencies involved in health, prisons service, criminal justice, addictions and more. This group are most likely to suffer from repeat homelessness due to their unsettled status, and the new service is designed to attempt to break this cycle and provide settled, safe and secure accommodation.

Addictions & Mental Health Support Service

The addictions officer has been providing specialist support services to housing applicants with addiction issues within hotels since 2022. The Social Policy based officer is funded by the service, and works closely with accommodation and support services to provide targeted support to assist applicants to address serious addiction issues through short crisis intervention work and direct referrals into community-based services to support longer term recovery. Work has also been planned to implement a new approach to supporting homeless households access specialist mental health services in partnership with NHS. This work also quantifies the residential accommodation requirements for adults where housing in the community would not be suitable including Addictions and Mental Health.

The Housing Options service works closely with the addiction services working with those who are homeless, offering a wide range of housing options. The officers remit also includes delayed hospital discharge and those with significant mental health issues who are accessing relevant services. The one point of contact has strengthened partnerships and has created a very simplistic referral process from these agencies. All officers have ow been trained in the provision of Trauma Informed services, which underpins all support and prevention work undertaken within the service.

Supply

Young Persons Supported Accommodation

The new site in Livingston at Almondvale Crescent will see the delivery of 28 units of specialist supported youth housing as part of a new mixed estate containing new mainstream housing. The service will base specialist youth services officers who are experienced in enabling the successful transition of young people from care settings into sustaining a home of their own, and those who require additional support to enable them to support themselves independently, safely, and successfully in the community. This housing is of the same design as mainstream council housing, with officers on-site to provide life-skills such as budgeting, cooking, maintaining a tenancy and supporting a healthy approach to employment/self -care. This model of support is designed to meet the needs of the vulnerable client group, and tapers off where required into a lighter touch support, eventually enabling a smooth transition into a full tenancy in a mainstream property within one of the West Lothian Communities. The co-location beside all central civic amenities, the shopping centre, transport links, hospital and West Lothian College ensures this development will provide for all needs of the young people,

and offers unlimited opportunities to an at risk group in safe and supportive customer designed accommodation.

Housing Strategy & Development

The West Lothian Local Housing Strategy was approved in Summer 2023 with a key section setting out the need for specialist housing provision.

Housing Developers are being encouraged to provide a wider range of house types so that people requiring specialist housing can access housing that meets their needs whether they want to live in the social sector or the private sector.

Each year the council produces a Strategic Housing Investment Plan (SHIP). This sets out the aspirations for new build affordable housing including specialist housing provision. In the SHIP 2025-2030 Registered Social Landlords (RSLs) and the council identified opportunities to provide 2,157 homes of which 270 could be developed for specialist housing.

Since 2022 the council and RSL partners have completed 92 homes that have been built for people with a range of needs including physical disability. New specialist accommodation was completed by the council for people with complex care needs. This is located at Pumpherston and provides accommodation for 16 people.

Cairn Housing Association completed a development of 27 bungalows at Blackridge and Places for People have completed 30 bungalows at Calderwood. Ark Housing completed development of 20 units for specialist housing.

There is close working between Housing and Social Policy to identify the needs for specialist housing provision and there is regular engagement with RSLs to encourage them to deliver homes that meet a broad range of needs.

Over the next two years the council will develop new council homes including bungalows in Livingston and Linlithgow. New housing will also be provided for young people.

Work continues on the Local Outcomes Improvement Plan (LOIP) Housing Pillar with specific projects being progressed to understand and address housing and community support that could be offered in Bridgend and Whitburn.

Accessible housing

In 2022/23 the number of specialist housing units completed were 16 and in 2024 there were 75.

Housing to 2040 sets a new ambition to deliver 100,000 affordable homes by 2031/32 which will make an important contribution to tackling child poverty and continuing work to end homelessness. Increasing availability of warm, affordable and energy efficient housing that meets the needs of renters allows people to save and eventually buy a home if they wish to do so. Affordable housing also allows people to have enough disposable income to make their house a home. Housing policy plays a key role within wider strategy to achieve the statutory 2030 child poverty targets, ending child poverty must be central to this outcome.

Equality Mainstreaming Outcome 4: West Lothian Council is a positive and inclusive place to work

The intention of this outcome is for all employees to have equality of opportunity to support services, and to foster good relations in their place of work.

Outputs include:

- Support for employees to continue in work while managing caring responsibilities.
- Employees have access to appropriate information and advice about mental, physical, financial and workplace wellbeing.
- A diverse workforce that reflects the communities we serve.

Activities Since 2023:

Flexible Working

As the council remobilised from the Covid 19 pandemic, there was a desire to maximise the benefits that had been realised from the enforced homeworking situation. The council therefore conducted a review of the council's suite of flexible working policies and introduced a Flexible Working Pilot in April 2022.

The Flexible Working Pilot introduced Workstyle categories for each post in the council, one of which is Hybrid Working, a new concept for the council. The workstyle categories also formalised homeworking arrangements for employees in suitable posts. Along with the introduction of hybrid and homeworking, the council extended the bandwidths of the flexi-time scheme and introduced more flexibility within the working day. Following a further review, the provisions introduced by the Pilot were formally adopted in a new Supporting Flexible Working Policy which was implemented in February 2024.

The council continues to offer flexibility to all staff that goes beyond the statutory right to request flexible working, along with the option to purchase additional annual leave and utilise special leave in line with council policy.

Support for People Who Care

In early 2024, the council reviewed its provisions for employees who provide unpaid care to dependants. A Support for Carers webpage was set up to provide Carers with information on a number of resources and provisions available internally and externally to support them to manage the demands of their caring responsibilities while continuing in employment.

Through the promotion of such provisions, the council has also been able to take the opportunity to improve the information we hold on employees with caring responsibilities. Currently, 252 employees have confirmed their status as an unpaid carer.

The council received recognition as a Carer Positive employer at Engaged Level in May 2024 and continues to look at ways to further support Carers in employment.

Employee Wellbeing

During the period of the Diversity Framework, the council has continued to promote the Four Pillars of Wellbeing (FPOW) toolkit to managers and employees. In particular, this is promoted to employees to access resources in support of a return to work or improved attendance in sickness absence cases.

A new employee benefits package was launched in 2022 which includes a range of information and support relating to health and wellbeing. In addition to featuring the council's FPOW toolkit and Employee Assistance Programme, the benefits package includes advice on matters such as Weight Management & Healthy Eating; Smoking Cessation; Menopause; and Trauma.

Equality monitoring data

The council has a corporate question set for gathering equality monitoring data. The question set mirrors the information gathered from employees during the recruitment process and is used to inform processes such as employee engagement surveys and health and wellbeing surveys. Services will use the corporate question set when gathering equality monitoring data from customers, enabling them to further tailor services to customer needs.

In an ever changing equalities landscape the council will keep its corporate question set under review. For example, changes were made to the question set on the national recruitment portal Myjobscotland to bring it into line with the question set used in the 2021 Census.

The council continues to promote the benefits of staff providing up to date equality monitoring information. Activity has included global emails and prompts within the HR management portal – MyHR. For instance, when an employee changes sensitive information within MyHR, the automatic confirmation email recognises that a change to disability status may impact on their employment and if they need additional support or adjustments they are encouraged to discuss this with their line manager. Further promotion and encouragement of staff to provide monitoring information will be an ongoing feature.

Employee Network

In support of providing a positive employee experience, and creating a more diverse and inclusive organisation, the Council has agreed to establish an employee equality network which will raise awareness of equality issues and help people across the organisation to better understand the experiences and challenges faced by their colleagues. A survey has been issued to gather information on employees interested in joining the network and their areas of interest. The network will be officially launched following closure of the survey in May 2025.

Transgender policy statement

The council introduced Supporting Transgender People in the Workplace Guidance in October 2024 to help employees and managers understand how the relevant law applies and places an expectation on managers and colleagues to support any employee who is transitioning in an inclusive and considerate manner.

Recruitment and Selection

The council's Recruitment and Selection Policy and Procedure have been reviewed against the Scottish Government's Minority Ethnic Recruitment Toolkit and improvements to the recruitment processes identified. A wider review of the council's approach to Recruitment and Selection is planned in order to address recruitment and retention challenges in line with the proposals included in the draft Advancing Race Equality action plan.

EDUCATION AUTHORITY OUTCOMES

Equality Outcome 5: Pupils have a greater sense of belonging and safety in schools
This outcome will help to eliminate discrimination, harassment and victimisation and advance equality of opportunity for children in school services.

Outputs include:

- Increased engagement with ethnic minority children and families.
- Increased awareness in our schools of gender-based bullying and harassment.
- United Nations Convention on the Rights of the Child (UNCRC) is reflected in the Children's Services Plan (CSP) 2020-2023.
- All schools are able to access and analyse inclusion data which enables them to plan interventions at individual, group and at whole school level.

Activities since 2023:

Engagement
All schools are involved in evaluating and increasing parental engagement and family learning opportunities through the implementation of the West Lothian Parental involvement and Engagement Framework.

Schools continue to use results from the annual Parent/Carer ethos surveys to inform school improvement priorities and activities within their own unique context.

The established Moving Forward in Learning Group has continued with a focus on supporting and increasing involvement and engagement of children and parents/carers. The group are working in partnership with Community Learning and Development and Forth Valley and West Lothian Regional Improvement Collaborative to look at further developing family learning opportunities, have identified examples of good practice and are establishing a resource to support schools to plan and deliver high quality family learning.

Anti-Bullying
All schools have an Anti-Bullying statement. Fifteen schools have used the Lundy Model to ensure that Learner Voice is at the heart of their Anti-Bullying Statement. One Early Learning Centre and 3 schools have worked with Education Scotland to take part in a case study Road Map to produce national guidance on Equality and Diversity Statements for schools. As part of our Positive Relationships Policy Refresh, we now have Equality and Diversity Guidance.

Schools have continued to raise awareness of trauma informed service delivery including all pupils having access to a trusted adult. Trauma Informed Training 1 has been completed by all schools and Family Link workers. Trauma Informed Training 2 has been completed by 6 Clusters and over 200 ELC staff. Feedback from the evaluation form has shown that:

- 96% of delegates have increased understanding of what trauma is and how common it is.
- 100% of delegates understand the ways that trauma can affect people, including the impact on people's brains, bodies and behaviour.
- 96% of delegates know how to support people following a traumatic event and their role in promoting safety.
- 98% of delegates who completed an evaluation understand ways in which they can support people to recover from trauma.
- 98% of delegates who completed an evaluation developed knowledge and skills to care for their own wellbeing.

UN Convention on the Rights of the Child (UNCRC)
UNICEF Rights Respecting Schools is the world's leading organisation working for children and their rights. The 'Rights Respecting Schools Award' (RRSA) helps pupils to grow into confident, caring, responsible young citizens both in school and within the wider

community. By learning about their rights pupils also learn about the importance of respecting the rights of others. All West Lothian Schools are currently accredited with the RRSA. Twenty-two schools have achieved a Bronze award, 49 have achieved Silver and 16 Schools have currently achieved the top Gold award.

Promotion of authentic pupil participation in decision making within schools is also key focus within schools. Three secondary schools and 7 associated primary schools are currently piloting an approach called 'Young Leaders of Learning' to support curriculum development. This approach supports young people to lead self-evaluation activities across schools to identify key strengths and next steps to support develop. A further 12 primary schools are also undertaking projects linked to their improvement planning where pupils are authentically leading improvements using authentic participation approaches.

The West Lothian UNCRC working group is multi agency and focused on all areas of strategic implementation including legal remedies, Integrated Impact Assessments, child friendly complaints processes, key performance indicators, and raising awareness across the workforce to ensure they are prepared and aware of the public authorities duties under the act.

There is an eLearning module being rolled out and a 7 minute briefing has been developed and shared. Following a self assessment a local action plan has been developed which is reported on through the children services plan priority Promoting Children's Rights and Participation.

A children's rights network has been developed locally to ensure that children and young people have a forum to enable their united voice to influence strategic direction and planning. It is also an opportunity for children and young people to come together and identify their priorities and have a conversation around these with adult decision makers in west Lothian. Education has also established a Primary Children's Rights network to promote further sharing of good practice in the promotion and protection of children's rights and 38 primary schools are currently participating with this.

The Educational Psychology Service (EPS) have a focus within their Service Improvement Plan (2025-26) to work alongside Education colleagues to prioritise the voice of Children and Young People in West Lothian as part of a series of training events relating the Child Planning Process under the GIRFEC framework.

Outcome 6: Better mental health and wellbeing of pupils
This outcome will help to advance equality opportunity for children to achieve their full potential, and be free from any artificial barriers, such as prejudice or discrimination.

Outputs include:

- Strategic planning is sufficient to enable children and young people to access services and support for their mental health and emotional wellbeing within their community.
- Development of Health and Wellbeing curriculum that includes building resilience
- Children and young pupils voice within schools helps to promote autonomy and equality
- All children and young people have support for their wellbeing through a staged intervention process

Activities since 2023:

<u>Mental Health</u>
All Mini and Midi Champs and Family Champs have helped us to design a Children and Young Peoples Mental Health Pathway which was launched at our Health and Wellbeing Conference in December.

The Educational Psychology Service has continued to support the delivery of anxiety management groupwork across our secondary schools. In 2023/24, this work was developed further through links with Child and Adolescent Mental Health Service (CAMHS) colleagues and greater co-ordination of the work in this area has been prioritised. Education Colleagues from across services have attended 'train the trainer' sessions to enable anxiety management groups to be facilitated by staff.

Training and an online module accessible to staff is also provided in the area of Emotion Based School Avoidance (EBSA). Staff are able to access this through face to face training, an online module and through delivery at events such as the annual Health and Wellbeing Conference. Materials and access to coaching and mentoring sessions has been available through the Service Sharepoint, and engagement in the authority wide Coaching and Mentoring programme where the Educational Psychology (EP) service has had a focus on supporting emotion-based school avoidance and anxiety management.

The EP Service has continued to support the implementation process for access to school counselling and all schools continue to have access to a school counselling service through Scottish Government funding.

The EP service are jointly delivering the Trauma-Informed Practices training alongside mental health and wellbeing colleagues.

Bereavement and loss support training is provided to staff through the delivery of the Give Us a Break Programme which all Education staff are able to attend. Follow-up sessions are offered following the initial training day.

The West Lothian Mental Health Oversight Group (MHOG), which reports to the Children and Families Strategic Planning Group, continues to provide strategic multi-agency direction and oversight across the available mental health services for children and young people.

The MHOG is working alongside young people to develop a Mental Health pledge for children and young people in line with the Scottish Government's Community and Young People Mental Health Framework and Mental Health Strategy. An action plan is being developed alongside a suite of key performance indicators to maximise early supports and provide clear referral pathways to mental health services for children, young people, and families.

Promoting Health and Wellbeing is one of the priorities set out in West Lothian's Children Services Plan 2023/2026.

<u>Education Anti-racism toolkit</u>

Education Services have continued to work on curating the resources within the anti racism toolkit with support from the Fair Justice System for Scotland. A timeline is being developed for the remainder of this session and a longer term strategic plan into next session to look at exploring specific projects and plans and rolling this out to all schools.

<u>Professional Learning Festival</u>

A Lead Specialist for Racial Literacy at Education Scotland will attend the council's Professional Learning Festival to deliver a key note presentation. The Festival will also feature marketplace style stalls with examples of work taking place either in our schools or with partners.

<u>Languages & Culture</u>

Following on from parent sessions held last term, information provided by the families who attended will be used to develop resources for schools around languages and authentic cultural celebrations, traditions and festivals. We have also connected with FJSS who are

supporting the council to develop language resources for Shona (one of the key languages we have identified that children in our schools speak).

LICENCING BOARD OUTCOMES

Outcome 7: The Licensing Board will seek to promote equal opportunity of access to premises licensed for the sale of alcohol in West Lothian

Work to achieve this outcome will help us to advance equality of opportunity for disabled people, foster good relations and eliminate discrimination.

Outputs include:

- The Licensing Board better understands the diversity of needs of West Lothian's equalities groups
- Accessible information is available on the functions of the Board, and the process of making an application
- The Board continues to work in partnership with agencies including Police Scotland and the local Licensing Forum, who each have a separate statutory role to play under the Licensing (Scotland) Act 2005, with equal regard to the interests of persons with protected characteristics
- Require applicants for new premises licences and provisional licences to undertake detailed Disability Access and Facilities Assessments (DAFS)
- Reasonable adjustments to assist applicants, objectors and the public to engage in the licensing process are available on request

Activities since 2023:
Elected members and Licensing Board staff undertake annual equality training.

The Annual meeting between the Licensing Forum, Police Scotland and the Licensing Board takes place in December to allow an opportunity for equality issues to be raised. Previous actions included a review of the Boards webpages on the functions of the Board, policies and information on completing applications. This has been completed and all of these pages have been embedded in the council's webpages so that the ReciteMe (assistive technology) function can make information accessible and inclusive through a range of features such as text to speech functionality, fully customisable styling features, reading aids and a translation tool with over 100 languages, including 35 text to speech voices.

No equality issues were raised at the Annual meeting between the Board and the Licensing Forum held in December 2024.

As part of the alcohol licensing application process applicants are directed to information on the Equality Act 2010 and the requirement to complete a detailed Disability Access and Facilities Assessments (DAFSs) for new premises licence and provisional licence applications. Applicants are advised that the Board expects them to give detailed consideration to the accessibility of their premises prior to completing the form and that DAFSs that are incomplete will be returned. The Board has processed and granted 6 new applications for premises licences that included DAFSs.

Outcome 8 - The community of West Lothian is able to engage effectively in the exercise of the Board's licensing functions

The Board recognises the need to ensure that the alcohol licensing process is accessible to all. They recognise that people who find it difficult to get involved (for example, because of language barriers, disability, poverty or discrimination) can help to influence the decisions that affect their lives.

Outputs include:

- The Board will seek to ensure that the service it provides offers equal opportunity for engagement by persons with protected characteristics
- The Board's policy statement signposts licence holders to their duties under the Equality Act 2010.
- The Board will work in partnership with Police Scotland and the Licensing Forum to identify any issues arising in connection with persons with protected characteristics and address such concerns.
- The Board will seek to identify, monitor and address any service concerns specific to persons with protected characteristics

Activities since 2023:

Customer surveys continue to be issued to all customers at the end of each application process. The survey responses are reviewed on a quarterly basis to identify any concerns specific to persons with protected characteristics in order to monitor and address such concerns, as appropriate. In 2023 -2024, there have been no comments received regarding equality issues.

The gambling statement of principles review has now been concluded and the new policy came into effect on 31 January 2025. A copy of the updated statement can be viewed at https://www.westlothian.gov.uk/media/64551/Gambling-Statement-of-Principles-2025-to-2028/pdf/Gambling_Statement_of_Principles_2025_to_2028.pdf?m=1734527478317
In preparing a new statement the Board conducted a review of the existing statement based on an online public consultation exercise open to all members of the public in West Lothian and consulted with key stakeholders including Police Scotland, NHS Lothian, West Lothian Child Protection Committee, West Lothian Disability Forum, West Lothian Disability Access Committee, West Lothian Council, and bodies representing gambling licence holders in West Lothian.

The Board considered the responses received to the online consultation (5 responses) and noted that the responses lacked detail or supporting evidence and provided no specific reference to areas of the statement that should be changed or suggested changes to policy. Responses received from Police Scotland, West Lothian Child Protection Committee, West Lothian Disability Access Committee and West Lothian Disability Forum raised no concerns with the current terms of the statement and provided no suggestions for a change to any part of the statement including in connection with equality issues.

Recently updated equality training provided by West Lothian Council has been completed by all Board staff.

SECTION 4: WORKFORCE MONITORING INFORMATION

EMPLOYMENT MONITORING DATA AND ANALYSIS

The council has a statutory duty, as a public sector employer, to publish employment monitoring statistics in relation to the composition of its workforce and the recruitment, development and retention of its employees.

Information on the workforce has been gathered and reported on according to protected characteristics and is provided in the tables below for the period 1 January 2023 to 31 December 2024.

Sources of Information

The council's HR Management Information System has been used to gather and report on the following:

- Staff currently in post
- Employees applying for and receiving training
- Employees involved in grievance, disciplinary or bullying and harassment cases
- Employees leaving the council

The National Recruitment Portal has been used to gather and report on the following:

- Applicants for employment and promotion
- Candidates selected for interview
- Candidates successfully appointed

Monitoring Process Developments

The council continues to develop its' equality monitoring processes to improve the quality and accuracy of the information held on employees and applicants for employment.

The council's HR and Payroll system includes an employee self-service function (MyHR) allowing employees to provide and update their equality monitoring information at any time. As well as providing an additional level of confidentiality and accuracy by removing the need for any data input exercise by council officers, the self-service function allows staff to amend their equality monitoring information as their personal circumstances change.

Regular promotion of the self-service function and the facility to provide and update equality information has resulted in some increase in equality monitoring information. For example, since the last report in 2021 the number of employees for whom disability status is unknown has reduced from 67.58% to 57.10%. Similarly, the number of employees for whom their sexual orientation is unknown has reduced from 63.50% to 54.29%. However, it is still the case that significant numbers of staff have not provided any equality monitoring information. Plans are in place to raise awareness of the current composition of the council's workforce through the employee information bulletin 'Inside News' and to promote self-declaration of equality monitoring information through MyHR.

Data Analysis and Highlights

Sex

The proportion of men and women working in the council has since 2021 been split approximately 75% female, 25% male. Previously the proportion had remained largely unchanged since monitoring began in 2007 with the workforce being split approximately 70% female, 30% male. The change in the female/male split of the organisation was accounted for by considering the split of staff newly appointed to the council and also that of leavers, with a higher percentage of women being appointed to the council while at the same time a higher percentage of leavers were men.

In the current reporting period, the gender split of successful applicants and leavers generally reflects the composition of the workforce therefore resulting in fairly static results since the last published report, with the current gender split of the workforce being 74% female, 26% male.

As seen in previous reporting periods, the proportion of women and men involved in Disciplinary cases generally does not follow the split of the workforce. In 2023 the subject of 58% of disciplinary cases was male and in 2024 the subject of 78% of disciplinary cases was male. However, this is not significant due to the relatively small number of cases.

Ethnicity

The information held on MyHR indicates that approximately 71% of the council's workforce is White-Scottish with only 3.14% of our workforce indicating that they are from an Ethnic Minority (EM) background. This has increased from 1.4% in 2019, 1.7% in 2021 and 2.2% in 2023.

Key to understanding whether these figures accurately represent the council's workforce would be to reduce the percentage of employees who choose not to disclose their ethnic background. Those choosing not to disclose their ethnic background has reduced from 23% in 2019, 18% in 2021, 15% in 2023 and now 13.10% in 2025. Continuing to promote a culture where employees feel 'safe' disclosing their protected characteristics and helping employees to understand the value of disclosing such information will be vital in further reducing the number of employees who choose not to disclose their protected characteristics.

In both 2023 and 2024 the percentage of applicants to the council from an ethnic minority community is not reflected in the percentage of successful candidates appointed. In 2023, there was a drop from 12.12% EM applicants to 4.52% successfully appointed EM candidates and similarly in 2024, there was a drop from 14.14% EM applicants to 6.98% EM successfully appointed candidates. These figures are representative of the trend in previous years.
In line with previous years, the percentage of leavers from an EM community is generally representative of the overall workforce.

Disability

Information on employees with a disability continues to have significant gaps on MyHR, with the disability status of 57% of employees unknown. Although this has improved from 67% in 2023 and 85% in 2021. Bearing this in mind, only 4.9% of the council's employees have declared that they have a disability (increased from 1.8% in 2021, and 3.7% in 2023). In previous years, the most significant type of disability amongst employees was reported as a longstanding illness, however this year the most commonly reported type of disability is a Mental Health Condition at 22.38%. A longstanding illness is the second most common disability reported at 20.68%.

In 2023, the three most common disability types amongst successful applicants were: longstanding illness (35%), physical disability (21%), and learning disability (20%), with a mental health condition only accounting for 11% of disability types. In 2024, however the three most common disability types amongst successful applicants were: longstanding illness (43%), mental health condition (19%), and physical disability (17%).

In 2019 the council saw an increase in successful candidates with a mental health condition (20%) and despite a return to previous trends in 2020 (6%), there was again a rise in the percentage of successful applicants with a mental health condition in 2021 (28.57%) to nearly a third of all disability types. However, this drops again in 2022, with long standing illness being the top disability type amongst successful applicants at 40%.

The recruitment information indicates that the Guaranteed Job Interview Scheme for applicants with a disability is continuing to work appropriately, with a higher percentage of interview candidates having a disability than the percentage of initial applicants.

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.

The age demographic of the council has remained relatively unchanged over the 18 years of equality monitoring. In 2023 and 2024 the age bracket of successful appointments is generally consistent with the age bracket of all applicants.

Sexual Orientation

Like disability status, information on employee sexual orientation continues to have significant gaps on MyHR, with the sexual orientation of 54% of employees unknown. Although this has improved from 63% in 2023 and 83% in 2021.

Religion or Belief

A similar improvement has been seen in the information held on Religion or Belief, with the percentage of unknown reducing from 82% in 2021, and 61% in 2023 to 52% in 2025.

Caring Responsibilities

There was a change to the way the council records Caring Responsibilities in 2024 to align with the description of unpaid carers. Support for employees who are undertaking unpaid caring responsibilities was also promoted through a new council web page, where employees are also encouraged to declare their status as unpaid carers. This has resulted in 282 employees declaring their status as unpaid carers. However, the carer status of 95% of employees is still unknown.

It is hoped that further promotion of support for carers and the council's accreditation as a Carer Positive employer (achieved in 2024) will result in more employees feeling confident to declare their carer status.

Information on the caring responsibilities of applicants suggests that the recruitment process is free from discrimination relating to caring responsibilities. This is evidenced by the percentage of applicants with caring responsibilities which remains relatively static throughout the process from application to appointment.

Gender Identity

The number of employees for whom the council holds Gender Identity information has increased from 874 in 2021, and 2066 in 2023, to 2842 in 2025 representing more than a third of the workforce.

EMPLOYMENT MONITORING STATISTICS
(1 January 2023 – 31 December 2024)

1. STAFF IN POST

The following tables contain equality monitoring information obtained from the councils HR Management Information System.

1.1 Employees in Post by Sex as at February 2025

Sex	Number	Percentage
Female	6,109	74.11
Male	2,134	25.89
Total	**8,243**	**100.00**

1.2 Employees in Post by Ethnicity as at February 2025

Ethnicity	Number	Percentage
African - Other	15	0.18
African (including Scottish/British)	13	0.16
Arab (including Scottish/British)	3	0.04
Asian - Bangladeshi (including Scottish/British)	1	0.01
Asian - Chinese (including Scottish/British)	27	0.33
Asian - Indian (including Scottish/British)	32	0.39
Asian - Other (including Scottish/British)	25	0.30
Asian - Pakistani (including Scottish/British)	40	0.49
Black (including Scottish/British)	7	0.08
British	35	0.42
Caribbean (including Scottish/British)	13	0.16
Other Ethnic Group	14	0.17
Other Mixed/Multi Ethnic Group	34	0.41
White - Eastern European	70	0.85
White - Irish	69	0.84
White - Other British	436	5.29
White - Other Ethnic Group	182	2.21
White - Scottish	5,887	71.42
Unknown	260	3.15
Prefer not to say	1,080	13.10
Total	**8243**	**100.00**

1.3 Employees in post by Disability as at February 2025

Disability	Number	Percentage
Yes	411	4.99
No	2987	36.24
Prefer not to say	138	1.67
Unknown	4707	57.10
Total	**8243**	**100.00**

1.4 Employees in post by Disability Type as at February 2025

Disability Type	Number	Percentage
Deafness/Hearing Loss	34	8.27
Learning Disability	73	17.76
Longstanding Condition	85	20.68

Mental Health Condition	92	22.38
Physical Disability	46	11.19
Sight Loss	3	0.73
Other (please specify below)	78	18.98
Total	**411**	**100**

1.5 Employees in Post by Age as at February 2025

Age	**Number**	**Percentage**
Under 21	82	0.99
21-30	1161	14.08
31-40	1897	23.01
41-50	2010	24.38
51-60	2230	27.05
61 Plus	863	10.47
Total	**8243**	**100.00**

1.6 Employees in post by Sexual Orientation as at February 2025

Sexual Orientation	**Number**	**Percentage**
Bisexual	68	0.82
Gay	58	0.70
Heterosexual/ straight	3,395	41.19
Lesbian	41	0.50
Prefer not to say	206	2.50
Unknown	4,475	54.29
Total	**8,243**	**100**

1.7 Employees in post by Religion or Belief as at February 2025

Religion or Belief	**Number**	**Percentage**
Buddhist	6	0.07
Church of Scotland	635	7.70
Roman Catholic	617	7.49
Other Christian	227	2.75
Hindu	9	0.11
Humanist	14	0.17
Jewish	1	0.01
Muslim	41	0.50
Pagan	7	0.08
Other Religion or Belief	37	0.45
None	2,081	25.25
Prefer not to say	238	2.89
Unknown	4,330	52.53
Total	**8243**	**100.00**

1.8 Employee in post by Caring Responsibility as at February 2025

Caring Responsibilities	**Number**	**Percentage**
Yes	282	3.42
No	123	1.49
Prefer not to say	4	0.05
Unknown	7834	95.04
Total	**8243**	**100.00**

1.9 Employees in post by Gender Identity as at February 2025

The statistics in the table below are provided in response to the following question: Have you ever identified as a transgender person or as undergoing any part of the gender reassignment process?

Gender Identity	Number	Percentage
Yes	18	0.22
No	2824	34.26
Prefer not to say	120	1.46
Unknown	5281	64.07
Total	**8243**	**100.00**

APPLICANTS FOR EMPLOYMENT

The following statistics are taken from the National Recruitment Portal.

2.1 SEX

2.1.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Sex

SEX	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Female	13520	75.25	4026	76.11	902	72.74
Male	4286	23.86	1200	22.68	308	24.84
Prefer not to say	63	0.35	25	0.47	9	0.73
Unknown	97	0.54	39	0.74	21	1.69
Total	**17966**	**100.00**	**5290**	**100.00**	**1240**	**100.00**

2.1.2 Applicants for Employment 1 January 2024 – 31 December 2024 by Sex

SEX	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Female	11677	73.65	3553	76.31	782	74.41
Male	3964	25.00	1056	22.68	249	23.69
Prefer not to say	79	0.50	21	0.45	5	0.48
Unknown	134	0.85	26	0.56	15	1.43
Total	**15,854**	**100.00**	**4656**	**100.00**	**1051**	**100.00**

2.2 ETHNICITY

2.2.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
African - (Inc.Scottish/British)	34	0.19	6	0.11		
African - Other	620	3.45	90	1.70	12	0.97
Any Mixed or Multiple	193	1.07	48	0.91	10	0.81
Arab (Inc.Scottish/British)	39	0.22	8	0.15	4	0.32
Asian - Bangladeshi (Inc.Scottish/British)	37	0.21	4	0.08	1	0.08
Asian - Chinese (Inc.Scottish/British)	332	1.85	59	1.12	5	0.40
Asian - Indian (Inc.Scottish/British)	310	1.73	66	1.25	9	0.73
Asian - Other (Inc.Scottish/British)	150	0.83	17	0.32		
Asian - Pakistani (Inc.Scottish/British)	353	1.96	63	1.19	10	0.81
Caribbean - (Inc.Scottish/British)	7	0.04	1	0.02		
Caribbean or Black (Other)	20	0.11	4	0.08	2	0.16
Other Ethnic Group	82	0.46	12	0.23	3	0.24
White - Eastern European (eg Polish)	398	2.22	97	1.83	22	1.77
White - Gypsy/Traveller	7	0.04	1	0.02		
White - Irish	126	0.70	46	0.87	12	0.97
White - Other British	1027	5.72	316	5.97	68	5.48
White - Other white ethnic group	807	4.49	176	3.33	45	3.63
White - Scottish	13106	72.95	4171	78.85	1001	80.73
Prefer not to say	221	1.23	66	1.25	15	1.21
Unknown	97	0.54	39	0.74	21	1.69
Total	**17996**	**100.00**	**5290**	**100.00**	**1240**	**100.00**

2.2.2 Applicants for Employment 1 January 2024 – 31 December 2024 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
African - (Inc.Scottish/British)	28	0.18	8	0.17	1	0.10
African - Other	737	4.65	151	3.24	19	1.81
Any Mixed or Multiple	175	1.10	58	1.25	9	0.86
Arab (Inc. Scottish/British)	18	0.11	10	0.21	1	0.10
Asian - Bangladeshi (Inc.Scottish/British)	8	0.05	1	0.02		
Asian - Chinese (Inc.Scottish/British)	267	1.68	42	0.90	3	0.29
Asian - Indian (Inc.Scottish/British)	319	2.01	55	1.18	9	0.86
Asian - Other (Inc.Scottish/British)	182	1.15	30	0.64	9	0.86
Asian - Pakistani (Inc.Scottish/British)	355	2.24	85	1.83	15	1.43
Caribbean - (Inc.Scottish/British)	8	0.05	3	0.06	3	0.29
Caribbean or Black (Other)	39	0.25	6	0.13		
Other Ethnic Group	106	0.67	17	0.37	4	0.38
White - Eastern European (eg Polish)	377	2.38	91	1.95	20	1.90
White - Gypsy/Traveller	18	0.11	2	0.04		
White - Irish	115	0.73	51	1.10	13	1.24
White - Other British	849	5.36	285	6.12	72	6.85
White - Other white ethnic group	757	4.77	183	3.93	47	4.47
White - Scottish	11139	70.26	3483	74.81	798	75.93
Prefer not to say	223	1.41	69	1.48	13	1.24
Unknown	134	0.85	26	0.56	15	1.43
Total	**15,854**	**100.00**	**4656**	**100.00**	**1051**	**100.00**

2.3 DISABILITY

2.3.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Disability

DISABILITY	Applicants for Employment (17,966)		Selected for Interview (5290)		Successful Appointments (1240)	
	No.	%	No.	%	No.	%
Disabled	715	3.98	269	5.09	47	3.79

2.3.2 Applicants for Employment 1 January 2024 – 31 December 2024 by Disability

DISABILITY	Applicants for Employment (15,854)		Selected for Interview (4656)		Successful Appointments (1051)	
	No.	%	No.	%	No.	%
Disabled	636	4.01	218	4.68	32	3.04

2.3.3 Applicants for Employment 1 January 2023 – 31 December 2023 - Disability Type

DISABILITY TYPE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Learning Disability	156	16.30	70	19.13	12	20.00
Longstanding Illness	373	38.98	137	37.43	21	35.00
Mental Health Condition	205	21.42	77	21.04	7	11.67
Physical Impairment	152	15.88	59	16.12	13	21.67
Sensory Impairment	42	4.39	14	3.83	6	10.00
Prefer Not to Say	29	3.03	9	2.46	1	1.67
Total	**957***	**100.00**	**366***	**100.00**	**60***	**100.00**

* Some applicants have selected more than one disability

2.3.4 Applicants for Employment 1 January 2024 – 31 December 2024 - Disability Type

DISABILITY TYPE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Learning Disability	125	14.29	54	16.93	5	10.87
Longstanding Illness	335	38.29	118	36.99	20	43.48
Mental Health Condition	195	22.29	71	22.26	9	19.57
Physical Impairment	163	18.63	52	16.30	8	17.39
Sensory Impairment	37	4.23	18	5.64	4	8.70
Prefer Not to Say	20	2.29	6	1.88		
Total	**875***	**100.00**	**319***	**100.00**	**46***	**100.00**

* Some applicants have selected more than one disability

2.4 AGE

2.4.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Age

AGE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 21	440	2.45	133	2.51	32	2.58
21-30	4876	27.14	1427	26.98	313	25.24
31-40	5284	29.41	1395	26.37	325	26.21
41-50	3887	21.64	1186	22.42	279	22.50
51-60	2455	13.66	841	15.90	189	15.24
61 plus	688	3.83	205	3.88	69	5.56
Not Known	336	1.87	103	1.95	33	2.66
Total	**17,966**	**100.00**	**5290**	**100.00**	**1240**	**100.00**

2.4.2 Applicants for Employment 1 January 2024– 31 December 2024 by Age

AGE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 21	767	4.84	227	4.88	66	6.28
21-30	4645	29.30	1284	27.58	269	25.59
31-40	4393	27.71	1189	25.54	279	26.55
41-50	3307	20.86	1042	22.38	239	22.74
51-60	1948	12.29	705	15.14	147	13.99
61 plus	433	2.73	131	2.81	24	2.28
Not Known	361	2.28	78	1.68	27	2.57
Total	**15,854**	**100.00**	**4656**	**100.00**	**1051**	**100.00**

2.5 SEXUAL ORIENTATION

2.5.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Sexual Orientation

SEXUAL ORIENTATION	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Bisexual	412	2.29	116	2.19	24	1.94
Gay/Lesbian	360	2.00	113	2.14	20	1.61
Heterosexual/Straight	16463	91.63	4846	91.61	1137	91.69
Unknown	131	0.73	45	0.85	23	1.85
Prefer not to say	587	3.27	166	3.14	35	2.82
Other	13	0.07	4	0.08	1	0.08
Totals	**17,966**	**100.00**	**5290**	**100.00**	**1240**	**100.00**

2.5.2 Applicants for Employment 1 January 2024 – 31 December 2024 by Sexual Orientation

SEXUAL ORIENTATION	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Bisexual	327	2.06	98	2.10	19	1.81
Gay/Lesbian	394	2.49	113	2.43	27	2.57
Heterosexual/Straight	14301	90.20	4189	89.97	936	89.06
Unknown	155	0.98	33	0.71	17	1.62
Prefer not to say	669	4.22	221	4.75	51	4.85
Other	8	0.05	2	0.04	1	0.10
Totals	**15,854**	**100.00**	**4656**	**100.00**	**1051**	**100.00**

2.6 RELIGION OR BELIEF

2.6.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Religion or Belief

RELIGION OR BELIEF	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Buddhist	30	0.17	11	0.21	1	0.08
Church of Scotland	1941	10.80	578	10.93	152	12.26
Hindu	151	0.84	22	0.42	2	0.16
Humanist	2	0.01				
Jewish	12	0.07	3	0.06		
Muslim	621	3.46	106	2.00	19	1.53
None	10543	58.68	3224	60.95	752	60.65
Other Christian	1127	6.27	244	4.61	50	4.03
Other Religion/Belief	55	0.31	11	0.21	4	0.32
Pagan	32	0.18	12	0.23	3	0.24
Roman Catholic	2619	14.58	815	15.41	183	14.76
Sikh	7	0.04	1	0.02		
Prefer Not to Say	729	4.06	224	4.23	53	4.27
Unknown	97	0.54	39	0.74	21	1.69
Total	**17,966**	**100.00**	**5290**	**100.00**	**1240**	**100.00**

2.6.2 Applicants for Employment 1 January 2024 – 31 December 2024 by Religion or Belief

RELIGION OR BELIEF	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Buddhist	36	0.23	10	0.21	5	0.48
Church of Scotland	1594	10.05	477	10.24	117	11.13
Hindu	179	1.13	28	0.60	1	0.10
Humanist						
Jewish	9	0.06	1	0.02	1	0.10
Muslim	556	3.51	120	2.58	22	2.09
None	9210	58.09	2749	59.04	600	57.09
Other Christian	1210	7.63	311	6.68	61	5.80
Other Religion/Belief	50	0.32	18	0.39	5	0.48
Pagan	117	0.74	19	0.41	4	0.38
Roman Catholic	2083	13.14	664	14.26	167	15.89
Sikh	6	0.04	2	0.04		
Prefer Not to Say	670	4.23	231	4.96	53	5.04
Unknown	134	0.85	26	0.56	15	1.43
Total	**15,854**	**100.00**	**4656**	**100.00**	**1051**	**100.00**

2.7 CARING RESPONSIBILITIES

2.7.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Caring Responsibilities

CARING RESPONSIBILITIES	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	2634	14.66	721	13.63	152	12.26
No	14961	83.27	4443	83.99	1046	84.35
Prefer Not to Say	274	1.53	87	1.64	21	1.69
Unknown	97	0.54	39	0.74	21	1.69
Total	**17,966**	**100.00**	**5290**	**100.00**	**1240**	**100.00**

2.7.2 Applicants for Employment 1 January 2024 – 31 December 2024 by Caring Responsibilities

CARING RESPONSIBILITIES	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	2214	13.96	648	13.92	149	14.18
No	13159	83.00	3888	83.51	869	82.68
Prefer Not to Say	347	2.19	94	2.02	18	1.71
Unknown	134	0.85	26	0.56	15	1.43
Total	**15,854**	**100.00**	**4656**	**100.00**	**1051**	**100.00**

2.8 GENDER IDENTITY

2.8.1 Applicants for Employment 1 January 2023 – 31 December 2023 by Gender Identity

The statistics in the table below are provided in response to the following question: Have you ever identified as a transgender person or as undergoing any part of the gender reassignment process?

GENDER IDENTITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	59	0.33	15	0.28	4	0.32
No	17650	98.24	5187	98.05	1203	97.02
Prefer Not to Say	153	0.85	47	0.89	12	0.97
Unknown	104	0.58	41	0.78	21	1.69
Total	**17,966**	**100.00**	**5290**	**100.00**	**1240**	**100.00**

2.8.2 Applicants for Employment 1 January 2024 – 31 December 2024 by Gender Identity

The statistics in the table below are provided in response to the following question: Have you ever identified as a transgender person or as undergoing any part of the gender reassignment process?

GENDER IDENTITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	39	0.25	3	0.06		
No	15483	97.66	4565	98.05	1018	96.86
Prefer Not to Say	184	1.16	57	1.22	17	1.62
Unknown	148	0.93	31	0.67	16	1.52
Total	**15,854**	**100.00**	**4656**	**100.00**	**1051**	**100.00**

3. APPLICANTS FOR PROMOTION

The following figures are taken from the National Recruitment Portal and are based on a candidate's own determination as to whether the post they are applying for constitutes a promotion.

3.1 SEX

3.1.1 Applicants for Promotion 1 January 2023 – 31 December 2023 by Sex

SEX	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Female	154	45.03	76	51.35	17	44.74
Male	188	54.97	72	48.65	21	55.26
Prefer not to say						
Total	**342**	**100.00**	**148**	**100.00**	**38**	**100.00**

3.1.2 Applicants for Promotion 1 January 2024 – 31 December 2024 by Sex

SEX	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Female	198	51.56	67	48.55	16	40.00
Male	186	48.44	71	51.45	24	60.00
Prefer not to say						
Total	**384**	**100.00**	**138**	**100.00**	**40**	**100.00**

3.2 ETHNICTY

3.2.1 Applicants for Promotion 1 January 2023 – 31 December 2023 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
African - (Inc.Scottish/British)						
African - Other	15	4.39	1	0.68	1	2.63
Any Mixed or Multiple	10	2.92	3	2.03	1	2.63
Asian - Bangladeshi (Inc.Scottish/British)						
Asian - Chinese (Inc.Scottish/British)						
Asian - Indian (Inc.Scottish/British)	7	2.05	4	2.70		
Asian - Other (Inc.Scottish/British)	4	1.17	1	0.68		
Asian - Pakistani (Inc.Scottish/British)	10	2.92	5	3.38		
Black - (Inc.Scottish/British)						
Caribbean - (Inc.Scottish/British)						
Caribbean or Black (Other)						
Other - Arab (Inc.Scottish/British)						
White - Eastern European (eg Polish)	12	3.51	4	2.70		
White - Gypsy/Traveller						
White - Irish	1	0.29	1	0.68		
White - Other British	17	4.97	6	4.05	3	7.89
White - Other white ethnic group	16	4.68	7	4.73	1	2.63
White - Scottish	241	70.47	116	78.38	32	84.21
Other Ethnic Group	3	0.88				
Prefer not to say	6	1.75				
Unknown						
Total	**342**	**100.00**	**148**	**100.00**	**38**	**100.00**

3.2.2 Applicants for Promotion 1 January 2024 – 31 December 2024 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
African - (Inc.Scottish/British)	2	0.52				
African - Other	16	4.17	2	1.45		
Any Mixed or Multiple	3	0.78				
Asian - Bangladeshi (Inc.Scottish/British)	1	0.26				
Asian - Chinese (Inc.Scottish/British)	3	0.78				
Asian - Indian (Inc.Scottish/British)	9	2.34	1	0.72		
Asian - Other (Inc.Scottish/British)	4	1.04		0.00		
Asian - Pakistani (Inc.Scottish/British)	11	2.86	5	3.62	1	2.50
Black - (Inc.Scottish/British)						
Caribbean - (Inc.Scottish/British)						
Caribbean or Black (Other)						
Other - Arab (Inc.Scottish/British)						
White - Eastern European (eg Polish)	16	4.17	2	1.45		
White - Gypsy/Traveller	1	0.26				
White - Irish	4	1.04	1	0.72		
White - Other British	24	6.25	9	6.52	4	10.00
White - Other white ethnic group	14	3.65	4	2.90	2	5.00
White - Scottish	270	70.31	113	81.88	33	82.50
Other Ethnic Group	4	1.04				
Prefer not to say	2	0.52	1	0.72		
Unknown						
Total	**384**	**100.00**	**138**	**100.00**	**40**	**100.00**

3.3 DISABILITY

3.3.1 Applicants for Promotion 1 January 2023 – 31 December 2023 by Disability

DISABILITY	Applicants for Employment (342)		Selected for Interview (148)		Successful Appointments (38)	
	No.	%	No.	%	No.	%
Disabled	15	4.39	6	4.05	2	5.26

3.3.2 Applicants for Promotion 1 January 2024 – 31 December 2024 by Disability

DISABILITY	Applicants for Employment (384)		Selected for Interview (138)		Successful Appointments (40)	
	No.	%	No.	%	No.	%
Disabled	12	3.13	6	4.35	1	2.50

3.3.3 Applicants for Promotion 1 January 2023 – 31 December 2023 by Disability Type

DISABILITY TYPE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Learning Disability	6	17.65	5	41.67	2	50
Longstanding Illness	10	29.41	3	25.00	2	50
Mental Health Condition	8	23.53	2	16.67		
Physical Impairment	2	5.88				
Sensory Impairment	8	23.53	2	16.67		
Prefer Not to Say						

DISABILITY TYPE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Total	**34***	**100.00**	**12***	**100.00**	**4***	**100.00**

* Some applicants have selected more than one disability

3.3.4 Applicants for Promotion 1 January 2024 – 31 December 2024 by Disability Type

DISABILITY TYPE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Learning Disability	4	26.67	2	22.22	1	33.33
Longstanding Illness	6	40.00	3	33.33	1	33.33
Mental Health Condition	3	20.00	2	22.22	1	33.33
Physical Impairment						
Sensory Impairment	1	6.67	1	11.11		
Prefer Not to Say	1	6.67	1	11.11		
Total	**15***	**100.00**	**9***	**100.00**	**3***	**100.00**

* Some applicants have selected more than one disability

3.4 AGE

3.4.1 Age Profile of Applicants for Promotion 1 January 2023 – 31 December 2023

AGE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 21	11	3.22	3	2.03	1	2.63
21-30	88	25.73	34	22.97	12	31.58
31-40	75	21.93	30	20.27	6	15.79
41-50	96	28.07	45	30.41	6	15.79
51-60	59	17.25	31	20.95	11	28.95
61 plus	11	3.22	5	3.38	2	5.26
Not known	2	0.58				
Total	**342**	**100.00**	**148**	**100.00**	**38**	**100.00**

3.4.2 Age Profile of Applicants for Promotion 1 January 2024 – 31 December 2024

AGE	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 21	7	1.82	1	0.72	1	2.50
21-30	64	16.67	23	16.67	7	17.50
31-40	41	10.68	18	13.04	5	12.50
41-50	31	8.07	12	8.70	6	15.00
51-60	35	9.11	14	10.14	5	12.50
61 plus	5	1.30	2	1.45		
Not known	201	52.34	68	49.28	16	40.00
Total	**384**	**100.00**	**138**	**100.00**	**40**	**100.00**

3.5 SEXUAL ORIENTATION

3.5.1 Applicants for Promotion 1 January 2023 – 31 December 2023 by Sexual Orientation

SEXUAL ORIENTATION	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Bisexual	5	1.46	1	0.68		
Gay/Lesbian	19	5.56	7	4.73	1	2.63
Heterosexual/Straight	310	90.64	137	92.57	36	94.74
Unknown	1	0.29				
Prefer Not to Say	7	2.05	3	2.03	1	2.63
Other						
Total	**342**	**100.00**	**148**	**100.00**	**38**	**100.00**

3.5.2 Applicants for Promotion 1 January 2024 – 31 December 2024 by Sexual Orientation

SEXUAL ORIENTATION	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Bisexual	4	1.04				
Gay/Lesbian	8	2.08	6	4.35	2	5.00
Heterosexual/Straight	354	92.19	128	92.75	36	90.00
Unknown	1	0.26				
Prefer Not to Say	17	4.43	4	2.90	2	5.00
Other						
Total	**384**	**100.00**	**138**	**100.00**	**40**	**100.00**

3.6 RELIGION OR BELIEF

3.6.1 Applicants for Promotion 1 January 2023 – 31 December 2023 by Religion or Belief

RELIGION OR BELIEF	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Buddhist	3	0.88	1	0.68		
Church of Scotland	38	11.11	16	10.81	5	13.16
Hindu	6	1.75	2	1.35		
Humanist						
Jewish	8	2.34	2	1.35		
Muslim	13	3.80	5	3.38		
None	191	55.85	85	57.43	24	63.16
Other Christian	15	4.39	6	4.05	2	5.26
Other Religion/Belief	1	0.29				
Pagan						
Roman Catholic	52	15.20	22	14.86	5	13.16
Sikh	1	0.29	1	0.68		
Prefer Not to Say	13	3.80	8	5.41	2	5.26
Unknown	1	0.29				
Total	**342**	**100.00**	**148**	**100.00**	**38**	**100.00**

3.6.2 Applicants for Promotion 1 January 2024 – 31 December 2024 by Religion or Belief

RELIGION OR BELIEF	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Buddhist	4	1.04	1	0.72		
Church of Scotland	39	10.16	9	6.52	4	10.00
Hindu	2	0.52				
Humanist						
Jewish						
Muslim	20	5.21	6	4.35	1	2.50
None	223	58.07	94	68.12	25	62.50
Other Christian	28	7.29	3	2.17		
Other Religion/Belief						
Pagan						
Roman Catholic	52	13.54	19	13.77	7	17.50
Sikh	1	0.26	1	0.72		
Prefer Not to Say	13	3.39	4	2.90	2	5.00
Unknown	2	0.52	1	0.72	1	2.50
Total	**384**	**100.00**	**138**	**100.00**	**40**	**100.00**

3.7 CARING RESPONSIBILITIES

3.7.1 Applicants for Promotion 1 January 2023 – 31 December 2023 by Caring Responsibilities

CARING RESPONSIBILITIES	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	51	14.91	17	11.49	6	15.79
No	286	83.63	128	86.49	32	84.21
Prefer Not to Say	5	1.46	3	2.03		
Unknown						
Total	**342**	**100.00**	**148**	**100.00**	**38**	**100.00**

3.7.2 Applicants for Promotion 1 January 2024 – 31 December 2024 by Caring Responsibilities

CARING RESPONSIBILITIES	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	52	13.54	17	12.32	3	7.50
No	327	85.16	120	86.96	37	92.50
Prefer Not to Say	5	1.30	1	0.72		
Unknown						
Total	**384**	**100.00**	**138**	**100.00**	**40**	**100.00**

3.8 GENDER IDENTITY

3.8.1 Applicants for Promotion 1 January 2023 – 31 December 2023 by Gender Identity

The statistics in the table below are provided in response to the following question: Have you ever identified as a transgender person or as undergoing any part of the gender reassignment process?

GENDER IDENTITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	2	0.58				
No	331	96.78	146	98.65	38	100
Prefer Not to Say	9	2.63	2	1.35		
Unknown						
Total	**342**	**100.00**	**148**	**100.00**	**38**	**100.00**

3.8.2 Applicants for Promotion 1 January 2024 – 31 December 2024 by Gender Identity

The statistics in the table below are provided in response to the following question: Have you ever identified as a transgender person or as undergoing any part of the gender reassignment process?

GENDER IDENTITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Yes	1	0.26				
No	378	98.44	136	98.55	39	97.50
Prefer Not to Say	5	1.30	2	1.45	1	2.50
Unknown						
Total	**384**	**100.00**	**138**	**100.00**	**40**	**100.00**

4. 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.

4.1 Employees who applied for and received training during period 1 January 2023 – 31 December 2023

ETHNICITY	Number	Proportion (%)
African - Other	13	0.17
African (including Scottish/British)	12	0.16
Arab (including Scottish/British)	3	0.04
Asian - Bangladeshi (including Scottish/British)	1	0.01
Asian - Chinese (including Scottish/British)	16	0.21
Asian - Indian (including Scottish/British)	21	0.28
Asian - Other (including Scottish/British)	13	0.17
Asian - Pakistani (including Scottish/British)	33	0.43
Black (including Scottish/British)	7	0.09
British	34	0.45
Caribbean (including Scottish/British)	12	0.16
Other Ethnic Group	12	0.16
Other Mixed/Multi Ethnic Group	33	0.43
White - Eastern European	56	0.74
White - Irish	69	0.91
White - Other British	408	5.37
White - Other Ethnic Group	161	2.12
White - Scottish	5454	71.83
Prefer not to say	1003	13.21
Unknown	232	3.06
GENDER	Number	Proportion (%)
Female	5,596	73.70
Male	1,997	26.30
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	358	4.71
AGE	Number	Proportion (%)
Under 21	57	0.75
21 - 30	955	12.58
31 - 40	1659	21.85
41 - 50	1867	24.59
51 - 60	2135	28.12
61 plus	920	12.12
SEXUAL ORIENTATION	Number	Proportion (%)
Bisexual	56	0.74
Gay	58	0.76
Heterosexual/Straight	2,961	39.00
Lesbian	36	0.47
Prefer Not to Say	178	2.34
Unknown	4304	56.68

RELIGION OR BELIEF	Number	Proportion (%)
Buddhist	3	0.04
Church of Scotland	615	8.10
Roman Catholic	539	7.10
Other Christian	188	2.48
Hindu	4	0.05
Humanist	9	0.12
Jewish	2	0.03
Muslim	33	0.43
Pagan	5	0.07
Other Religion or Belief	26	0.34
None	1,812	23.86
Prefer not to say	207	2.73
Unknown	4,150	54.66
CARING RESPONSIBILITY	Number	Proportion (%)
No	94	1.24
Yes	274	3.61
Prefer Not to Say	3	0.04
Unknown	7222	95.11
GENDER IDENTITY	Number	Proportion (%)
Yes	10	0.13
No	2337	30.78
Prefer Not to Say	105	1.38
Unknown	5141	67.71

4.2 Employees who applied for and received training during period 1 January 2024 – 31 December 2024

ETHNICITY	Number	Proportion (%)
African - Other	16	0.20
African (including Scottish/British)	11	0.14
Arab (including Scottish/British)	3	0.04
Asian - Bangladeshi (incl. Scottish/British)	1	0.01
Asian - Chinese (including Scottish/British)	23	0.29
Asian - Indian (including Scottish/British)	31	0.39
Asian - Other (including Scottish/British)	22	0.28
Asian - Pakistani (including Scottish/British)	35	0.44
Black (including Scottish/British)	6	0.08
British	35	0.44
Caribbean (including Scottish/British)	12	0.15
Other Ethnic Group	14	0.18
Other Mixed/Multi Ethnic Group	33	0.42
White - Eastern European	66	0.83
White - Irish	70	0.89
White - Other British	421	5.33
White - Other Ethnic Group	182	2.30
White - Scottish	5,685	71.92
Prefer not to say	997	12.61
Unknown	242	3.06
GENDER	Number	Proportion (%)
Female	5801	73.38
Male	2104	26.62
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	389	4.92
AGE	Number	Proportion (%)
Under 21	84	1.06
21 - 30	1102	13.94
31 - 40	1782	22.54
41 - 50	1962	24.82
51 - 60	2156	27.27
61 plus	819	10.36
SEXUAL ORIENTATION	Number	Proportion (%)
Bisexual	66	0.83
Gay	62	0.78
Heterosexual/Straight	3,296	41.70
Lesbian	39	0.49
Prefer Not to Say	192	2.43
Unknown	4,250	53.76

RELIGION OR BELIEF	Number	Proportion (%)
Buddhist	4	0.05
Church of Scotland	630	7.97
Roman Catholic	599	7.58
Other Christian	220	2.78
Hindu	8	0.10
Humanist	14	0.18
Jewish	2	0.03
Muslim	38	0.48
Pagan	8	0.10
Other Religion or Belief	34	0.43
None	2,006	25.38
Prefer not to say	227	2.87
Unknown	4,115	52.06
CARING RESPONSIBILITY	Number	Proportion (%)
No	119	1.51
Yes	280	3.54
Prefer Not to Say	3	0.04
Unknown	7503	94.91
GENDER IDENTITY	Number	Proportion (%)
Yes	17	0.22
No	2725	34.47
Prefer Not to Say	124	1.57
Unknown	5039	63.74

5. GRIEVANCE, DISCIPLINE AND BULLYING & HARASSMENT

The total number of employees involved in grievance procedures, who were the subject of disciplinary procedures or who raised Bullying & Harassment at work complaints was as follows:

5.1 Grievance Procedures, Disciplinary Procedures and Bullying & Harassment Complaints for period 1 January 2023 – 31 December 2023

	Grievance		Disciplinary		Bullying & Harassment	
ETHNICITY	No.	%	No.	%	No.	%
African - Other						
African (including Scottish/British)						
Arab (including Scottish/British)			1	3.85	1	9.09
Asian - Bangladeshi (incl. Scottish/British)						
Asian - Chinese (including Scottish/British)						
Asian - Indian (including Scottish/British)						
Asian - Other (including Scottish/British)						
Asian - Pakistani (including Scottish/British)			1	3.82		
Black (including Scottish/British)						
British						
Caribbean (including Scottish/British)						
Other Ethnic Group						
Other Mixed/Multi Ethnic Group						
White - Eastern European						
White - Irish						
White - Other British	1	20.00				
White - Other Ethnic Group			2	7.69		
White - Scottish	4	80.00	18	69.2	9	81.80
Prefer not to say			3	11.5	1	9.09
Unknown			1	3.85		
GENDER	No.	%	No.	%	No.	%
Female	2	40.00	11	42.30	6	54.54
Male	3	60.00	15	57.70	5	45.45
DISABILITY	No.	%	No.	%	No.	%
Number of Disabled Employees			2	7.69	1	9.09
AGE	No.	%	No.	%	No.	%
Under 21						
21 – 30			2	7.69		
31 – 40			7	26.92	4	36.36
41 – 50	3	60.00	3	11.54	2	18.18
51 – 60	1	20.00	13	50.00	5	45.45
61 plus	1	20.00	1	3.85		

SEXUAL ORIENTATION	No.	%	No.	%	No.	%
Bisexual						
Gay						
Heterosexual/Straight			11	42.31	3	27.27
Lesbian			1	3.85		
Prefer Not to Say			1	3.85		
Unknown	5	100.00	13	50.00	8	72.73
RELIGION OR BELIEF						
Buddhist						
Church of Scotland			2	7.69	2	18.18
Hindu						
Humanist						
Jewish						
Muslim			2	7.69	1	9.09
None			5	19.23		
Other Christian						
Other Religion/Belief						
Pagan						
Roman Catholic			3	11.54	3	27.27
Sikh						
Prefer Not to Say			2	7.69		
Unknown	5	100.00	12	46.15	5	45.45
CARING RESPONSIBILITY						
No						
Yes						
Prefer Not to Say						
Unknown	5	100.00	26	100.00	11	100.00
GENDER IDENTITY						
Yes						
No			6	23.08	1	9.09
Prefer Not to Say						
Unknown	5	100.00	20	76.92	10	90.91

5.2 Grievance Procedures, Disciplinary Procedures and Bullying & Harassment Complaints for period 1 January 2024 – 31 December 2024

	Grievance		Disciplinary		Bullying & Harassment	
ETHNICITY	No.	%	No.	%	No.	%
African - Other						
African (including Scottish/British)						
Arab (including Scottish/British)						
Asian - Bangladeshi (incl. Scottish/British)						
Asian - Chinese (including Scottish/British)						
Asian - Indian (including Scottish/British)			1	2.17		
Asian - Other (including Scottish/British)						
Asian - Pakistani (including Scottish/British)						
Black (including Scottish/British)						
British						
Caribbean (including Scottish/British)						
Other Ethnic Group						
Other Mixed/Multi Ethnic Group						
White - Eastern European			1	2.17		
White - Irish						
White - Other British			2	4.35	1	10.00
White - Other Ethnic Group			2	4.35		
White - Scottish			30	65.22	6	60.00
Prefer not to say			9	19.57	2	20.00
Unknown	1	100.00	1	2.17	1	10.00
GENDER	No.	%	No.	%	No.	%
Female	1	100.00	10	21.74	1	10.00
Male			36	78.26	9	90.00
DISABILITY	No.	%	No.	%	No.	%
Number of Disabled Employees	0		0		0	
AGE	No.	%	No.	%	No.	%
Under 21						
21 – 30			7	15.22	1	10.00
31 – 40			11	23.91	2	20.00
41 – 50	1	100.00	10	21.74	2	20.00
51 – 60			10	21.74	2	20.00
61 plus			8	17.39	3	30.00
SEXUAL ORIENTATION	No.	%	No.	%	No.	%
Bisexual						
Gay			1	2.17		
Heterosexual/Straight			8	17.39	2	20.00
Lesbian			1	2.17		
Prefer Not to Say			4	8.7	1	10.00
Unknown	1	100.00	32	69.57	7	70.00

RELIGION OR BELIEF	No.	%	No.	%	No.	%
Buddhist						
Church of Scotland			1	2.17		
Hindu						
Humanist						
Jewish						
Muslim						
None			6	13.04	1	10.00
Other Christian			1	2.17	1	10.00
Other Religion/Belief						
Pagan						
Roman Catholic			4	8.70		
Sikh						
Prefer Not to Say			3	6.52	1	10.00
Unknown	1	100.00	31	67.39	7	70.00
CARING RESPONSIBILITY						
No						
Yes						
Prefer Not to Say						
Unknown	1	100.00	46	100.00	10	100.00
GENDER IDENTITY						
Yes						
No			7	15.22	1	10.00
Prefer Not to Say			2	4.35	1	10.00
Unknown	1	100.00	37	80.43	8	80.00

6. EMPLOYEES LEAVING EMPLOYMENT

6.1 Employees leaving employment during period 1 January 2023 – 31 December 2023

ETHNICITY	Number	Proportion (%)
African – Other	2	0.26
African (including Scottish/British)		
Arab (including Scottish/British)	3	0.39
Asian - Bangladeshi (incl. Scottish/British)		
Asian - Chinese (including Scottish/British)	1	0.13
Asian - Indian (including Scottish/British)	4	0.52
Asian - Other (including Scottish/British)	2	0.26
Asian - Pakistani (including Scottish/British)	2	0.26
Black (including Scottish/British)	1	0.13
British	2	0.26
Caribbean (including Scottish/British)	1	0.13
Other Ethnic Group	4	0.52
Other Mixed/Multi Ethnic Group	7	0.90
White - Eastern European	91	11.73
White – Irish	7	0.90
White - Other British	9	1.16
White - Other Ethnic Group	41	5.28
White - Scottish	21	2.71
Prefer not to say	562	72.42
Unknown	16	2.06
GENDER	Number	Proportion (%)
Female	569	73.04
Male	207	26.57
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	21	2.71
AGE	Number	Proportion (%)
Under 21	13	1.68
21 – 30	130	16.75
31 – 40	150	19.33
41 – 50	121	15.59
51 – 60	139	17.91
61 plus	223	28.74
SEXUAL ORIENTATION	Number	Proportion (%)
Bisexual	8	1.03
Gay	8	1.03
Heterosexual	340	43.81
Lesbian	6	0.77
Prefer Not to Say	37	4.77
Unknown	377	48.58

RELIGION OR BELIEF	Number	Proportion (%)
Buddhist		
Church of Scotland	67	8.63
Hindu	2	0.26
Humanist	2	0.26
Jewish	2	0.26
Muslim	9	1.16
None	209	26.93
Other Christian	20	2.58
Other Religion/Belief	7	0.90
Pagan	2	0.26
Roman Catholic	60	7.73
Sikh		
Prefer Not to Say	36	4.64
Unknown	360	46.39
CARING RESPONSIBILITY	Number	Proportion (%)
No		
Yes		
Prefer Not to Say		
Unknown	776	100.00
GENDER IDENTITY	Number	Proportion (%)
Yes	2	0.26
No	280	36.08
Prefer Not to Say	23	2.96
Unknown	471	60.70

6.2 Employees leaving employment during period 1 January 2024 – 31 December 2024

ETHNICITY	Number	Proportion (%)
African - Other	2	0.29
African (including Scottish/British)	2	0.29
Arab (including Scottish/British)		
Asian - Bangladeshi (incl. Scottish/British)		
Asian - Chinese (including Scottish/British)	1	0.14
Asian - Indian (including Scottish/British)	1	0.14
Asian - Other (including Scottish/British)	1	0.14
Asian - Pakistani (including Scottish/British)	4	0.57
Black (including Scottish/British)	2	0.29
British	2	0.29
Caribbean (including Scottish/British)		
Other Ethnic Group	1	0.14
Other Mixed/Multi Ethnic Group	2	0.29
White - Eastern European	6	0.86
White - Irish	10	1.43
White - Other British	41	5.87
White - Other Ethnic Group	24	3.43
White - Scottish	499	71.39
Prefer not to say	80	11.44
Unknown	21	3.00
GENDER	Number	Proportion (%)
Female	496	70.96
Male	203	29.04
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	25	3.58
AGE	Number	Proportion (%)
Under 21	13	1.86
21 – 30	122	17.45
31 – 40	135	19.31
41 – 50	93	13.30
51 – 60	150	21.46
61 plus	186	26.61
SEXUAL ORIENTATION	Number	Proportion (%)
Bisexual	17	2.43
Gay	7	1.00
Heterosexual	341	48.78
Lesbian	2	0.29
Prefer Not to Say	19	2.72
Unknown	313	44.78

RELIGION OR BELIEF	Number	Proportion (%)
Buddhist		
Church of Scotland	59	8.44
Hindu		
Humanist		
Jewish	1	0.14
Muslim	3	0.43
None	205	29.33
Other Christian	29	4.15
Other Religion/Belief	3	0.43
Pagan	1	0.14
Roman Catholic	65	9.30
Sikh		
Prefer Not to Say	28	4.01
Unknown	305	43.63
CARING RESPONSIBILITY	Number	Proportion (%)
No	2	0.29
Yes	6	0.86
Prefer Not to Say		
Unknown	691	98.86
GENDER IDENTITY	Number	Proportion (%)
Yes	1	0.14
No	294	42.06
Prefer Not to Say	19	2.72
Unknown	385	55.08

6.3 Reasons for leaving during period 1 January 2023 – 31 December 2023

	Deceased	Dismissed - capability	Dismissed – misconduct	End of Contract	ERVS	Ill Health Retirement	Leaving Area	Other Employment	Redundancy	Reason not disclosed	Retirement	Totals
ETHNICITY												
African - Other							1	1				2
Arab (including Scottish/British)			1	1						1		3
Asian - Chinese (including Scottish/British)				1								1
Asian - Indian (including Scottish/British)				1			1			2		4
Asian - Other (including Scottish/British)								2				2
Asian - Pakistani (including Scottish/British)								1		1		2
Black (including Scottish/British)								1				1
British				1						1		2
Caribbean (including Scottish/British)											1	1
Other Ethnic Group	1			1			1	1				4
Other Mixed/Multi Ethnic Group								6		1		7
Prefer not to say	3	9	2	4	2	6	1	21		13	30	91
White - Eastern European				1				4		2		7
White - Irish								4		2	3	9
White - Other British		1			1	2	1	23		4	9	41
White - Other Ethnic Group	1					3		12		4	1	21
White - Scottish	7	27	1	59	6	27	11	191	1	120	112	562
Not Known		2		2	1			6		5		16

	Deceased	Dismissed - capability	Dismissed – misconduct	End of Contract	ERVS	Ill Health Retirement	Leaving Area	Other Employment	Redundancy	Reason not disclosed	Retirement	Totals
GENDER												
Female	7	32		38	4	26	14	209	1	128	110	569
Male	5	7	4	33	6	12	2	64		28	46	207
DISABILITY												
Number of Disabled Employees	1	2	0	11	0	4	1	9	0	18	1	47
AGE												
Under 21				9				2		2		13
21 – 30		1	1	26			5	65	1	31		130
31 – 40	2	3	2	11			6	86		40		150
41 – 50	1	5		11		1	1	67		35		121
51 – 60	6	14	1	7	4	15	4	48		26	14	139
61 plus	3	16		7	6	22		5		22	142	223
SEXUAL ORIENTATION												
Bisexual				2				4		2		8
Gay/Lesbian				2				8		4		14
Heterosexual/Straight	4	6	2	56	3	3	7	141		98	20	340
Prefer Not to Say		1	1	6			1	13		12	3	37
Unknown	8	32	1	5	7	35	8	107	1	40	133	377
RELIGION/BELIEF												
Church of Scotland		3		4	1	4	1	21		14	19	67
Roman Catholic	1			11			1	24		15	8	60
Other Christian				5			1	10		4		20
Hindu										2		2
Humanist								1			1	2
Jewish								2				2
Muslim			1	2				4		2		9
Pagan								2				2
Other Religion or Belief		2						4		1		7
None	3	1		34	1		6	89		69	6	209
Prefer not to say			2	10	1			14		9		36
Not Known	8	33	1	5	7	34	7	102	1	40	122	360

	Deceased	Dismissed - capability	Dismissed – misconduct	End of Contract	ERVS	Ill Health Retirement	Leaving Area	Other Employment	Redundancy	Reason not disclosed	Retirement	Totals
CARING RESPONSIBILITY												
No												
Yes												
Prefer Not to Say												
Unknown	12	39	4	71	10	38	16	273	1	156	156	776
GENDER IDENTITY												
Yes								2				2
No	3	3	1	48	2	1	8	122		81	11	280
Prefer Not to Say			1	7				5		9	1	23
Unknown	9	36	2	16	8	37	8	144	1	66	144	471

6.3 Reasons for leaving during period 1 January 2024 – 31 December 2024

	Deceased	Dismissed - capability	Dismissed – misconduct	End of Contract	ERVS	Ill Health Retirement	Leaving Area	Other Employment	Redundancy	Reason not disclosed	Retirement	Totals
ETHNICITY												
African - Other								1		1		2
African (including Scottish/British)								1		1		2
Arab (including Scottish/British)												
Asian - Chinese (including Scottish/British)										1		1
Asian - Indian (including Scottish/British)										1		1
Asian - Other (including Scottish/British)										1		1
Asian - Pakistani (including Scottish/British)								2		2		4
Black (including Scottish/British)				1				1				2
British										1	1	2
Caribbean (including Scottish/British)												
Other Ethnic Group										1		1
Other Mixed/Multi Ethnic Group								1			1	2
Prefer not to say	3	5	1	2	2	4	4	17		15	27	80
White - Eastern European							1	3		2		6
White - Irish				2			2	4		2		10
White - Other British	1	1		4		1	4	10		12	8	41
White - Other Ethnic Group		2	1	1	1		2	5		7	5	24
White - Scottish	5	36	3	39	19	21	7	152		111	106	499
Not Known		3		1	1		1	10		4	1	21

	Deceased	Dismissed - capability	Dismissed – misconduct	End of Contract	ERVS	Ill Health Retirement	Leaving Area	Other Employment	Redundancy	Reason not disclosed	Retirement	Totals
GENDER												
Female	7	26	3	33	17	16	16	144	0	128	106	496
Male	2	21	2	17	6	10	5	63	0	34	43	203
DISABILITY												
Number of Disabled Employees	1	5		10	2	4	3	8	0	14	8	55
AGE												
Under 21		1		9				1		2		13
21 – 30		5		21			8	49		39		122
31 – 40	1	7	2	3	1	1	8	65		46	1	135
41 – 50	1	3		8	3	2	3	45		28	0	93
51 – 60	3	11	3	8	10	13	2	39		29	32	150
61 plus	4	20		1	9	10		8		18	116	186
SEXUAL ORIENTATION												
Bisexual				4			2	6		4	1	17
Gay/Lesbian								5		3	1	9
Heterosexual/Straight	3	11	1	42	8	10	8	117		106	35	341
Prefer Not to Say		1		2			2	5		7	2	19
Unknown	6	35	4	2	15	16	9	74		42	110	313
RELIGION/BELIEF												
Church of Scotland	1	1		4	2	5		17		9	20	59
Roman Catholic	2	2		6		1	2	22		20	10	65
Other Christian		1		3	1	2	2	7		10	3	29
Hindu												
Humanist												
Jewish								1				1
Muslim								2		1		3
Pagan								1				1
Other Religion or Belief							1	1		1		3
None		10	2	29	4	2	4	75		71	8	205
Prefer not to say				5			3	6		10	4	28
Not Known	6	33	3	3	16	16	9	75		40	104	305

	Deceased	Dismissed - capability	Dismissed – misconduct	End of Contract	ERVS	Ill Health Retirement	Leaving Area	Other Employment	Redundancy	Reason not disclosed	Retirement	Totals
CARING RESPONSIBILITY												
No												
Yes				1				3		1	1	6
Prefer Not to Say												
Unknown	9	47	5	49	23	26	21	204		161	148	693
GENDER IDENTITY												
Yes							1					1
No	2	7	1	43	3	7	8	105		95	23	294
Prefer Not to Say		1		2	1			3		10	2	19
Unknown	7	39	4	5	19	19	12	99		57	124	385

End of monitoring information report