

Dundee City Council

Annual Employee Equality Monitoring Information - 2015

Whole Council - Disability

Disability	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Yes	114	525	21	29	Less than 5	43	71	184	Less than 5	Less than 5	7	Less than 5	10
Yes - Hearing Impairment	7					Less than 5	6	6				Less than 5	
Yes - Learning Disability or Cognitive Impairment	Less than 5	136	7	10	Less than 5	Less than 5	Less than 5	6			Less than 5		
Yes - Longstanding Illness or Health Condition	8	144	5	9		Less than 5	Less than 5	20					
Yes - Mental Health Condition	Less than 5	86	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5					Less than 5
Yes - Multiple Disabilities													
Yes - Other	15	17		Less than 5		7	8	35	Less than 5	Less than 5			Less than 5
Yes - Physical Impairment	12	72	Less than 5	Less than 5		5	7	56			Less than 5	Less than 5	
Yes - Sensory Impairment	Less than 5	44	Less than 5			Less than 5	Less than 5	7					Less than 5
Yes - Visual Impairment	6					Less than 5	Less than 5	13					
Yes - Unspecified	21					10	11	31		Less than 5	Less than 5	Less than 5	Less than 5
Yes - Prefer not to Answer	34	26	Less than 5	Less than 5		10	24	7		Less than 5	Less than 5		5
No	7336	11557	861	803	109	2436	4900	19342	115	23	168	39	535
Prefer Not to Answer		81	Less than 5	5									
No Entry		488	111	Less than 5							Less than 5		Less than 5

Education - Disability

Disability	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Yes	27	130	12	12	Less than 5	14	13	34			Less than 5		Less than 5
Yes - Hearing Impairment	Less than 5						Less than 5						
Yes - Learning Disability or Cognitive Impairment	Less than 5	26	Less than 5	5	Less than 5	Less than 5	Less than 5	6			Less than 5		
Yes - Longstanding Illness or Health Condition	Less than 5	51	Less than 5	Less than 5		Less than 5	Less than 5	Less than 5					
Yes - Mental Health Condition		19	Less than 5	Less than 5									
Yes - Multiple Disabilities													
Yes - Other	6	Less than 5		Less than 5		Less than 5	Less than 5	8					Less than 5
Yes - Physical Impairment	Less than 5	10				Less than 5	Less than 5	15					
Yes - Sensory Impairment	Less than 5	13	Less than 5			Less than 5		Less than 5					
Yes - Visual Impairment	Less than 5					Less than 5	Less than 5						
Yes - Unspecified	Less than 5						Less than 5						
Yes - Prefer not to Answer	7	7	Less than 5	Less than 5		Less than 5	Less than 5						Less than 5
No	2758	3764	466	379	45	933	1825	6696	59	5	40	6	228
Prefer Not to Answer		21	Less than 5	Less than 5									
No Entry		110	34								Less than 5		

Whole Council - Ethnicity

Ethnic Origin	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
African - (Inc.Scottish/British)	Less than 5	23		Less than 5		Less than 5	Less than 5	25			Less than 5		
African - Other	6	49	Less than 5										
Asian - Bangladeshi(Inc.Scottish/British)	Less than 5	37				Less than 5	Less than 5	5			Less than 5		
Asian - Chinese (Inc.Scottish/British)	Less than 5	22	Less than 5	Less than 5		Less than 5	Less than 5	11					
Asian - Indian (Inc.Scottish/British)	16	79	Less than 5	17		Less than 5	12	33					Less than 5
Asian - Other (Inc.Scottish/British)	14	49	Less than 5			8	6	38					Less than 5
Asian - Pakistani (Inc.Scottish/British)	11	59	Less than 5	9		Less than 5	7	26			Less than 5		Less than 5
Caribbean or Black - Black (Inc.Scottish/British)		12					Less than 5	Less than 5					
Caribbean or Black - Caribbean (Inc.Scottish/British)		Less than 5											
Caribbean or Black - Other		Less than 5											
Gypsy/Traveller	Less than 5	Less than 5		Less than 5			Less than 5						Less than 5
Mixed or Multiple Ethnic Group	15	76	8	Less than 5		7	8	40	Less than 5				
No Entry	51	527	115	5		14	37	93					Less than 5
Arab - Other (Inc.Scottish/British)	Less than 5	18	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	7					
Arab - Arab (Inc.Scottish/British)	Less than 5						Less than 5						
Other Ethnic Background	Less than 5						Less than 5	7					
Prefer Not to Answer	1033	94	7	9		316	717	2151	24	Less than 5	23	5	83
White - Eastern European	12	257	17	8		5	7	39			Less than 5	Less than 5	Less than 5
White - Irish	36	111	11	18	Less than 5	5	31	153			Less than 5	Less than 5	Less than 5
White - Other British	413	823	50	48	10	122	291	1179	8	Less than 5	5		50
White - Other White Ethnic Group	91	212	13	11	Less than 5	27	64	247	Less than 5				9
White - Scottish	5737	10193	765	709	97	1960	3777	15471	82	22	143	36	392

Education - Ethnicity

	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Ethnic Origin													
African - (Inc.Scottish/British)	Less than 5	6					Less than 5	5			Less than 5		
African - Other		Less than 5											
Asian - Bangladeshi(Inc.Scottish/British)	Less than 5	10				Less than 5	Less than 5	5			Less than 5		
Asian - Chinese (Inc.Scottish/British)		6	Less than 5										
Asian - Indian (Inc.Scottish/British)	6	25	Less than 5	Less than 5		Less than 5	Less than 5	24					
Asian - Other (Inc.Scottish/British)	9	19	Less than 5			6	Less than 5	8					Less than 5
Asian - Pakistani	6	20	Less than 5	8		Less than 5	Less than 5	24					
Caribbean or Black - Black (Inc.Scottish/British)		Less than 5											
Caribbean or Black - Caribbean (Inc.Scottish/British)													
Caribbean or Black - Other													
Gypsy/Traveller	Less than 5	Less than 5					Less than 5						Less than 5
Mixed or Multiple Ethnic Group	7	28	5	Less than 5		Less than 5	6	28					
No Entry	11	122	38	Less than 5		5	6	9					
Arab - Other (Inc.Scottish/British)	Less than 5	5	Less than 5			Less than 5	Less than 5	7					
Arab - Arab (Inc.Scottish/British)	Less than 5			Less than 5	Less than 5		Less than 5						
Other Ethnic Background													
Prefer Not to Answer	639	35	6	Less than 5		170	469	1356	15		13	Less than 5	60
White - Eastern European	Less than 5	108	10	Less than 5		Less than 5	Less than 5	11					
White - Irish	20	43	Less than 5	7		Less than 5	18	75			Less than 5		Less than 5
White - Other British	150	239	24	20	Less than 5	46	104	405	Less than 5	Less than 5	Less than 5		21
White - Other White Ethnic Group	48	96	9	5		16	32	107					Less than 5
White - Scottish	1876	3258	411	344	42	692	1184	4666	40	Less than 5	26	Less than 5	140

Whole Council - Religion or Belief

Religion or Belief	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	7	27				Less than 5	6	44					Less than 5
Church of Scotland	1539	2157	188	244	35	534	1005	3948	12	Less than 5	40	9	88
Hindu	14	64		16		6	8	11					Less than 5
Jewish	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5	Less than 5					
Muslim	27	118	Less than 5	9	Less than 5	12	15	63		Less than 5	Less than 5		Less than 5
None	1947	6215	418	314	39	702	1245	6503	39	10	40	11	170
Other Christian	461	782	62	41	6	156	305	1315	10	Less than 5	12	Less than 5	39
Other Religion or Belief	118	188	10	14	Less than 5	32	86	316	Less than 5		Less than 5		7
Prefer Not to Answer	1366	678	53	27	5	382	984	2913	28	Less than 5	30	6	131
Roman Catholic	1218	1727	135	163	20	428	790	3022	12	Less than 5	29	8	78
Sikh	Less than 5	11	Less than 5			Less than 5	Less than 5	8					
Unspecified	747	683	123	10	Less than 5	224	523	1379	13	Less than 5	21	5	28

Education - Religion or Belief

Religion or Belief	Employees in Post	Job Applicants	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work - Maternity	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	Less than 5	12				Less than 5	Less than 5	12					Less than 5
Church of Scotland	598	754	110	115	16	249	349	1444	7	Less than 5	8	Less than 5	37
Hindu	Less than 5	8				Less than 5	Less than 5	6					
Jewish													
Muslim	13	37	Less than 5	9	Less than 5	8	5	20		Less than 5	Less than 5		Less than 5
None	539	1813	200	130	13	194	345	1410	16	Less than 5	5		43
Other Christian	197	291	35	21	Less than 5	63	134	544	7		Less than 5		21
Other Religion or Belief	35	48	5	Less than 5	Less than 5	15	20	90	Less than 5				Less than 5
Prefer Not to Answer	725	215	28	8	Less than 5	177	548	1675	16		13	Less than 5	69
Roman Catholic	490	679	92	101	13	165	325	1180	6	Less than 5	9	Less than 5	48
Sikh	Less than 5	5				Less than 5	Less than 5	Less than 5					
Unspecified	182	163	41	5		71	109	345	6	Less than 5	5	Less than 5	5