

Equality Monitoring

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires all listed public authorities to take steps to gather information on the composition of the authorities workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The public sector equality duty covers the following characteristics: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

The purpose of the legislation is to ensure that public authorities:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not.

The tables below are published to ensure Dundee City Council meet their duty under this Act

Please note:

As with other public sector employers, some equality information is not recorded or is provided as 'prefer not to say'.

Work continues to improve declaration rates through system prompts, employee communications and awareness activity, while respecting individuals' right not to disclose.

Targeted actions are underway to support fair and inclusive recruitment and progression.

The age profile reflects an experienced workforce, with workforce planning activity focused on early-career pipelines, apprenticeships and succession planning.

Whole Council

Age Bandings	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	78	512	122	33	26	<10	28	50	461	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
21 - 30	1005	2684	790	233	112	15	278	727	7093	No Equality Information Available	35	No Equality Information Available	<10	18	<10	102
31 - 40	1531	2472	719	154	142	34	575	956	7933	No Equality Information Available	86	No Equality Information Available	<10	16	<10	71
41 - 50	1640	1143	405	107	97	17	521	1119	8170	No Equality Information Available	<10	No Equality Information Available	<10	22	<10	64
51 - 60	1864	1085	412	108	112	22	612	1252	5011	No Equality Information Available	0	No Equality Information Available	<10	26	21	107
61 - 70	746	220	56	13	<10	0	325	421	2042	No Equality Information Available	0	No Equality Information Available	<10	10	32	161
71 - 80	28	<10	<10	0	0	0	21	<10	68	No Equality Information Available	0	No Equality Information Available	0	0	<10	<10
81 and above	<10	0	0	0	0	0	<10	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
No Entry	0	440	116	17	15	<10	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

Education

Age Bandings	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Up to 20	19	44	18	<10	<10	0	12	<10	133	No Equality Information Available	0	No Equality Information Available	0	0	0	0
21 - 30	565	482	258	148	26	<10	169	396	3048	No Equality Information Available	23	No Equality Information Available	<10	<10	0	51
31 - 40	848	348	175	84	42	16	364	484	2704	No Equality Information Available	57	No Equality Information Available	0	<10	<10	40
41 - 50	814	248	109	53	34	<10	328	486	2055	No Equality Information Available	<10	No Equality Information Available	<10	<10	0	29
51 - 60	637	160	76	31	25	<10	256	381	2353	No Equality Information Available	0	No Equality Information Available	<10	<10	<10	46
61 - 70	188	12	<10	0	0	0	123	65	287	No Equality Information Available	0	No Equality Information Available	0	<10	<10	55
71 - 80	12	0	0	0	0	0	11	<10	0	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
81 and above	<10	0	0	0	0	0	<10	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
No Entry	0	36	15	5	4	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

Whole Council

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals		
Disability																		
Yes	290	703	236	55	41	<10	124	166	1227	No Equality Information available	<10	No Equality Information available	<10	<10	<10	26		
Yes - Hearing Impairment	15	12	<10	<10	<10	0	<10	<10	87		0		0	0	0	<10		
Yes - Learning Disability or Cognitive Impairment	24	24	<10	<10	0	0	<10	15	73		0		<10	0	0	<10		
Yes - Longstanding Illness or Health Condition	106	32	<10	0	0	0	43	63	449		<10		0	<10	<10	10		
Yes - Mental Health Condition	31	115	37	13	<10	0	<10	23	129		<10		<10	0	0	<10		
Yes - Multiple Disabilities	0	153	53	13	<10	<10	0	0	0		0		0	0	0	0		
Yes - Other	28	92	38	<10	13	<10	11	17	156		0		0	0	0	<10		
Yes - Physical Impairment	34	67	19	<10	<10	<10	17	17	146		0		0	0	<10	<10		
Yes - Sensory Impairment	11	40	17	<10	<10	0	<10	<10	<10		0		0	0	0	<10		
Yes - Visual Impairment	<10	<10	<10	0	0	0	<10	<10	34		0		0	0	0	<10		
Yes - Unspecified	29	116	36	<10	<10	<10	16	13	143		<10		0	0	0	<10		
Yes - Prefer not to Answer	<10	44	20	<10	<10	0	<10	<10	<10		<10		0	0	0	<10		
No																		
Please note:																		
No Entry	1023	11	<10	<10	0	0	379	644	5786	17	<10	25	<10	110				

Education

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Disability																
Yes	107	96	47	28	10	<10	50	57	284	No Equality Information available	<10	No Equality Information available	<10	<10	0	<10
Yes - Hearing Impairment	<10	0	0	0	0	0	<10	0	<10		0		0	0	0	0
Yes - Learning Disability or Cognitive Impairment	<10	<10	<10	<10	0	0	<10	<10	16		0		0	0	0	0
Yes - Longstanding Illness or Health Condition	40	<10	0	0	0	0	23	17	104		<10		0	<10	0	<10
Yes - Mental Health Condition	12	21	<10	<10	<10	0	<10	<10	51		0		<10	0	0	<10
Yes - Multiple Disabilities	0	20	12	<10	<10	0	0	0	0		0		0	0	0	0
Yes - Other	12	22	11	<10	<10	<10	<10	<10	17		0		0	0	0	0
Yes - Physical Impairment	13	<10	<10	0	0	0	<10	<10	61		0		0	0	0	0
Yes - Sensory Impairment	<10	<10	<10	<10	<10	0	<10	<10	<10		0		0	0	0	<10
Yes - Visual Impairment	<10	0	0	0	0	0	0	<10	<10		0		0	0	0	<10
Yes - Unspecified	11	11	<10	<10	<10	<10	<10	<10	21		<10		0	0	0	<10
Yes - Prefer not to Answer	<10	<10	<10	<10	<10	0	<10	0	<10		<10		0	0	0	0
No	2527	946	499	246	96	26	1011	1516	8343		70		<10	12	<10	169
Prefer Not to Answer	16	284	106	53	28	<10	<10	10	84		0		0	0	0	<10
No Entry	434	<10	<10	<10	0	0	197	237	1869	10	<10	<10	<10	49		

Whole Council

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Gender																
Female	4737	4244	1416	431	276	55	2080	2657	24100	No Equality Information Available	126	No Equality Information Available	<10	42	33	351
Male	2157	4227	1180	226	226	35	282	1875	6678	No Equality Information Available	0	No Equality Information Available	12	50	37	167
No Entry	0	<10	<10	<10	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Prefer Not to Answer	0	76	18	<10	<10	<10	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

Education

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Gender																
Female	2605	989	487	262	101	27	1185	1420	9552	No Equality Information Available	83	No Equality Information Available	<10	13	<10	188
Male	479	329	163	65	33	<10	79	400	1028	No Equality Information Available	0	No Equality Information Available	<10	<10	<10	37
No Entry										No Equality Information Available		No Equality Information Available				
Please note:										No Equality Information Available		No Equality Information Available				
Prefer Not to Answer	0	<10	<10	0	0	0	0	0	0	No Equality Information Available	0	No Equality Information Available	0	0	0	0

Whole Council

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals	
Ethnic Origin																	
African - (Inc.Scottish/British)	16	14	<10	<10	0	0	<10	<10	97	No Equality Information Available	0	0	0	<10	0	0	
African - Other	0	1614	362	18	50	<10	0	0	0		0	0	0	0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0	0	0	<10	<10	<10		0	0	0	0	0	0	<10
Asian - Bangladeshi (Inc.Scottish/British)	<10	24	<10	0	0	0	<10	<10	19		0	0	0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	<10	31	10	<10	<10	<10	0	<10	17		0	0	0	0	0	0	<10
Asian - Indian (Inc.Scottish/British)	24	474	98	<10	21	0	<10	15	136		0	0	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	19	146	34	<10	<10	0	<10	10	70		0	0	0	0	0	0	<10
Asian - Pakistani (Inc.Scottish/British)	25	198	39	<10	<10	0	12	13	69		<10	0	0	0	0	0	<10
Caribbean or Black - Black (Inc.Scottish/British)	<10	25	<10	<10	0	0	<10	0	88		0	0	0	0	0	0	0
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	<10	<10	0	0	0	0	0	0		0	0	0	0	0	0	0
Caribbean or Black - Other	0	35	11	0	0	0	0	0	0		0	0	0	0	0	0	0
Gypsy/Traveller																	
Please note:																	
No Entry	856	11	<10	<10	0	0	311	545	4904		14	<10	23	<10	95		
Other Ethnic Background	32	106	25	<10	<10	0	18	14	670		<10	0	<10	0	<10		
Prefer Not to Answer	394	164	38	<10	<10	<10	160	234	1300		<10	<10	<10	10	23		
White - Eastern European	38	171	42	11	<10	<10	<10	31	223		<10	<10	0	0	<10		
White - Irish	38	45	19	<10	<10	<10	10	28	107		<10	0	0	0	<10		
White - Other British	281	332	120	30	<10	<10	91	190	1241		<10	<10	<10	<10	20		
White - Other White Ethnic Group	208	286	80	17	<10	0	73	135	807	<10	<10	<10	<10	12			
White - Scottish	4931	4786	1696	543	389	81	1642	3289	20940	92	10	56	49	349			

Education

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Ethnic Origin																	
African - (Inc.Scottish/British)	<10	<10	<10	<10	0	0	0	<10	<10	No Equality Information Available	0	0	0	0	0	0	
African - Other	0	71	17	<10	<10	0	0	0	0		0	0	0	0	0	0	0
Arab - Arab (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0
Arab - Other (Inc.Scottish/British)	<10	0	0	0	0	0	<10	0	<10		0	0	0	0	0	0	<10
Asian - Bangladeshi(Inc.Scottish/British)	<10	<10	0	0	0	0	<10	<10	17		0	0	0	0	0	0	0
Asian - Chinese (Inc.Scottish/British)	0	<10	<10	0	0	0	0	0	0		0	0	0	0	0	0	0
Asian - Indian (Inc.Scottish/British)	10	44	17	<10	<10	0	<10	<10	23		0	0	0	0	0	0	<10
Asian - Other (Inc.Scottish/British)	10	13	<10	<10	0	0	<10	<10	25		0	0	0	0	0	0	0
Asian - Pakistani	14	35	<10	<10	<10	0	<10	<10	19		0	0	0	0	0	0	0
Caribbean or Black - Black (Inc.Scottish/British)	0	<10	0	0	0	0	0	0	0		0	0	0	0	0	0	0
Caribbean or Black - Caribbean (Inc.Scottish/British)	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0
Caribbean or Black - Other	0	<10	0	0	0	0	0	0	0		0	0	0	0	0	0	0
Gypsy/Traveller	0	<10	<10	<10	0	0	0	0	0		0	0	0	0	0	0	0
Mixed or Multiple Ethnic Group	12	11	<10	<10	<10	<10	<10	<10	42		<10	0	0	0	0	0	<10
No Entry	353	<10	<10	<10	0	0	157	196	1510		<10	<10	0	<10	<10	40	
Other Ethnic Background	<10	24	<10	<10	0	0	<10	<10	110		0	0	0	0	0	<10	
Prefer Not to Answer	253	17	<10	<10	<10	<10	109	144	723		<10	<10	0	<10	11		
White - Eastern European	19	30	10	<10	<10	0	<10	15	112		<10	<10	0	<10	<10	<10	
White - Irish	24	16	<10	<10	<10	0	<10	17	70		0	0	0	0	0	<10	
White - Other British	115	71	37	18	<10	<10	40	75	297		<10	0	<10	<10	<10		
White - Other White Ethnic Group	145	47	18	<10	<10	0	57	88	387	<10	<10	<10	<10	10			
White - Scottish	2114	932	504	278	110	30	861	1253	7238	60	<10	11	<10	148			

Whole Council

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	10	148	17	0	0	0	<10	<10	62	No Equality Information Available	0	No Equality Information Available	0	0	0	<10
Church of Scotland	925	693	215	56	48	<10	341	584	3704		<10		<10	<10	11	88
Hindu	14	240	39	<10	19	0	<10	<10	45		0		0	0	0	<10
Humanist	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Jewish	<10	0	0	0	0	0	<10	<10	<10		0		0	0	0	0
Muslim	50	531	113	13	12	0	24	26	148		<10		0	0	0	<10
No Religion or Belief	2484	4165	1436	434	281	52	820	1664	11869		55		<10	32	22	161
No Entry	0	125	36	12	<10	<10	0	0	0		0		0	0	0	0
Other Christian	298	1257	321	34	47	<10	115	183	1595		<10		<10	<10	<10	20
Other Religion or Belief	65	<10	<10	0	0	0	20	45	360		<10		0	<10	<10	<10
Pagan	0	24	<10	<10	<10	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	679	397	128	33	19	<10	241	438	2064		15		<10	<10	11	39
Roman Catholic																
Please note:																
Unspecified	1355	0	0	0	0	0	455	900	6971	No Equality Information Available	24	No Equality Information Available	<10	31	11	134

Education

Religion or Belief	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Buddhist	<10	11	<10	0	0	0	<10	<10	11	No Equality Information Available	0	No Equality Information Available	0	0	0	0
Church of Scotland	384	113	50	21	18	<10	173	211	1243		6		0	<10	<10	26
Hindu	<10	10	<10	0	<10	0	<10	<10	13		0		0	0	0	<10
Humanist	0	0	0	0	0	0	0	0	0		0		0	0	0	0
Jewish	<10	0	0	0	0	0	<10	0	<10		0		0	0	0	0
Muslim	28	77	21	<10	<10	0	18	10	58		0		0	0	0	0
No Religion or Belief	1016	745	401	218	65	17	416	600	4146		34		<10	<10	<10	61
No Entry	0	28	10	<10	0	0	0	0	0		0		0	0	0	0
Other Christian	153	82	35	14	<10	<10	67	86	581		<10		<10	0	<10	14
Other Religion or Belief	15	0	0	0	0	0	<10	<10	48		0		0	0	0	<10
Pagan	0	<10	<10	0	0	0	0	0	0		0		0	0	0	0
Prefer Not to Answer	400	76	34	14	<10	0	162	238	969		13		<10	0	<10	25
Roman Catholic	515	185	93	50	34	12	180	335	1418		12		<10	<10	0	36
Sikh	<10	<10	<10	0	0	0	0	<10	<10		0		0	0	0	0
Unspecified	562	0	0	0	0	0	234	328	2088	No Equality Information Available	15	No Equality Information Available	0	<10	<10	60

Whole Council

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraisal)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Sexual Orientation																
Bisexual	44	259	62	15	<10	<10	17	27	287	No Equality Information Available	<10	No Equality Information Available	<10	<10	0	<10
Gay	<10	0	0	0	0	0	<10	<10	12		0		0	0	0	
Heterosexual	2978	7580	2332	588	469	86	952	2026	15300		76		<10	29	19	185
Lesbian	<10	0	0	0	0	0	<10	<10	49		0		0	0	0	
Gay or Lesbian	58	217	70	20	11	0	12	46	329		0		<10	0	<10	
No Entry	0	36	17	<10	0	0	0	0	0		0		0	0	0	
Other	<10	<10	<10	0	0	0	<10	<10	82		0		0	0	0	
Prefer Not to Answer	90	458	138	37	22	<10	31	59	250		0		<10	0	<10	<10
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	
Unspecified	3704	0	0	0	0	0	1344	2360	14469		48		<10	59	50	319

Education

Please note:

Bisexual	20	51	23	<10	<10	0	<10	13	108	No Equality Information Available	0	No Equality Information Available	<10	<10	0	<10
Gay	<10	0	0	0	0	0	<10	<10	<10		0		0	0	0	
Heterosexual	1352	1149	564	289	121	32	496	856	5423		51		<10	<10	0	89
Lesbian	<10	0	0	0	0	0	0	<10	30		0		0	0	0	
Gay or Lesbian	23	46	24	13	<10	0	<10	19	80		0		0	0	0	
No Entry	0	<10	<10	<10	0	0	0	0	0		0		0	0	0	
Other	<10	0	0	0	0	0	<10	0	0		0		0	0	0	
Prefer Not to Answer	49	77	38	17	<10	<10	16	33	107		0		0	0	<10	
Unknown	0	0	0	0	0	0	0	0	0		0		0	0	0	
Unspecified	1630	0	0	0	0	0	738	892	4826	32	<10	10	<10	131		

Whole Council

	Employees in Post	Job Applicants	Shortlisted Candidates	Newly Recruited Employees	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Training & Development (Appraise)	Return to Work - Maternity	Appraisal	Grievance	Disciplinary	Dismissals	Leavers excl. Dismissals
Marital Status																
Divorced	305	330	116	35	27	<10	108	197	1914	No Equality Information Available	<10	No Equality Information Available	0	<10	<10	27
Living with Partner	0	0	0	0	0	0	0	0	0		0		0	0		
Married/Civil Partnership	2649	3346	1046	226	244	45	982	1667	11187		49		<10	25	28	199
No Entry	0	11	<10	<10	0	0	0	0	0		0		0	0	0	
Prefer Not to Answer	0	465	134	29	18	<10	0	0	0		0		0	0	0	
Separated	124	153	41	<10	16	<10	43	81	571		<10		<10	0	<10	<10
Single	2632	4204	1263	359	194	33	796	1836	10680		53		<10	37	28	168
Widowed	45	49	14	<10	<10	<10	22	23	197		0		0	0	0	<10
Unspecified	1139	0	0	0	0	0	411	728	6229		21		<10	23	<10	109

Education

Please note:

Divorced	114	54	17	<10	<10	<10	48	66	344	No Equality Information Available	<10	No Equality Information Available	0	<10	0	15
Living with Partner	0	0	0	0	0	0	0	0	0		0		0	0	0	
Married/Civil Partnership	1197	514	240	107	71	20	538	659	3679		37		<10	<10	<10	86
No Entry	0	<10	<10	<10	0	0	0	0	0		0		0	0	0	
Prefer Not to Answer	0	64	27	11	<10	0	0	0	0		0		0	0	0	
Separated	57	19	<10	<10	<10	<10	24	33	186		<10		0	0	<10	<10
Single	1170	664	356	198	44	12	423	747	4137		32		<10	<10	<10	70
Widowed	17	11	<10	<10	<10	0	<10	<10	66		0		0	0	0	<10
Unspecified	529	0	0	0	0	0	222	307	2168		12		0	<10	<10	47