

Appendix 1. Workforce Profile

1. Gender Profile

Contract Type	Gender	2013/14	2014/15	2015/16	2016/17		Variance
		%	%	%	Total	%	
CASUAL BASIS	Female	7.54	6.44	6.68%	330	6.80%	0.12%
	Male	3.96	2.85	2.68%	121	2.49%	-0.19%
FULL-TIME	Female	29.13	29.06	28.23%	1351	27.82%	-0.41%
	Male	22.14	22.45	22.52%	1074	22.12%	-0.40%
JOB SHARE	Female	1.3	1.06	1.00%	38	0.78%	-0.22%
	Male	0.02	0.02	0.02%	0	0.00%	-0.02%
PART-TIME	Female	32.96	34.78	35.26%	1746	35.96%	0.70%
	Male	2.95	3.34	3.62%	196	4.04%	0.42%

2. Disability Profile

Disability	2013/14	2014/15	2015/16	2016/17		Variance
	%	%	%	Total	%	
Yes	3.58	3.38	3.56	184	3.79%	0.23
No	74.58	76.16	77.46%	4370	89.99%	12.53
Prefer not to answer	1.95	1.69	1.72%	98	2.02%	0.33
Unknown	19.9	18.78	17.26%	204	4.20%	-13.06

3. Ethnic Group

	2013/14		2014/15		2015/16		2016/17		Variance
Ethnic Origin	Total	%	Total	%	Total	%			
White - Scottish	3148	65.93%	3155	66.63	3210	67.17%	3800	78.25%	11.08%
White - Other British	467	9.78%	473	9.99	476	9.96%	538	11.08%	1.12%
White - Irish	47	0.98%	54	1.14	56	1.17%	63	1.30%	0.13%
White - Other Ethnic Group	23	0.48%	22	0.46	26	0.54%	53	1.09%	0.55%
White - East European	35	0.73%	36	0.76	47	0.98%	49	1.01%	0.03%
Other	20	0.42%	18	0.38	24	0.50%	24	0.49%	-0.01%
Any Mixed or Multiple		0.10%		0.21	14	0.29%	18	0.37%	0.08%
Asian-Other(Scot/UK)		0.10%		0.11		0.08%		0.16%	0.08%
Asian-Indian(Scot/UK)		0.13%		0.17		0.13%		0.12%	-0.01%
Asian-Chinese(Scot/UK)		0.06%		0.06		0.10%		0.10%	0.00%
Asian-Pakistan(Scot/UK)		0.02%		0.04		0.06%		0.08%	0.02%
Black(Scot/UK)		0.04%		0.04		0.06%		0.06%	0.00%
African(Scot/UK)		0.08%		0.11		0.08%		0.06%	-0.02%
Asian-Bangladesh Scot/UK		0.04%		0.04		0.02%		0.04%	0.02%
Caribbean / Black(Other)		0.00%		0.02		0.02%		0.02%	0.00%
African-Other		0.04%		0.02		0.02%		0.00%	-0.02%
Caribbean(Scot/UK)		0.02%		0.02		0.02%		0.00%	-0.02%
Prefer not to answer	69	1.45%	62	1.31	76	1.59%	83	1.71%	0.12%
Unknown	935	19.58%	875	18.48	821	17.18%	196	4.04%	-13.14%

4. Religion, Faith or Belief

	2013/14	2014/15	2015/16	2016/17		
Religion, Faith or Belief	%	%	%	Total	%	Variance
None	26.51%	28.07%	29.90%	1786	36.78%	6.88%
Church of Scotland	32.10%	31.13%	30.05%	1599	32.93%	2.88%
Roman Catholic	8.57%	8.95%	9.02%	524	10.79%	1.77%
Other Christian	5.78%	6.06%	6.80%	367	7.56%	0.76%
Prefer not to answer	5.57%	5.51%	5.86%	321	6.61%	0.75%
Unknown	19.66%	18.59%	17.10%	198	4.08%	-13.02%
Other Religion or Belief	1.30%	1.20%	0.84%	41	0.84%	0.00%
Buddhist	0.27%	0.21%	0.21%		0.16%	-0.05%
Muslim	0.13%	0.15%	0.13%		0.10%	-0.03%
Jewish	0.04%	4.22%	0.04%		0.08%	0.04%
Hindu	0.06%	8.45%	0.06%		0.04%	-0.02%
Sikh	0%	0%	0.00%		0.02%	0.02%

5. Age Profile

	2013/14		2014/15		2015/16		2016/17		
Age Group	Total	%	Total	%	Total	%	Total	%	Variance
16-25	264	5.53%	229	4.84	249	5.21%	272	5.60%	0.39%
26-35	750	15.71%	744	15.71	761	15.92%	799	16.45%	0.53%
36-45	1165	24.40%	1136	23.99	1103	23.08%	1081	22.26%	-0.82%
46-55	1595	33.40%	1593	33.64	1589	33.25%	1600	32.95%	-0.30%
56-65	912	19.10%	927	19.58	975	20.40%	1002	20.63%	0.23%
> 65	89	1.86%	106	2.24	102	2.13%	102	2.10%	-0.03%

6. Sexual orientation

	2013/14		2014/15		2015/16		2016/17		
Sexual Orientation	Total	%	Total	%	Total	%	Total	%	Variance
Heterosexual/Straight	3557	74.49%	3581	75.63	3696	77.34%	3824	78.75%	1.41%
Prefer not to answer	203	4.25%	190	4.01	192	4.02%	188	3.87%	-0.15%
Unknown	953	19.96%	894	18.88	829	17.35%	776	15.98%	-1.37%
Gay	31	64.92%	37	0.78	32	0.67%	30	0.62%	-0.05%
Bisexual	16	33.51%	17	0.36	15	0.31%	20	0.41%	0.10%
Lesbian	15	0.31%	16	0.34	15	0.31%	18	0.37%	0.06%

7. Gender Reassignment

	2013/14		2014/15		2015/16		2016/17		
Gender Reassignment	Total	%	Total	%	Total	%	Total	%	Variance
Yes	45	0.94%	44	0.93	41	0.86%	47	0.97%	0.11%
No	4639	97.15%	3732	78.82	3832	80.18%	3957	81.49%	1.31%
Prefer not to answer	91	1.91%	83	1.75	84	1.76%	80	1.65%	-0.11%
Unknown	0	0%	876	18.5	822	17.20%	772	15.90%	-1.30%

8. Marital Status

Marital Status	2013/14		2014/15		2015/16		2016/17		Variance
	Total	%	Total	%	Total	%	Total	%	
Civil Partnership		0.15%		0.17%		0.19%	11	0.23%	0.04%
Married	2764	57.88%	2740	57.87%	2748	57.50%	2782	57.29%	-0.21%
Not Married**	1551	32.48%	1516	32.02%	1786	37.37%	1835	37.79%	0.42%
Prefer not to answer	103	2.16%	94	1.99%	86	1.80%	85	1.75%	-0.05%
Unknown	350	7.33%	377	7.96%	150	3.14%	143	2.94%	-0.20%

9. Pregnancy / Maternity

2016/17 Maternity Outcomes	
Return from Maternity Leave from 2015/16	51
Return from Maternity Leave from 2016/17	15
Leaver from 2015/16	
Maternity Concluded in 2016/17	49.26%
Currently on Career Break from 2015/16	
Remain on Maternity Leave from 2016/17	68
Maternity outcome carried to 2017/18	50.73%
Total Maternity workers during 2016/17	136

To view previous year's data, please [click here](#).

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

** Separate, Divorced, Widowed are categorised to "Not Married" as per EHRC