

Appendix 1a: Leavers Profile 2016/17

Variance figures are a comparison against the previous reporting years figure

1. Gender Profiles

		2013/14		2014/15		2015/16		2016/17		Variance
CONTRACT	Gender	Total	%	Total	%	Total	%	Total	%	
CASUAL BASIS	Female	63	11.11%	103	17.37	88	15.12%	61	10.25%	-4.87%
	Male	23	4.06%	48	8.09	32	5.50%	21	3.53%	-1.97%
FULL-TIME	Female	175	30.86%	146	24.62	152	26.12%	170	28.57%	2.45%
	Male	130	22.93%	101	17.03	112	19.24%	139	23.36%	4.12%
PART-TIME	Female	152	26.81%	166	27.99	163	28.01%	178	29.92%	1.91%
	Male	18	3.17%	24	4.05	32	5.50%	26	4.37%	-1.13%
JOB SHARE	Female	*	1.06%	*	0.84	*	0.52%	0	0.00%	-0.52%
Total		567		593		582		595		

2. Disability Profile

		2013/14		2014/15		2015/16		2016/17		Variance
Disability		Total	%	Total	%	Total	%	Total	%	
Yes		34	6.00%	29	4.89	14	2.41%	25	4.20%	1.80%
Prefer not to answer		14	2.47%	14	2.36	*	1.03%	14	2.35%	1.32%
No		410	72.31%	424	71.5	468	80.41%	472	79.33%	-1.08%
Unknown		109	19.22%	126	21.25	94	16.15%	84	14.12%	-2.03%
Grand Total		567		593		582		595		

3. Race

		2013/14		2014/15		2015/16		2016/17		Variance
Ethnic Group		Total	%	Total	%	Total	%	Total	%	
African(Scot/UK)		*	0.00%	*	0.17	*	0.17%	*	0.17%	0.00%
Asian-Chinese(Scot/UK)		*	0.00%	*	0.17	*	0.00%	*	0.34%	0.34%
Asian-Bangladesh Scot/UK		*	0.18%	*	0	*	0.17%	*	0.17%	0.00%
Asian-Indian(Scot/UK)		*	0.00%	*	0.17	*	0.34%	*	0.34%	-0.01%
Asian-Other(Scot/UK)		*	0.18%	*	0	*	0.34%	*	0.17%	-0.18%
African-Other		*	0.18%	*	0.17	*	0.00%	*	0.34%	0.34%
Caribbean / Black(Other)		*	0.00%	*	0	*	0.17%	*	0.17%	0.00%
Any Mixed or Multiple		*	0.35%	*	0.34	*	0.34%	*	0.17%	-0.18%
Other		*	1.06%	*	0.84	*	0.34%	*	0.34%	-0.01%
White - Irish		*	1.41%	*	1.01	*	0.86%	*	1.34%	0.49%
White - Other British		63	11.11%	62	10.46	62	10.65%	61	10.25%	-0.40%
White - Scottish		364	64.20%	373	62.9	395	67.87%	397	66.72%	-1.15%
White - East European		*	0.53%	*	0.84	*	0.86%	*	1.01%	0.15%
White - Other Ethnic Grp		*	0.71%	*	1.18	*	1.20%	*	1.51%	0.31%
Prefer not to answer		10	1.76%	10	1.69	10	1.72%	14	2.35%	0.63%
Unknown		104	18.34%	119	20.07	87	14.95%	87	14.62%	-0.33%
Grand Total		567		593		582		595		

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

4. Religion, Faith or Belief Profile

Religion or Belief	2014/15		2015/16		2014/15		2014/15		Variance
	Total	%	Total	%	Total	%	Total	%	
None	157	27.69%	193	33.16%	179	30.19%	203	34.12%	3.93%
Church of Scotland	162	28.57%	164	28.18%	170	28.67%	163	27.39%	-1.28%
Unknown	104	18.34%	84	14.43%	120	20.24%	85	14.29%	-5.95%
Roman Catholic	47	8.29%	60	10.31%	33	5.56%	51	8.57%	3.01%
Other Christian	45	7.94%	45	7.73%	44	7.42%	47	7.90%	0.48%
Prefer not to answer	39	6.88%	26	4.47%	35	5.90%	33	5.55%	-0.35%
Other Religion or Belief	*	1.41%	*	0.86%	*	1.18%	*	0.84%	-0.34%
Hindu	*	0.00%	*	0.17%	*	0.00%	*	0.17%	0.17%
Jewish	*	0.35%	*	0.00%	*	0.00%	*	0.17%	0.17%
Muslim	*	0.18%	*	0.34%	*	0.00%	*	0.34%	0.34%
Sikh	*	0.00%	*	0.00%	*	0.17%	*	0.00%	-0.17%
Buddhist	*	0.35%	*	0.34%	*	0.67%	*	0.67%	0.00%
Grand Total	567		582		593		595		

5. Age Profile

Age Group	2013/14		2014/15		2015/16		2016/17		Variance
	Total	%	Total	%	Total	%	Total	%	
16-25	50	8.82%	114	19.22%	82	14.09%	72	12.10%	-1.99%
26-35	111	19.58%	124	20.91%	121	20.79%	117	19.66%	-1.13%
36-45	87	15.34%	101	17.03%	110	18.90%	107	17.98%	-0.92%
46-55	94	16.58%	101	17.03%	99	17.01%	111	18.66%	1.65%
56-65	198	34.92%	135	22.77%	141	24.23%	147	24.71%	0.48%
> 65	27	4.76%	18	3.04%	29	4.98%	41	6.89%	1.91%
Total	567		593		582		595		

6. Sexual Orientation

Sexual Orientation	2013/14		2014/15		2015/16		2016/17		Variance
	Total	%	Total	%	Total	%	Total	%	
Heterosexual/Straight	425	74.96%	436	73.52%	442	75.95%	472	79.33%	3.38%
Prefer not to answer	24	4.23%	28	4.72%	28	4.81%	85	14.29%	9.47%
Unknown	109	19.22%	126	21.25%	94	16.15%	29	4.87%	-11.28%
Gay	*	0.71%	*	0.34%	12	2.06%	*	0.84%	-1.22%
Bisexual	*	0.18%	*	0%	*	0.52%	*	0.50%	-0.01%
Lesbian	*	0.71%	*	0.17%	*	0.52%	*	0.17%	-0.35%
Grand Total	567		593		582		595		

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7. Gender Reassignment

Gender Reassignment	2013/14		2014/15		2015/16		2016/17		Variance
	Total	%	Total	%	Total	%	Total	%	
Yes	*	1.23%	*	0.35	*	0.86%	*	0.17%	-0.69%
No	442	77.95%	458	77.23	479	82.30%	501	84.20%	1.90%
Prefer not to answer	*	1.59%	11	1.85	11	1.89%	*	1.34%	-0.55%
Unknown	109	19.22%	122	20.57	87	14.95%	85	14.29%	-0.66%
Grand Total	567		593		582		595		

8. Married/Civil Partnership

Married/Civil Partnership Category as per EHRC	2013/14		2014/15		2015/16		2016/17		Variance
	Total	%	Total	%	Total	%	Total	%	
Civil Partnership	*	0.18%	*	0.34	*	0.34%	*	0.00%	0%
Married	295	52.03%	258	43.51	283	48.63%	290	48.74%	5.12%
Not Married	194	34.22%	264	44.52	236	40.55%	253	42.52%	-3.97%
Prefer not to answer	13	2.29%	10	1.69	12	2.06%	10	1.68%	0.37%
Unknown	64	11.29%	59	9.95	49	8.42%	42	7.06%	-1.53%
Grand Total	567		593		582		595		

9. Pregnancy/Maternity

- 1 Woman reaching end of Maternity Leave left the Council, having begun maternity leave in the previous reporting year.

For access to previous years data, please [click here](#).