

Appendix 2: Recruitment Profiles 2016/17

1. Gender Profiles

Gender	Applications		Shortleeted		Successful		2016/17	Variance
Female	7152	73.90%	1461	71.79%	468	75.24%	67.32%	7.92%
Male	2414	24.94%	532	26.14%	133	21.38%	29.39%	-8.01%
Prefer not to answer	32	0.33%	10	0.49%	*	0.32%	*	0.32%
Unknown	80	0.83%	32	1.57%	19	3.05%	3.17%	-0.12%
Total	9678		2035		622		6.43%	6.83%

2. Disability Profile

Disability	Applications		Shortleeted		Successful		2016/17	Variance
Yes	348	3.60%	81	3.98%	16	2.57%	2.44%	0.13%
No	9126	94.30%	1898	93.27%	580	93.25%	93.90%	-0.65%
Prefer not to answer	113	1.17%	21	1.03%	*	0.96%	*	0.96%
Unknown	91	0.94%	35	1.72%	20	3.22%	3.29%	-0.07%
Grand Total	9678		2035		622		6.43%	6.83%

3. Race

Race	Applicants		Shortleeted		Successful	
White - Scottish	7327	75.71%	1496	73.51%	444	71.38%
White - Other British	989	10.22%	296	14.55%	98	15.76%
White - Other white ethnic group	433	4.47%	61	3.00%	23	3.70%
Unknown	112	1.16%	33	1.62%	21	3.38%
White - Irish	172	1.78%	40	1.97%	*	1.45%
White - Polish	161	1.66%	25	1.23%	*	1.29%
Prefer not to answer	83	0.86%	22	1.08%	*	0.96%
Other	36	0.37%	13	0.64%	*	0.48%
Any Mixed or Multiple	57	0.59%	12	0.59%	*	0.48%
Asian - Indian (Inc.Scottish/British)	55	0.57%	*	0.34%	*	0.32%
Asian - Chinese (Inc.Scottish/British)	25	0.26%	*	0.10%	*	0.16%
Asian - Other (Inc.Scottish/British)	25	0.26%	*	0.15%	*	0.16%
Asian - Pakistani (Inc.Scottish/British)	50	0.52%	*	0.39%	*	0.16%
White - Eastern European	54	0.56%	*	0.25%	*	0.16%
White - Gypsy/Traveller	*	0.02%	*	0.05%	*	0.16%
African - (Inc.Scottish/British)	15	0.15%	*	0.25%		0.00%
Black - (Inc.Scottish/British)	19	0.20%	*	0.25%		0.00%
Asian - Bangladeshi (Inc.Scottish/British)	*	0.07%	*	0.05%		0.00%
African - Other	40	0.41%		0.00%		0.00%
Caribbean - (Inc.Scottish/British)	*	0.02%		0.00%		0.00%
Caribbean or Black (Other)	10	0.10%		0.00%		0.00%
Other - Arab (Inc.Scottish/British)	*	0.04%		0.00%		0.00%
TOTAL	9678		2035		622	

4. Religion, Faith or Belief Profile

Religion, Faith or Belief	Applications		Shortleeted		Successful	
None	4865	50.27%	963	47.32%	274	44.05%
Church of Scotland	1730	17.88%	423	20.79%	132	21.22%
Roman Catholic	1036	10.70%	213	10.47%	67	10.77%
Other Christian	917	9.48%	195	9.58%	62	9.97%
Prefer not to answer	606	6.26%	136	6.68%	49	7.88%
Unknown	154	1.59%	42	2.06%	24	3.86%
Humanist	103	1.06%	24	1.18%	*	1.13%
Other Religion or Belief	109	1.13%	20	0.98%	*	0.64%
Jewish	20	0.21%	*	0.20%	*	0.32%
Muslim	85	0.88%	12	0.59%	*	0.16%
Buddhist	18	0.19%	*	0.05%		0.00%
Hindu	21	0.22%	*	0.05%		0.00%
Sikh	12	0.12%	*	0.05%		0.00%
Pagan	*	0.02%		0.00%		0.00%
TOTAL	9678		2035		622	

5. Age Profile

Age Range	Applications		Shortleeted		Successful	
16-25	1691	17.47%	231	11.35%	60	9.65%
26-35	3372	34.84%	613	30.12%	177	28.46%
36-45	2092	21.62%	501	24.62%	162	26.05%
46-55	1765	18.24%	478	23.49%	146	23.47%
56-65	569	5.88%	158	7.76%	47	7.56%
>65	16	0.17%	*	0.10%	*	0.00%
Unknown	173	1.79%	52	2.56%	30	4.82%
Total	9678		2035		622	

6. Sexual Orientation Profiles

Sexual Orientation	Applications		Shortleeted		Successful	
Heterosexual/Straight	8920	92.17%	1864	91.60%	563	90.51%
Prefer not to answer	358	3.70%	83	4.08%	30	4.82%
unknown	125	1.29%	44	2.16%	21	3.38%
Lesbian	56	0.58%	*	0.29%	*	0.48%
Bisexual	94	0.97%	16	0.79%	*	0.48%
Gay	107	1.11%	19	0.93%	*	0.16%
Other	18	0.19%	*	0.15%	*	0.16%
Total	9678		2035		622	

7. Gender Reassignment Profile

Gender Reassignment	Applications		Shortleeted		Successful	
No	9483	97.99%	1980	97.30%	598	96.14%
unknown	104	1.07%	39	1.92%	21	3.38%
Prefer not to answer	54	0.56%	13	0.64%	*	0.48%
Yes	37	0.38%	*	0.15%	*	0.00%
Total	9678		2035		622	

8. **Married/Civil Partnership**

	Applications		Shortleeted		Successful	
Married/Civil Partnership	3385	34.98%	891	43.78%	296	47.59%
Not Married	6071	62.73%	1076	52.87%	295	47.43%
Unknown	107	1.11%	40	1.97%	21	3.38%
Prefer not to answer	115	1.19%	28	1.38%	10	1.61%
Total	9678		2035		622	

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

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

** *Married/Civil Partnership is reported as one category within myjobscotland, therefore, cannot be split to be reported separately*