

<b>COMMITTEE:</b>	Joint Consultative Committee [insert
<b>MEETING DATE:</b>	04 March 2026
<b>BY:</b>	Executive Director for Council Resources
<b>REPORT TITLE:</b>	Equality in Employment Monitoring Report (2024-2025)
<b>REPORT STATUS:</b>	Public

---

## **1 PURPOSE OF REPORT**

- 1.1** This report details the current workforce and recruitment profiles for East Lothian Council as outlined in the Equality Act 2010.

## **2 RECOMMENDATIONS**

- 2.1** The JCC are asked to note this paper.

## **3 BACKGROUND**

### **Statutory Context**

- 3.1** The Equality Act 2010 was introduced in April 2010 bringing together existing individual pieces of equalities legislation into a single Act. This was completed to modernise and 'even up' the protections afforded to individuals under the law. This legislation aims to address discrimination and inequality and make it easier for individuals to know their legal rights, as well as, for services, organisations and listed public authorities to meet their legal responsibilities.
- 3.2** The purpose of the Act is to ensure that everyone, whether at work or in using a service, has the right to be fairly treated. It protects people from discrimination based on certain characteristics. These are known as protected characteristics. There are nine core protected characteristics; these are.
- Age
  - Disability

- Gender reassignment
  - Marriage and Civil Partnership
  - Pregnancy and Maternity
  - Race
  - Religion or Belief
  - Sex
  - Sexual Orientation
- 3.3 To comply with the requirements of the Act, East Lothian Council has a legal duty to meet the conditions set out in the Public Sector Equality Duty or 'general equality duty'. (Section 149 of the Equalities Act 2010) and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 or 'specific equality duty'.
- 3.4 Under the general duty the council must, in exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
- 3.5 Under the specific duty the council is required to publish relevant, proportionate information showing compliance with the Equality Duty, and to set equality objectives. The specific duties require each listed authority to take steps to gather information on the composition of the authority's employees, and information on the recruitment, development, and retention of people as employees of the authority in respect to the equality duty, in each year, the number and relevant protected characteristic of such people.
- 3.6 It is intended that if both duties are upheld, services will be inclusive and designed to meet the diverse needs of those living and working in East Lothian.

### **East Lothian Equality Plan (2025-2029)**

- 3.7 The East Lothian Equality Plan 2025- 2029 sets out the Council's commitment to equality and shows how we comply with the requirements of the Equality Act 2010. In doing so it aims to achieve its overarching commitment to reduce inequalities within and across our communities. It also sets out the council's current equality outcomes.
- **Participation** – Everyone is able to receive the right information in the right place, in the right format, at the right time.
  - **Living Standards (poverty)** - Poverty decreases across the protected characteristic groups with improved health and well-being.
  - **Living Standards (housing)** - Everyone is able to access timely support and information in the right format to make informed decisions.

- **Education** - All children are valued and respected, improved education and social outcomes for protected groups.
- **Justice** - People are confident to report hate crimes including sexual abuse and violence and receive help and support to be safe.
- **Work** - Everyone is respected at work and confident to report racism and other unlawful behaviours.
- **Health and Wellbeing** - Who we are is not a barrier to being healthy, active and independent.

### **An inclusive Equal Opportunities Employer**

- 3.8 To achieve the employee outcomes detailed in East Lothian Equality Plan 2025-2029 and meet the duty to 'gather and use' employee information the Council strives to ensure that equal opportunities underpin all aspects of employment.
- 3.9 Our more recent work to promote inclusivity and equal opportunities in employment, include (but are not limited to):
- Appointing a dedicated HR Advisor: Equalities, Diversity and Inclusion to focus on employment-based EDI within East Lothian Council
  - Renewing efforts to collect equalities-related data through reviewing our message-based reminders to update/share employee equality data via myHR
  - Use of Scottish Councils' Job Evaluation Scheme, our Job Grading Protocol and Salary Assessment and Progression Policy to ensure fair and equitable pay and grading Structures.
  - Development of Gender Based Violence Policy (in final stages of publication and the Prevention of Sexual Harassment policy (at staff and Trade Union consultation phase), alongside mandatory training.
  - Renewed our accreditation as a Level 2 Disability Confident employer.
  - Attending DWP-led recruitment events to target older workers (ages 50+).
  - Appointed a member of the Senior Management Team to be responsible for Equalities.
  - Homeworking and work smart (Flexible working) Policies.
  - Occupational Health referrals and appointments to inform reasonable adjustments for employees.
  - Mandatory annual Equality & Diversity Awareness training for all staff which is reviewed annually.

### **Equalities Monitoring Report**

- 3.10 East Lothian Council conducts an annual analysis of its workforce demographic and reports any findings within the annual Equalities

Monitoring Report. This analysis allows areas of potential improvement to be identified and subsequently, new policies and practices to be implemented to ensure any existing issues are addressed and improvements sought. Furthermore, this analysis provides East Lothian an opportunity to compare its workforce demographic with other local authorities and the Scottish average.

### **Data Protection**

- 3.11 When producing this monitoring data, the Council is obligated to meet the requirements set out the Data Protection Act 2018. They must ensure the privacy and safety of employees is protected, and more specifically, that no individual can be personally identified through the results. Therefore, where the number of employees within a given data category is lower than 10, an asterisk is used.

### **Data Collection**

- 3.12 The collection of data for equality monitoring purposes is a two-fold process:

Stage 1: Pre-employment Equalities Questionnaire on 'myjobscotland'. (This questionnaire is maintained by COSLA ensuring that local authorities are complying with the legislation outlined in the Equality Act 2010.)

Stage 2: Employee's update their equality data via iTrent HR & Payroll employee self-service portal called myHR.

### **Eliminating Barriers to Disclosing Sensitive Information**

- 3.13 Although all personal sensitive information, including protected characteristic data is held in line with UK Government Data Protection Laws and shared with neither recruiting nor line-managers, it is a common employee misconception that disclosing equalities information can affect both recruitment and job progression prospects.
- 3.14 Collecting equalities information post-employment gives employees the chance to provide equalities information free from the possible anxiety that it may affect their employment prospects, while the service portal allows employees to personally update their information without it being passed through managers/administration staff.

### **Further Reporting**

- 3.15 The annual Employment Equalities' data is presented to the Council Management Team for information, to the Joint Trade Unions for comment and discussion. The report is also made publicly available via the Council's Website and to all employees, via the Intranet.

### **Age Profile**

- 3.16 The age group with the highest percentage of employees is the 46-55's, which is consistent with the past three years.

The percentage of 16-25 year old employees has continued its downward trend from previous years, continuing to be affected by the decrease in Modern Apprenticeship opportunities. The 26-35 age bracket has also continued the downward trend which emerged in last year's data.

The percentage of 56–65-year-old employees and >65's have continued on an upward trajectory in line with East Lothian's Mid 2022 population estimates which showed a greater percentage of older populations in comparison to larger cities like Edinburgh or Glasgow. 45–64-year-olds were also recorded as the largest population in 2023, while other older demographics have increased by a much larger amount than younger demographics between 2001 and 2023 in East Lothian according to the National Records of Scotland – this aligns with our age profile data.

### **Disability Profile**

- 3.17 We have seen a decrease in disability representation and an increase in electing not to share disability data. 81.9% of the East Lothian population identified as non-disabled in the most recent Census, compared to 67.94% of East Lothian Council employees. The percentage of employees who 'prefer not to answer' or for which data in 'unknown' has increased beyond the previous three years. The percentage of employees for which disability data is unknown has increased by 13.23% since 2021/2022. The percentage of employees reporting a disability had increased across the past three years, but this year dropped to slightly below the percentage reported in 2021/2022.

### **Gender Reassignment Profile**

- 3.18 Contrasting previous years, we have seen a significant increase in the percentage of employees providing data around this characteristic this year: the 'unknown' demographic has dropped by 20.54% since 2023/2024. The demographic responding 'yes' to this characteristic are still too few to report.

### **Marital Status Profile**

- 3.19 The percentage of employees reporting that they are married has continued its downward trend from previous years but remains the most common response to this characteristic. Employees for which this data is 'unknown' is increasing year on year: up 3.73% since 2023/2024 and 10.54% since 2022/2023. However, those selecting 'prefer not to say' has continued to decrease.

### **Ethnic Profile**

- 3.20 The percentage of employees reporting 'white' as their ethnic profile has continued to decline, decreasing by 3.93% since 2023/2024. However, the same is true for most other ethnic demographics, as the response rate has also decreased, with almost 20% of employees' ethnic profile reported as 'unknown'; an increase of 4.22% since last year's data. The only ethnic demographic to see an increase in representation is 'mixed or multiple' which has increased slightly from 0.24% to 0.28%. Those reporting 'Black, Black British, Caribbean or African' are still too few to report. 2022 census data shows that East Lothian has a lesser proportion of non-white ethnic groups than Scotland overall, which reflects in our data.

### **Religion or Belief Profile**

- 3.21 The most common response to this characteristic continues to be 'no religion, faith or belief', with Church of Scotland as second most common, this trend is directly reflected in the 2022 census data for East Lothian. The number of those responding 'other' to this characteristic has significantly dropped; a decrease of 2.28% since 2023/2024. The percentage for which this data is unknown has increased by over 5%.

Those reporting Buddhist, Hindu, Jewish and Sikh religious profiles are still too few to report. The 2022 census reported increases in representation for all these groups, but also that they remain below the Scottish average. Those responding as Buddhist to this characteristic dropped below 10 in 2023/2024 and remains too few to record this year. The Muslim population in East Lothian was recorded as increasing to 0.8% in the 2022 census and has increased slightly since last year within the council.

### **Sex Profile**

- 3.22 The percentage sex split within the council remains around 70% female to 30% male. This differs to the most recent census (2022) of 52% female to 48% male. The number of employees with an 'unspecified' sex profile has dropped to zero for the first time.

### **Sexual Orientation Profile**

- 3.23 After a significant drop in those responding as Heterosexual/Straight between 2022/2023 and 2023/2024 (- 6.49%), this demographic's representation has decreased by a further 3.28% this year. Although those employees responding with 'prefer not to say' has continued its downward trend, those who have an unknown sexual orientation profile has consistently risen over previous years and now sits at just under 20%. As a result, percentages of Bisexual, Gay, Heterosexual and Other have all experienced small decreases. Only the percentage of those identifying as Lesbians has remained consistent, although this is the least common response.

## Additional Analysis

### 3.24 Casual Workforce Analysis

#### Points to Note:

- To provide more accurate reflections of each workforce, casual and main workforces are analysed separately.
- Duplicate entries for people with multiple contracts have been removed in the casual Workforce analysis. However, in the situation whereby a permanent/temporary employee also has a casual contract, their equality information has been recorded under the Casual and Workforce profile.

### 3.25 Action Plan

East Lothian Council continues to operate as an equal opportunities employer. We will continue to support employees with our future actions in our commitment to providing equal opportunities and promoting diversity within our workplace. This work contributes to supporting staff and encourages applications from people from different protected characteristic groups.

### 3.26 Conclusion

This year's equalities monitoring data highlights both ongoing trends and emerging challenges in workforce representation across East Lothian Council. The age profile continues to **reflect an ageing workforce**, aligning with wider demographic shifts in the region, while **younger age groups remain underrepresented**, particularly due to the decline in Modern Apprenticeship opportunities. **Disability representation has decreased slightly**, accompanied by a **notable rise in non-disclosure**, which may indicate a need to build greater trust and confidence in data sharing.

Encouragingly, there has been a **significant improvement in disclosure rates for gender reassignment**, although numbers remain too low to report. Across other characteristics—such as ethnicity, religion or belief, marital status, and sexual orientation—there is a **consistent increase in 'unknown' responses**, which limits the ability to draw meaningful conclusions and track progress. The **sex profile remains heavily skewed towards female employees**, diverging from the broader population. These findings underscore the importance of continued efforts to improve data completeness, foster an inclusive culture of self-identification, and ensure that workforce diversity is accurately understood and supported. These areas will be targeted by the Council in the year ahead through the initiatives and actions detailed in this report.

#### 4 POLICY IMPLICATIONS

- 4.1 Findings contained within this report will inform development of employee policies and procedures.

#### 5 RESOURCE AND OTHER IMPLICATIONS

- 5.1 Finance: None
- 5.2 Human Resources: None
- 5.3 Other (e.g. Legal/IT): None
- 5.4 Risk: None

#### 6 INTEGRATED IMPACT ASSESSMENT

- 6.1 **Select the statement that is appropriate to your report by placing an 'X' in the relevant box.**

An Integrated Impact Assessment screening process has been undertaken and the subject of this report does not affect the wellbeing of the community or have a significant impact on: equality and human rights; tackling socio-economic disadvantages and poverty; climate change, the environment and sustainability; the Council's role as a corporate parent; or the storage/collection of personal data.

Any new or revised policies, strategies, functions, plans or projects emerging from the Action Plan that could impact equalities may require an IIA — for example, the introduction of a Neurodiversity Policy. Human Resources will pick this up at the point new or amended policies affecting staff are being developed, and an IIA will be undertaken as appropriate.

**or**

The subject of this report has been through the Integrated Impact Assessment process and impacts have been identified as follows:

Subject	Impacts identified (Yes, No or N/A)
Equality and human rights	
Socio-economic disadvantage/poverty	

Subject	Impacts identified (Yes, No or N/A)
Climate change, the environment and sustainability	
Corporate parenting and care-experienced young people	
Storage/collection of personal data	
Other	

The Integrated Impact Assessment relating to this report has been published and can be accessed via the Council's website:

[https://www.eastlothian.gov.uk/info/210602/equality\\_and\\_diversity/12014/integrated\\_impact\\_assessments](https://www.eastlothian.gov.uk/info/210602/equality_and_diversity/12014/integrated_impact_assessments)

## **7 APPENDICES**

- 7.1 Appendix 1 – Workforce Analysis
- 7.2 Appendix 2 – 2024-25 Action Plan Updates
- 7.3 Appendix 3 – 2025-26 Action Plan
- 7.4 Appendix 4 – Ethnicity Pay Gap
- 7.5 Appendix 5 – Disability Pay Gap

## **8 BACKGROUND PAPERS**

- 8.1 None

## **9 AUTHOR AND APPROVAL DETAILS**

### **Report Author(s)**

<b>Name</b>	J Beedie/ W McNeish / Emma Taylor
<b>Designation</b>	Human Resources

<b>Name</b>	J Beedie/ W McNeish / Emma Taylor
<b>Tel/Email</b>	01620 827868 / 01620 827561 / etaylor2@eastlothian.gov.uk
<b>Date</b>	08.01.2026

**Head of Service Approval**

<b>Name</b>	<b>Hayley Barnett</b>
<b>Designation</b>	<b>Head of Corporate Support</b>
<b>Confirmation that IIA and other relevant checks (e.g. finance/legal) have been completed</b>	<b>Confirmed</b>
<b>Approval Date</b>	<b>23/02/2026</b>

## **APPENDIX 1 – Workforce Analysis**

### **Main Workforce Analysis**

#### **Age Profile**

	2021/2022		2022/2023		2023/2024		2024/2025	
Response	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
16-25	282	5.68%	259	5.18%	241	4.82%	207	4.18%
26-35	927	18.67%	944	18.89%	941	18.84%	905	18.26%
36-45	1179	23.74%	1141	22.83%	1190	23.82%	1220	24.62%
46-55	1426	28.72%	1443	28.87%	1378	27.58%	1345	27.14%
56-65	1059	21.33%	1092	21.85%	1135	22.72%	1161	23.43%
>65	91	1.83%	113	2.26%	105	2.10%	117	2.36%

#### **Disability Profile**

	2021/2022		2022/2023		2023/2024		2024/2025	
Response	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Yes	213	4.29%	221	4.42%	228	4.56%	215	4.26%
No	4062	81.80%	3888	77.80%	3565	71.36%	3367	67.94%
Prefer not to Answer	*	*	*	*	0	0	31	0.65%
Unknown	691	13.91%	888	17.77%	1203	24.08%	1342	27.14%

\*- denotes less than 10 but above zero

NOTE: The 'Unknown' number has increased due to employees either leaving the disability option field either blank or stating 'not known'

#### **Gender Reassignment Profile**

	2021/2022		2022/2023		2023/2024		2024/2025	
Response	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Yes	*	*	*	*	*	*	*	*
No	1628	32.78%	651	13.00%	719	14.39%	1719	34.69%
Prefer not to Answer	25	0.50%	21	0.42%	21	0.42%	38	0.77%
Unknown	3309	66.63%	4325	87.00%	4255	85%	3194	64.46%

\*- denotes less than 10 but above zero

## Marital Status Profile

Response	2021/2022		2022/2023		2023/2024		2024/2025	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Civil Partnership	21	0.42%	18	0.36%	17	0.34%	14	0.28%
Married	2630	52.96%	2553	51.09%	2408	48.20%	2322	46.86%
Not Married	1953	39.33%	1885	37.72%	1714	34%	1601	32.31%
Prefer not to answer	240	4.83%	203	4.06%	179	3.58%	161	3.25%
Unknown	122	2.46%	338	6.76%	678	13.57%	857	17.30%

(Please Note: Not Married was denoted single in 2019/20)

## Ethnic Profile

Response	2021/2022		2022/2023		2023/2024		2024/2025	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Asian or Asian British	32	0.64%	27	0.54%	28	0.56%	27	0.54%
Black, Black British, Caribbean or African	*	*	*	*	*	*	*	*
Mixed or multiple ethnic groups	11	0.22%	13	0.26%	12	0.24%	14	0.28%
Other ethnic group (including Arab)	18	0.36%	18	0.36%	18	0.36%	12	0.24%
Prefer not to answer	166	3.34%	150	3.00%	135	2.70%	123	2.48%
Unknown	165	3.32%	398	7.96%	755	15.11%	958	19.33%
White	4565	91.93%	4384	87.73%	4041	80.88%	3813	76.95%

\*- denotes less than 10 but above zero

## Religion & Belief Profile

Response:	2021/2022		2022/2023		2023/2024		2024/2025	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Buddhist	15	0.30%	12	0.24%	*	*	*	*
Church of Scotland	1324	26.66%	1228	24.57%	1096	21.94%	1000	20.18%
Hindu	*	*	*	*	*	*	*	*
Jewish	*	*	*	*	*	*	*	*
Muslim	13	0.26%	12	0.24%	14	0.28%	15	0.30%
None	1875	37.76%	1881	37.64%	1805	36.13%	1799	36.31%
Other Christian	310	6.24%	293	5.86%	254	5.08%	230	4.64%
Prefer not to answer	584	11.76%	558	11.16%	483	9.67%	439	8.86%
Roman Catholic	497	10.01%	471	9.42%	426	8.53%	399	8.05%
Sikh	*	*	*	*	*	*	*	*
Other	154	3.10%	118	2.36%	134	2.68%	20	0.40%
Unknown	185	3.73%	417	8.34%	768	15.37%	1039	20.97%

\*- denotes less than 10 but above zero

## Sex Profile

Response	2021/2022		2022/2023		2023/2024		2024/2025	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Female	3623	72.96%	3649	73.00%	3632	72.70%	3586	72.37%
Male	1343	27.04%	1348	27.00%	1362	27.26%	1369	27.63%
Unspecified	*	*		*	*	*	0	0%

\*- denotes less than 10 but above zero

## Sexual Orientation Profile

Response	2021/2022		2022/2023		2023/2024		2024/2025	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Bisexual	33	0.66%	34	0.68%	38	0.76%	33	0.67%
Gay	47	0.95%	49	0.98%	49	0.98%	46	0.93%
Heterosexual / Straight	4350	87.60%	4179	83.63%	3854	77.14%	3631	73.28%
Lesbian	23	0.46%	24	0.48%	22	0.44%	22	0.44%
Other Sexual orientation					*	*	0	0%

Prefer not to answer	347	6.99%	318	6.36%	275	5.50%	264	5.33%
Unknown	166	3.34%	393	7.92%	757	15.15%	959	19.35%

\*- denotes less than 10 but above zero

## Additional Analysis

### Casual Workforce Analysis

#### Age Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
16-25	88	7.10%	93	7.61%
26-35	208	16.79%	201	16.45%
36-45	296	23.89%	289	23.65%
46-55	265	21.39%	248	20.29%
56-65	279	22.52%	266	21.77%
>65	103	8.31%	125	10.23%

#### Disability Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
No	713	57.55%	612	50.06%
Yes	65	5.25%	56	4.56%
Unknown	461	37.21%	543	44.53%
Prefer Not to Say	0	0%	11	0.85%

#### Gender Reassignment Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Yes	0	0	*	*
No	123	10.17%	422	34.53%
Prefer not to Answer	*	*	*	*
Unknown	1112	89.51%	793	64.89%

\* - denotes below 10 but above zero

#### Marital Status Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage

Civil Partnership	*	*	*	*
Married	480	38.65%	403	32.98%
Not Married	382	30.76%	338	27.65%
Prefer not to answer	33	2.66%	26	2.13%
Unknown	344	27.70%	452	36.99%

\* - denotes below 10 but above zero

### Maternity Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Left in Period	*	*	*	*
Returned in Period	*	*	*	*
Left and Returned in Period	*	*	*	*
No Mat Leave in Period	1225	98.63%	1206	98.69%

\* - denotes below 10 but above zero

### Race Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Asian or Asian British	11	0.89%	12	0.98%
Black, Black British, Caribbean, or African	*	*	*	*
Mixed or multiple ethnic groups	*	*	*	*
Other ethnic group (including Arab)	*	*	*	*
White	792	63.77%	678	55.48%
Prefer not to answer	53	4.27%	35	2.86%
Unknown	372	30.19%	483	39.53%

\* - denotes below 10 but above zero

### Religion & Belief Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Buddhist	*	*	*	*
Church of Scotland	189	15.25%	147	12.03%
Jewish	*	*	*	*
Muslim	*	*	*	*
Other Christian	70	5.65%	64	5.24%
Roman Catholic	87	7.02%	76	6.22%
Other	33	2.66%	*	*
None	322	25.99%	322	26.35%
Prefer not to answer	151	12.19%	101	8.27%
Unknown	375	30.27%	497	40.67%

\* - denotes below 10 but above zero

### Sex Profile – Casual Workforce

Response	2023/2024		204/2025	
	Count	Percentage	Count	Percentage
Female	995	80.31%	994	81.34%
Male	244	19.69%	228	18.66%

### Sexual Orientation Profile – Casual Workforce

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Bisexual	13	1.05%	*	*
Gay	*	*	*	*
Heterosexual / Straight	765	61.74%	664	54.34%
Lesbian	*	*	*	*
Prefer not to answer	81	6.54%	63	5.16%
Unknown	374	29.94%	479	39.20%

\* - denotes below 10 but above zero

## Leaver Analysis

### Age Profile – Leavers

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
16-25	76	10.08%	54	8.05%
26-35	174	23.08%	152	22.65%
36-45	149	19.76%	121	18.03%
46-55	128	16.98%	126	18.78%
56-65	144	19.10%	139	20.72%
>65	82	10.88%	79	11.77%

### Disability Profile – Leavers

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Yes	34	4.51%	40	5.96%
No	449	59.55%	344	51.27%
Unknown	271	35.94%	286	42.62%
Prefer not to Say	0%	0%	1	0.15%

### Gender Reassignment Profile – Leavers

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
No	100	13.26%	202	30.10%
Prefer not to Answer	*	*	*	*
Yes	*	*	*	*
Unknown	649	86.07%	466	69.45%

\* - denotes below 10 but above zero

### Marital Status Profile – Leavers

Response	Count	Percentage:	Count	Percentage
Civil Partnership	*	*	*	*
Married	284	37.67%	224	33.38%
Not Married	237	31.43%	194	28.91%
Prefer not to answer	21	2.79%	18	2.68%
Unknown	211	27.98%	231	34.43%

\* - denotes below 10 but above zero

### Maternity Profile – Leavers

*No Maternity Leavers in Period*

### Race Profile – Leavers

Response	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Asian or Asian British	*	*	*	*
Black, Black British, Caribbean or African	*	*	*	*
Mixed or multiple ethnic groups	*	*	0	0%
Other ethnic group (including Arab)	*	*	0	0%
Prefer not to answer	13	1.72%	14	2.09%
Unknown	219	29.05%	249	37.11%
White	512	67.90%	403	60.06%

\* - denotes below 10 but above zero

### Religion & Belief Profile – Leavers

Response:	2023/2024		2024/2025	
	Count	Percentage	Count	Percentage
Buddhist	*	*	*	*
Church of Scotland	143	18.97%	109	16.24%
Jewish	*	*	*	*
Muslim	*	*	0	0%
Hindu	0	0%	*	*
None	174	23.08%	166	24.74%

Other Christian	51	6.76%	43	6.41%
Prefer not to answer	72	9.55%	54	8.05%
Roman Catholic	54	7.16%	35	5.22%
Sikh	*	*	0	0%
Other	26	3.45%	*	*
Unknown	226	29.97%	259	38.60%

\* - denotes below 10 but above zero

### Sex Profile – Leavers

	2023/2024		2024/2025	
Response	Count	Percentage	Count	Percentage
Female	587	77.85%	508	75.71%
Male	166	22.02%	163	24.29%

### Sexual Orientation Profile – Leavers

	2023/2024		2024/2025	
Response	Count	Percentage	Count	Percentage
Bisexual	*	*	12	1.79%
Gay	*	*	*	*
Heterosexual / Straight	477	63.26%	373	55.59%
Lesbian	*	*	*	*
Prefer not to answer	41	5.44%	25	3.73%
Unknown	223	29.58%	251	37.41%

\* - denotes below 10 but above zero

## Recruitment Analysis

### Age Profile – Recruitment

Age Group	Applications		Interviewed		Successful	
	Total	%	Total	%	Total	%
16-25	1155	15.08%	340	29.44%	87	25.59%
26-35	2387	31.17%	632	26.48%	213	33.70%
36-45	2026	26.45%	646	31.89%	218	33.75%
46-55	1212	15.82%	435	35.89%	152	34.94%
56-65	585	7.64%	226	38.63%	73	32.30%
>65	55	0.72%	23	41.82%	10	43.48%
Prefer not to say	239	3.12%	95	39.75%	65	68.42%

### Disability Profile – Recruitment

	Applied		Taken to Interview		Offered Position	
	Total	Percentage	Total	Percentage	Total	Percentage
Do you have any health condition lasting or expected to last at least 12 months?						
Yes, limited a little	323	4.22%	101	31.27%	27	26.73%
Yes, limited a lot	13	0.17%	3	23.08%	1	33.33%
No	7057	92.14%	2170	30.75%	721	33.23%
Prefer not to say	266	3.47%	123	46.24%	69	56.10%

### Gender Reassignment Profile – Recruitment

	Applied		Taken to Interview		Offered Position	
	Total	Percentage	Total	Percentage	Total	Percentage
Do you consider yourself to be trans, or have a trans history?						
Yes	26	0.34%	7	26.92%	2	28.57%
No	7423	96.92%	2299	30.97%	750	32.62%
Prefer not to say	210	2.74%	91	43.33%	66	72.53%

### Marital Status Profile – Recruitment

Marital Status	Applied		Taken to Interview		Offered Position	
	Total	Percentage	Total	Percentage	Total	Percentage
Divorced	480	6.27%	180	37.50%	55	30.56%
Formerly in a civil partnership which is now legally dissolved	8	0.10%	1	12.50%	0	0.00%
In a registered civil partnership	98	1.28%	27	27.55%	8	29.63%
Married	2697	35.21%	845	31.33%	302	35.74%
Never married and never registered in a civil partnership	3570	46.61%	1063	29.78%	332	31.23%

Widowed	54	0.71%	20	37.04%	10	50.00%
Separated but still legally in a civil partnership	14	0.18%	2	14.29%	1	50.00%
Separated but still legally marriage	181	2.36%	64	35.36%	16	25.00%
surviving partner from a civil partnership	1	0.01%	1	100.00%	1	100.00%
Prefer not to say	556	7.26%	194	34.89%	93	47.94%

### Maternity Profile – Recruitment

Maternity and pregnancy information is not collected during the recruitment process.

### Race Profile – Recruitment

Please select your ethnic group from options A F	Applied		Taken to Interview		Offered Position	
	Total	Percentage	Total	Percentage	Total	Percentage
A. White	6450	84.21%	2144	33.24%	730	34.05%
B. Mixed or multiple ethnic groups	91	1.19%	22	24.18%	9	40.91%
C. Asian, Scottish Asian or British Asian	401	5.24%	69	17.21%	14	20.29%
D. African, Scottish African or British African	352	4.60%	54	15.34%	3	5.56%
E. Caribbean or Black	33	0.43%	3	9.09%	0	0.00%
F. Other ethnic group	74	0.97%	10	13.51%	1	10.00%
Prefer not to say	258	3.37%	95	36.82%	61	64.21%

### Religion & Belief Profile – Recruitment

What religion, religious denomination or body do you belong to?	Applied		Taken to Interview		Offered Position	
	Total	Percentage	Total	Percentage	Total	Percentage
Buddhist	36	0.47%	6	16.67%	1	16.67%
Church of Scotland	786	10.26%	278	35.37%	88	31.65%
Hindu	80	1.04%	8	10.00%	1	12.50%
Jewish	13	0.17%	4	30.77%	1	25.00%

Muslim	231	3.02%	34	14.72%	6	17.65%
None	4812	62.84%	1563	32.48%	531	33.97%
Other religion or body	613	8.00%	151	24.63%	29	19.21%
Pagan	6	0.08%	5	83.33%	0	0.00%
Prefer not to say	416	5.43%	162	38.94%	89	54.94%
Roman Catholic	602	7.86%	173	28.74%	58	33.53%
Sikh	15	0.20%	3	20.00%	1	33.33%
Other Christian	48	0.63%	14	29.17%	13	92.86%

### Sex Profile – Recruitment

What is your sex?	Applied		Taken to Interview		Offered Position	
	Total	Percentage	Total	Percentage	Total	Percentage
Male	2093	27.33%	625	30%	168	27%
Female	5411	70.65%	1693	31%	590	35%
Prefer not to say	155	2.02%	79	51%	60	76%

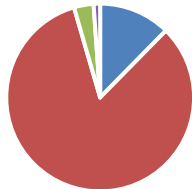
### Sexual Orientation Profile – Recruitment

Sexual orientation?	Applied		Taken to Interview		Offered Position	
	Total	Percentage	Total	Percentage	Total	Percentage
Bisexual	209	2.73%	62	29.67%	18	29.03%
Gay or Lesbian	188	2.45%	56	29.79%	16	28.57%
Straight / Heterosexual	6805	88.85%	2120	31.15%	701	33.07%
Other	8	0.10%	1	12.50%	0	0.00%
Prefer not to say	449	5.86%	158	35.19%	83	52.53%

## APPENDIX 2 – Action Plan 2024-25 Review

What	Who	When	Measure	2025 Update
<b>Workplace</b>				
Applying the Job Evaluation Scheme to ensure equal pay for work of equal value	HR	Ongoing	No successful claims for equal pay	We have met our success measure over the past 12 months and this item is ongoing.
Continue to apply and improve policies that help support a diverse workforce: Flexible working, Special Leave Policy, Worksmart Domestic Abuse Policy, Family and Maternity Leave, Flexible retirement, Menopause and hormonal conditions, Shared Parental leave.	HR with TU and staff input	All policies reviewed in line with legislative changes or other drivers as appropriate	Up to date policy is in place. No successful employment tribunal discrimination cases.	Continually updating and improving policies to support diverse workforce.  One recent example is the Domestic Abuse Policy which has been updated and improved as a Gender-Based Violence Policy and was approved for publication by the CMT in November 2025.  No successful tribunal discrimination cases since 2014.
Develop new policy on Harassment (including sexual harassment) in line with legislation	HR Adviser Policy & Equality leads	2024 – review in line with legislative changes or other drivers as appropriate	A policy is in place. Training is in place for all employees	Draft policy is progressing to full Trade Union and Employee Consultation and due to be published thereafter.  Mandatory E-Learning module is in place for all employees.
Continue to be recognised as a Carer Positive accredited Employer.	Community Care/Adult Wellbeing / HR	Annually	Accreditation is in place	Accreditation remains in place.

Continue to be recognised as a Disability Confident employer	HR	Ongoing	Accreditation is in place	Level 2 Accreditation is in place.
Maintain a Healthy Working Lives Working Group.	HWL group	Ongoing	HWL group meet up to 12 times a year	HWL group continues to meet up to 12 times a year.
Continue to provide the Employee Assistance Programme	HR	Ongoing	Employee Assistance Programme is in place. Staff are reminded of its availability regularly. Number of staff using the service is monitored and reported anonymously to HR.	We have met our success measure over the past 12 months and this item is ongoing.

Occupational health and physiotherapy provision	HR	Ongoing	Employee utilisation rate. Treatment outcome improvement	<table border="1"> <thead> <tr> <th>OH Physio Outcomes</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>Referred Onwards</td> <td>11</td> </tr> <tr> <td>Significant Improvement</td> <td>74</td> </tr> <tr> <td>Slight Improvement</td> <td>3</td> </tr> <tr> <td>Outcome Unknown</td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>89</b></td> </tr> </tbody> </table>	OH Physio Outcomes	Amount	Referred Onwards	11	Significant Improvement	74	Slight Improvement	3	Outcome Unknown	1	<b>Total</b>	<b>89</b>
				OH Physio Outcomes	Amount											
Referred Onwards	11															
Significant Improvement	74															
Slight Improvement	3															
Outcome Unknown	1															
<b>Total</b>	<b>89</b>															
<p style="text-align: center;">Outcomes</p>  <ul style="list-style-type: none"> <li>■ Referred Onwards</li> <li>■ Significant Improvement</li> <li>■ Slight Improvement</li> <li>■ Outcome Unknown</li> </ul>																
Listening Ears Service	HWL Group	Ongoing	28 Listening Ears available. Promotion of service every quarter. Development opportunities for LE's every quarter.	30 Listening Ears available as of November 2025. The service continues to be promoted every quarter and development opportunities have been made available to LE's every quarter.												
Menopause: support Menopause Group	Menopause Champion /HWL Group	Ongoing	Support has been provided for regular meetings, monthly when possible. Promotion of group to staff 4 times a year.	The group is active and meets monthly. Regular promotions have been made over last 12 months, including articles, emails and Teams channel discussions.												
<b>Recruitment</b>																

Continue to advertise all vacancies through myjobscotland, enabling potential candidates to easily access information on vacancies	HR	Ongoing	All vacancies have been advertised through myjobscotland. Paper applications to remain available	<p>We have met our success measures on this item.</p> <p>Additionally, abbreviated on-line application created to increase accessibility for lower graded posts e.g. cleaners, catering assistants</p>
Increase the number of targeted recruitment initiatives to promote employment with East Lothian Council to people from underrepresented groups.	HR	Ongoing	Increase in percentage of applications from underrepresented groups; reported in annual monitoring report.	<p>Increase in applications from the following under-represented groups: Disabled candidates, candidates with a history of gender reassignment, non-white candidates, Sikh and Buddhist candidates, males, and LGB candidates.</p> <p>This year relevant actions have included attending DWP-led recruitment events to target older workers (ages 50+).</p> <p>Care-experienced applicants and Young Carers have been added to the Guaranteed Interview Scheme.</p> <p>Recruitment now sends a direct report each Friday to the East Lothian Job Centre of all live posts.</p>
Introduce part time working opportunities statement in adverts for middle management	HR	Ongoing	Middle management posts are identified and this statement is included in all adverts.	<p>Success measure continues to be met.</p> <p>Additionally, the RARF has been updated to ensure managers consider part-time and flexible working options for their posts.</p>

Signposting to East Lothian Works to be added to all apprenticeships job adverts – includes guidance on completing applications, interview skills, training, and further learning opportunities.	HR	During apprenticeship recruitment	Information is added to all relevant adverts	Success measure continues to be met.
<b>Governance</b>				
A member of Senior Management Team is named as responsible for Equalities.	SMT	Ongoing	There is a named member of SMT responsible for equalities	Hayley Barnett is the SMT member responsible for equalities.
All staff to complete mandatory Equality and Diversity Awareness training annually	Organisational Development/ all staff	Review training at least every 2 years	Training has been reviewed within the last 2 years All staff have completed the training annually.	Training is reviewed annually.  Equality, Diversity and Inclusion mandatory module has a completion rate of 65% (November 2025).
Continue the Equality Working Group with members from teacher and non-teacher Trade Unions, council employees and management with monthly meetings to analyse and challenge potential inequalities.	HR/ Departmental Representatives/ Trades Unions	Ongoing	Group has met at least 6 times in the year.	Group has surpassed success measure, meeting 9 times in the past 12 months and continues to meet monthly.

Continue with ongoing participation in the Society of Personnel Development Scotland Equality Portfolio Group and associated Equalities Working Groups with focus on developing consistent equalities pay gap reporting and improving inclusive recruitment practices.	HR	Ongoing	East Lothian is represented on group	East Lothian Council continues to have representation within this group - HR Adviser: Equality, Diversity and Inclusion attends monthly.
Continue to utilise an 'Integrated Impact Assessment' framework (includes Equalities issues) and guidance to inform development of policies and practice.	Equalities Officer	Ongoing	All relevant policies have had IIA.	All relevant policies have undergone IIA's and new policies are receiving IIA's as part of their process of development.
<b>Monitoring</b>				
Improve the equalities information acquired through the annual staff survey to ensure we gain a clearer understanding of staff's equality experience while in the organisation	Transformation & Digital Portfolio Team / Equalities Working group	Annual	Equalities information is captured in the staff survey and reported to staff annually	Staff Experience Survey is under review with greater employee input into survey design.  Equalities information will continue to be captured in the staff experience survey, but more specific EDI-based feedback will be collected in a separate staff survey, which is under development.

Continue to monitor equalities information on the workforce Consider how to improve collection of up to date information on staff characteristics	HR	Annual	Information on workforce composition, recruitment and leavers included in annual Equalities Report. % of staff not choosing 'prefer not to say' options increases	% of staff choosing 'prefer not to say' has broadly decreased over the past year, though 'unknown' responses have broadly increased.  An increase of disclosure rates across characteristics is desirable and actions are being taken toward this result.
Continue to monitor gender pay gap in line with legislation	HR	Annual	Annual gender pay gap report	Annual Pay Gap Report continues to report pay gap data annually, in line with legislation.
Collect information on the gender of the victim in Health and Safety reporting	Health and Safety	2025 and ongoing	Collect information on the gender of victims in health and safety reporting; include in regular reports to JCG's.	Field to record gender information is currently included in forms, but non-mandatory and not reported to JCG's.
Monitor disability and ethnic pay gap	HR	Annual	Information included in annual pay gap report	Annual Pay Gap Report continues to report disability and ethnicity pay gap data annually.

## **Appendix 3 2025-26 Action Plan**

What	Who	When	Measure
<b>Workplace</b>			
Continue to apply the Job Evaluation Scheme to ensure equal pay for work of equal value	HR	Ongoing	No successful claims for equal pay
Continue to apply and improve policies that help support a diverse workforce: Flexible working, Special Leave Policy, Worksmart Gender-Based Violence and Domestic Abuse Policy, Family and Maternity Leave, Flexible retirement, Menopause and hormonal conditions, Shared Parental leave.	HR with TU and staff input	Ongoing	All policies reviewed in line with legislative changes or other drivers as appropriate.  Up to date policies are in place. No successful employment tribunal discrimination cases.
Implement new Prevention of Sexual Harassment Policy in line with legislative changes.  Develop support and guidance for Managers and accountability measures in place.	HR	Prevention of Sexual Harassment Policy due for publication early 2026.  Manager support ongoing.	Prevention of Sexual Harassment Risk Assessments 100% completion rate in all 82 risk areas.  Guidance developed and distributed for manager-wide access.  Accountability measures in place.
Develop a Neurodiversity Policy.	Equalities Group and HR with TU and staff input.	1 year	Policy is in place.  Training is reviewed to align with policy and made available to all employees.
Review and update of Prevention of Bullying and Harassment Policy.	HR with TU and staff input	1 year	Updated policy is in place.  Training is reviewed to align with policy and made available to all employees.

Continue to be recognised as a Carer Positive accredited Employer.	Community Care/Adult Wellbeing / HR	Annually	Accreditation is in place.
Continue to be recognised as a Disability Confident employer.	HR	Ongoing	Accreditation is in place.
Maintain a Healthy Working Lives Working Group.	HWL group	Ongoing	HWL group continue to meet up to 12 times a year
Continue to provide the Employee Assistance Programme.	HR	Ongoing	Employee Assistance Programme is in place.  Staff are reminded of its availability every quarter.  Number of staff using the service is monitored and reported anonymously to HR.
Occupational health and physiotherapy provision	HR	Ongoing	Employee utilisation rate. Treatment outcome improvement
Listening Ears Service	HWL Group	Ongoing	At least 28 Listening Ears available.  Continuation of promoting the service every quarter.  Continuation of development opportunities for LE's every quarter.
Menopause: support Menopause Group	Menopause Champion /HWL Group	Ongoing	Support has been provided for regular meetings, monthly when possible. Promotion of group to staff 4 times a year.
Develop & deliver new ways to ensure all staff have access to EDI trainings and resources identified as core principles, eg. 'Toolbox Talks'.	HR	2026	3 toolbox talks developed around EDI core principles and responsibilities.  5 toolbox talks delivered in hotspot areas for low e-learning uptake.

Expanding the range and depth of learning resources on EDI topics and related skills over time, whilst maintaining council-wide accessibility.	HR & OD	Ongoing – with success measures spanning to the end of 2026	Equality, Diversity and Inclusion LearnPro module reviewed every January.  At least 5 new Learning Resources related to EDI topics created and shared to the EDI Intranet area (currently under development).  Collaborate with managers to find ways to share these with non-computer-based employees.
Building engagement and investment from employees and managers around EDI topic and continuous education.	HR & Internal Communications Team	Ongoing	Increased uptake of core EDI modules.  X visits to the EDI intranet area (currently under development).
To develop an effective and accessible system for reporting any incidents of discrimination, including, but not limited to incidents of racism in the workplace, paying due consideration to non-computer-based staff.	HR & IT	1 year	The system is in place and incidents are recorded securely and monitored on an annual basis.
<b>Recruitment</b>			
Continue to advertise all vacancies through myjobscotland, enabling potential candidates to easily access information on vacancies	HR	Ongoing	All vacancies have been advertised through myjobscotland. Paper applications to remain available.  Continued use of abbreviated online application to increase accessibility for lower graded posts, eg. cleaners and catering assistants.
Review & update of ELC's Recruitment and Selection Policy.	HR & Recruitment with TU and staff input.	1 year	Review and update of the Recruitment and Selection policy has taken place. Training has been updated to align with the renewed policy.

Increase the number of targeted recruitment initiatives to promote employment with East Lothian Council to people from underrepresented groups.	HR	Ongoing	Increase in percentage of applications from under-represented groups is continued, particularly for the groups where increases were not seen over the past 12 months; reported in annual monitoring report.  Attendance to targeted recruitment events continued.
Introduce part time working opportunities statement in adverts for middle management	HR	Ongoing	Middle management posts are identified and this statement is included in all adverts.  RARF continues to include box for managers to consider part-time and flexible working options for their posts.  Number of roles with part-time and flexible working options increased.
Signposting to East Lothian Works to be added to all apprenticeships job adverts – includes guidance on completing applications, interview skills, training, and further learning opportunities.	HR	During apprenticeship recruitment	Information continues to be added to all relevant adverts
<b>Governance</b>			
A member of Senior Management Team is named as responsible for Equalities.	SMT	Ongoing	There is a named member of SMT responsible for equalities.  EDI-related commitments for this individual have been set.
Increase compliance levels in mandatory annual Equality and Diversity Awareness training and ensure it is up to date.	HR and Internal Communications	Review training annually	Training has been reviewed within the last year.  Hotspots for lower annual compliance with EDI Awareness module completion have been identified and addressed.

Continue the Equality Working Group with members from teacher and non-teacher Trade Unions, council employees and management with monthly meetings to analyse and challenge potential inequalities.	HR/ Departmental Representatives/Trade Unions	Ongoing	Group has met at least 6 times in the year.
Continue with ongoing participation in the Society of Personnel Development Scotland Equality Portfolio Group and associated Equalities Working Groups with focus on developing consistent equalities pay gap reporting and improving inclusive recruitment practices.	HR	Ongoing	East Lothian Council continues to have representation within this group - HR Adviser: Equality, Diversity and Inclusion attends monthly.
Continue to utilise an 'Integrated Impact Assessment' framework (includes Equalities issues) and guidance to inform development of policies and practice.	HR	Ongoing	All relevant policies have had IIA.
<b>Monitoring</b>			
Gain a clearer understanding of staff's equality-based experience of the organisation by reviewing the equality questions in the Annual Staff Survey and	Transformation & Digital Portfolio Team / Equalities Working group / Equalities Working Group Survey Sub-Group.	Improvements implemented by next Annual Survey.  Equality-focused survey to be launched in 2026(?)	Information gathered through the Annual Staff Survey and New Equality survey provides clear insights and informs future strategy.  Equalities information is captured in the staff survey and reported to staff annually.

developing a separate equalities-experience-focused survey to provide further insight.			
Continue to monitor equalities information on the workforce.	HR	Annual	Information included in annual Equalities Monitoring report.
Continue to monitor gender pay gap in line with legislation	HR	Annual	Information included in annual gender pay gap report.
Improve the collection of up-to-date information related to workforce characteristics, including but not limited to the field of disability, through communications campaigns and increased awareness of why we collect this data.	HR, Equalities Group & Communications	Deadline of 31 <sup>st</sup> March 2027 for data capture.	Decrease the % of 'unknown' responses in relation to workforce characteristics, across demographics.  Decrease % of 'unknown' responses in relation to the characteristic of Disability to 20%.
Continue to monitor disability and ethnic pay gap	HR	Annual	Information included in annual pay gap report.
Develop standardised and effective ways of tracking training-related data and monitoring training-effectiveness.  Ensuring that training is accessible to all staff through standardised equality-based risk assessments.	HR & OD		Building a baseline of data on equality-related training/workshops/sessions frequency and perceived effectiveness.  Reviewing results to reevaluate and ensure council-wide reach and effectiveness of EDI-related training for staff and managers.

## Appendix 4 Ethnicity pay gap

The ethnic background of East Lothian Council employees at the snapshot date of 31<sup>st</sup> March 2025 was as follows:

<b>Ethnic Group</b>	<b>Headcount</b>	<b>% of Total</b>
Not Known	958	19.33%
Minority Ethnic	61	1.24%
Prefer not to answer	123	2.48%
White	3813	76.95%
<b>Total</b>	<b>4955</b>	<b>100</b>

### Mean Ethnicity Pay Gap

The mean of a group of values is the sum of all values added together and then divided by the number of values in the dataset. The mean ethnicity pay gap represents the pay gap across the entire organisation between the mean hourly wage for White employees and mean hourly wage for Minority Ethnic employees. NB “not known” and “prefer not to answer” values were excluded from the calculation.

The mean average pay gap between White and Minority Ethnic employees is shown in the table below.

<b>Mean Average Hourly Rate</b>		<b>Mean Average pay gap between Minority Ethnic and White Employees</b>
Minority Ethnic Employees	White Employees	
£22.02	£21.94	-0.36%

The mean average ethnicity pay gap was -0.36%, compared to 2.51% in 2023/2024. For every £1.00 a White employee earns, on average an employee from a Minority Ethnic background earns £1.00 (rounded to the nearest penny), indicating that the council has successfully closed the Mean Average Ethnicity Pay Gap.

### Median Ethnicity Pay Gap

The median hourly rate for each ethnic group is calculated by ranking all employees by ethnicity (data for “not known” and “prefer not to answer” values were excluded from the calculation) from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. The median ethnicity pay gap is the difference between the median hourly wage of Minority Ethnic employees and the median hourly wage of White employees.

<b>Median Average Hourly Rate</b>	

Minority Ethnic Employees	White Employees	<b>Median Average pay gap between Minority Ethnic and White Employees</b>
£20.37	£19.19	-6.15%

The median average hourly rate of pay for Minority Ethnic employees at the report date was £20.37. The median average hourly rate of pay for White employees was £19.19. The Median Average pay gap between Minority Ethnic and White Employees is -6.15%.

## Appendix 5 Disability pay gap

The composition of East Lothian Council's workforce by disability grouping at the snapshot date of 31<sup>st</sup> March 2024 was as follows:

Group	Headcount	% of Total
Disabled	215	4.26%
Not Disabled	3367	67.94%
Not Known	1342	27.14%
Prefer not to answer	31	0.65%
<b>Total</b>	<b>4955</b>	<b>100</b>

### Mean Disability Pay Gap

The mean of a group of values is the sum of all values added together and then divided by the number of values in the dataset. The mean disability pay gap represents the pay gap across the entire organisation between the mean hourly wage for Non-Disabled employees and mean hourly wage for Disabled employees. NB "not known" and "prefer not to answer" values were excluded from the calculation.

The mean average pay gap between Non-Disabled and Disabled employees is shown in the table below.

Mean Average Hourly Rate		Mean Average pay gap between Disabled and Non-Disabled Employees
Disabled	Not Disabled	
£20.24	£22.15	8.64%

The mean average disability pay gap was 8.64%, increased from 8.04% the previous year. For every £1.00 a Non-Disabled employee earns, on average a Disabled employee earns £0.91 (rounded to the nearest penny).

### Median Disability Pay Gap

The median hourly rate for each disability group is calculated by ranking all employees by disability from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. The median disability pay gap is the difference between the median hourly wage of Disabled employees and the

median hourly wage of Non-Disabled employees. NB “not known” and “prefer not to answer” values were excluded from the calculation.

<b>Median Average Hourly Rate</b>		<b>Median Average pay gap between Disabled and Non-Disabled Employees</b>
Disabled	Not Disabled	
£18.45	£19.19	3.86%

The median average hourly rate of pay for Disabled employees at the report date was £18.45. The median average hourly rate of pay for Non-Disabled employees was £19.19. The median disability pay gap was 3.86%. For every £1.00 a Non-Disabled employee earns, on average a Disabled employee earns £0.91 (rounded to the nearest penny).