

Argyll and Bute Council Equality Mainstreaming Report 2023

Appendix One: Workforce as of years ending 31 March 2021 and 2022

| NATIONALITY | All | Education | Other |
|--------------------|-----|-----------|-------|
| British (including | | | |

| | | | |
|------------|--|--|--|
| DISABILITY | | | |
|------------|--|--|--|

| | | | |
|-----------------------------|-----|-----|-----|
| No answer/Prefer not to say | 57% | 58% | 55% |
|-----------------------------|-----|-----|-----|

| SEXUAL ORIENTATION | All | Education | Other |
|----------------------------------|-------------|-------------|-------------|
| Gay | 0% | 0% | 0% |
| Heterosexual/straight | 26% | 23% | 28% |
| Lesbian | 0% | 0% | 0% |
| Prefer to self-describe | 0% | 0% | 0% |
| Prefer not to say/unknown | 74% | 77% | 72% |
| <i>Total number of employees</i> | <i>4458</i> | <i>2077</i> | <i>2435</i> |

| ETHNICITY / RACE | All | Education | Other |
|--|-----|-----------|-------|
| Asian - Other (Inc. Scottish/British) | 0% | 0% | 0% |
| Caribbean or Black (Other) - (Inc. Scottish/British) | 0% | 0% | 0% |
| Other - Arab (Inc. Scottish/British) | | | |

| NATIONAL IDENTITY | All | Education | Other |
|----------------------------|-----|-----------|-------|
| Other European nationality | 2% | 2% | 2% |
| Other nationality | 1% | 1% | 1% |
| Prefer not to answer | 1% | | |

| RELIGION OR BELIEF | All | Education | Other |
|--------------------------|------|-----------|-------|
| Other Religion or Belief | 1% | 1% | 1% |
| None | 40% | 39% | 42% |
| Prefer not to answer | 7% | 7% | 7% |
| N/A | 11% | 14% | 8% |
| Total percentage | 100% | 100% | 100% |

Hired

| RELIGION OR BELIEF | All | Education | Other |
|--------------------------|------|-----------|-------|
| Church of Scotland | 15% | 12% | 20% |
| Roman Catholic | 7% | 6% | 9% |
| Other Christian | 7% | 7% | 6% |
| Buddhist | 0% | 0% | 0% |
| Hindu | 0% | 0% | 0% |
| Humanist | 1% | 1% | 1% |
| Jewish | 0% | 0% | 0% |
| Muslim | 0% | 0% | 0% |
| Pagan | 0% | 0% | 0% |
| Sikh | 0% | 0% | 0% |
| Other Religion or Belief | 1% | 1% | 1% |
| None | 27% | 19% | 37% |
| Prefer not to answer | 3% | 2% | 5% |
| N/A | 40% | 53% | 21% |
| | 100% | 100% | 100% |

Year ending 31 March 2022

All applications

| RELIGION / BELIEF | All | Education | Other |
|--------------------|-----|-----------|-------|
| Church of Scotland | 16% | 14% | 18% |
| Roman Catholic | 9% | 9% | 9% |
| Other Christian | 6% | 6% | 5% |
| Buddhist | 0% | 0% | 0% |
| Hindu | 1% | 0% | 1% |
| Humanist | 0% | 0% | 0% |
| Jewish | 0% | 0% | 0% |
| Muslim | 1% | 0% | 1% |
| Pagan | 0% | 0% | 0% |
| Sikh | 0% | 0% | 0% |

| RELIGION / BELIEF | All | Education | Other |
|--------------------------|------|-----------|-------|
| Humanist | 0% | 0% | 0% |
| Jewish | 0% | 0% | 0% |
| Muslim | 0% | 0% | 0% |
| Pagan | 0% | 0% | 0% |
| Sikh | 0% | 0% | 0% |
| Other Religion or Belief | 0% | 0% | 0% |
| None | 31% | 25% | 38% |
| Prefer not to answer | 2% | 2% | 2% |
| Unknown | 44% | 56% | 29% |
| Total percentage | 100% | 100% | 100% |

| SEX | All | Education | Other |
|------------------|------|-----------|-------|
| Total percentage | 100% | 100% | 100% |

Hired

| SEX | All | Education | Other |
|-------------------|-----|-----------|-------|
| Male | 13% | 5% | 21% |
| Female | 43% | 38% | 49% |
| Prefer not to say | 0% | 0% | 1% |

SEXUAL ORIENTATION

Year ending 31 March 2021

All applications

| SEXUAL ORIENTATION | All | Education | Other |
|-----------------------|------|-----------|-------|
| Bisexual | 2% | 2% | 2% |
| Gay | 1% | 1% | 1% |
| Lesbian | 0% | 0% | 1% |
| Heterosexual/Straight | 81% | 78% | 83% |
| Other | 0% | 0% | 0% |
| Prefer not to answer | 5% | 5% | 5% |
| Unknown | 11% | 14% | 8% |
| Total percentage | 100% | 100% | 100% |

Hired

| SEXUAL ORIENTATION | All | Education | Other |
|--------------------|-----|-----------|-------|
| Bisexual | 1% | 1% | 1% |
| Gay | 0% | 0% | 1% |

TRANS/TRANSGENDER

Year ending 31 March 2021

All applications

| TRANS IDENTITY | All | Education | Other |
|----------------------|------|-----------|-------|
| Yes | 0% | 0% | 0% |
| No | 89% | 86% | 91% |
| Prefer not to answer | 1% | 1% | 1% |
| Unknown | 11% | 13% | 8% |
| Total percentage | 100% | 100% | 100% |

Hired

| TRANS IDENTITY | All | Education | Other |
|----------------------|------|-----------|-------|
| Yes | 0% | 0% | 1% |
| No | 54% | 42% | 70% |
| Prefer not to answer | 0% | 0% | 1% |
| Unknown | 45% | 58% | 28% |
| Total percentage | 100% | 100% | 100% |

Year ending 31 March 2022

All applications

| TRANS IDENTITY | All | Education | Other |
|-------------------|------|-----------|-------|
| Yes | 0% | 0% | 0% |
| No | 83% | 76% | 88% |
| Prefer not to say | 2% | 1% | 2% |
| Unknown | 15% | 23% | 10% |
| Total percentage | 100% | 100% | 100% |

Hired

| TRANS IDENTITY | All | Education | Other |
|-------------------|------|-----------|-------|
| Yes | 0% | 0% | 0% |
| No | 56% | 43% | 70% |
| Prefer not to say | 1% | 0% | 1% |
| Unknown | 44% | 56% | 29% |
| Total percentage | 100% | 100% | 100% |

AGE

Year ending 31 March 2021

All applications

| AGE | All | Education | Other |
|------------------|------|-----------|-------|
| 15-24 | 12% | 13% | 11% |
| 25-34 | 27% | 31% | 23% |
| 35-44 | 20% | 20% | 19% |
| 45-54 | 18% | 15% | 21% |
| 55-64 | 11% | 6% | 16% |
| 65-74 | 1% | 1% | 1% |
| 75-84 | 0% | 0% | 0% |
| Unknown | 11% | 14% | 9% |
| Total percentage | 100% | 100% | 100% |

Hired

| AGE | All | Education | Other |
|-------|-----|-----------|-------|
| 15-24 | 4% | 4% | 5% |
| 25-34 | 15% | 14% | 16% |
| 35-44 | 12% | 10% | 15% |
| 45-54 | 15% | 10% | 21% |
| 55-64 | 8% | 3% | 14% |
| 65-74 | 0% | 0% | 1% |
| 75-84 | 0% | 0% | 0% |

Hired

Grievances

Source: information on disciplinaries

The gender pay gap figure reflects the profile of our workforce wherein we have high levels of female employment in lower graded posts. However, we have policies in place, as well as job evaluation procedures, which ensure that equal pay is received for equal work.

See also our equal pay statement and Equal Pay Audit.