EMPLOYEE EQUALITY MONITORING DATA 01/04/20 – 31/03/21

The tables below illustrate equalities profiling (gender, nationality and disability) in respect of:

- 1. Recruitment
- 2. Disciplinaries
- 3. Leavers

Recruitment By Gender								
Unit/Division	No of Applicants	No of Applicants	% of Applicants Interviewed	No of Successful Applicants	% of Total Applicants Employed	% of Interviewees Employed		
Catering				•				
M	252	57	23%	23	9%	40%		
F	1725	649	38%	140	8%	22%		
U	105	27	26%	2	2%	7%		
Total	2082	733	35%	165	8%	23%		
Cleaning								
M	481	191	40%	83	17%	43%		
F	2144	913	43%	512	24%	56%		
U	141	62	44%	0	0%	0%		
Total	2766	1166	42%	595	22%	51%		
FMS								
M	76	33	43%	31	41%	94%		
F	52	24	46%	19	37%	79%		
U	11	1	9%	0	0%	0%		
Total	139	58	42%	50	36%	86%		
Construction								
M	301	122	41%	58	19%	48%		
F	7	2	29%	0	0%	0%		
U	17	8	47%	0	0%	0%		
Total	325	132	41%	58	18%	44%		
Support Services								
M	37	5	14%	2	5%	40%		
F	77	28	36%	12	16%	43%		
U	2	1		0		0%		
Total	116	34	29%	14	12%	41%		
Transport								
M	27	11	41%	8	30%	73%		
F	1	0		0		0%		
U	3	1	33%			0%		
Total	31	12				67%		
Facilities Management								
M	3	1	33%	0	0%	0%		
F	10	7	70%			29%		
U	1	0				0%		
Total	14	8			14%	25%		

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	Recruitm	nent By Disability			
Unit/Division	No of Applicants	No of Applicants Interviewed	% of Applicants Interviewed	No of Successful Applicants	% of Total Applicants Employed
CATERING	102	39	38.2%	0	0.0%
CLEANING	141	66	46.8%	2	1.4%
FMS	8	3	37.5%	0	0.0%
CONSTRUCTION	14	7	50.0%	2	14.3%
SUPPORT SERVICES	3	1	33.3%	0	0.0%
TRANSPORT	3	1	33.3%	0	0.0%
FSD MANAGEMENT	1	0	0.0%	0	0.0%
GRAND TOTAL (APPLICANTS WITH DISABILITIES	272	117	43.0%	4	1.5%
GRAND TOTAL (ALL APPLICANTS)	5402	2123	758	39.3%	14.0%
Observations					
It is concerning that an applicant with a disability was	9 times less likely to be a	ppointed than			
applicants in general.					
It is a concern that only 34% of applicants were interv	and the second s	Action to the Control of the Control			
Interview Scheme commits to interviewing all employ	rees with a disability if the	ey meet the essential			
criteria for a job.					

Disciplinary By Gender									
	No of Employees	% of All Employees							
	Disciplined	Disciplined							
CATERING									
M	1.00	1.5%							
F	7.00	10.4%							
TOTAL	<u>8.00</u>	<u>11.9%</u>							
CLEANING									
M	8.00	11.9%							
F	5.00	7.5%							
TOTAL	13.00	<u>19.4%</u>							
CONSTRUCTION									
M	44.00	65.7%							
TOTAL	44.00	<u>65.7%</u>							
FMS									
M	2.00	3.0%							
TOTAL	2.00	3.0%							
ORGANISATION									
М	55.00	82.1%							
F	12.00	17.9%							
<u>TOTAL</u>	<u>67.00</u>	100.0%							

Disciplinary By Nationality

General Note: Employees disciplined by nationality is consistent with proportionality of total employees by nationality.

	No of Employees	% of All Employees
	Disciplined	Disciplined
CATERING		
SCOTTISH	8	11.9%
TOTAL	<u>8</u>	11.9%
CLEANING		
NOTSTATED	1	1.5%
SCOTTISH	12	17.9%
TOTAL	<u>13</u>	<u>19.4%</u>
FMS		
SCOTTISH	2	3.0%
<u>TOTAL</u>	<u>2</u>	<u>3.0%</u>
CONSTRUCTION		
NOTSTATED	2	3.0%
BRITISH	4	6.0%
SCOTTISH	34	50.7%
ENGLISH	4	6.0%
<u>TOTAL</u>	<u>44</u>	<u>65.7%</u>
ORGANISATION		
NOTSTATED	3	4.5%
SCOTTISH	56	83.6%
BRITISH	4	6.0%
ENGLISH	4	6.0%
<u>TOTAL</u>	<u>67</u>	<u>100.0%</u>

Disciplinari	es - Em	ployees with Disabilities
Unit/Division		No of Employees with Disability Disciplined
Cleaning		2
Construction		2
		_
Total		4
Observation		
2 70/ - 5+-+-1 -		

2.7% of total employees were disciplined. However, 6% of employees with disabilities were disciplined.

	Leavers By Gender					
Catavina	No Of Leavers	Total Number of Employees	% of Leavers			
Catering	1	24	4.20			
M	1	24	4.2%			
F	90	684	13.2%			
U	24	2	0.00%			
TOTAL	91	710	12.8%			
	e over 3 times more likely t	o leave than males.				
Cleaning	10	420	12.00			
M	19	138	13.8%			
F	108	956	11.3%			
U		1	0.00%			
TOTAL	127	1095	11.6%			
	slightly more likely to leave	than females.				
FMS						
M	21	197	10.7%			
F	11	68	16.2%			
U		1	0.00%			
TOTAL	32	266	12.0%			
In FMS, females were or	ne and a half times more like	ely to leave than males.				
FSD Management						
M	1	5	20.0%			
F		16	0.00%			
U						
TOTAL	1	21	4.8%			
Support						
М	5	23	21.7%			
F	3	59	5.1%			
U						
TOTAL	8	82	9.8%			
In Support, males were	over 4 times more likely to I	eave than females.				
Construction						
М	22	285	7.7%			
F		6	0.0%			
U		2	0.0%			
TOTAL	22	293	8%			
	ncouraging to see no femal					
Transport						
M	2	50	4.0%			
F		7	0.0%			
U		,	0.07			
TOTAL	2	57	3.5%			
	ouraging to see no female le		3.3/			
GRAND TOTAL	156	2,524	6.2%			
	150	2,324	0.27			
	C1	722	0.40			
M F	61 95	722 1,802	8.4% 5.3%			

Leavers By Nationality						
General Note: 216 employees chose not to disclose their nationality						
			Total Number of			
		No Of Leavers	Employees	% of Leavers		
CATERING						
BRITISH		2	22	9.1%		
ENGLISH		9	59	15.3%		
OTHER WHITE		6	12	50.0%		
POLISH		2	5	40.0%		
SCOTTISH		67	557	12.0%		
		86	655	13.1%		
In Catering, over 50% 'Polish	or 'Other V	White' left, nearly 4	times more than the (
CLEANING						
BRITISH		1	33	3.0%		
CARIBBEAN		1	2	50.0%		
CZECH		1	3	33.3%		
ENGLISH		4	59	6.8%		
LITHUANIAN		2	2	100.0%		
OTHER ASIAN		1	3	33.3%		
OTHER WHITE		3	35	8.6%		
POLISH		4	54	7.4%		
SCOTTISH		103	828	12.4%		
SPANISH		1	2	50.0%		
THAI		1	4	25.0%		
		122	1025	11.9%		
SUPPORT						
SCOTTISH		6	75	8.0%		
OTHER WHITE		1	2	50.0%		
		7	77	9.1%		
FMS			_			
ENGLISH		3	12	25.0%		
SCOTTISH		24	206	11.7%		
		27	218	12.4%		
CONSTRUCTION						
BRITISH		1	13	7.7%		
ENGLISH		1	17	5.9%		
SCOTTISH		19	235	8.1%		
		21	265	7.9%		
TRANSPORT						
SCOTTISH		2	47	4.3%		

		Leave	rs By Disabilit	:y		
	EMPL	OYEES WITH DISA	BILITIES	ORGANISATIO	ON - ALL EMPLOY	/EES/LEAVERS
	Leavers With Disability	Employees With Disablity	% of Leavers with Disablity	TOTAL LEAVERS	TOTAL E/EES	% TOTAL LEAVERS
Catering	4	18	22.2%	91	710	12.8%
Cleaning	8	48	16.7%	127	1095	11.6%
FMS	2	11	18.2%	32	266	12.0%
FSD Management	0	4	0.00%	1	21	4.8%
Support	2	6	33.3%	8	82	9.8%
Construction	0	22	0.00%	22	293	7.5%
Transport	0	1	0.00%	2	57	3.5%
TOTAL	16	110	14.5%	283	2524	11.2%
Observations						
4.4% of total workforce de	fine as having dis	abilities.				
For the organisation as a w	hole, e/ees with	a disability were sl	ightly more likely	to leave.		
In Construction, <u>none</u> of th	ne 22 e/ees with	disabilities left Tay	side Contracts.			
In Catering, e/ees with disa	abilities were alm	ost twice as likely	to leave.			
In Cleaning, e/ees with disa	abilities were one	and half times mo	ore likely to leave.			
In Support, e/ees with disa	bilities were alm	ost 4 times more li	kely to leave.			