

## 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. Disciplinarys
3. Leavers

Recruitment By Gender							
Unit/Division	No of Applicants	No of Applicants Interviewed	% of Applicants Interviewed	No of Successful Applicants	% of Total Applicants Employed	% of Interviewees Employed	
<b>Catering</b>							
M	252	57	23%	23	9%	40%	
F	1725	649	38%	140	8%	22%	
U	105	27	26%	2	2%	7%	
<b>Total</b>	<b>2082</b>	<b>733</b>	<b>35%</b>	<b>165</b>	<b>8%</b>	<b>23%</b>	
<b>Cleaning</b>							
M	481	191	40%	83	17%	43%	
F	2144	913	43%	512	24%	56%	
U	141	62	44%	0	0%	0%	
<b>Total</b>	<b>2766</b>	<b>1166</b>	<b>42%</b>	<b>595</b>	<b>22%</b>	<b>51%</b>	
<b>FMS</b>							
M	76	33	43%	31	41%	94%	
F	52	24	46%	19	37%	79%	
U	11	1	9%	0	0%	0%	
<b>Total</b>	<b>139</b>	<b>58</b>	<b>42%</b>	<b>50</b>	<b>36%</b>	<b>86%</b>	
<b>Construction</b>							
M	301	122	41%	58	19%	48%	
F	7	2	29%	0	0%	0%	
U	17	8	47%	0	0%	0%	
<b>Total</b>	<b>325</b>	<b>132</b>	<b>41%</b>	<b>58</b>	<b>18%</b>	<b>44%</b>	
<b>Support Services</b>							
M	37	5	14%	2	5%	40%	
F	77	28	36%	12	16%	43%	
U	2	1	50%	0	0%	0%	
<b>Total</b>	<b>116</b>	<b>34</b>	<b>29%</b>	<b>14</b>	<b>12%</b>	<b>41%</b>	
<b>Transport</b>							
M	27	11	41%	8	30%	73%	
F	1	0	0%	0	0%	0%	
U	3	1	33%	0	0%	0%	
<b>Total</b>	<b>31</b>	<b>12</b>	<b>39%</b>	<b>8</b>	<b>26%</b>	<b>67%</b>	
<b>Facilities Management</b>							
M	3	1	33%	0	0%	0%	
F	10	7	70%	2	20%	29%	
U	1	0	0%	0	0%	0%	
<b>Total</b>	<b>14</b>	<b>8</b>	<b>57%</b>	<b>2</b>	<b>14%</b>	<b>25%</b>	

Unit/Division	Recruitment By Nationality				
	No of Applicants	No of Applicants Interviewed	No of Successful Applicants	% of Applicants Interviewed	% of Total Applicants Employed
<b>Catering</b>					
African	2	1	0	50.0%	0.0%
American	1	0	0	0.0%	0.0%
Other	18	2	1	11.1%	5.6%
Asian	2	1	0	50.0%	0.0%
Bangladesh	12	6	0	50.0%	0.0%
Brazilian	1	1	0	100.0%	0.0%
British	143	52	16	36.4%	11.2%
Bulgarian	9	1	0	11.1%	0.0%
Chinese	3	0	0	0.0%	0.0%
English	88	34	9	38.6%	10.2%
Estonian	2	0	0	0.0%	0.0%
Filipino	2	2	0	100.0%	0.0%
Hungarian	1	1	0	100.0%	0.0%
Indian	10	0	0	0.0%	0.0%
Irish	4	3	3	75.0%	7.5%
Latvian	19	9	0	47.4%	0.0%
Lithuanian	2	1	0	50.0%	0.0%
Mixed Race	2	1	0	50.0%	0.0%
Northern Irish	3	1	0	33.3%	0.0%
Pakistani	1	0	0	0.0%	0.0%
Polish	99	26	2	26.3%	2.0%
Portugese	3	0	0	0.0%	0.0%
Scottish	1629	584	116	35.9%	7.1%
South African	1	1	0	100.0%	0.0%
Thai	2	0	0	0.0%	0.0%
Turkish	1	1	0	100.0%	0.0%
Welsh	1	1	0	100.0%	0.0%
<b>TOTAL CATERING</b>	<b>2061</b>	<b>729</b>	<b>147</b>	<b>35.4%</b>	<b>7.1%</b>
<b>Cleaning</b>					
African	3	1	1	33.3%	33.3%
Other	30	12	6	40.0%	20.0%
Asian	4	0	0	0.0%	0.0%
Bangladesh	2	0	0	0.0%	0.0%
British	158	68	19	43.0%	12.0%
Bulgarian	19	6	1	31.6%	5.3%
Chinese	7	3	0	42.9%	0.0%
Czech	5	4	0	80.0%	0.0%
Dutch	3	1	0	33.3%	0.0%
English	95	39	33	41.1%	34.7%
Estonian	2	1	0	50.0%	0.0%
Filipino	8	4	0	50.0%	0.0%
French	1	1	0	100.0%	0.0%
Hungarian	2	2	0	100.0%	0.0%
Indian	5	1	0	20.0%	0.0%
Irish	6	2	0	33.3%	0.0%
Latvian	19	5	3	26.3%	15.8%
Lithuanian	2	0	0	0.0%	0.0%
Mixed Race	3	2	0	66.7%	0.0%
Northern Irish	4	3	0	75.0%	0.0%
Pakistani	2	1	0	50.0%	0.0%
Polish	138	56	22	40.6%	15.9%
Scottish	2192	931	454	42.5%	20.7%
Spanish	8	4	3	50.0%	37.5%
Vietnamese	1	0	0	0.0%	0.0%
Welsh	5	3	0	60.0%	0.0%
<b>TOTAL CLEANING</b>	<b>2724</b>	<b>1150</b>	<b>542</b>	<b>42.2%</b>	<b>19.9%</b>
<b>FMS</b>					
British	14	6	0	42.9%	0.0%
English	3	1	0	33.3%	0.0%
Indian	4	0	0	0.0%	0.0%
Polish	1	1	0	100.0%	0.0%
Scottish	116	49	0	42.2%	0.0%
Welsh	1	1	0	100.0%	0.0%
<b>TOTAL FSM</b>	<b>139</b>	<b>58</b>	<b>0</b>	<b>41.7%</b>	<b>0.0%</b>
<b>Construction</b>					
Other	7	3	0	42.9%	0.0%
British	24	13	2	54.2%	8.3%
Bulgarian	1	0	0	0.0%	0.0%
English	8	3	3	37.5%	37.5%
Hungarian	1	1	0	100.0%	0.0%
Lithuanian	1	0	0	0.0%	0.0%
Mixed Race	1	1	0	100.0%	0.0%
Polish	10	3	0	30.0%	0.0%
Scottish	268	108	44	40.3%	16.4%
<b>TOTAL CONSTRUCTION</b>	<b>321</b>	<b>132</b>	<b>49</b>	<b>41.1%</b>	<b>15.3%</b>
<b>Support Services</b>					
American	1	0	0	0.0%	0.0%
Asian	1	0	0	0.0%	0.0%
Brazilian	1	1	1	100.0%	100.0%
British	15	5	0	33.3%	0.0%
Bulgarian	2	0	0	0.0%	0.0%
Chinese	1	0	0	0.0%	0.0%
English	1	0	0	0.0%	0.0%
Indian	2	0	0	0.0%	0.0%
Polish	1	1	0	100.0%	0.0%
Scottish	85	27	10	31.8%	11.8%
Spanish	1	0	0	0.0%	0.0%
Welsh	1	0	0	0.0%	0.0%
<b>TOTAL SUPPORT</b>	<b>112</b>	<b>34</b>	<b>11</b>	<b>30.4%</b>	<b>9.8%</b>
<b>Transport</b>					
British	1	1	0	100.0%	0.0%
English	1	1	1	100.0%	100.0%
Scottish	29	10	6	34.5%	20.7%
<b>TOTAL TRANSPORT</b>	<b>31</b>	<b>12</b>	<b>7</b>	<b>38.7%</b>	<b>22.6%</b>
<b>FSD Management</b>					
British	3	1	1	33.3%	33.3%
Scottish	11	7	1	63.6%	9.1%
<b>TOTAL FSD Mgt</b>	<b>14</b>	<b>8</b>	<b>2</b>	<b>57.1%</b>	<b>14.3%</b>
<b>GRAND TOTAL</b>	<b>5402</b>	<b>2123</b>	<b>758</b>	<b>39.3%</b>	<b>14.0%</b>
<b>Observations</b>					
There is an obvious area of concern in respect of Asian applicants. Across the organisation, there were 72 Asian applicants and none were appointed. This is of particular concern given that 68 of the applicants were applying for frontline jobs in Catering and Cleaning where the essential criteria is no more than the ability to cope with the physical job demands and for those employed in schools, PVG Scheme Membership (ie no need to speak English).					

Recruitment 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%
<b>GRAND TOTAL (APPLICANTS WITH DISABILITIES)</b>		<b>272</b>	<b>117</b>	<b>43.0%</b>	<b>4</b>	<b>1.5%</b>
GRAND TOTAL (ALL APPLICANTS)		5402	2123	758	39.3%	14.0%
<b>Observations</b>						
It is concerning that an applicant with a disability was 9 times less likely to be appointed than applicants in general.						
It is a concern that only 34% of applicants were interviewed as Tayside Contracts Guaranteed Job Interview Scheme commits to interviewing all employees with a disability if they meet the essential criteria for a job.						

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

## Disciplinary By Nationality

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

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

Disciplinaries - Employees with Disabilities		
Unit/Division		No of Employees with Disability Disciplined
Cleaning		2
Construction		2
<b>Total</b>		<b>4</b>
<b>Observation</b>		
2.7% of total employees were disciplined. However, 6% of employees with disabilities were disciplined.		



Leavers By Gender				
		No Of Leavers	Total Number of Employees	% of Leavers
<b>Catering</b>				
M		1	24	4.2%
F		90	684	13.2%
U			2	0.00%
<b>TOTAL</b>		<b>91</b>	<b>710</b>	<b>12.8%</b>
In Catering, females were over 3 times more likely to leave than males.				
<b>Cleaning</b>				
M		19	138	13.8%
F		108	956	11.3%
U			1	0.00%
<b>TOTAL</b>		<b>127</b>	<b>1095</b>	<b>11.6%</b>
In Cleaning, males were slightly more likely to leave than females.				
<b>FMS</b>				
M		21	197	10.7%
F		11	68	16.2%
U			1	0.00%
<b>TOTAL</b>		<b>32</b>	<b>266</b>	<b>12.0%</b>
In FMS, females were one and a half times more likely to leave than males.				
<b>FSD Management</b>				
M		1	5	20.0%
F			16	0.00%
U				
<b>TOTAL</b>		<b>1</b>	<b>21</b>	<b>4.8%</b>
<b>Support</b>				
M		5	23	21.7%
F		3	59	5.1%
U				
<b>TOTAL</b>		<b>8</b>	<b>82</b>	<b>9.8%</b>
In Support, males were over 4 times more likely to leave than females.				
<b>Construction</b>				
M		22	285	7.7%
F			6	0.0%
U			2	0.0%
<b>TOTAL</b>		<b>22</b>	<b>293</b>	<b>8%</b>
In Construction, it was encouraging to see no female leavers.				
<b>Transport</b>				
M		2	50	4.0%
F			7	0.0%
U				
<b>TOTAL</b>		<b>2</b>	<b>57</b>	<b>3.5%</b>
In Transport, it was encouraging to see no female leavers.				
<b>GRAND TOTAL</b>		<b>156</b>	<b>2,524</b>	<b>6.2%</b>
M		61	722	8.4%
F		95	1,802	5.3%
Proportionately, males one and half times more likely to leave Tayside Contracts than females.				

## Leavers By Nationality

**General Note: 216 employees chose not to disclose their nationality**

		No Of Leavers	Total Number of Employees	% of Leavers
<b><u>CATERING</u></b>				
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 White' left, nearly 4 times more than the Catering average.				
<b><u>CLEANING</u></b>				
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%
<b><u>SUPPORT</u></b>				
SCOTTISH		6	75	8.0%
OTHER WHITE		1	2	50.0%
		7	77	9.1%
<b><u>FMS</u></b>				
ENGLISH		3	12	25.0%
SCOTTISH		24	206	11.7%
		27	218	12.4%
<b><u>CONSTRUCTION</u></b>				
BRITISH		1	13	7.7%
ENGLISH		1	17	5.9%
SCOTTISH		19	235	8.1%
		21	265	7.9%
<b><u>TRANSPORT</u></b>				
SCOTTISH		2	47	4.3%



Leavers By Disability						
	EMPLOYEES WITH DISABILITIES			ORGANISATION - ALL EMPLOYEES/LEAVERS		
	Leavers With Disability	Employees With Disability	% of Leavers with Disability	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 define as having disabilities.						
For the organisation as a whole, e/ees with a disability were slightly more likely to leave.						
In Construction, <i>none</i> of the 22 e/ees with disabilities left Tayside Contracts.						
In Catering, e/ees with disabilities were almost twice as likely to leave.						
In Cleaning, e/ees with disabilities were one and half times more likely to leave.						
In Support, e/ees with disabilities were almost 4 times more likely to leave.						