

EMPLOYEE EQUALITY MONITORING DATA 01/04/18 – 31/03/19

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
CATERING						
F	1,014	984	97%	139	14%	14%
M	79	63	80%	5	6%	8%
U	9	7	78%	0	0%	0%
TOTAL	1,102	1,054	96%	144	13%	14%
FM						
F	906	873	96%	149	16%	17%
M	306	288	94%	40	13%	14%
U	21	19	90%	1	5%	5%
TOTAL	1,233	1,180	96%	190	15%	16%
CONSTRUCTION						
F	22	7	32%	2	9%	29%
M	405	118	29%	21	5%	18%
U	3	3	100%	0	0%	0%
TOTAL	430	128	30%	23	5%	18%
SUPPORT SERVICES						
F	105	51	49%	8	8%	49%
M	89	23	26%	1	1%	26%
U	3	0	0%	0	0%	0%
TOTAL	197	74	38%	9	5%	38%
ORGANISATION TOTAL	2,962	2,436	82%	366	12%	15%

Recruitment by Disability						
UNIT/DIVISION	No. of Applicants	No. of Applicants Interviewed	% of Applicants Interviewed	No. of Successful Applicants	% of Total Applicants Employed	% of Interviewees Employed
CATERING	8	8	100%	0	0%	0%
FM	8	8	100%	0	0%	0%
CONSTRUCTION	1	1	100%	0	0%	0%
HR	1	1	100%	0	0%	0%
TOTAL	18	18	100%	0	0%	0%
ORGANISATION TOTAL	18	18	100%	0	0%	0%

Recruitment by Nationality						
UNIT/DIVISION	No. of Applicants	No. of Applicants Interviewed	% of Applicants Interviewed	No. of Successful Applicants	% of Total Applicants Employed	% of Interviewees Employed
CATERING						
AFRICAN	5	1	20%	0	0%	0%
ASIAN	3	0	0%	0	0%	0%
BANGLADESH	7	1	14%	0	0%	0%
BRITISH	4	2	50%	0	0%	0%
BULGARIAN	4	2	50%	0	0%	0%
CAMBODIAN	2	0	0%	0	0%	0%
CARIBBEAN	2	0	0%	0	0%	0%
CHINESE	3	2	67%	0	0%	0%
CZECH	3	2	67%	0	0%	0%
DANISH	1	1	100%	0	0%	0%
DUTCH	1	1	100%	0	0%	0%
ENGLISH	97	97	100%	0	0%	0%
INDIAN	4	1	25%	0	0%	0%
IRISH	7	5	71%	2	29%	40%
LATVIAN	1		0%	0	0%	0%
LITHUANIAN	1		0%	0	0%	0%
PAKISTANI	8	8	100%	1	13%	13%
POLISH	1		0%	0	0%	0%
SCOTTISH	874	856	98%	113	13%	13%
SOUTHAFRIC	1	1	100%	0	0%	0%
SPANISH	1	1	100%	0	0%	0%
THAI	1	1	100%	0	0%	0%
WELSH	2	2	100%	0	0%	0%
TOTAL	1,033	984	95%	116	11%	12%
CLEANING						
AFRICAN	1	1	100%	1	100%	100%
ASIAN	1	1	100%		0%	0%
BANGLADESH	1	1	100%		0%	0%
BRITISH	2	2	100%		0%	0%
BULGARIAN	3	3	100%	1	33%	33%
CHINESE	2	1	50%		0%	0%
ENGLISH	81	69	85%	9	11%	13%
INDIAN	2	1	50%		0%	0%
IRISH	4	4	100%	1	25%	25%
LATVIAN	1		0%		0%	0%
LITHUANIAN	2	1	50%		0%	0%
PAKISTANI	4	4	100%		0%	0%
POLISH	2	2	100%		0%	0%
SCOTTISH	750	750	100%	117	16%	16%
SLOVAKIAN	1	1	100%		0%	0%
SPANISH	1	1	100%	1	100%	100%
THAI	2	2	100%	2	100%	100%
TURKISH	2	2	100%		0%	0%
WELSH	1	1	100%		0%	0%
TOTAL	863	847	98%	132	15%	16%
FSD MGT						
ENGLISH	1	0	0%	0	0%	0%
SCOTTISH	2	1	50%	1	50%	100%
BRAZILIAN	1	1	100%		0%	0%
BRITISH	1	1	100%		0%	0%
ENGLISH	16	13	81%	2	13%	15%
IRISH	2	1	50%		0%	0%
PAKISTANI	2	2	100%	1	50%	50%
SCOTTISH	148	106	72%	30	20%	28%
TOTAL	170	124	73%	33	19%	27%
CONSTRUCTION						
BRITISH	1	1	100%		0%	0%
CARIBBEAN	1		0%		0%	0%
CZECH	1		0%		0%	0%
ENGLISH	32	14	44%	4	13%	29%
ESTONIAN	1		0%		0%	0%
INDIAN	1		0%		0%	0%
IRISH	2	1	50%		0%	0%
LITHUANIAN	1	1	100%		0%	0%
PAKISTANI	1		0%		0%	0%
POLISH	2	2	100%		0%	0%
SCOTTISH	349	226	65%	19	5%	8%
SLOVAKIAN	1		0%		0%	0%
SPANISH	1		0%		0%	0%
TOTAL	394	245	62%	23	6%	9%
SUPPORT SERVICES						
ENGLISH	14	2	100%		0%	0%
INDIAN	2		0%		0%	0%
IRISH	2	1	50%		0%	0%
PAKISTANI	2		0%		0%	0%
POLISH	4	0	0%		0%	0%
SCOTTISH	166	55	28%	9	6%	21%
TOTAL	190	58	31%	9	5%	16%
ORGANISATION TOTAL	2,650	2,258	85%	313	12%	14%

Leavers by Gender			
Unit and Gender	No of Leavers	Total No. of Current Employees	% of Leavers
CATERING			
F	129	733	18%
M	7	14	50%
TOTAL	136	747	18%
CLEANING			
F	137	874	16%
M	13	130	10%
TOTAL	150	1,004	15%
CONSTRUCTION			
F	1	14	7%
M	39	340	11%
TOTAL	40	354	11%
FM			
F	11	84	13%
M	30	209	14%
TOTAL	41	293	14%
SUPPORT			
F	6	53	11%
M	3	21	14%
TOTAL	9	74	12%
ORGANISATION TOTAL	376	2,435	15%

Leavers by Disability				
Unit	Total No. of Leavers	No of Leavers with Disability	% of All Employees who were Leavers	% of Leavers with a Disability
CATERING	27	4	18%	15%
FM	82	7	14%	9%
CONSTRUCTION	14	7	11%	50%
ORGANISATION TOTAL	123	18	11%	15%

Leavers by Nationality			
Unit	Total No. of Current Employees	No of Leavers 2018/19	% of Leavers
CATERING			
BRITISH	15	3	20%
ENGLISH	51	18	35%
POLISH	5	3	60%
SCOTTISH	609	106	17%
OTHER	60	6	10%
TOTAL	740	136	18%
CLEANING			
ENGLISH	47	11	23.4%
NIRISH	5	1	20.0%
POLISH	49	12	24.5%
SCOTTISH	768	111	14.5%
OTHER	116	15	12.9%
TOTAL	985	150	15%
CONSTRUCTION			
ENGLISH	22	4	18.2%
SCOTTISH	294	30	10.2%
WELSH	1	1	100.0%
OTHER	20	5	25.0%
TOTAL	337	40	12%
FM			
ENGLISH	11	3	27.3%
SCOTTISH	215	25	11.6%
OTHER	62	14	23%
TOTAL	288	42	15%
SUPPORT			
SCOTTISH	67	7	10.4%
IRISH	1	1	100.0%
OTHER	1	1	100.0%
TOTAL	68	8	12%
ORGANISATION TOTAL	2,419	377	16%

Disciplinary by Gender		
UNIT/DIVISION	No of Employees Disciplined	% of all E/ees Disciplined
CATERING		
F	8	20%
M	2	5%
TOTAL	10	24%
CLEANING		
F	10	24%
M	2	5%
TOTAL	12	29%
CONSTRUCTION		
M	10	24%
TOTAL	10	24%
FM		
F	1	2%
M	8	20%
TOTAL	9	22%
ORGANISATION		
F	29	71%
M	12	29%
TOTAL	41	100%

Disciplinary by Nationality		
UNIT/DIVISION	No of Employees Disciplined	%
CATERING		
BRITISH	1	2%
NOTSTATED	1	2%
SCOTTISH	8	20%
TOTAL	10	
CLEANING		
BRITISH	1	2%
CANADIAN	1	2%
CARIBBEAN	1	2%
OTHERWHITE	1	2%
SCOTTISH	8	20%
TOTAL	12	
CONSTRUCTION		
UNSPECIFIED	2	5%
SCOTTISH	8	20%
TOTAL	10	
FMS		
SCOTTISH	8	20%
ENGLISH	1	2%
TOTAL	9	
ORGANISATION TOTAL	41	100%

Disciplinary by Disability	
UNIT/DIVISION	No of Employees
CATERING	2
CLEANING	3
CONSTRUCTION	1
TOTAL	6