

Employee Equality Monitoring Data

(1 April 2025 – 31 March 2026)



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

- 1. Recruitment – Page 2 to 4
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Where potential differences in outcomes are identified, these will be considered further and monitored to support fair and inclusive employment practices.

Note: Percentages should be interpreted with caution where sample sizes are small.

1.1 Recruitment by Gender

Table 1

Department	Male Applicants	Female Applicants	Male Interview Rate	Female Interview Rate	Male Success Rate	Female Success Rate
Catering	402	3,533	32.1%	30.1%	3.5%	10.6%
FMS	1,413	3,102	29.4%	32.7%	11.4%	12.8%
Construction	624	18	26.8%	22.2%	10.4%	16.7%
Support	82	107	19.5%	37.4%	7.3%	8.4%
Transport	219	14	26.0%	14.3%	6.4%	7.1%

Note: Success Rate = % of applicants employed.

Observations

Recruitment outcomes by gender varied across service areas during 2025/26. In the two largest recruitment areas, Catering and FMS, patterns differed. In Catering, male applicants had a slightly higher interview rate than female applicants (32.09% compared with 30.09%), while female applicants had a considerably higher overall appointment rate (10.64% compared with 3.48%). In FMS, female applicants had both a higher interview rate (32.69% compared with 29.37%) and a higher overall appointment rate (12.83% compared with 11.39%).

Outcomes differed in other service areas. In Construction, female applicants had a higher overall appointment rate than male applicants, although the number of female applicants was very small and should therefore be interpreted cautiously. Support also recorded a higher appointment rate among female applicants, while Transport showed relatively similar appointment outcomes based on small numbers.

A substantial number of applicants were recorded as unspecified, particularly within some service areas. This limits the extent to which recruitment outcomes can be fully assessed by gender and reinforces the importance of continuing to monitor the completeness of equality monitoring information.

Overall, the data does not demonstrate a consistent organisation-wide pattern of disadvantage by gender. However, differences between male and female applicants within individual service areas should continue to be monitored over successive reporting periods.

1.2 Recruitment by Nationality

Table 2

Department	Scottish (%)	Other UK (%)	Other Nationalities (%)	Not Stated (%)
Catering	40.6%	28.2%	22.5%	8.8%
FMS	39.5%	26.0%	23.5%	11.0%
Construction	44.2%	18.6%	6.5%	30.7%
Support	32.6%	25.4%	19.5%	22.5%
Transport	45.4%	17.8%	4.0%	32.8%

Other UK includes British, English and Welsh nationalities.

Observations

Recruitment activity during 2025/26 continued to attract applicants from a diverse range of nationalities across Tayside Contracts' service areas.

Scottish applicants represented the largest nationality grouping across all service areas, ranging from 32.6% of applicants in Support to 45.4% in Transport. Applicants from other UK nationalities also represented a substantial proportion of applications, particularly in Catering (28.2%), FMS (26.0%) and Support (25.4%).

Applicants from other nationalities accounted for 22.5% of applications in Catering, 23.5% in FMS and 19.5% in Support, demonstrating continued interest from a diverse range of nationalities. Lower proportions were recorded in Construction (6.5%) and Transport (4.0%).

A notable proportion of applicants were recorded as "Not Stated", particularly in Transport (32.8%) and Construction (30.7%), as well as Support (22.5%). This limits the extent to which the nationality profile of applicants can be fully assessed and reinforces the importance of continuing to monitor the completeness of equality monitoring information.

Overall, the data demonstrate that Tayside Contracts continues to attract applicants from a diverse range of nationalities, although the composition of applicants varies between service areas. Continued monitoring will help identify any changes or emerging patterns over successive reporting periods.

1.3 Recruitment by Disability

Table 3

Unit/Division	No. of Applicants	% of Applicants Interviewed	% of Total Applicants Employed
CATERING	435	34.71%	5.98%
FMS	655	36.03%	11.30%
CONSTRUCTION	54	38.89%	12.96%
SUPPORT	27	37.04%	3.70%
TRANSPORT	23	34.78%	4.35%
GRAND TOTAL (APPLICANTS WITH DISABILITIES)	1,194	35.68%	9.13%
GRAND TOTAL (ALL APPLICANTS)	10,853	26.98%	9.68%

Note: "Applicants Interviewed" uses the source field "No of Applicants Selected for Interview". "% of Total Applicants Employed" is calculated as "Successful Applicants" divided by "Total Applicants". The "Grand Total (All Applicants)" figures are taken from Table 1.2 to provide an organisation-wide comparator.

Observations

Recruitment monitoring for 2025/26 indicates that applicants with disabilities were more likely to progress to interview than applicants overall. Of 1194 applicants with disabilities, 35.68% were selected for interview, compared with 26.98% of all applicants.

The overall appointment rate for applicants with disabilities was 9.13%, compared with 9.68% for all applicants. This indicates that, although applicants with disabilities were more likely to progress to interview, their overall likelihood of appointment was broadly comparable with that of the wider applicant population.

Outcomes varied across individual service areas and should be interpreted alongside the number of applicants involved. Continued monitoring will help identify whether any persistent differences or potential barriers emerge.

2.1 Disciplinary by Gender (1 April 2025 – 31 March 2026)

Table 4

Division	Male Disciplinary Rate	Female Disciplinary Rate	Difference (percentage points)
Catering	8.16%	2.43%	+5.73
FMS	8.16%	2.61%	+5.55
Construction	9.78%	0.00%*	+9.78
Support	10.00%	0.00%*	+10.00
Transport	4.00%	0.00%*	+4.00
Organisation Total	8.52%	2.42%	+6.10

Observations:

The data show a notable gender difference in disciplinary outcomes. Overall, 8.52% of male employees were subject to disciplinary action, compared with 2.42% of female employees, a difference of 6.10 percentage points.

This difference is also evident within individual service areas. In Catering, 8.16% of male employees were disciplined compared with 2.43% of female employees, while in FMS the corresponding rates were 8.16% and 2.61%. Construction recorded a male disciplinary rate of 9.78%, although the very small number of female employees in this service area means that gender comparisons should be treated with caution.

Support recorded the highest male disciplinary rate at 10.00%, while Transport recorded a male rate of 4.00%. No female employees were disciplined in Construction, Support or Transport; however, the female workforce in Construction and Transport was particularly small, and these figures should therefore be interpreted cautiously.

Overall, the data indicate a clear gender disparity in disciplinary outcomes which warrants continued monitoring and further consideration of the factors contributing to the higher rate among male employees.

2.2 Disciplinary by Ethnicity

Table 5

Ethnicity	Catering	FMS	Construction	Support	Transport	Total Rate
Asian	9.09%	-	-	-	-	9.09%
Mixed Background	50.00%*	-	-	50.00%*	-	50.00%*
White	2.71%	4.27%	8.97%	-	4.88%	4.23%
Other	-	14.29%*	-	-	-	14.29%*
Prefer not to say	1.87%	6.82%	15.38%	9.09%	-	6.31%

* Percentage based on a very small employee population and should be interpreted with caution.

Observations:

During 2025/26, 110 of 2,365 employees were subject to disciplinary action, representing an overall disciplinary rate of 4.65%.

White employees represented the largest recorded ethnic group and had an overall disciplinary rate of 4.23%, while employees who preferred not to state their ethnicity recorded a somewhat higher rate of 6.31%.

Higher percentage rates were recorded for some smaller ethnic groups, including Asian employees (9.09%), employees recorded as Other (14.29%) and employees from a Mixed Background (50.00%). However, the higher rates within the Mixed Background and Other categories are based on very small employee populations and should therefore be interpreted with considerable caution. Percentage differences within such small groups should not, in isolation, be regarded as evidence of disproportionate treatment.

There was also variation between service areas. Among the larger service areas, the overall disciplinary rate was 9.89% in Construction, compared with 4.72% in FMS and 2.79% in Catering. Support recorded a rate of 15.38%, although this was based on a very small employee population and should therefore also be interpreted cautiously.

The data support continued monitoring of disciplinary outcomes by ethnicity over successive reporting periods. This will provide a more reliable basis for identifying whether any persistent disparities emerge, while avoiding conclusions based on very small numbers within individual ethnic groups.

2.3 Disciplinary by Disability

Table 6

Division/Unit	Total Employees Disciplined	Total no. of Disabled Within Each Unit	No. of Disabled Employees Disciplined	% of Disabled Employees Disciplined	% of Disciplinary Cases Involving Disabled Employees
Catering	25	24	2	8.33%	8.00%
FMS	54	60	4	6.67%	7.41%
Support	2	1	1	100.00%	50.00%
Transport	2	1	0	0.00%	0.00%
Construction	27	16	2	12.50%	7.41%
TOTAL	110	102	9	8.82%	8.18%

Observations:

During 2025/26, 9 of the 102 disabled employees represented in the data were subject to disciplinary action, equivalent to 8.82%. Disabled employees accounted for 9 of the 110 disciplinary cases overall (8.18%).

There was some variation between service areas. The proportion of disabled employees subject to disciplinary action was 6.67% in FMS, 8.33% in Catering and 12.50% in Construction. No disabled employee was disciplined in Transport.

Support recorded a rate of 100%, as its one recorded disabled employee was subject to disciplinary action. This figure should be interpreted with considerable caution because it is based on a single employee and should not, in isolation, be regarded as evidence of a wider pattern.

Overall, the data indicate that disabled employees were represented among disciplinary cases across several service areas. However, the relatively small numbers involved, particularly at service-area level, mean that percentage differences should be interpreted with caution. Continued monitoring over successive reporting periods will help identify whether any consistent or emerging patterns develop and whether further consideration or action is required.

3.1 Leavers by Gender

Table 7

Business Area	Male %	Female %	Overall %	Gender Difference
Cleaning	20.23%	15.01%	15.95%	Male higher
Catering	12.82%	14.27%	14.20%	Female higher
FMS	7.18%	78.57%*	11.96%	Female higher*
Support	20.00%	10.64%	12.90%	Male higher
Construction	10.51%	0.00%*	10.21%	Male higher*
Transport	6.38%	25.00%*	9.09%	Female higher*

Observations

* Small populations mean percentages should be interpreted with caution.

During 2025/26, 332 of 2,358 employees left the organisation, representing an overall leaver rate of 14.08%. Female employees had a leaver rate of 15.07%, compared with 11.95% for male employees, a difference of 3.12 percentage points.

Leaver rates varied between service areas. Cleaning recorded the highest overall rate at 15.95%, followed by Catering at 14.20% and Support at 12.90%. Lower overall rates were recorded in FMS (11.96%), Construction (10.21%) and Transport (9.09%).

The gender pattern was not consistent across service areas. Male employees had higher leaver rates in Cleaning and Support, while female employees had higher rates in Catering, FMS and Transport. Construction recorded a higher male rate, with no female leavers recorded during the period. The differences in FMS, Construction and Transport should be interpreted with particular caution because of the small female employee populations in these service areas.

Overall, although female employees recorded a higher organisation-wide leaver rate than male employees during the reporting period, the variation between service areas does not indicate a consistent gender-related pattern in employee turnover. Continued monitoring will help identify whether any sustained differences emerge over time.

3.2 Leavers by Ethnic Origin

Table 8

Ethnic Origin	Catering	Cleaning	FMS	Construction	Transport	Support
White	13.4%	23.1%	6.5%	-	6.7%	-
White Other	-	11.1%	-	83.3%	-	100.0%
Asian	5.3%	15.4%	-	-	-	-
Prefer Not to Say	14.3%	-	-	25.0%	-	-
Not Stated	100.0%	100.0%	100.0%	100.0%	100.0%	42.9%
Overall	16.3%	29.6%	10.4%	78.4%	10.6%	66.7%

Note: The table presents selected ethnic-origin categories. Categories involving very small employee populations are not displayed separately but remain included within the underlying monitoring data and analysis.

Observations:

Percentages should be interpreted with caution where employee populations are small. Categories with fewer than 10 employees can produce large percentage fluctuations from one or two leavers and are not suitable for robust comparative analysis.

Analysis of employee leavers by ethnic origin shows variation across service areas, although interpretation is limited by the small number of employees in many ethnic-origin categories. Among the largest recorded groups, White employees had leaver rates ranging from 6.5% in FMS and 6.7% in Transport to 23.1% in Cleaning, demonstrating considerable variation between service areas. Construction and Support recorded notably higher rates within the White Other category; however, these figures relate to relatively small employee populations and should therefore be interpreted with caution.

A notable feature of the data is the high proportion of leavers recorded within the Not Stated category. All employees whose ethnicity was recorded as Not Stated in Catering, Cleaning, FMS, Construction and Transport were recorded as leavers during the reporting period, compared with 42.9% in Support. This pattern suggests that further review of ethnicity recording processes may be beneficial, particularly when employees leave the organisation.

Continued monitoring of leaver data by ethnic origin is recommended. Given the small numbers within many categories, analysis over multiple reporting periods is likely to provide a more reliable basis for identifying persistent equality-related trends.

3.3 Leavers by Disability

Table 9

Unit/Division	Total No. of Employees with a Disability	No. of Leavers with a Disability	% of Employees with a Disability Who Left	% of All Leavers with a Disability
Catering	21	1	4.76%	0.89%
Cleaning	50	4	8.00%	2.61%
FMS	15	1	6.67%	4.00%
TOTAL	86	6	6.98%	2.07%

Observations:

Across the three service areas for which disability leaver data were provided, 6 of 86 employees recorded as having a disability left during 2025/26, representing a leaver rate of 6.98% among employees with a disability.

The highest rate was recorded in Cleaning, where 4 of 50 employees with a disability left (8.00%), followed by FMS at 6.67% (1 of 15) and Catering at 4.76% (1 of 21).

Employees with a recorded disability accounted for a relatively small proportion of all leavers within these service areas: 0.89% in Catering, 2.61% in Cleaning and 4.00% in FMS. Across the three service areas combined, 6 disabled leavers represented 2.07% of all leavers.

The relatively small numbers involved mean that the results should be interpreted with caution. Continued monitoring over successive reporting periods will help identify whether any persistent differences or emerging trends are evident in the retention of employees with a disability.

Disability leaver data were supplied for Catering, Cleaning and FMS only, and the findings should therefore not be interpreted as representing all service areas.

END OF REPORT