

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.