

Moray Education Authority employee equality data

In April 2015 the Moray Council published its employee equality data as part of its mainstreaming report. The data covered all employees of the Moray Council, including employees working within education. This report presents equality data for those working in schools in Moray and paid by the Moray Council. It should be read in conjunction with the Moray Council Mainstreaming Report 2015 which can be found [here](#).

Breakdown by sex

Table 1 Workforce

<u>Sex</u>	<u>Number</u>	<u>Percentage</u>
All employees	1997	100.00
Male employees	310	15.52
Female employees	1687	84.48

It has not been possible to get this data for education only for applicants, applicants shortlisted, training, promotion, grievances or disciplinaries.

Breakdown by race

Table 2: workforce

<u>Ethnicity Workforce</u>	<u>Number</u>	<u>Percentage</u>
Total number	1997	100.00
Ethnic minority employees:		
A White:		
Scottish	656	32.85
English	108	5.41
Welsh	6	0.30
Irish	4	0.20
Northern Irish	6	0.30
Polish	4	0.20
Scottish: Polish		0.00
Any other white background	124	6.21
B Mixed:		
Any mixed background		0.00
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian		0.00
Pakistani	2	0.10
Bangladeshi		0.00
Chinese		0.00
Any other Asian background		0.00
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean		0.00
African	1	0.05
Any other Black background		0.00
E Other ethnic background:		
Any other background	2	0.10
F Unidentified		
Unknown	1084	54.28

Table 3: applicants for promotion

<u>Ethnicity Applicants for Promotion</u>	<u>Number</u>	<u>Percentage</u>
Total number	29	100.00
Ethnic minority employees:		
A White:		
Scottish	10	34.48
English	1	3.45
Welsh		0.00
Irish	1	3.45
Northern Irish		0.00
Polish		0.00
Scottish: Polish		0.00
Any other white background	4	13.79
B Mixed:		
Any mixed background		0.00
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian		0.00
Pakistani		0.00
Bangladeshi		0.00
Chinese		0.00
Any other Asian background		0.00
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean		0.00
African		0.00
Any other Black background		0.00
E Other ethnic background:		
Any other background		0.00
F Unidentified		
Unknown	13	44.83

Table 4: Grievances

<u>Ethnicity</u> <u>Disciplinaries</u>	<u>Number</u>	<u>Percentage</u>
Total number	9	100.00
Ethnic minority employees:		
A White:		
Scottish	3	33.33
English		0.00
Welsh		0.00
Irish		0.00
Northern Irish		0.00
Polish		0.00
Scottish: Polish		0.00
Any other white background	1	11.11
B Mixed:		
Any mixed background		0.00
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian		0.00
Pakistani		0.00
Bangladeshi		0.00
Chinese		0.00
Any other Asian background		0.00
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean		0.00
African		0.00
Any other Black background		0.00
E Other ethnic background:		
Any other background		0.00
F Unidentified		
Unknown	5	55.56

It has not been possible to get this data for education only for applicants, applicants shortlisted, training, or disciplinaries.

Breakdown by disability

Table 5: Workforce

<u>Disabilities</u>	<u>Number</u>	<u>Percentage</u>
Yes	6	0.30
No	889	44.52
Did not answer	1102	55.18

It has not been possible to get this data for education only for applicants, applicants shortlisted, training, promotion, grievances or disciplinaries.

Breakdown by religion

Table 6: Workforce

<u>Religion</u>	<u>Number</u>	<u>Percentage</u>
Any Other	2	0.10
Buddhist	5	0.25
Christian	544	27.24
Hindu		0.00
Jewish	1	0.05
Muslim	1	0.05
No Religion (None)	148	7.41
Not Known	1271	63.65
Other Agnostic	1	0.05
Other Atheist		0.00
Other Believer	1	0.05
Other Druid Fundamen		0.00
Other Interfaith	1	0.05
Other Jedi		0.00
Other Pagan	1	0.05
Other Pantheist		0.00
Other Spiritualist		0.00
Prefer Not To Say	21	1.05

It has not been possible to get this data for education only for applicants, applicants shortlisted, training, promotion, grievances or disciplinaries.

Transgender

It has been decided not to publish these figures at the moment.

Sexual orientation

It has been decided not to publish these figures at the moment.

Non-response rates

	Workforce	Applicants	Shortlisted Applicants
Sex	0		
Race	54.28		
Disability	55.18		
Religion	63.65		
Transgender	63.75		
Sexual Orientation	60.69		

As with the figures for the Moray Council overall, the non-response rates are high, especially in relation to religion, transgender and sexual orientation.

The issue of non-response to equality questionnaires is being looked at within the Local Government Benchmarking Family Group on Equalities of which the Moray Council is a member.