

Employment Monitoring Statistics 2016/2017

1 Workforce Profile as at 31 March 2017

Workforce Profile	Number	Percentage	2011 Census Population Statistics for Perth & Kinross as a %	
Male Employees	1572	28.1%	48.5%	
Female Employees	4023	71.9%	51.5%	
All Employees	5595			
Part Time Employees	2128	38.0%		
Full Time Employees	3467	62.0%		
Male Part Time	228	4.1%		
Female Part Time	1900	34.0%		
Male Full Time	1344	24.0%		
Female Full Time	2123	38.0%		
<i>Included in the above numbers:</i>				
Age Under Age 20	71	1.3%	Age 0–15	17.2%
Age 20-29	604	10.8%	Age 16-18	3.6%
Age 30-39	1088	19.4%	Age 19-24	6.2%
Age 40-49	1596	28.5%	Age 25-49	31.6%
Age 50-59	1731	31.0%	Age 50-64	21.3%
Age 60-64	404	7.2%	Age 65-79	14.6%
Age 65+	101	1.8%	Age 80 +	5.5%
Age 16 to 24	295	5.3%	5.9%	
Minority Ethnic Employees ¹	233	4.2%	8.5% ¹	
Disability	66	1.2%		
<i>Maternity Leave</i>				
Date Range	On Maternity Leave		Maternity Leave Returner	
01.04.2012 to 31.03.2013	99		Not available	
01.04.2013 to 31.03.2014	86		93	
01.04.2014 to 31.03.2015	125		83	
01.04.2015 to 31.03.2016	104		121	
01.04.2016 to 31.03.2017	107		99	

As disclosure of equality data is voluntary by employees and job applicants the totals for the protected equality groups may not add up to the overall totals in the following tables. This also affects the reliability of the data.

2 Recruitment Applications

Applications	Number	Percentage
Total Number of Applicants	7185	-
Male	2505	34.9%
Female	4518	62.9%
Gender Not Disclosed/Other	162	2.2%
Age Under Age 20	505	7.0%
Age 20-29	2267	31.5%
Age 30-39	1582	22.0%
Age 40-49	1522	21.2%
Age 50-59	942	13.1%
Age 60+	168	2.3%
Age Not Disclosed	199	2.8%
Age 16 - 24	1688	23.5%
Minority Ethnic ¹	819	11.4%
Disabled	331	4.6%

¹ People who describe their ethnic group as anything other than White: Scottish or White: Other British

3 Recruitment Appointments

Selections	Number	Percentage
Total	1172	-
Male	322	27.5%
Female	805	68.7%
Gender Not Disclosed/Other	45	3.8%
Age Under Age 20	104	8.9%
Age 20-29	300	25.6%
Age 30-39	239	20.4%
Age 40-49	308	26.3%
Age 50-59	155	13.2%
Age 60+	23	1.9%
Age Not Disclosed	43	3.6%
Age 16 – 24	268	22.8%
Minority Ethnic ¹	86	7.3%
Disabled	46	3.9%

4 Internal Promotions

Protected Equality Group	Internal Promotion Applicants	%	Internal Promotion Appointments	%
Ethnicity				
White: Scottish/Other British	612	88.0%	187	93.5%
Minority Ethnic ¹	80	11.5%	11	5.5%
Ethnicity Not Disclosed	4	0.5%	2	1.0%
Total	696	-	200	-
Gender				
Male	273	39.2%	70	35.0%
Female	420	60.3%	127	63.5%
Gender Not Disclosed	3	0.4%	3	1.5%
Total	696	-	200	-
Disabled				
Disabled	26	3.7%	11	5.5%
Age				
Age Under Age 20	59	8.5%	16	8.0%
Age 20-29	159	22.9%	45	22.5%
Age 30-39	152	22.9%	45	22.5%
Age 40-49	207	29.7%	62	31.0%
Age 50-59	106	15.2%	29	14.5%
Age 60+	11	1.6%	2	1.0%
Age Not Disclosed	2	0.3%	1	0.5%
Age 16 – 24	127	18.2%	41	20.5%
Total	696	-	200	-

1 People who describe their ethnicity as anything other than White: Scottish or White: Other British

5 Employee Relations – Discipline

Category	Number of Cases	% of workforce profile	% of Discipline cases
Male	26	0.5%	54.2%
Female	21	0.4%	43.8%
Total	48	0.9%	100%
Age Under Age 20	1	0.01%	2.1%
Age 20-29	5	0.1%	10.4%
Age 30-39	12	0.2%	25.0%
Age 40-49	13	0.2%	27.1%
Age 50-59	15	0.3%	31.3%
Age 60-64	2	0.03%	4.2%
Age 65+	0	0.0%	0.0%
Ethnic Minority ¹	0	0.0%	0.0%
Disabled	2	0.03%	4.2%

6 Employee Relations - Grievance and Dignity at Work

Category	Number of Cases	% of workforce profile	% of Grievance & Dignity at Work cases
Male	6	0.1%	40.0%
Female	9	0.2%	60.0%
Total	15	0.3%	100%
Age Under Age 20	0	0.0%	0.0%
Age 20-29	0	0.0%	0.0%
Age 30-39	1	0.02%	6.7%
Age 40-49	5	0.1%	33.3%
Age 50-59	6	0.1%	40.0%
Age 60-64	2	0.03%	13.3%
Age 65+	1	0.02%	6.7%
Ethnic Minority ¹	1	0.02%	6.7%
Disabled	2	0.03%	13.3%

7 Exits from the Council

Measure is **number of permanent contracts** ended.

Exits	Number	Percentage	Full Workforce Profile %	Permanent Workforce Profile %
Total	455		8.0%	9.2%
Male	129	28.0%	2.3%	2.6%
Female	326	72.0%	5.8%	6.6%
Included in the above numbers:				
Age Under Age 20	1	0.2%	0.01%	0.02%
Age 20-29	26	5.7%	0.5%	0.5%
Age 30-39	78	17.1%	1.4%	1.6%
Age 40-49	67	14.7%	1.2%	1.4%
Age 50-59	125	27.5%	2.2%	2.5%
Age 60-64	109	24.0%	1.9%	2.2%
Age 65+	49	10.8%	0.9%	1.0%
Age 16 to 24	7	1.5%	0.1%	0.1%
Minority Ethnic ¹	19	4.2%	0.3%	0.4%
Disabled	6	1.3%	0.1%	0.1%

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Perth & Kinross Council is in the process of rolling out an on-line system which allows employees to self classify their personal equality information.