

Employment Monitoring Statistics 2015/2016

1 Workforce Profile as at 31 March 2016

Workforce Profile	Number	Percentage	2011 Census Population Statistics for Perth & Kinross as a %	
Male Employees	1,606	27.6%	48.5%	
Female Employees	4,213	72.4%	51.5%	
All Employees	5,819			
Part Time Employees	2,261	38.9%		
Full Time Employees	3,558	61.1%		
Male Part Time	242	4.2%		
Female Part Time	2,019	34.7%		
Male Full Time	1,364	23.4%		
Female Full Time	2,194	37.7%		
Included in the above numbers:				
Age Under Age 20	81	1.4%	Age 0-15	17.2%
Age 20-29	583	10.0%	Age 16-18	3.6%
Age 30-39	1,124	19.3%	Age 19-24	6.2%
Age 40-49	1,737	29.9%	Age 25-49	31.6%
Age 50-59	1,761	30.3%	Age 50-64	21.3%
Age 60-64	430	7.4%	Age 65-79	14.6%
Age 65+	103	1.8%	Age 80 +	5.5%
Age 16 to 24	282	1.8%	5.9%	
Minority Ethnic Employees ¹	233	4.0%	8.5% ¹	
Disability	63	1.1%		
Maternity Leave				
Date Range	On Maternity Leave	Maternity Leave Returner		
01.04.2014 to 31.03.2015	125	83		
01.04.2015 to 31.03.2016	104	121		

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	7,969	-
Male	2,498	31.3%
Female	5,266	66.1%
Gender Not Disclosed	205	2.6%
Age Under Age 20	337	4.2%
Age 20-29	2,482	31.1%
Age 30-39	1,732	21.7%
Age 40-49	1,799	22.6%
Age 50-59	1,205	15.1%
Age 60+	159	2.0%
Age Not Disclosed	255	3.2%
Age 16 - 24	1,510	18.9%
Minority Ethnic ¹	753	9.5%
Disabled	320	4.0%

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

3 Recruitment Appointments

Selections	Number	Percentage
Total	1,117	-
Male	260	23.3%
Female	830	74.3%
Gender Not Disclosed	27	2.4%
Age Under Age 20	71	6.4%
Age 20-29	278	24.9%
Age 30-39	256	22.9%
Age 40-49	308	29.6%
Age 50-59	149	13.3%
Age 60+	19	1.7%
Age Not Disclosed	36	3.2%
Age 16 – 24	189	16.9%
Minority Ethnic ¹	64	5.7%
Disabled	36	3.2%

4 Internal Promotions

Protected Equality Group	Internal Promotion Applicants	%	Internal Promotion Appointments	%
Ethnicity				
White: Scottish/Other British	758	91.5%	193	93.2%
Minority Ethnic ¹	62	7.5%	12	5.8%
Ethnicity Not Disclosed	8	1.0%	2	1.0%
Total	828	-	207	-
Gender				
Male	561	67.8%	64	31%
Female	265	32.0%	143	69%
Gender Not Disclosed	2	0.2%	0	0.0%
Total	828	-	207	-
Disabled				
Disabled	41	5.0%	7	3.4%
Age				
Age Under Age 20	42	5.1%	8	3.9%
Age 20-29	146	17.6%	45	21.7%
Age 30-39	236	28.5%	60	29.0%
Age 40-49	260	31.4%	61	29.5%
Age 50-59	132	15.9%	31	15.0%
Age 60+	11	1.3%	2	1.0%
Age Not Disclosed	1	0.1%	0	0.0%
Age 16 – 24	82	9.9%	23	11.1%
Total	828	-	207	100%

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	22	0.4%	53.7%
Female	19	0.3%	46.3%
Total	41	0.7%	100%
Age Under Age 20	1	0.01%	2.4%
Age 20-29	6	0.1%	14.6%
Age 30-39	11	0.2%	26.8%
Age 40-49	10	0.2%	24.4%
Age 50-59	10	0.2%	24.4%
Age 60-64	3	0.1%	7.3%
Age 65+	0	0.0%	0.0%
Ethnic Minority ¹	1	0.01%	2.4%
Disabled	0	0.0%	0.0%

6 Employee Relations - Grievance and Dignity at Work

Category	Number of Cases	% of workforce profile	% of Grievance & Dignity at Work cases
Male	7	0.1%	63.6%
Female	4	0.1%	36.4%
Total	11	0.2%	100%
Age Under Age 20	0	0.0%	0.0%
Age 20-29	1	0.02%	9.1%
Age 30-39	3	0.05%	27.3%
Age 40-49	4	0.07%	36.4%
Age 50-59	2	0.03%	18.2%
Age 60-64	1	0.02%	9.1%
Age 65+	0	0.0%	0.0%
Ethnic Minority ¹	0	0.0%	0.0%
Disabled	0	0.0%	0.0%

7 Exits from the Council

Measure is number of permanent contracts ended.

Exits	Number	Percentage	Full Workforce Profile %	Permanent Workforce Profile %
Total	578		9.9%	11.1%
Male	180	31.1%	31.1%	3.5%
Female	398	68.9%	6.8%	7.6%
Included in the above numbers:				
Age Under Age 20	2	0.3%	0.1%	0.1%
Age 20-29	42	7.3%	0.1%	0.8%
Age 30-39	89	15.4%	1.5%	1.7%
Age 40-49	127	22.0%	2.2%	2.4%
Age 50-59	162	28.0%	2.8%	3.1%
Age 60-64	110	19.0%	1.9%	2.1%
Age 65+	46	8.0%	0.8%	0.9%
Age 16 to 24	14	2.4%	0.2%	0.3%
Minority Ethnic ¹	29	5.0%	0.5%	0.6%
Disabled	9	1.6%	0.2%	0.2%

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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.