

# Staffing Profile - as at 31st March 2014

Age Band	HC	%	Gender	HC	%	Transgendered	HC	%	Religion	HC	%	Sexual Orientation	HC	%	Disabled	HC	%
16 - 19	58	0.4	Female	11017	79.3	No	3806	99.7	Buddhist	48	0.5	Bisexual	41	0.5	No	3801	98.6
20 - 24	600	4.3	Male	2870	20.7	Yes	12	0.3	Christian - Other	758	7.4	Gay	45	0.6	Yes	53	1.4
25 - 29	1329	9.6							Church of Scotland	4137	40.3	Heterosexual	7377	98.1			
30 - 34	1400	10.1							Hindu	89	0.9	Lesbian	32	0.4			
35 - 39	1312	9.4							Jewish	6	0.1	Other	23	0.3			
40 - 44	1752	12.6							Muslim	106	1.0						
45 - 49	2332	16.8							No Religion	3373	32.9						
50 - 54	2464	17.7							Other	188	1.8						
55 - 59	1752	12.6							Roman Catholic	1538	15.0						
60+	888	6.4							Sikh	21	0.2						
*Declined			Declined			Declined	1735		Declined	1390		Declined	1909		Declined	1593	
**Don't Know			Don't Know			Don't Know	8334		Don't Know	2233		Don't Know	4460		Don't Know	8440	
<b>Total</b>	<b>13887</b>		<b>Total</b>	<b>13887</b>		<b>Total</b>	<b>13887</b>		<b>Total</b>	<b>13887</b>		<b>Total</b>	<b>13887</b>		<b>Total</b>	<b>13887</b>	

\* Staff that responded to a questionnaire(s) but declined to provide details regarding their protected characteristics

\*\* Staff that did not respond to a questionnaire(s) requesting details of their protected characteristics

### Leavers - period 1st April 2013 to 31st March 2014

Age Band	HC	%	Gender	HC	%	Transgendered	HC	%	Religion	HC	%	Sexual Orientation	HC	%	Disabled	HC	%
16 - 19	<5	0.3	Female	983	75.0	No	657	99.8	Buddhist	8	0.8	Bisexual	<5	0.1	No	671	99.6
20 - 24	100	7.6	Male	328	25.0	Yes	<5	0.2	Christian - Other	110	10.9	Gay	<5	0.5	Yes	<5	0.4
25 - 29	258	19.7							Church of Scotland	342	33.9	Heterosexual	817	98.6			
30 - 34	153	11.7							Hindu	23	2.3	Lesbian	<5	0.4			
35 - 39	120	9.2							Muslim	45	4.5	Other	<5	0.5			
40 - 44	98	7.5							No Religion	315	31.3						
45 - 49	78	5.9							Other	15	1.5						
50 - 54	95	7.2							Roman Catholic	148	14.7						
55 - 59	172	13.1							Sikh	<5	0.2						
60+	233	17.8															
Declined			Declined			Declined	172		Declined	118		Declined	148		Declined	153	
Don't Know			Don't Know			Don't Know	481		Don't Know	185		Don't Know	334		Don't Know	484	
<b>Total</b>	<b>&lt;1312</b>		<b>Total</b>	<b>1311</b>		<b>Total</b>	<b>&lt;1315</b>		<b>Total</b>	<b>&lt;1314</b>		<b>Total</b>	<b>&lt;1319</b>		<b>Total</b>	<b>&lt;1313</b>	

### New Starts - period 1st April 2013 to 31st March 2014

Age Band	HC	%	Gender	HC	%	Transgendered	HC	%	Religion	HC	%	Sexual Orientation	HC	%	Disabled	HC	%
16 - 19	36	2.4	Female	1123	74.7	No	1095	100.0	Buddhist	8	0.7	Bisexual	11	1.1	No	1103	98.8
20 - 24	296	19.7	Male	380	25.3				Christian - Other	116	10.5	Gay	16	1.5	Yes	13	1.2
25 - 29	350	23.3							Church of Scotland	274	24.7	Heterosexual	1005	96.4			
30 - 34	207	13.8							Hindu	24	2.2	Lesbian	11	1.1			
35 - 39	137	9.1							Jewish	<5	0.2						
40 - 44	156	10.4							Muslim	35	3.2						
45 - 49	118	7.9							No Religion	481	43.4						
50 - 54	97	6.5							Other	17	1.5						
55 - 59	67	4.5							Roman Catholic	148	13.4						
60+	39	2.6							Sikh	<5	0.3						
Declined						Declined	333		Declined	138		Declined	182		Declined	318	
Don't Know						Don't Know	75		Don't Know	257		Don't Know	278		Don't Know	69	
<b>Total</b>	<b>1503</b>		<b>Total</b>	<b>1503</b>		<b>Total</b>	<b>1503</b>		<b>Total</b>	<b>&lt;1508</b>		<b>Total</b>	<b>1503</b>		<b>Total</b>	<b>1503</b>	

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\*\* Staff that did not respond to a questionnaire(s) requesting details of their protected characteristics.

### Grievance - period 1st April 2013 to 31st March 2014

Age Band	HC	%	Gender	HC	%	Transgendered	HC	%	Religion	HC	%	Sexual Orientation	HC	%	Disabled	HC	%
25 - 29	<5	4.0	Female	18	72.0	No	<5	100.0	Church of Scotland	9	56.3	Heterosexual	8	100.0	No	<5	100.0
30 - 34	<5	4.0	Male	7	28.0				Muslim	<5	6.3						
35 - 39	<5	8.0							No Religion	5	31.3						
40 - 44	7	28.0							Roman Catholic	<5	6.3						
45 - 49	<5	16.0															
50 - 54	7	28.0															
55 - 59	<5	4.0															
60+	<5	8.0															
Declined			Declined			Declined	<5		Declined	6		Declined	7		Declined	<5	
Don't Know			Don't Know			Don't Know	17		Don't Know	<5		Don't Know	10		Don't Know	17	
<b>Total</b>	<b>&lt;44</b>		<b>Total</b>	<b>25</b>		<b>Total</b>	<b>&lt;27</b>		<b>Total</b>	<b>&lt;35</b>		<b>Total</b>	<b>25</b>		<b>Total</b>	<b>&lt;27</b>	

### Disciplinary- period 1st April 2013 to 31st March 2014

Age Band	HC	%	Gender	HC	%	Transgendered	HC	%	Religion	HC	%	Sexual Orientation	HC	%	Disabled	HC	%
16 - 19	<5	1.2	Female	50	58.8	No	20	23.5	Christian - Other	5	5.9	Heterosexual	43	50.6	No	21	24.7
20 - 24	<5	4.7	Male	35	41.2				Church of Scotland	24	28.2						
25 - 29	10	11.8							Muslim	<5	1.2						
30 - 34	<5	3.5							No Religion	20	23.5						
35 - 39	8	9.4							Other	<5	2.4						
40 - 44	9	10.6							Roman Catholic	8	9.4						
45 - 49	18	21.2															
50 - 54	18	21.2															
55 - 59	12	14.1															
60+	<5	2.4															
Declined			Declined			Declined	16		Declined	8		Declined	12		Declined	14	
Don't Know			Don't Know			Don't Know	49		Don't Know	17		Don't Know	30		Don't Know	50	
<b>Total</b>	<b>&lt;95</b>		<b>Total</b>	<b>85</b>		<b>Total</b>	<b>85</b>		<b>Total</b>	<b>&lt;92</b>		<b>Total</b>	<b>85</b>		<b>Total</b>	<b>85</b>	

\* Staff that responded to a questionnaire(s) but declined to provide details regarding their protected characteristics

\*\* Staff that did not respond to a questionnaire(s) requesting details of their protected characteristics.

Staff Training Courses Received - period 1st April 2013 to 31st March 2014

Age Band	HC	%	Gender	HC	%	Transgendered	HC	%	Religion	HC	%	Sexual Orientation	HC	%	Disabled	HC	%
16 - 19	<5	0.0	Female	3642	82.7	No	824	99.4	Buddhist	13	0.4	Bisexual	10	0.4	No	807	98.9
20 - 24	115	2.6	Male	764	17.3	Yes	5	0.6	Christian - Other	240	7.3	Gay	13	0.6	Yes	9	1.1
25 - 29	335	7.6							Church of Scotland	1446	44.2	Heterosexual	2227	98.2			
30 - 34	407	9.2							Hindu	18	0.6	Lesbian	10	0.4			
35 - 39	409	9.3							Jewish	<5	0.1	Other	7	0.3			
40 - 44	604	13.7							Muslim	16	0.5						
45 - 49	827	18.8							No Religion	985	30.1						
50 - 54	901	20.4							Other	62	1.9						
55 - 59	563	12.8							Roman Catholic	486	14.9						
60+	243	5.5							Sikh	<5	0.0						
Declined			Declined			Declined	557		Declined	465		Declined	630		Declined	523	
Don't Know			Don't Know			Don't Know	3020		Don't Know	670		Don't Know	1509		Don't Know	3067	
<b>Total</b>	<b>&lt;4409</b>		<b>Total</b>	<b>4406</b>		<b>Total</b>	<b>4406</b>		<b>Total</b>	<b>&lt;4411</b>		<b>Total</b>	<b>4406</b>		<b>Total</b>	<b>4406</b>	

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Consultant Discretionary points - period April 2012 to March 2013

Age Band	HC	%	Gender	HC	%	Transgender ed	HC	%	Religion	HC	%	Sexual Orientation	HC	%	Disabled	HC	%
35 - 39	<5	1.3	Female	30	37.5	No	6	100.0	Christian - Other	5	8.9	Gay	<5	3.0	No	8	100.0
40 - 44	22	27.5	Male	50	62.5				Church of Scotland	21	37.5	Heterosexual	32	97.0			
45 - 49	23	28.8							Hindu	6	10.7						
50 - 54	25	31.3							Muslim	<5	5.4						
55 - 59	8	10.0							No Religion	15	26.8						
60+	<5	1.3							Other	<5	3.6						
									Roman Catholic	<5	7.1						
Declined			Declined			Declined	7		Declined	9		Declined	16		Declined	8	
Don't Know			Don't Know			Don't Know	67		Don't Know	15		Don't Know	31		Don't Know	64	
<b>Total</b>	<b>&lt;88</b>		<b>Total</b>	<b>80</b>		<b>Total</b>	<b>80</b>		<b>Total</b>	<b>&lt;86</b>		<b>Total</b>	<b>&lt;86</b>		<b>Total</b>	<b>80</b>	

\* Staff that responded to a questionnaire(s) but declined to provide details regarding their protected characteristics.

\*\* Staff that did not respond to a questionnaire(s) requesting details of their protected characteristics.