Annual Equality Report 2016

Orkney Islands Council and Education Authority

and

Orkney Islands Area Licensing Board

All our written information can be made available, on request, in a range of different formats and languages. If you would like this document in any other language or format please contact HR Support on 01856 873535 or email mailto:hrsupport@orkney.gov.uk

Contents

Executive Summary

This report has been produced jointly by us to explain how we actively promote equality and integrate it into all our work, both as employers and as service providers.

Like all public bodies we have a general equality duty to eliminate discrimination, advance equality of opportunity and foster good relations. We also have specific legal duties; these include publishing employment information and reporting on how we are integrating equality into our work.

We are committed to equality and all our employees and decision makers have a part to play in ensuring that we deliver it.

As an employer we are committed to being fair and inclusive. We have gathered a wide range of employment information and the main findings are:

1. The number of staff in post as at 31 December 2015 was 2,677 including relief workers. This was made up of 2,316 Council staff and 361 Teachers. (Without relief workers the total was 2,107 made up of 1,791 Council staff and 316 Teachers.)

2. During 2015, we received a total of 3,251 Council applications and 197 Teaching applications. Of these, 1,429 Council and 128 Teaching candidates were called for interview and 562 Council and 49 Teaching appointments were made in 2015.

3. During 2015, there were 291 Council new starts and 31 new start Teachers; 297 Council staff and 30 Teachers left the Council during the same period.

4. The figures for grievances, disciplinary and dignity at work cases show no indication of discrimination involving any particular equality strand.

5. The biggest single group of staff in post are those with a White Scottish ethnicity totalling 41.71% of Council staff and 34.90% of Teachers.

6. We are proud to be a 'two ticks' employer which means we make certain commitments regarding the recruitment, employment, retention and career development of disabled people. 2.76% of our Council staff indicated they have a disability.

7. The Church of Scotland has the largest number of followers among Council staff (22.50%) and 21.76% indicated that they have no religion or belief. The largest group for Teachers at 17.45% is those who have indicated that they have no religion or belief.

8. Figures have been collected and analysed for sexual orientation. Although these have not been published in full because of low numbers, the data shows that 51.90% of Council staff and 47.09% of Teachers are heterosexual. To put these figures in context, large numbers chose not to respond to this question.

9. Figures have also been collected and analysed for gender reassignment but again these cannot be published.

10. Among Council staff (31.95%) and Teachers (26.04%) the largest percentage is in the 45 to 54 age group.

11. During 2015, 59 women started maternity leave and 21 were due to return from maternity leave. Of these, a small number chose not to come back and others made flexible working requests.

12. 33.16% of our Council workforce and 31.02% of Teachers are married or in a civil partnership.

13. In Scotland there are roughly equal numbers of males and females. Among Council staff, 68.87% are female and 31.13% male. 78.12% of Teachers are female and 21.88% male. This is reflective of trends within the public sector.

Introduction

We are committed to promoting equality, which means recognising that everyone has different needs and taking positive action to ensure that we are all able to participate in society. Our aim is that Orkney is a community where we all have the opportunity to fulfil our potential.

Orkney Islands Council (including the Education Authority) is the public body responsible for all local government services in Orkney. We have an impact on many aspects of everyday life and our activities touch the lives of everyone living in our island community, from schools to the care of older people. Our 21 councillors meet regularly to make decisions about local services and about various aspects of life and these decisions are implemented by a workforce of just over 2,000 employees. We are the smallest local authority in Scotland.

Orkney Islands Area Licensing Board is constituted in terms of the Licensing (Scotland) Act 2005. We are made up of eight councillors and are entrusted with the administration of liquor licensing and with certain other statutory duties.

With equality at the heart of everything we do, we never forget that we are here to serve the public and have a big role to play in improving the quality of life enjoyed by people throughout the islands.

Like all public authorities we have legal requirements to publish a range of information relating to equalities and this annual report will show statistics on our employees.

Detailed information on equality outcomes and how we mainstream equalities was included in the Annual Report 2015; that information will be updated in our 2017 report.

Orkney Islands Area Licensing Board is supported by members of the Licensing Team who are employees of the Council.

A Profile of Orkney

Orkney comprises 70 or so islands and skerries, of which up to 19 may be inhabited depending on the time of year. The total land area of approximately 1,000 square kilometres raises some of the best livestock in Scotland, and Orkney enjoys an outstanding natural environment with clean air and water, fine scenery, diverse wildlife and a unique cultural heritage. But Orkney is not immune to the difficulties facing other remote and rural communities, including under-employment, low wages, a high cost of living, limited affordable housing, fuel poverty and access to essential services.

Orkney Community Planning Partnership's Equality and Diversity Strategy (Reference 2) recognises that peripherality – being on the edge – is an equality issue in Orkney because access to goods and services can depend very much on where you live.

From a peak of 32,339 in the 1861 census, Orkney's resident population declined to a low of 17,077 in 1971. Since then, the population has recovered steadily. The natural growth rate (births minus deaths) is still negative, but birth numbers have been increasing and inward migration has boosted the population.

While the overall population may be growing, there has been a steady drift away from the isles towards mainland Orkney. In 1961, 28% of the total population lived on the isles, by 1981 this had fallen to 24% and by 2001 it was 20.4%. The 2011 census figures show a continuation of this trend at 19.6%.

Population Trend Comparisons Mainland and Isles
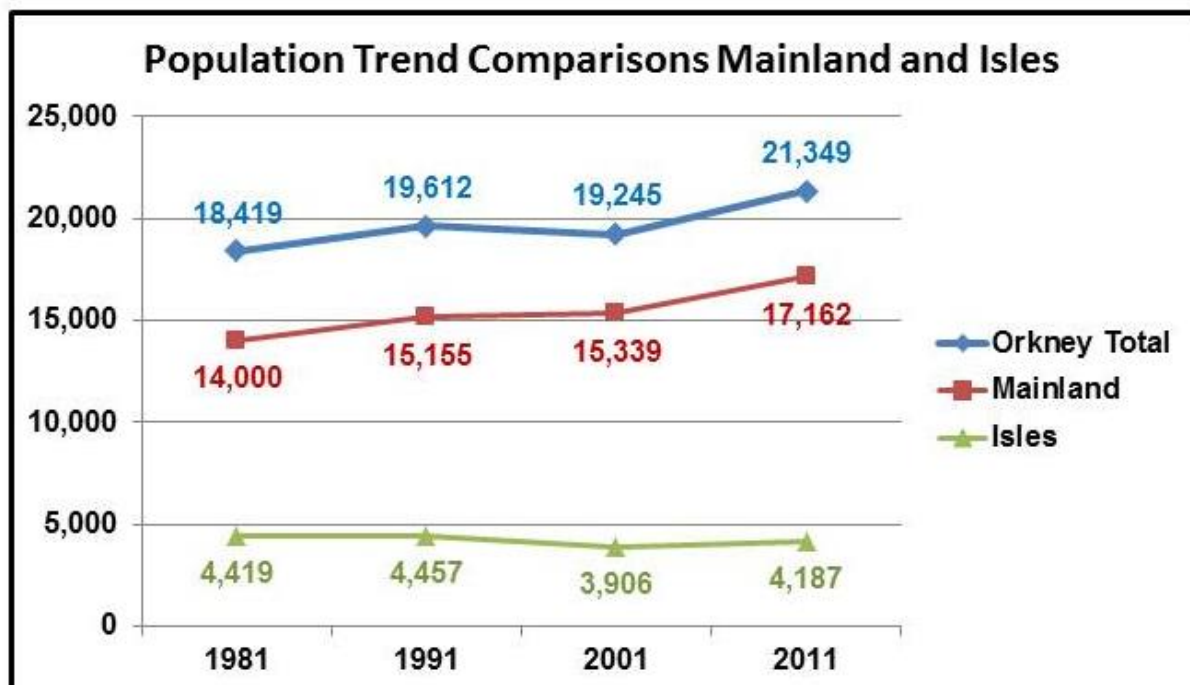
The following table shows equalities Census data for Orkney for 2001 and 2011. (Note: percentages are rounded and may not sum to 100).

Equalities Census Data for Orkney					
	2001.	%.	2011.	%.	% change.
Total population.	19,245		21,349		10.93%
Population living on the Orkney mainland.	15,339	79.70%	17,162	80.39%	11.88%
Population living on the isles.	3,906	20.30%	4,187	19.61%	7.19%
Total male population.	9,497	49.35%	10,566	49.49%	11.26%
Total female population.	9,748	50.65%	10,783	50.51%	10.62%
Children (under 16).	3,840	19.95%	3,626	16.98%	-5.57%
Retirement age and over (65 and over).	3,804	19.77%	4,219	19.76%	10.91%
Average (median) age of the total population.	40		42.6		6.50%
Ethnicity:					
White Scottish.	16,193	84.14%	16,960	79.44%	4.74%
Other white: British / Irish / Other.	2,968	15.42%	4,233	19.83%	42.62%
All other (non-white) groups.	85	0.44%	156	0.73%	83.53%
Religion:					
Church of Scotland.	10,138	52.68%	8,619	40.37%	-14.98%
Roman Catholic / Other Christian.	2,202	11.44%	2,225	10.42%	1.04%
Other religion.	175	0.91%	215	1.01%	22.86%
None.	5,933	30.83%	8,363	39.17%	40.96%
No answer given.	799	4.15%	1,927	9.03%	141.18%
People with a limiting long-term illness.	3,354	17.43%	4,029	18.87%	20.13%
Carers (people who provide unpaid care).	1,706	8.86%	1,978	9.27%	15.94%
Source: General Register Office for Scotland, 2003 and 2013.					

According to the National Records of Scotland Demographic Factsheet (Reference 3) the population of Orkney accounts for 0.4% of the total population of Scotland.

Legal Context

The Equality Act 2010 introduced a single equality duty covering the nine protected characteristics of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The single equality duty is in two parts: the general duty and the specific duties.

The general duty covers the whole of the UK. It came into effect on 6 April 2011 and requires public authorities to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation or other prohibited conduct.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not, by tackling prejudice and promoting understanding.

(Marriage and civil partnership is covered only by the first of these bullet points).

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 27 May 2012 and only apply to a certain number of listed public sector authorities in Scotland, including all local authorities, education authorities and licensing boards. The specific duties provide a framework to help public authorities meet their general duty.

The key legal duties are that public authorities must:

- Report on mainstreaming the equality duty.
- Publish equality outcomes and report progress.
- Assess and review policies and practices.
- Gather and use employment information.
- Publish gender pay gap information.
- Publish statements on equal pay.
- Consider award criteria and conditions in relation to public procurement.
- Publish in a manner that is accessible.

Local authorities, education authorities and licensing boards are listed separately in the Regulations. There is nothing in the Regulations which prevents joint publication of this report as long as those elements which fall on the Education Authority and Licensing Board can be distinguished from that of the Council. In 2015 we decided to publish together for the first time. To comply with the Regulations, some of the information which relates only to the Education Authority or Licensing Board has been detailed separately.

Policy Statement

We are committed to ensuring that equality and diversity are fundamental to everything we do as service providers and employers.

It is our aim to mainstream equalities to ensure access to all of those who would like to use our services and to develop a culture of continuous improvement in service provision. Promoting equality means recognising that everyone has different needs and taking positive action to ensure that everyone is able to participate in society.

Everyone has the right to be treated fairly, whether at work or when using services.

Employment Information

We are the largest employer in Orkney and are committed to being fair and inclusive.

Like all public authorities we have a legal duty to gather and publish information on our staff. Gathering and analysing employment information is important for a number of reasons. The information helps us to identify and understand what impact, if any, our policies and practices have on people with different protected characteristics. We can assess whether we are discriminating in any of our practices and consider whether we need to take action to advance equality of opportunity or foster good relations. We aim to ensure that there are no barriers to individuals seeking employment.

Publishing employment information enables external monitoring bodies such as the Equality and Human Rights Commission to monitor our compliance with current equality legislation and good practice guidelines.

The Education Authority is an integral part of Orkney Islands Council with a remit that covers a range of services. For the purposes of this report, separate statistics have been produced for Teaching staff only.

Orkney Islands Area Licensing Board does not have any employees and therefore there are no separate statistics listed. The staff who support the work of the Board are Council employees.

Gathering and Publishing Employment Information

In 2010, in order to obtain a baseline staff profile for monitoring and reporting purposes, we issued a questionnaire to all employees, including relief staff. The responses to the questionnaire are added to the employees' records on the Resource Link HR System where they are retained solely for equalities monitoring and reporting purposes. The data is securely held and can only be accessed by a small number of named officers within HR and Performance. This provided us with monitoring information on approximately 59% of our staff, although not all staff who responded answered all the questions. A version of this questionnaire is also issued to new employees.

This gap in information was recognised in our equality outcome 2: Ensure there are no barriers in recruitment, training or promotion opportunities. To achieve this outcome we have made a commitment to developing a clear understanding of the local population breakdown and to seek to collect data by protected characteristic from 100% of Council employees by 2016 to ensure there are no barriers in recruitment, training or promotion, with a target response rate of 80%. This is an overall equality outcome which applies to the Council and Education Authority.

A new equalities monitoring exercise is currently being carried out to progress this outcome and to ensure the information we hold about employees is up to date and accurate. The covering information encourages employees to respond, and emphasises that they do not have to answer all the questions but it would be appreciated if they answered some.

When applicants apply for jobs they are also asked to complete an equalities monitoring form. This is used solely for monitoring purposes; it is the source of the recruitment data contained in this report. The information is not seen by officers on the selection panel.

It must be acknowledged that there are challenges in collecting and publishing information on employees. Employees and potential employees have the legal right not to disclose information about their protected characteristics; any information they supply is on a purely voluntary basis.

There are also issues around publishing information where numbers are low. To ensure anonymity for certain equality groups it has been decided not to publish the figures in certain categories. Each decision was taken in accordance with guidance given in the 'Equality Act 2010: Specific Duties to Support the Equality Duty' guide for public sector organisations published by the Government Equalities Office in October 2011 and 'Anonymisation: managing data protection risk code of practice' published by the Information Commissioner's Office in November 2012. According to these documents, information published must not identify individuals and good practice indicates that this means not publishing sensitive personal information about groups of fewer than 10 people. Although the figures in these categories have not been published, they have been collected and analysed by us.

We have collected and analysed information on our staff profile, starters and leavers, recruitment and selection, promotions, training and disciplinary, grievance and dignity at work cases. The data has been collated from a number of sources, including the Resource Link HR System, the National Recruitment Portal and manual recording records. The aim is to fully utilise the Resource Link HR System to support improvements in data collection.

Where figures come under 'No response' it means that the employee or prospective employee has not returned their form to us. The 'Prefer not to answer' figures are those where the employee has returned their form but chosen not to answer that question.

Given the challenges in collecting and publishing employment information it should be viewed as indicative rather than definitive. We acknowledge that it will take time to develop systems to collect information for those few areas where data collection systems are not currently in place.

How we use Employment Information

The employment information we gather is analysed and monitored. This allows us to track our progress in meeting the general equality duty. It is used to ensure that we have fair and open recruitment practices and that, as far as possible, the workforce is reflective of our community. Our Human Resources team use the information to ensure access to appropriate supports. It is also used to ensure that there is no indication of any discriminatory practices. We expect our employees to behave in a manner that reflects our commitment to fair treatment and respect.

The information is also vital for workforce planning. In 2014 we developed a new HR Strategy. The HR Strategy 2014 - 2018 will support the Council Plan 2013 - 2018

and the achievement of the Council's stated priorities and delivery of statutory responsibilities. It also takes account of the challenging financial environment and the planned work of the Council's Change Programme. One of the three workforce priorities is reshaping the workforce. This is about ensuring we continue to strive to have the right people, in the right place, at the right time. The strategy acknowledges that there will be some key areas of staffing pressures where additional resources are likely to be required, for example within social care, and these demands must be planned for. The employment information gathered helps us do this as well as information on our population from the Census 2011.

The employment data is for the period 1 January until 31 December 2015. Any comparisons with 2014 are for the same period in that year.

Current Workforce

The number of Council staff in post as at 31 December 2015 was 2,677. This was made up of 2,316 Council staff and 361 Teachers including part time staff. These figures also include relief workers. Those employees who hold more than one post are only counted once, in respect of their main post.

Excluding relief workers the number of staff in post as at 31 December 2015 was 2,107, made up of 1,791 Council staff and 316 Teachers.

Recruitment, New Starts and Leavers

During 2015, we received a total of 3,251 Council applications and 197 Teaching applications. Of these, 1,429 Council and 128 Teaching candidates were called for interview. This resulted in 562 Council appointments and 49 Teaching appointments being made in 2015.

There were 291 Council new starts during 2015 and 31 new start Teachers. During the same period 297 Council staff and 30 Teachers left the Council.

The new start figures are different from appointments figures. This is because some new starts are appointed as relief workers or have filled supply posts; these are not counted as an appointment on the National Recruitment Portal, but are entered into our Resource Link HR System.

The figures for applications, interviews and appointments are obtained from the National Recruitment Portal and the figures for new starts and leavers are obtained from the Resource Link HR System.

In previous reports a figure was included in each table identifying the numbers where information was not provided. In this report that information has been broken down further to detail whether the form was simply not returned or was returned but the individual chose not to answer that question. The figures for gender and age are complete for staff in post, new starts and leavers as the information is already held in the system.

Non-teaching Staff Annual Comparisons

Category	2015	2014
Workforce (including relief)	2,316	2,313
Workforce (excluding relief)	1,791	1,840
Applications	3,251	4,279
Interviews	1,429	1,509
Appointments	562	640
New Starts	291	348
Leavers	297	313

■ 2015　■ 2014

Teachers Annual Comparisons

Category	2015	2014
Workforce (including relief)	361	365
Workforce (excluding relief)	316	291
Applications	197	241
Interviews	128	157
Appointments	49	59
New Starts	31	55
Leavers	30	41

■ 2015　■ 2014
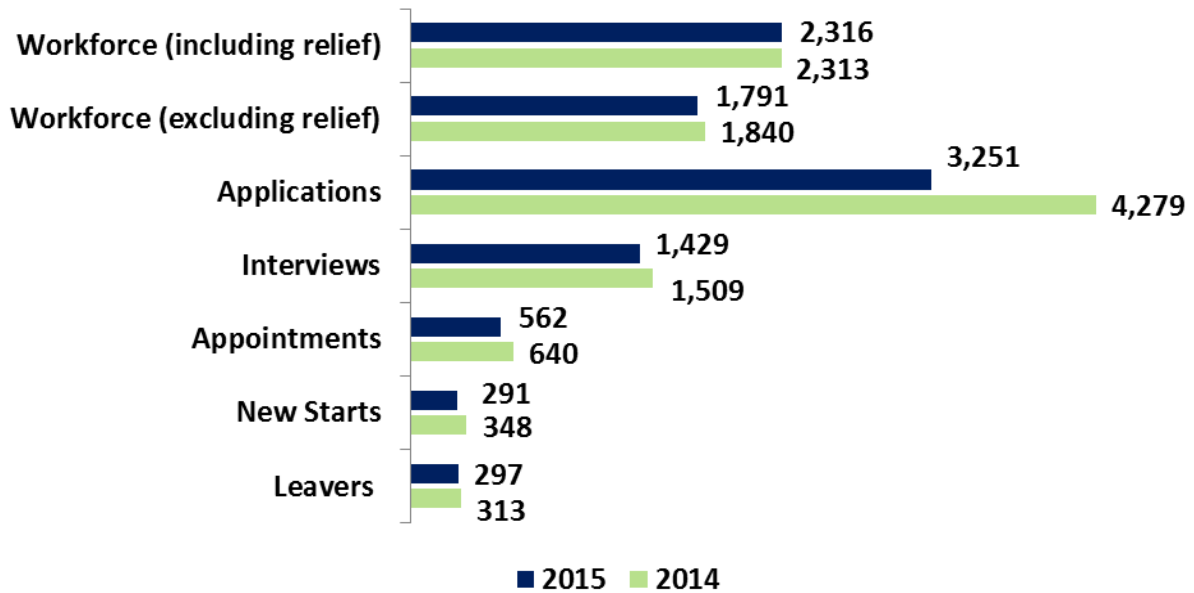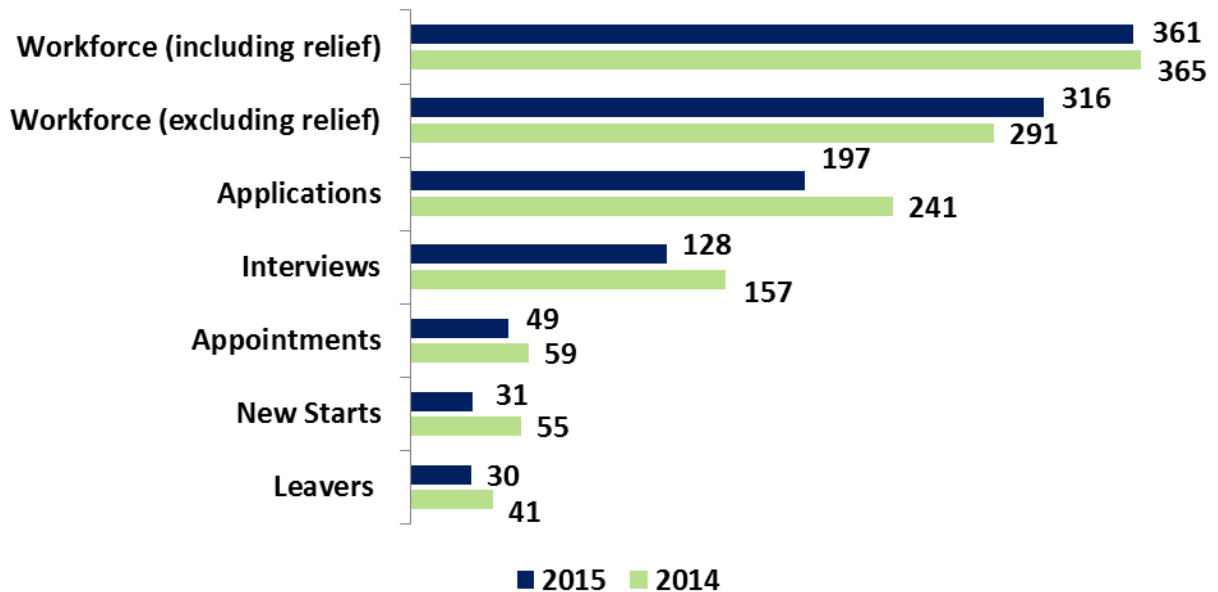
Disciplinary, Grievance or Dignity at Work Cases

We aim to ensure that employees have a route to raise concerns in the course of their employment. Collection and analysis of figures for these cases is important to ensure that disciplinary, grievance and dignity at work policies and procedures are applied consistently across the Council and Education Authority and as such the profile should be reflective of the workforce. Because of low numbers we cannot publish the details but can confirm that cases involved predominantly 'White Scottish' or 'Other British' people. The largest staff ethnic groups in the Council and Education

Authority are 'White Scottish' then 'Other British'. They were fairly similarly divided between male and female, all were heterosexual and they came from a number of age ranges.

The data for employees involved in disciplinary procedures has been gathered from the Resource Link HR System.

These figures show no indication of discrimination involving any particular equality strand. The relatively low level of grievances reflects our approach of having grievances resolved, wherever possible, informally at local level.

Race

Census Information – Ethnicity

Population of Orkney - Breakdown by Ethnicity		
Ethnic Categories.	Number.	% of population.
White: Scottish.	16,960	79.44%
White: Other British.	3,777	17.69%
White: Irish.	100	0.47%
White: Gypsy / Traveller.	3	0.01%
White: Polish.	84	0.39%
White: Other White.	269	1.26%
Mixed or multiple ethnic groups.	39	0.18%
Asian, Asian Scottish or Asian British: Pakistani, Pakistani Scottish or Pakistani British.	15	0.07%
Asian, Asian Scottish or Asian British: Indian, Indian Scottish or Indian British.	18	0.08%
Asian, Asian Scottish or Asian British: Bangladeshi, Bangladeshi Scottish or Bangladeshi British.	7	0.03%
Asian, Asian Scottish or Asian British: Chinese, Chinese Scottish or Chinese British.	18	0.08%
Asian, Asian Scottish or Asian British: Other Asian.	31	0.15%
African: African, African Scottish or African British.	13	0.06%
African: Other African.	0	0.00%
Caribbean or Black: Caribbean Scottish or Caribbean British.	3	0.01%
Caribbean or Black: Black, Black Scottish or Black British.	1	0.00%
Caribbean or Black: Other Caribbean or Black.	0	0.00%
Other ethnic groups: Arab, Arab Scottish or Arab British.	6	0.03%
Other ethnic groups: Other ethnic group.	5	0.02%
Source: 2011 Census General Register for Scotland.		

Staff in Post - Ethnicity

Staff in Post – Council		
Ethnic categories.	Number.	% of total.
White Scottish.	966	41.71%
White Other British.	293	12.65%
White Irish.	<10	<0.43%
Any other white background.	33	1.42%
Mixed.	<10	<0.43%
Asian Indian.	<10	<0.43%
Asian Pakistani.	0	0.00%
Asian Bangladeshi.	0	0.00%
Asian Chinese.	0	0.00%
Any other Asian background.	<10	<0.43%
African.	<10	<0.43%
Caribbean.	<10	<0.43%
Black.	0	0.00%
Other ethnic background.	<10	<0.43%
Prefer not to say.	49	2.12%
No response.	958	41.36%

Staff in Post – Teachers		
Ethnic categories.	Number.	% of total.
White Scottish.	126	34.90%
White Other British.	49	13.57%
White Irish.	<10	<2.77%
Any other white background.	<10	<2.77%
Mixed.	<10	<2.77%
Asian Indian.	0	0.00%
Asian Pakistani.	<10	<2.77%
Asian Bangladeshi.	0	0.00%
Asian Chinese.	0	0.00%
Any other Asian background.	0	0.00%
African.	<10	<2.77%
Caribbean.	0	0.00%
Black.	0	0.00%
Other ethnic background.	0	0.00%
Prefer not to say.	<10	<2.77%
No response.	169	46.81%

The following table shows comparisons between figures for employees and Census figures. It should be noted that employees have an option to refuse to provide the information and almost half of them did exercise this right.

Ethnic Groups Comparisons – Employees and Census			
Ethnic group.	Census.	Council.	Teachers.
White: Scottish.	79.44%	41.71%	34.90%
White: Other British.	17.69%	12.65%	13.57%
White: Irish.	0.47%	<0.43%	<2.77%
White: Gypsy / Traveller.	0.01%	Not a category	Not a category
White: Polish.	0.39%	Not a category	Not a category
White: Other White.	1.67%	1.42%	<2.77%
Mixed or multiple ethnic groups.	0.18%	<0.43%	<2.77%
Asian, Asian Scottish or Asian British: Pakistani, Pakistani Scottish or Pakistani British.	0.07%	0.00%	<2.77%
Asian, Asian Scottish or Asian British: Indian, Indian Scottish or Indian British.	0.08%	<0.43%	0.00%
Asian, Asian Scottish or Asian British: Bangladeshi, Bangladeshi Scottish or Bangladeshi British.	0.03%	0.00%	0.00%
Asian, Asian Scottish or Asian British: Chinese, Chinese Scottish or Chinese British.	0.08%	0.00%	0.00%
Asian, Asian Scottish or Asian British: Other Asian.	0.15%	<0.43%	<2.77%
African: African, African Scottish or African British.	0.06%	<0.43%	<2.77%
African: Other African.	0.00%	0.00%	0.00%
Caribbean or Black: Caribbean Scottish or Caribbean British.	0.01%	<0.43%	0.00%
Caribbean or Black: Black, Black Scottish or Black British.	0.00%	0.00%	0.00%
Caribbean or Black: Other Caribbean or Black.	0.00%	0.00%	0.00%
Other ethnic groups: Arab, Arab Scottish or Arab British.	0.03%	0.00%	0.00%
Other ethnic groups: Other ethnic group.	0.02%	<0.43%	0.00%
Prefer not to say.	Not an option	2.12%	<2.77%
No response.	Not an option	41.36%	46.81%

The annual comparisons in the following tables show that, for both Council staff and Teachers, figures are very similar to 2014.

Staff in Post - Council Annual Comparisons		
Ethnic categories.	2015.	2014.
White Scottish.	41.71%	40.21%
White Other British.	12.65%	12.71%
White Irish.	<0.43%	<0.43%
Any other white background.	1.42%	<0.43%
Mixed.	<0.43%	0.00%
Asian Indian.	<0.43%	<0.43%
Asian Pakistani.	0.00%	0.00%
Asian Bangladeshi.	0.00%	0.00%
Asian Chinese.	0.00%	0.00%
Any other Asian background.	<0.43%	<0.43%
African.	<0.43%	0.00%
Caribbean.	<0.43%	0.00%
Black.	0.00%	0.00%
Other ethnic background.	<0.43%	<0.43%
Prefer not to say.	2.12%	46.69%
No response.	41.36%	

Staff in Post – Teachers Annual Comparisons		
Ethnic categories.	2015.	2014.
White Scottish.	34.90%	33.97%
White Other British.	13.57%	14.25%
White Irish.	<2.77%	<2.74%
Any other white background.	<2.77%	0.00%
Mixed.	<2.77%	<2.74%
Asian Indian.	0.00%	0.00%
Asian Pakistani.	<2.77%	0.00%
Asian Bangladeshi.	0.00%	0.00%
Asian Chinese.	0.00%	0.00%
Any other Asian background.	0.00%	0.00%
African.	<2.77%	<2.74%
Caribbean.	0.00%	0.00%
Black.	0.00%	0.00%
Other ethnic background.	0.00%	0.00%
Prefer not to say.	<2.77%	50.68%
No response.	46.81%	

New Starts and Leavers – Ethnicity

New Starts – Council		
Ethnic categories.	Number.	% of total.
White Scottish.	95	32.65%
White Other British.	30	10.31%
White Irish.	0	0.00%
Any other white background.	<10	<3.44%
Mixed.	<10	<3.44%
Asian Indian.	0	0.00%
Asian Pakistani.	0	0.00%
Asian Bangladeshi.	0	0.00%
Asian Chinese.	0	0.00%
Any other Asian background.	<10	<3.44%
African.	<10	<3.44%
Caribbean.	0	0.00%
Black.	0	0.00%
Other ethnic background.	<10	<3.44%
Prefer not to say.	0	0.00%
No response.	153	52.58%

New Starts - Council Annual Comparisons		
Ethnic categories.	2015.	2014.
White Scottish.	32.65%	15.80%
White Other British.	10.31%	5.17%
White Irish.	0.00%	0.00%
Any other white background.	<3.44%	<2.87%
Mixed.	<3.44%	0.00%
Asian Indian.	0.00%	0.00%
Asian Pakistani.	0.00%	0.00%
Asian Bangladeshi.	0.00%	0.00%
Asian Chinese.	0.00%	0.00%
Any other Asian background.	<3.44%	0.00%
African.	<3.44%	0.00%
Caribbean.	0.00%	0.00%
Black.	0.00%	0.00%
Other ethnic background.	<3.44%	0.00%
Prefer not to say.	0.00%	77.87%
No response.	52.58%	

New Starts – Teachers		
Ethnic categories.	Number.	% of total.
White Scottish.	<10	<32.26%
White Other British.	<10	<32.26%
White Irish.	<10	<32.26%
Any other white background.	<10	<32.26%
Mixed.	0	0.00%
Asian Indian.	0	0.00%
Asian Pakistani.	0	0.00%
Asian Bangladeshi.	0	0.00%
Asian Chinese.	0	0.00%
Any other Asian background.	0	0.00%
African.	0	0.00%
Caribbean.	0	0.00%
Black.	0	0.00%
Other ethnic background.	0	0.00%
Prefer not to say.	0	0.00%
No response.	15	48.39%

New Starts – Teachers Annual Comparisons		
Ethnic categories.	2015.	2014.
White Scottish.	<32.26%	<18.18%
White Other British.	<32.26%	<18.18%
White Irish.	<32.26%	0.00%
Any other white background.	<32.26%	0.00%
Mixed.	0.00%	0.00%
Asian Indian.	0.00%	0.00%
Asian Pakistani.	0.00%	0.00%
Asian Bangladeshi.	0.00%	0.00%
Asian Chinese.	0.00%	0.00%
Any other Asian background.	0.00%	0.00%
African.	0.00%	0.00%
Caribbean.	0.00%	0.00%
Black.	0.00%	0.00%
Other ethnic background.	0.00%	0.00%
Prefer not to say.	0.00%	74.55%
No response.	48.39%	

Leavers – Council		
Ethnic categories.	Number.	% of total.
White Scottish.	105	35.35%
White Other British.	36	12.12%
White Irish.	0	0.00%
Any other white background.	<10	<3.37%
Mixed.	<10	<3.37%
Asian Indian.	0	0.00%
Asian Pakistani.	0	0.00%
Asian Bangladeshi.	0	0.00%
Asian Chinese.	0	0.00%
Any other Asian background.	0	0.00%
African.	0	0.00%
Caribbean.	0	0.00%
Black.	0	0.00%
Other ethnic background.	0	0.00%
Prefer not to say.	<10	<3.37%
No response.	151	50.84%

Leavers – Council Annual Comparisons		
Ethnic categories.	2015.	2014.
White Scottish.	35.35%	34.19%
White Other British.	12.12%	13.10%
White Irish.	0.00%	<3.19%
Any other white background.	<3.37%	<3.19%
Mixed.	<3.37%	<3.19%
Asian Indian.	0.00%	0.00%
Asian Pakistani.	0.00%	0.00%
Asian Bangladeshi.	0.00%	<3.19%
Asian Chinese.	0.00%	0.00%
Any other Asian background.	0.00%	0.00%
African.	0.00%	<3.19%
Caribbean.	0.00%	0.00%
Black.	0.00%	0.00%
Other ethnic background.	0.00%	0.00%
Prefer not to say.	<3.37%	50.16%
No response.	50.84%	

Leavers – Teachers		
Ethnic categories.	Number.	% of total.
White Scottish.	12	40.00%
White Other British.	<10	<33.33%
White Irish.	<10	<33.33%
Any other white background.	0	0.00%
Mixed.	0	0.00%
Asian Indian.	0	0.00%
Asian Pakistani.	0	0.00%
Asian Bangladeshi.	0	0.00%
Asian Chinese.	0	0.00%
Any other Asian background.	0	0.00%
African.	0	0.00%
Caribbean.	0	0.00%
Black.	0	0.00%
Other ethnic background.	0	0.00%
Prefer not to say.	0	0.00%
No response.	12	40.00%

Leavers – Teachers Annual Comparisons		
Ethnic categories.	2015.	2014.
White Scottish.	40.00%	24.93%
White Other British.	<33.33%	<24.39%
White Irish.	<33.33%	0.00%
Any other white background.	0.00%	0.00%
Mixed.	0.00%	0.00%
Asian Indian.	0.00%	0.00%
Asian Pakistani.	0.00%	0.00%
Asian Bangladeshi.	0.00%	0.00%
Asian Chinese.	0.00%	0.00%
Any other Asian background.	0.00%	0.00%
African.	0.00%	0.00%
Caribbean.	0.00%	0.00%
Black.	0.00%	0.00%
Other ethnic background.	0.00%	0.00%
Prefer not to say.	0.00%	68.29%
No response.	40.00%	

New Starts and Leavers Comparisons				
	Council.		Teachers.	
Ethnic categories.	New starts.	Leavers.	New starts.	Leavers.
White Scottish.	32.65%	35.35%	<32.26%	40.00%
White Other British.	10.31%	12.12%	<32.26%	<33.33%
White Irish.	0.00%	0.00%	<32.26%	<33.33%
Any other white background.	<3.44%	<3.37%	<32.26%	0.00%
Mixed.	<3.44%	<3.37%	0.00%	0.00%
Asian Indian.	0.00%	0.00%	0.00%	0.00%
Asian Pakistani.	0.00%	0.00%	0.00%	0.00%
Asian Bangladeshi.	0.00%	0.00%	0.00%	0.00%
Asian Chinese.	0.00%	0.00%	0.00%	0.00%
Any other Asian background.	<3.44%	0.00%	0.00%	0.00%
African.	<3.44%	0.00%	0.00%	0.00%
Caribbean.	0.00%	0.00%	0.00%	0.00%
Black.	0.00%	0.00%	0.00%	0.00%
Other ethnic background.	<3.44%	0.00%	0.00%	0.00%
Prefer not to say.	0.00%	<3.37%	0.00%	0.00%
No response.	52.58%	50.84%	48.39%	40.00%

Recruitment – Ethnicity

Recruitment – Council						
Ethnic categories.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
White Scottish.	1,907	58.66%	870	60.88%	363	64.36%
White Other British.	716	22.02%	319	22.32%	108	19.15%
White Irish.	37	1.14%	12	0.84%	<10	<1.77%
Any other white background.	203	6.24%	47	3.29%	14	2.48%
Mixed.	<10	<0.31%	0	0.00%	0	0.00%
Asian Indian.	13	0.40%	<10	<0.70%	0	0.00%
Asian Pakistani.	<10	<0.31%	0	0.00%	0	0.00%
Asian Bangladeshi.	<10	<0.31%	0	0.00%	0	0.00%
Asian Chinese.	11	0.34%	<10	<0.70%	<10	<1.77%
Any other Asian background.	<10	<0.31%	<10	<0.70%	0	0.00%
African.	<10	<0.31%	<10	<0.70%	0	0.00%
Caribbean.	<10	<0.31%	<10	<0.70%	0	0.00%
Black.	0	0.00%	0	0.00%	0	0.00%
Other ethnic background.	38	1.17%	<10	<0.70%	<10	<1.77%
Prefer not to say.	32	0.98%	10	0.70%	<10	<1.77%
No response.	262	8.06%	146	10.22%	70	12.41%

Recruitment - Council Annual Comparisons						
Ethnic categories.	Applicants.		Short listed.		Appointed.	
	2015.	2014.	2015.	2014.	2015.	2014.
White Scottish.	58.66%	61.21%	60.88%	68.46%	64.36%	69.84%
White Other British.	22.02%	20.52%	22.32%	21.34%	19.15%	19.69%
White Irish.	1.14%	0.63%	0.84%	<0.66%	<1.77%	0.00%
Any other white background.	6.24%	6.48%	3.29%	3.11%	2.48%	2.18%
Mixed.	<0.31%	0.30%	0.00%	<0.66%	0.00%	0.00%
Asian Indian.	0.40%	0.42%	<0.70%	0.00%	0.00%	<1.56%
Asian Pakistani.	<0.31%	<0.23%	0.00%	<0.66%	0.00%	0.00%
Asian Bangladeshi.	<0.31%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian Chinese.	0.34%	<0.23%	<0.70%	0.00%	<1.77%	0.00%
Any other Asian background.	<0.31%	0.86%	<0.70%	<0.66%	0.00%	<1.56%
African.	<0.31%	0.77%	<0.70%	<0.66%	0.00%	<1.56%
Caribbean.	<0.31%	0.28%	<0.70%	0.00%	0.00%	0.00%
Black.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other ethnic background.	1.17%	<0.23%	<0.70%	0.00%	<1.77%	0.00%
Prefer not to say.	0.98%	8.25%	0.70%	5.50%	<1.77%	7.50%
No response.	8.06%		10.22%		12.41%	

Recruitment – Teachers						
Ethnic categories.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
White Scottish.	113	57.36%	84	65.63%	32	65.31%
White Other British.	43	21.83%	26	20.31%	10	20.41%
White Irish.	<10	<5.08%	<10	<7.81%	<10	<20.41%
Any other white background.	11	5.58%	<10	<7.81%	<10	<20.41%
Mixed.	0	0.00%	0	0.00%	0	0.00%
Asian Indian.	<10	<5.08%	0	0.00%	0	0.00%
Asian Pakistani.	<10	<5.08%	<10	<7.81%	0	0.00%
Asian Bangladeshi.	0	0.00%	0	0.00%	0	0.00%
Asian Chinese.	0	0.00%	0	0.00%	0	0.00%
Any other Asian background.	<10	<5.08%	0	0.00%	0	0.00%
African.	0	0.00%	0	0.00%	0	0.00%
Caribbean.	0	0.00%	0	0.00%	0	0.00%
Black.	0	0.00%	0	0.00%	0	0.00%
Other ethnic background.	<10	<5.08%	<10	<7.81%	<10	<20.41%
Prefer not to say.	<10	<5.08%	<10	<7.81%	<10	<20.41%
No response.	11	5.58%	<10	<7.81%	<10	<20.41%

Recruitment – Teachers Annual Comparisons						
Ethnic categories.	Applicants.		Short listed.		Appointed.	
	2015.	2014.	2015.	2014.	2015.	2014.
White Scottish.	57.36%	66.80%	65.63%	77.22%	65.31%	71.19%
White Other British.	21.83%	26.56%	20.31%	13.29%	20.41%	16.95%
White Irish.	<5.08%	<4.15%	<7.81%	<6.33%	<20.41%	<16.95%
Any other white background.	5.58%	<4.15%	<7.81%	<6.33%	<20.41%	<16.95%
Mixed.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian Indian.	<5.08%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian Pakistani.	<5.08%	<4.15%	<7.81%	0.00%	0.00%	0.00%
Asian Bangladeshi.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Asian Chinese.	0.00%	<4.15%	0.00%	0.00%	0.00%	0.00%
Any other Asian background.	<5.08%	0.00%	0.00%	0.00%	0.00%	0.00%
African.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Caribbean.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other ethnic background.	<5.08%	0.00%	<7.81%	0.00%	<20.41%	0.00%
Prefer not to say.	<5.08%	5.80%	<7.81%	<6.33%	<20.41%	<16.95%
No response.	5.58%		<7.81%		<20.41%	

Promotions

The breakdown for Council staff and Teachers who were promoted cannot be published in full given the low numbers, but show that the largest group of staff being appointed to promoted posts was White Scottish for Council staff (84.40%) and Teachers (73.30%), which is reflective of the workforce.

Training

The figures for training show the ethnic breakdown of Council staff who completed training courses was as follows:

- White Scottish - 562 (48.30%).
- White Other British - 193 (15.04%).
- Any other white background – 16 (1.25%)
- Mixed, Any other Asian background and Other ethnic background each contained less than 10 people.
- Prefer not to say - 20 (1.56%).
- No response 483 - (37.65%).

The ethnic breakdown for Teachers who completed training courses cannot be published in full given the low numbers, but show that the highest category was White Scottish.

Summary – Ethnicity

Staff in Post

- The biggest single group of staff in post are those with a White Scottish ethnicity totalling 41.71% of Council staff and 34.90% of Teachers.

Starters and Leavers

- 32.65% of starters and 35.35% of leavers among Council staff were White Scottish.
- The figures for Teachers showed the highest number in both the starters and leavers categories were White Scottish.

Applications

- Candidates with a White Scottish ethnicity were the biggest single group, submitting 58.66% of the Council applications and 57.36% of the Teaching applications. However, the analysis shows we are attracting applicants from a wide range of ethnic backgrounds and short listing and appointments show proportionate results.

Short listed candidates

- The highest group of candidates who were short listed were again in the White Scottish group with a figure of 60.88% for Council applicants and 65.63% for Teacher applicants.

Staff appointed

- The largest group for staff appointed is White Scottish at 64.36% for Council appointments and 65.31% of Teachers.
- There is a high degree of consistency between the numbers in each ethnic group applying for posts, and those being short listed and appointed which can be used as an indicator of fairness in recruitment and retention arrangements.

Promotions

- The largest group for staff being appointed to promoted posts was White Scottish for both Council appointments (84.40%) and Teachers (73.30%).

Training

- The largest group of staff who attended training courses was White Scottish for both Council staff (43.80%) and Teachers (63%).

Disability

Census Information – Disability

According to the 2011 Census, 7.86% of the population of Orkney indicated that their day to day activities were limited a lot and 11.01% stated their day to day activities were limited a little. 81.13% said their day to day activities were not limited due to a long-term health problem or disability.

Many disability organisations in Scotland now believe that, currently, approximately one in four of the population have some form of disability.

We appreciate the difficulties that someone with a disability can experience when seeking employment. As a 'two ticks' employer we guarantee to interview all applicants with a disability, providing they meet the minimum essential criteria of the job they are applying for, and we commit to assessing their suitability solely in terms of their abilities. We are regularly assessed on our ability to meet the criteria of the 'two ticks' scheme and are proud to have consistently maintained membership since 1997. The 'two ticks' symbol is awarded by Jobcentre Plus to recognise employers who have agreed to meet certain commitments regarding the recruitment, employment, retention and career development of disabled people.

Our equality outcome 1 is that more young, disabled and long term unemployed people are in work and training. We will offer a range of work experience opportunities to people facing barriers to employment, including disabled people. This will advance equality of opportunity and may help to tackle prejudice.

Our Managing Sickness Absence Policy and Procedure recognises our commitment to supporting employees who have a disability. This includes information on making reasonable adjustments in relation to disabled employees, including those who become disabled or whose condition worsens.

Staff in Post – Disability

64 (2.76%) Council employees consider themselves to have a disability compared to 1,240 (53.54%) who do not. Comparisons with the previous year show the results to be very similar:

Staff in Post - Council Annual Comparisons		
People who consider themselves to have a disability.	2015.	2014.
Yes.	2.76%	2.94%
No.	53.54%	50.11%
Prefer not to say.	1.99%	46.95%
No response.	41.71%	

The results for Teachers cannot be published in full given the low numbers but have been collated and analysed. 183 Teachers (50.69%) do not consider themselves to have a disability compared to the very small percentage who do. The percentage of

Teachers who have indicated they have a disability in 2015 is less than that for Council staff, as was the case in 2014.

New Starts and Leavers – Disability

Among Council staff, less than 10 new starts and less than 10 leavers indicated that they had a disability. Compared with 2014 there were less new starts and leavers who indicated they had a disability, but a large number chose not to provide this information.

Among Teachers the percentage who indicated that they had a disability was very similar to 2014. Again, a large number chose not to provide this information.

Although the figures have not been published in full given the low numbers they have been collated and analysed.

Recruitment – Disability

Recruitment and Selection – Council						
People who consider themselves to have a disability.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
Yes.	102	3.14%	41	2.87%	18	3.19%
No.	2,797	86.04%	1,232	86.21%	477	84.57%
Prefer not to say.	101	3.11%	12	0.84%	69	12.23%
No response.	251	7.72%	144	10.08%		

Recruitment and Selection - Council Annual Comparisons						
People who consider themselves to have a disability.	Applicants.		Short listed.		Appointed.	
	2015.	2014.	2015.	2014.	2015.	2014.
Yes.	3.14%	7.74%	2.87%	5.83%	3.19%	5.31%
No.	86.04%	85.02%	86.21%	89.13%	84.57%	88.44%
Prefer not to say.	3.11%	7.24%	0.84%	5.04%	12.23%	6.25%
No response.	7.72%		10.08%			

The percentage total for applicants declaring they have a disability is half that of 2014. However, the percentage of applicants who have indicated they do not have a disability is very similar to that in 2014. A higher proportion of applicants chose not to provide us with this information or have simply not returned their form. The analysis shows we are attracting applicants with disabilities and short listing and appointments show proportionate results. It is noted that the number of staff who consider themselves to have a disability and have been appointed is 18 whereas the number of new starts is less than 10. An explanation for this could be that a much larger percentage of new starts chose not to provide this information.

The Teaching results have not been published in full because of low numbers but have been collated and analysed. The number of applicants who indicated they had a disability was 11 (5.58%) which was similar to the figure for 2014 of 12 (4.98%). The figures for those short listed and appointed are lower than 10 and are similar to the figures for 2014, although the number with a disability who have been appointed is higher.

Promotions

The breakdown for Council staff and Teachers who were promoted and indicated that they have a disability cannot be published in full given the low numbers, but have been collected and analysed and appear proportionate.

Training

The figures for training show the number of Council staff who completed training courses is as follows:

- Did not declare a disability - 752 (58.61%).
- Indicated they had a disability - 28 (2.18%).
- Prefer not to say - 17 (1.33%).
- No response - 486 (37.88%).

The breakdown for Teachers who completed training courses shows that the majority did not declare a disability and the remainder either preferred not to say or did not respond. None indicated they had a disability.

Summary – Disability

Staff in Post

- 2.76% of staff indicated they have a disability.

Starters and Leavers

- Less than 10 new starts and less than 10 leavers indicated that they have a disability. A large number chose not to provide this information.

Applications

- 3.14% of candidates indicated they have a disability.

Short listed candidates

- 2.87% of candidates who were called for interview indicated they have a disability.

Staff appointed during 2015

- 3.19% of applicants appointed indicated they have a disability.

Promotions

- The figures cannot be published given the low numbers but appear proportionate.

Training

- 2.18% of Council staff who completed training courses indicated they had a disability. None of the Teachers who completed training courses declared a disability.

Religion or Belief

Census Information – Religion or Belief

Religion – 2011 Census Figures for Population of Orkney		
Church of Scotland.	8,619	40.37%
Roman Catholic.	606	2.84%
Other Christian.	1,619	7.58%
Buddhist.	44	0.21%
Hindu.	13	0.06%
Jewish.	4	0.02%
Muslim.	20	0.09%
Sikh.	3	0.01%
Other religion.	131	0.61%
No religion.	8,363	39.17%
Not stated.	1,927	9.03%
Source: 2011 Census General Register for Scotland.		

Staff in Post – Religion or Belief

Staff in Post – Council		
Religion or belief.	Number.	% of workforce.
Christian - Church of Scotland.	521	22.50%
Christian - Roman Catholic.	32	1.38%
Other Christian.	120	5.18%
Buddhist.	<10	<0.43%
Hindu.	0	0.00%
Jewish.	<10	<0.43%
Muslim.	<10	<0.43%
Sikh.	0	0.00%
Pagan.	10	0.43%
Other religion.	25	1.08%
No religion or belief.	504	21.76%
Prefer not to say.	141	6.09%
No response.	958	41.36%

Staff in Post – Teachers		
Religion or belief.	Number.	% of workforce.
Christian - Church of Scotland.	56	15.51%
Christian - Roman Catholic.	12	3.32%
Other Christian.	30	8.31%
Buddhist.	0	0.00%
Hindu.	0	0.00%
Jewish.	0	0.00%
Muslim.	0	0.00%
Sikh.	0	0.00%
Pagan.	<10	<2.77%
Other religion.	<10	<2.77%
No religion or belief.	63	17.45%
Prefer not to say.	24	6.65%
No response.	168	46.54%

Staff in Post - Comparisons with Census			
Religion or belief.	Census.	Council.	Teachers.
Church of Scotland.	40.37%	22.50%	15.51%
Roman Catholic.	2.84%	1.38%	3.32%
Other Christian.	7.58%	5.18%	8.31%
Buddhist.	0.21%	<0.43%	0.00%
Hindu.	0.06%	0.00%	0.00%
Jewish.	0.02%	<0.43%	0.00%
Muslim.	0.09%	<0.43%	0.00%
Sikh.	0.01%	0.00%	0.00%
Pagan.	Not an option.	0.43%	<2.77%
Other religion.	0.61%	1.08%	<2.77%
No religion or belief.	39.17%	21.76%	17.45%
Prefer not to say.	9.03%	6.09%	6.65%
No response.		41.36%	46.54%

Staff in Post - Council Annual Comparisons		
Religion or belief.	2015.	2014.
Christian - Church of Scotland.	22.50%	21.05%
Christian - Roman Catholic.	1.38%	1.12%
Other Christian.	5.18%	4.93%
Buddhist.	<0.43%	<0.43%
Hindu.	0.00%	0.00%
Jewish.	<0.43%	0.00%
Muslim.	<0.43%	<0.43%
Sikh.	0.00%	0.00%
Pagan.	0.43%	0.48%
Other religion.	1.08%	1.08%
No religion or belief.	21.76%	20.36%
Prefer not to say.	6.09%	50.80%
No response.	41.36%	

Staff in Post – Teachers Annual Comparisons		
Religion or belief.	2015.	2014.
Christian - Church of Scotland.	15.51%	16.16%
Christian - Roman Catholic.	3.32%	<2.74%
Other Christian.	8.31%	7.67%
Buddhist.	0.00%	0.00%
Hindu.	0.00%	0.00%
Jewish.	0.00%	0.00%
Muslim.	0.00%	0.00%
Sikh.	0.00%	0.00%
Pagan.	<2.77%	<2.74%
Other religion.	<2.77%	<2.74%
No religion or belief.	17.45%	16.16%
Prefer not to say.	6.65%	55.89%
No response.	46.54%	

New Starts and Leavers – Religion or Belief

New Starts – Council		
Religion or belief.	Number.	% of total.
Christian - Church of Scotland.	43	14.78%
Christian - Roman Catholic.	<10	<3.44%
Other Christian.	<10	<3.44%
Buddhist.	0	0.00%
Hindu.	0	0.00%
Jewish.	<10	<3.44%
Muslim.	0	0.00%
Sikh.	0	0.00%
Pagan.	<10	<3.44%
Other religion.	<10	<3.44%
No religion or belief.	65	22.34%
Prefer not say.	<10	<3.44%
No response.	156	53.61%

New Starts – Council Annual Comparisons		
Religion or belief.	2015.	2014.
Christian - Church of Scotland.	14.78%	7.18%
Christian - Roman Catholic.	<3.44%	<2.87%
Other Christian.	<3.44%	<2.87%
Buddhist.	0.00%	0.00%
Hindu.	0.00%	0.00%
Jewish.	<3.44%	0.00%
Muslim.	0.00%	0.00%
Sikh.	0.00%	0.00%
Pagan.	<3.44%	<2.87%
Other religion.	<3.44%	0.00%
No religion or belief.	22.34%	13.22%
Prefer not say.	<3.44%	
No response.	53.61%	75.00%

Leavers – Council		
Religion or belief.	Number.	% of total.
Christian – Church of Scotland.	39	13.13%
Christian - Roman Catholic.	<10	<3.37%
Other Christian.	15	5.05%
Buddhist.	0	0.00%
Hindu.	0	0.00%
Jewish.	0	0.00%
Muslim.	0	0.00%
Sikh.	0	0.00%
Pagan.	<10	<3.37%
Other religion.	<10	<3.37%
No religion or belief.	68	22.90%
Prefer not to say.	13	4.38%
No response.	151	50.84%

Leavers – Council Annual Comparisons		
Religion or belief.	2015.	2014.
Christian - Church of Scotland.	13.13%	14.70%
Christian - Roman Catholic.	<3.37%	<3.19%
Other Christian.	5.05%	6.39%
Buddhist.	0.00%	<3.19%
Hindu.	0.00%	0.00%
Jewish.	0.00%	0.00%
Muslim.	0.00%	0.00%
Sikh.	0.00%	0.00%
Pagan.	<3.37%	0.00%
Other religion.	<3.37%	<3.19%
No religion or belief.	22.90%	21.09%
Prefer not say.	4.38%	53.35%
No response.	50.84%	

New Starts and Leavers Council Comparisons		
Religion or belief.	New Starts.	Leavers.
Christian - Church of Scotland.	14.78%	13.13%
Christian - Roman Catholic.	<3.44%	<3.37%
Other Christian.	<3.44%	5.05%
Buddhist.	0.00%	0.00%
Hindu.	0.00%	0.00%
Jewish.	<3.44%	0.00%
Muslim.	0.00%	0.00%
Sikh.	0.00%	0.00%
Pagan.	<3.44%	<3.37%
Other religion.	<3.44%	<3.37%
No religion or belief.	22.34%	22.90%
Prefer not to say.	<3.44%	4.38%
No response.	53.61%	50.84%

The results for Teaching new starts and leavers cannot be published in full given the low numbers but have been collated and analysed. The figures show the largest group of new starts to be those with no religion at 22.58% followed by Christian Roman Catholic at 19.35%. In 2014 the largest group of Teaching new starts was Christian Church of Scotland (10.91%) followed closely by those with no religion (9.09%). The two largest groups of leavers are Christian Church of Scotland and those with no religion at 20% each. Although the number of those who failed to disclose this information is still high at 48.39% for new starts and 43.33% for leavers they are considerably better than the 2014 figures of 78.18% and 70.73% respectively.

Recruitment – Religion or Belief

Recruitment – Council						
Religion or belief.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
Christian - Church of Scotland.	518	15.93%	296	20.71%	136	24.11%
Christian - Roman Catholic.	166	5.11%	49	3.43%	16	2.84%
Other Christian.	337	10.37%	151	10.57%	51	9.04%
Buddhist.	10	0.31%	<10	<0.70%	<10	<1.77%
Hindu.	<10	<0.31%	0	0.00%	0	0.00%
Jewish.	<10	<0.31%	0	0.00%	0	0.00%
Muslim.	17	0.52%	0	0.00%	0	0.00%
Sikh.	<10	<0.31%	0	0.00%	0	0.00%
Pagan.	11	0.34%	<10	<0.70%	<10	<1.77%
Other.	41	1.26%	13	0.91%	<10	<1.77%
No religion or belief.	1393	42.85%	601	42.06%	226	40.07%
Prefer not to say.	438	13.47%	139	9.73%	49	8.69%
No response.	311	9.57%	169	11.83%	79	14.01%

Recruitment – Teachers						
Religion or belief.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
Christian - Church of Scotland.	40	20.30%	24	18.75%	<10	<20.41%
Christian - Roman Catholic.	17	8.63%	<10	<7.81%	<10	<20.41%
Other Christian.	48	24.37%	29	22.66%	14	28.57%
Buddhist.	<10	<5.08%	<10	<7.81%	0	0.00%
Hindu.	0	0.00%	0	0.00%	0	0.00%
Jewish.	0	0.00%	0	0.00%	0	0.00%
Muslim.	<10	<5.08%	0	0.00%	0	0.00%
Sikh.	0	0.00%	0	0.00%	0	0.00%
Pagan.	0	0.00%	0	0.00%	0	0.00%
Other.	<10	<5.08%	<10	<7.81%	0	0.00%
No religion or belief.	44	22.34%	40	31.25%	16	32.65%
Prefer not to say.	23	11.68%	15	11.72%	<10	<20.41%
No response.	16	8.12%	10	7.81%	<10	<20.41%

Recruitment - Council Annual Comparisons						
Religion or belief.	Applicants.		Short listed.		Appointed.	
	2015.	2014.	2015.	2014.	2015.	2014.
Christian - Church of Scotland.	15.93%	21.13%	20.71%	25.78%	24.11%	28.75%
Christian - Roman Catholic.	5.11%	5.49%	3.43%	3.25%	2.84%	2.66%
Other Christian.	10.37%	10.47%	10.57%	12.06%	9.04%	10.47%
Buddhist.	0.31%	0.44%	<0.70%	<0.66%	<1.77%	0.00%
Hindu.	<0.31%	<0.23%	0.00%	0.00%	0.00%	0.00%
Jewish.	<0.31%	<0.23%	0.00%	0.00%	0.00%	0.00%
Muslim.	0.52%	0.40%	0.00%	<0.66%	0.00%	0.00%
Sikh.	<0.31%	<0.23%	0.00%	0.00%	0.00%	0.00%
Pagan.	0.34%	0.65%	<0.70%	<0.66%	<1.77%	<1.56%
Other.	1.26%	1.36%	0.91%	<0.66%	<1.77%	<1.56%
No religion or belief.	42.85%	42.30%	42.06%	45.13%	40.07%	40.94%
Prefer not to say.	13.47%	17.46%	9.73%	12.86%	8.69%	15.47%
No response.	9.57%		11.83%		14.01%	

Recruitment – Teachers Annual Comparisons						
Religion or belief.	Applicants.		Short listed.		Appointed.	
	2015.	2014.	2015.	2014.	2015.	2014.
Christian - Church of Scotland.	20.30%	26.97%	18.75%	31.85%	<20.41%	20.34%
Christian - Roman Catholic.	8.63%	9.13%	<7.81%	<6.37%	<20.41%	<16.95%
Other Christian.	24.37%	14.52%	22.66%	<6.37%	28.57%	<16.95%
Buddhist.	<5.08%	<4.15%	<7.81%	<6.37%	0.00%	0.00%
Hindu.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Jewish.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Muslim.	<5.08%	0.00%	0.00%	0.00%	0.00%	0.00%
Sikh.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pagan.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other.	<5.08%	<4.15%	<7.81%	<6.37%	0.00%	<16.95%
No religion or belief.	22.34%	31.12%	31.25%	31.85%	32.65%	38.98%
Prefer not to say.	11.68%	16.60%	11.72%	14.01%	<20.41%	20.34%
No response.	8.12%		7.81%		<20.41%	

Promotions

The largest group of staff being appointed to promoted posts was Christian Church of Scotland for Council appointments (35.94%) closely followed by those with no religion or belief (32.81%). Other Christian and those with no religion or belief were the highest two groups for Teachers (both at 33.33%).

Training

Training – Council		
Religion or belief.	Number.	% of total.
Christian - Church of Scotland.	319	24.86%
Christian - Roman Catholic.	29	2.26%
Other Christian.	59	4.60%
Buddhist.	0	0.00%
Hindu.	0	0.00%
Jewish.	<10	<0.78%
Muslim.	0	0.00%
Sikh.	0	0.00%
Pagan.	<10	<0.78%
Other religion.	15	1.17%
No religion or belief.	309	24.08%
Prefer not to say.	63	4.91%
No response.	480	37.41%

The figures for teachers are too low to be published but have been analysed and are proportionate to the figures for staff in post.

Summary – Religion or Belief

Staff in Post

- Christian Church of Scotland has the largest number of followers among Council staff (22.50%) closely followed by those who have no religion or belief (21.76%). The largest group for Teachers at 17.45% is those who have indicated that they have no religion or belief.

Starters and Leavers

- The highest group of new start Council staff at 22.34% is those who have no religion or belief; this is also the highest group of leavers at 22.90%. The figures for new start Teachers show those with no religion to be the largest group (22.58%). The two largest groups of leavers are Christian Church of Scotland and those with no religion at 20% each.

Applications, short listed and appointed

- The largest group of applicants for Council posts have no religion or belief (42.85%). This is also the largest group of those short listed (42.06%) and those appointed (40.07%).

- The largest group of applicants for Teaching posts are Other Christian (24.37%). The largest group of those short listed (31.25%) and those appointed (32.65%) have no religion or belief.

Promotions

- The largest group of Council staff who were appointed to promoted posts was Christian Church of Scotland for Council appointments (35.94%) and for Teachers Other Christian and those with no religion or belief (both at 33.33%).

Training

- 24.86% of Council staff who completed training courses were Christian Church of Scotland, closely followed by those who had no religion or belief (24.08%). The figures for Teachers are too low to be published but have been analysed and are proportionate to the figures for staff in post.

Sexual Orientation

Information on sexual orientation is something that many people feel uncomfortable divulging. The General Register Office for Scotland considered including a lesbian, gay, bisexual and transgender (LGBT) question in the 2011 Scottish census. A pilot was carried out in 2005 involving 4,400 households. They found: 'Overall only 2.2% of respondents declared non-heterosexual orientation.'

Most respondents felt that sexual orientation was too sensitive and too intrusive a question to include in a Census. Accordingly, no sexual orientation question was included.

The official UK Government estimate is that 6% of the population are gay, lesbian or bisexual. The size of the LGBT community in Orkney is not known.

The staffing figures in respect of sexual orientation have been collected and analysed but could not be published in full because of low numbers. The figures for recruitment, starters, leavers and promotions suggest that Council procedures are free from any discrimination on the grounds of sexual orientation.

The figures have been compared with those from the previous year and the percentages are very similar.

Staff in post data shows that 51.90% of Council staff are Heterosexual, 6.04% preferred not to say and there was no response from 41.23%. The remainder was split between Gay, Lesbian, Bisexual, and Other Sexual Orientation. The figures for Teachers show 47.09% are Heterosexual. These figures have to be read in the context that large numbers chose not to respond to this question.

Gender Reassignment

There is no reliable information on the numbers of people in Scotland who have transitioned from one sex to another. Various studies have shown that 70% of people who transition do so from male to female. The average age at which people realise they have gender dysphoria (a condition where a person feels that they are in a body of the wrong sex) is 14 and the average age to transition is 42.

Staffing figures in respect of gender reassignment have been collected but are not being published.

Age

From a peak of 32,339 in the 1861 Census, Orkney's resident population declined to a low of 17,077 in 1971. Since then, the population has recovered steadily and was 21,349 in the 2011 Census. The natural growth rate (births minus deaths) is still negative, but birth numbers have been increasing and inward migration has boosted the population.

Census Information – Age
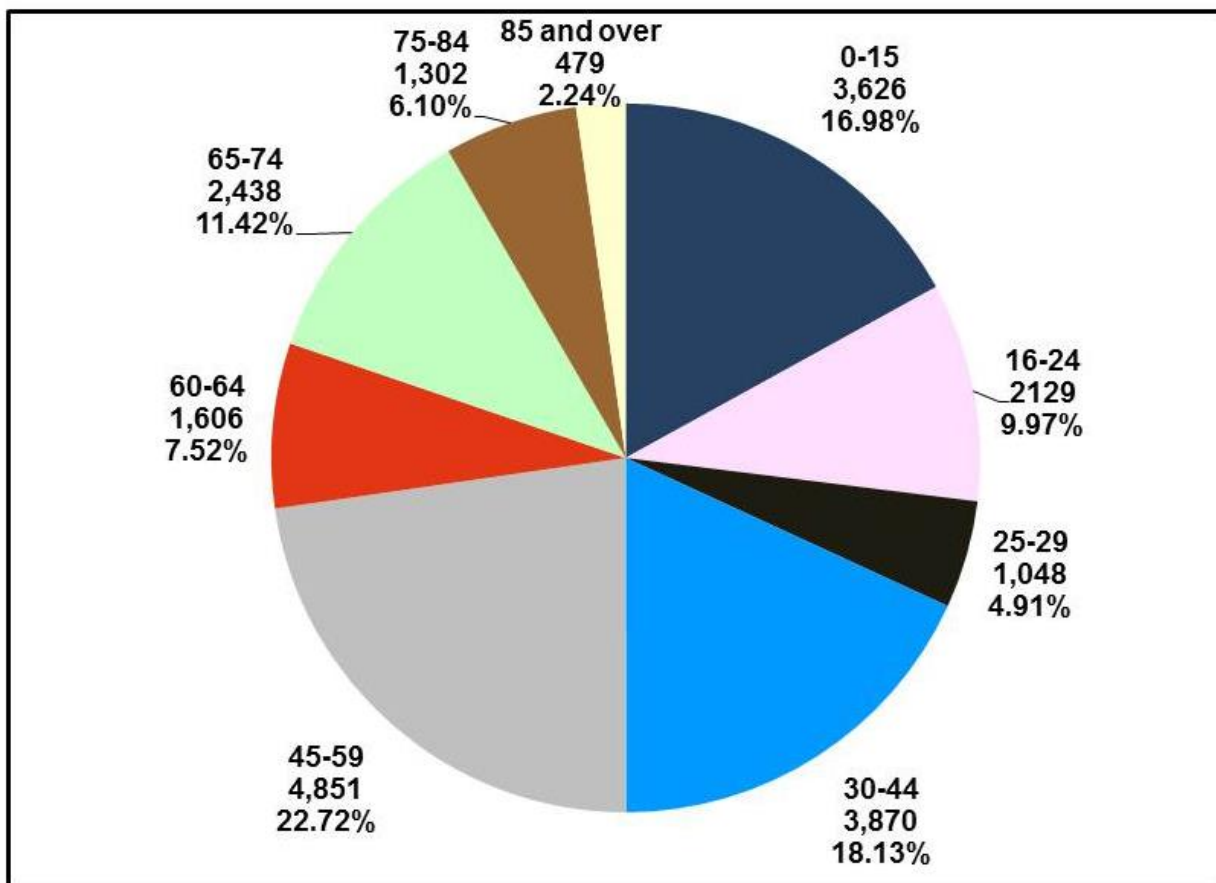
It can be seen that 27.28% of the population is 60 years of age or older, while the numbers in the age group 0 to 15 comprise 16.98% of the population. This suggests that Orkney has an ageing population.

Figures released during 2013 from the 2011 Census results (Reference 4) show some dramatic changes since 2001 (Reference 5).

Population of Orkney			
	2001.	2011.	% change.
Total population.	19,245	21,349	10.90%
Population aged under 15.	3,572	3,316	-7.20%
Population aged 15 to 64.	12,453	13,814	10.90%
Population aged 65+.	3,220	4,219	31.10%
Population aged 85+.	405	479	18.30%
Number of households.	8,340	9,730	16.70%
Average household size (people).	2.28	2.05	-4.00%

(Household Data are rounded to the nearest 10.)

While we should celebrate the fact that we are living longer, and we look forward to a future where our older people are active and independent citizens, enabled to stay in their own homes and contribute to community life for as long as they wish, if this trend continues there are implications for the future when there might not be sufficient people of working age to provide health and social care for older people. This highlights the importance of inward migration to enable us to continue to have the staff to provide social care services. The National Records of Scotland Demographic Factsheet (Reference 3) shows that from 2012 - 2014 there was a net inflow of 84 people into Orkney per year, with 751 people arriving and 665 leaving per year. The largest migrant group both ways was 16 to 29 year olds.

Our equality outcome 1 is that more young, disabled and long term unemployed people are in work and training. We will offer 12 work experience placements, four modern apprenticeships and four graduate traineeships each year for the three years 2013 - 2015. This will advance equality of opportunity by providing work opportunities at the Council for young people.

Staff in Post – Age

Council

There are no sections for 'Prefer not to say' or 'No response' in the data taken from the Resource Link HR System. For these figures ages are known for everyone as the system includes their date of birth.

Staff in Post				
	Council.		Teachers.	
Age.	Number.	%.	Number.	%.
0 to 18.	208	8.99%	0	0.00%
19 to 24.			21	5.82%
25 to 34.	284	12.26%	65	18.01%
35 to 44.	440	19.00%	88	24.38%
45 to 54.	740	31.95%	94	26.04%
55 to 64.	516	22.28%	80	22.16%
65+.	128	5.53%	13	3.60%

Staff in Post - Annual Comparisons				
	Council.		Teachers.	
Age.	2015.	2014.	2015.	2014.
0 to 18.	8.99%	0.82%	0.00%	0.00%
19 to 24.		8.91%	5.82%	6.03%
25 to 34.	12.26%	12.67%	18.01%	18.08%
35 to 44.	19.00%	19.28%	24.38%	23.01%
45 to 54.	31.95%	31.86%	26.04%	26.58%
55 to 64.	22.28%	21.23%	22.16%	22.74%
65+.	5.53%	5.23%	3.60%	3.56%

In figures for Council staff the age groups 0 to 18 and 19 to 24 have been amalgamated because of low figures in the 0 to 18 age group.

'Summary Statistics for Schools in Scotland, No 6: 2015 Edition' published by the Scottish Government in December 2015 provides some interesting facts about the age profile of Teachers in Scotland and includes the following chart showing the change since 2004. The age profile shows a peak at age 57, however the proportion of Teachers aged 50+ has reduced since early in the last decade. There is also now a peak forming in the early thirties.
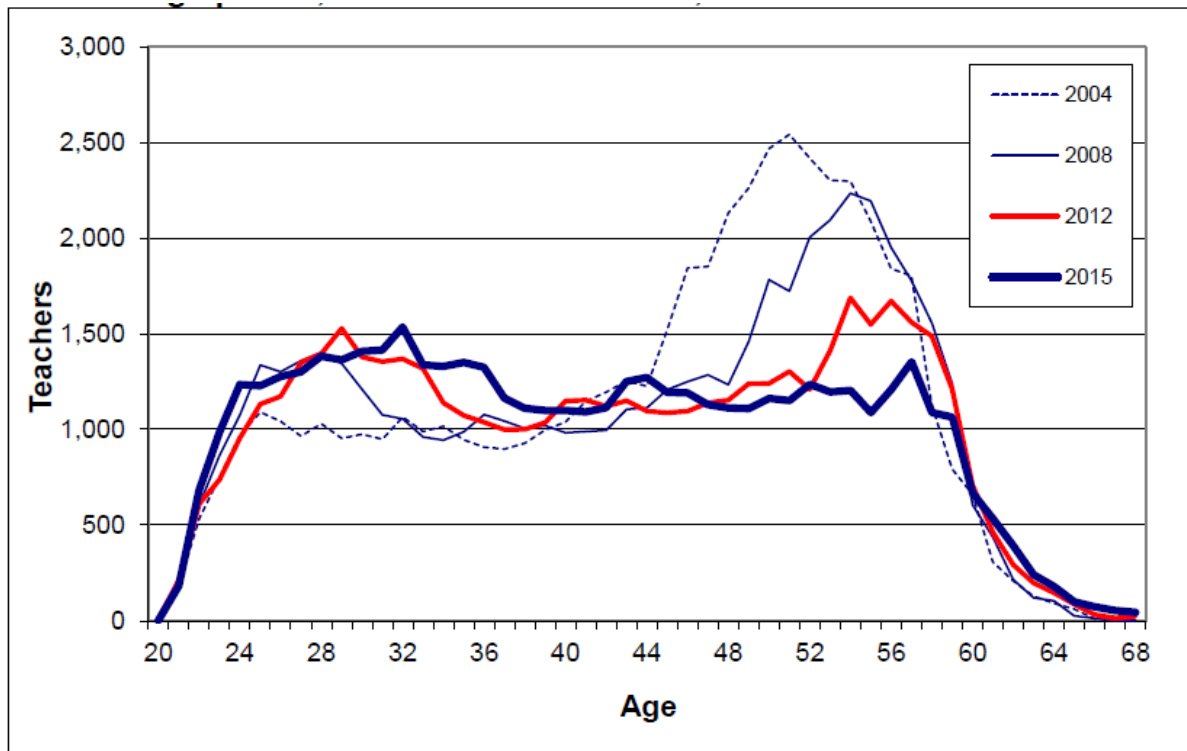
It is interesting to note that in the results of the survey on the Attitudes to Discrimination and Positive Action published by Orkney Equality Forum in 2013 (Reference 6), although 67.8% of people thought it was wrong to make someone retire because they had reached a certain age, 38.4% felt that someone aged 70 was unsuitable to be a primary school teacher.

New Starts and Leavers – Age

New Starts and Leavers – Council				
Age.	New Starts.		Leavers.	
	Number.	%.	Number.	%.
24 and under.	67	23.02%	46	15.49%
25 to 34.	54	18.56%	66	22.22%
35 to 44.	67	23.02%	34	11.45%
45 to 54.	58	19.93%	64	21.55%
55 to 64.	35	12.03%	48	16.16%
65+.	10	3.44%	39	13.13%

New Starts and Leavers – Council Annual Comparisons				
Age.	New Starts.		Leavers.	
	2015.	2014.	2015.	2014.
24 and under.	23.02%	17.82%	15.49%	14.38%
25 to 34.	18.56%	19.25%	22.22%	16.29%
35 to 44.	23.02%	18.39%	11.45%	18.53%
45 to 54.	19.93%	26.44%	21.55%	18.53%
55 to 64.	12.03%	12.64%	16.16%	19.81%
65+.	3.44%	5.46%	13.13%	12.46%

The figures for Teachers have not been published in full for new starts and leavers given the low numbers involved. For new start Teachers the highest number was in the 19 to 24 age group (32.26%), followed closely by the 25 to 34 age group (29.03%). The lowest number of new start Teachers was in the 55 and over age group (9.68%). The highest number of leavers was in the 55 and over age group (46.67%).

In 2014 the highest number of new starts was in the 25 to 34 age group (30.91%) and the highest number of leavers was in the 55 and over age group (53.66%).

Recruitment – Age

Recruitment – Council						
Age.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
0 to 18.	103	3.17%	38	2.66%	15	2.66%
19 to 24.	515	15.84%	239	16.72%	107	18.97%
25 to 34.	676	20.79%	295	20.64%	104	18.44%
35 to 44.	694	21.35%	309	21.62%	132	23.40%
45 to 54.	723	22.24%	286	20.01%	95	16.84%
55 to 64.	245	7.54%	96	6.72%	33	5.85%
65+.	0	0.00%	0	0.00%	<10	<1.77%
Prefer not to say.	56	1.72%	28	1.96%	<10	<1.77%
No response.	239	7.35%	138	9.66%	65	11.52%

Recruitment – Teachers						
Age.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
24 and under.	20	10.15%	16	12.50%	<10	<20.41%
25 to 34.	42	21.32%	32	25.00%	16	32.65%
35 to 44.	39	19.80%	33	25.78%	16	32.65%
45 to 54.	66	33.50%	32	25.00%	<10	<20.41%
55 to 64.	17	8.63%	<10	<7.81%	<10	<20.41%
65+.	<10	<5.08%	0	0.00%	0	0.00%
Prefer not to say.	<10	<5.08%	<10	<7.81%	0	0.00%
No response.	<10	<5.08%	<10	<7.81%	<10	<20.41%

The recruitment figures for 2014 were collated and analysed and showed that, for Council staff, the largest numbers of applicants, short listed and appointed were divided fairly evenly between the age groups under 55, which is consistent with the figures for 2015.

The figures for Teachers for 2014 showed the largest group of applicants, short listed and appointed was the 25 to 34 age group.

Promotions

The largest group of staff being appointed to promoted posts was those in the 25 to 34 age group for Council appointments (35.94%). For Teachers the figures are too low to publish but are spread fairly evenly between the 25 to 34, 35 to 44 and 45 to 54 age groups.

Training

Training – Council		
Age.	Number.	% of total.
24 and under.	145	11.30%
25 to 34.	202	15.74%
35 to 44.	251	19.56%
45 to 54.	387	30.16%
55 to 64.	253	19.72%
65+.	45	3.51%

The figures for Teachers are too low to be published but have been analysed and are proportionate to the figures for staff in post.

Summary – Age

Staff in Post

- The largest single group of Council staff in post and Teachers are those in the 45 to 54 age group at 31.95% and 26.04% respectively.

Starters and Leavers

- Among Council staff, the largest number of starters (23.02%) were in the 24 and under and 35 to 44 age groups. The group with the largest number of leavers was the 25 to 34 (22.22%) closely followed by the 45 to 54 age group (21.55%).
- The figures for Teachers showed that the largest number of starters was in the 19 to 24 age group (32.26%) and the highest number of leavers was in the 55 and over group (46.67%).

Applications, short listed and appointed

- The figures for recruitment and selection show that for Council staff the largest numbers of applicants, short listed and appointed are divided fairly evenly between the age groups that are under 55 which is consistent with the figures from 2014. For Teachers the largest group of applicants, short listed and appointed was the 25 to 34 and the 35 to 44 age groups.

Promotions

- The largest group of staff being appointed to promoted posts was those in the 25 to 34 age group for Council appointments are spread fairly evenly between the 25 to 34, 35 to 44 and 45 to 54 age groups for Teachers.

Training

- The largest group of Council staff who completed training courses are in the 45 to 54 age group. The figures for Teachers are proportionate to staff in post.

Pregnancy and Maternity

The National Records of Scotland Demographic Factsheet (Reference 3) shows 181 births were registered in Orkney in 2014.

Births in Orkney		
Year.	2014.	2013.
Males.	109	110
Females.	72	91

Between 2013 and 2014 Orkney experienced a 10% decrease in the number of births, dropping from 201 in 2013, to 181 in 2014. The number of births in Scotland rose by 1.3%.

The most popular name given to boys in Orkney in 2015 was James for boys and the most popular name given to girls was both Hannah and Ruby.

Fertility in Orkney decreased from 55.8 births per 1,000 women aged 15 to 44 in 2013 to 50.9 in 2014. For Scotland as a whole, the general fertility rate increased from 53.7 births per 1,000 women aged 15 to 44 in 2013 to 54.7 in 2014.

We have in place procedures to ensure that every pregnant woman is made aware of her maternity leave rights at an early stage as well as her entitlement to payments, as appropriate. These procedures also provide advice and support to line managers on maternity leave issues.

All pregnant employees, regardless of length of service, are entitled to maternity leave. Employees with 12 months continuous service at the beginning of the eleventh week before the expected week of childbirth and who intend to return to work following maternity leave are entitled to enhanced maternity pay.

Human Resources acts as a channel of communication during pregnancy and is a point of contact for women who have opted to return to work.

The following figures are available:

- During 2015, 59 women started maternity leave.
- 21 women were due to return from maternity leave.
- Out of that 21, less than 10 chose not to come back and less than 10 made flexible working requests when returning from leave.
- No staff formally reserved their position on returning to work.
- 11 men took paternity leave during 2015.
- Less than 10 staff started adoption leave during 2015.

We support requests to facilitate breastfeeding and follow the ACAS guide for employers.
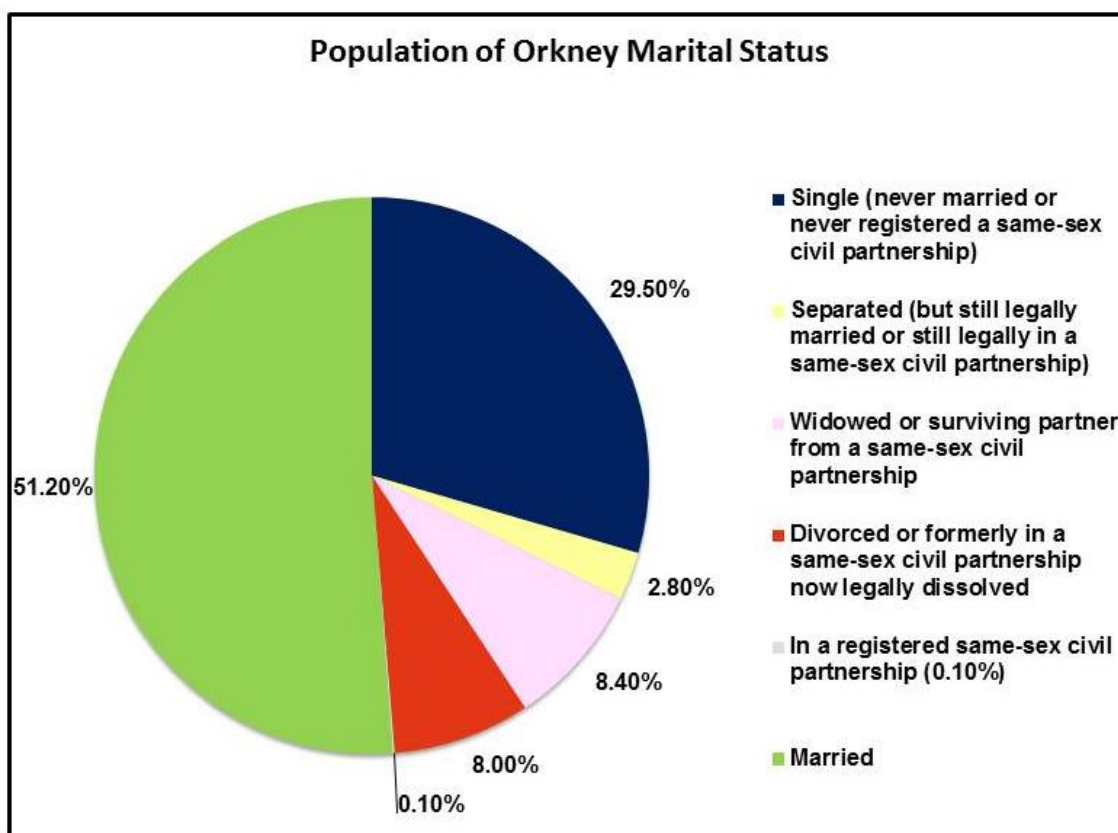
Marriage and Civil Partnership

The National Records of Scotland Demographic Factsheet (Reference 3) shows that there were 102 marriages in Orkney in 2014, a decrease of 6.4% from 2013. Of those getting married in 2014, 41.7% were aged 25-34. In Scotland as a whole 48.6% of marriages were in this age group. Since 2004 the number of marriages in Orkney has fallen by 26.1%. Scotland has seen an increase during the same period of time. The following table shows figures from 2009 - 2014:

Marriages in Orkney	
Year.	Number of Marriages.
2009.	126
2010.	94
2011.	122
2012.	114
2013.	109
2014.	102

There were no civil partnerships in Orkney in 2014.

Census Information – Marital Status

Population of Orkney Marital Status

- 29.50% — Single (never married or never registered a same-sex civil partnership)
- 2.80% — Separated (but still legally married or still legally in a same-sex civil partnership)
- 8.40% — Widowed or surviving partner from a same-sex civil partnership
- 8.00% — Divorced or formerly in a same-sex civil partnership now legally dissolved
- 0.10% — In a registered same-sex civil partnership (0.10%)
- 51.20% — Married

There are no statistics available on the number of Common Law partners in Orkney.

Staff in Post – Marriage and Civil Partnership

The following table shows a breakdown of the marital status for all employees, both Council staff and Teachers.

Staff in Post – Marital Status				
Marital Status.	Council.		Teachers.	
	Number.	%.	Number.	%.
Married / Civil Partnership.	768	33.16%	112	31.02%
Divorced.	47	2.03%	<10	<2.77%
Living with partner.	181	7.82%	24	6.65%
Single.	265	11.44%	38	10.53%
Widowed.	23	0.99%	<10	<2.77%
Separated.	0	0.00%	0	0.00%
Prefer not to say.	123	5.31%	<10	<2.77%
No response.	909	39.25%	170	47.09%

The figures for both Council staff and Teachers show the highest number of respondents are either married or in a civil partnership which reflects the figures for 2014 as well as the 2011 Census results for the population of Orkney.

New Starts and Leavers – Marital Status

Information on new starts, leavers, recruitment and promotion in respect of marriage and civil partnerships have not been included in this report because of low numbers, although they have been collected and analysed.

The highest number of new starts for Council staff is those who are married or in a civil partnership (22.68%) with single people being the next largest group (15.12%). The highest number of leavers for Council staff is those who are married or in a civil partnership (19.53%), closely followed by single people (17.51%).

The highest number of new start Teachers are single. This is also the largest group of leavers.

Recruitment – Marital Status

Recruitment – Council						
Marital Status.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
Married / Civil Partnership.	1,007	30.98%	496	34.71%	216	38.30%
Divorced.	169	5.20%	83	5.81%	25	4.43%
Living with partner.	482	14.83%	201	14.07%	77	13.65%
Single.	1,085	33.37%	443	31.00%	158	28.01%
Widowed.	20	0.62%	<10	<0.70%	<10	<1.77%
Separated.	195	6.00%	35	2.45%	13	2.30%
Prefer not to say.	40	1.23%	19	1.33%	<10	<1.77%
No response.	253	7.78%	143	10.01%	66	11.70%

Recruitment – Teachers						
Marital Status.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
Married / Civil Partnership.	79	40.10%	47	36.72%	19	38.78%
Divorced.	12	6.09%	<10	<7.81%	0	0.00%
Living with partner.	25	12.69%	21	16.41%	10	20.41%
Single.	52	26.40%	37	28.91%	15	30.61%
Widowed.	0	0.00%	0	<7.81%	0	0.00%
Separated.	15	7.61%	<10	<7.81%	<10	<20.41%
Prefer not to say.	<10	<5.08%	<10	<7.81%	0	0.00%
No response.	<10	<5.08%	<10	<7.81%	<10	<20.41%

Promotions – Marital Status

For both Council staff and Teachers the largest group of staff being appointed to promoted posts is those who are married or in a civil partnership.

Training – Marital Status

For both Council staff and Teachers the largest group of staff who attended training courses is people who are married or in a civil partnership.

Summary – Marital Status

Staff in Post

- The largest single group of Council staff in post (33.16%) and Teachers (31.02%) are those who are married or in a civil partnership.

Starters and Leavers

- Among Council staff, the largest number of starters (22.68%) were those who are married or in a civil partnership. This is also the group with the largest number of leavers (19.53%).
- The figures for Teachers showed that the largest number of starters and leavers were single.

Applications, short listed and appointed

- The largest group of applicants for Council posts was those who are single (33.37%) followed by people who are married or in a civil partnership (30.98%). The largest number of those short listed was people who are married or in a civil partnership (34.71%) followed by single people (31%). The group with the most people appointed are married or in a civil partnership (38.30%) followed by single people (28.01%).
- For Teaching posts, the largest group of applicants (40.10%), those short listed (36.72%) and appointed (38.78%) were married or in a civil partnership.

Promotions

- For both Council staff and Teachers the largest group of staff being appointed to promoted posts was those who are married or in a civil partnership.

Training

- For both Council staff and Teachers the largest group of staff who attended training courses is people who are married or in a civil partnership.

Gender

Census Information – Gender

In Scotland, there are roughly equal numbers of males and females. The 2011 Census figures for Orkney reflect this and show the population figures as:

- Male 10,566 (49.49%).
- Female 10,783 (50.51%).

Results from the 2011 Census also show that (Reference 4):

- Almost five times more females were part-time employees compared with males (33 per cent of economically active females compared with 7 per cent of economically active males).
- The proportion of males working in the 'Construction' (14%), 'Manufacturing' (11%) and 'Transport and Storage' (7.8%) sectors was much higher than the proportion of females, while there were higher proportions of females than males working in 'Health and Social Work' (24.8%) and 'Education' (12.4%) sectors.
- Around nine times more males than females worked in 'Skilled trades occupations' and seven times more males than females worked as 'Process, plant and machine operatives'.
- In contrast, around five times more females than males worked in 'Caring, leisure and other service occupations' and four times more females worked in 'Administrative and secretarial occupations'.

Staff in Post – Gender

Staff in Post – Gender				
Gender.	Council.		Teachers.	
	Number.	%.	Number.	%.
Female.	1,595	68.87%	282	78.12%
Male.	721	31.13%	79	21.88%

Staff in Post – Gender Annual Comparison				
Gender.	Council.		Teachers.	
	2015.	2014.	2015.	2014.
Female.	68.87%	68.91%	78.12%	75.89%
Male.	31.13%	31.09%	21.88%	24.11%

New Starts and Leavers – Gender

In 2015 the Council new starts and leavers were as follows:

- Female New Starts 207 (71.13%) Leavers 213 (71.72%).
- Male New Starts 84 (28.87%) Leavers 84 (28.28%).

The Teaching new starts and leavers were as follows:

- Female New Starts 28 (90.32%) Leavers 19 (63.33%).
- Male New Starts less than 7.81% Leavers 11.

New Starts and Leavers – Council Annual Comparisons				
Gender.	New Starts.		Leavers.	
	2015.	2014.	2015.	2014.
Female.	71.13%	68.97%	71.72%	64.22%
Male.	28.87%	31.03%	28.28%	35.78%

New Starts and Leavers – Teachers Annual Comparisons				
Gender.	New Starts.		Leavers.	
	2015.	2014.	2015.	2014.
Female.	>70.00%	83.64%	63.33%	73.17%
Male.	<30.00%	16.36%	36.67%	26.83%

The figures for starters and leavers for Council employees are consistent and the gender profile of starters and leavers is broadly comparative to the workforce profile. For Teachers there is a difference between the starters and leavers in that more male Teachers left than started; there was also a difference in 2014, but it is more marked in 2015. With such small numbers it is difficult to draw any meaningful conclusions but this has been highlighted so that it can be monitored

Recruitment – Gender

Recruitment – Council						
Gender.	Applicants.		Short listed.		Appointed.	
	Number.	% of total.	Number.	% of total.	Number.	% of total.
Female.	2,047	62.97%	989	69.21%	388	68.79%
Male.	944	29.04%	295	20.64%	109	19.33%

Less than 10 applicants gave their gender as Other and less than 0.5% preferred not to say. Less than 10 of those short listed gave their gender as Other and less than

0.5% preferred not to say. None of those appointed gave their gender as Other. A small number preferred not to say. There was no response at all from approximately 7% of applicants, 10% of those short listed and 12% of those appointed.

Recruitment – Teachers				
Gender.	Applicants.		Short listed.	
	Number.	% of total.	Number.	% of total.
Female.	130	65.99%	94	73.44%
Male.	58	29.44%	30	23.44%

The figures for Teachers who were appointed cannot be published given the low numbers, but show that the majority were female. There was no response at all from a small number of applicants, those short listed and those appointed.

These figures show that, for both Teachers and Council staff, more applications were received from females. The figures for Council employees show a high degree of consistency between the gender of applicants and those short listed and appointed which indicates recruitment and selection processes are fair and there is no discrimination. The figures for Teachers show a dip in the number of males appointed. With such low numbers it is difficult to draw any meaningful conclusions, but this has been highlighted so that it can be monitored.

Recruitment - Council Annual Comparisons						
	Applicants.		Short Listed.		Appointed.	
Gender.	2015.	2014.	2015.	2014.	2015.	2014.
Female.	62.97%	60.93%	69.21%	57.72%	68.79%	73.59%
Male.	29.04%	33.23%	20.64%	38.37%	19.33%	21.25%

Recruitment - Teachers Annual Comparisons						
	Applicants.		Short Listed.		Appointed.	
Gender.	2015.	2014.	2015.	2014.	2015.	2014.
Female.	65.99%	79.67%	73.44%	85.35%	>75.00%	83.05%
Male.	29.44%	17.84%	23.44%	14.01%	<25.00%	15.25%

Promotions – Gender

For the Council, of those appointed to promoted posts 85.94% were female. The figures for Teachers show that of those appointed to promoted posts 60% were female. While the figures for Council employees are proportionate to the workforce, those for Teachers are not. Given the low numbers it is difficult to draw meaningful conclusions from one year's figures, but this is being highlighted and will be monitored.

Training – Gender

Of those Council staff completing training courses 79.89% were female. The majority of Teachers completing training courses were female.

Gender Balance among Managers

The gender equalities Statutory Performance Indicator (SPI) on the top 5% of Council earners who are female is reported annually in the Annual Performance Report and is published on the Scottish Local Government Benchmarking Framework website (Reference 7).

The gender equalities SPI is also included within the annual equality report, allowing this to be considered alongside information on staff profiles, the gender pay gap and occupational segregation.

The Performance Indicators and targets are as follows and present a snapshot as at 31 March 2016:

PI	Target	%	Number
The number and percentage of the highest paid 5% of earners among Council employees that are female.	50% / 50% to 60% / 40% = Green. 61% / 39% to 70% / 30% = Amber. 71% / 29% to 100% / 0% = Red.	Male = 71.6%. Female = 28.4%.	Male 68 employees. Female 27 employees.

The purpose of the performance indicator is to ensure that there are no barriers for females and these figures unfortunately have gone from amber to red. The last annual equality report showed a snapshot as at 31 December 2014 when the figures were Male 68%, Female 32%. However, the figures are still better than those from the 2014 report which showed Male 82%, Female 18%.

It must be acknowledged that some service areas traditionally attract more male candidates or more female candidates - for example, Marine Services employ more males and care services employ more females – and this can affect all our gender balance statistics. It should also be noted that, as a Harbour Authority, Orkney Islands Council provides Marine Services which, with its largely male workforce, adversely impacts on the gender balance within the highest paid 5% of staff in comparison to councils that do not provide such a service.

Summary – Gender

Our gender profile reflects trends within the public sector where the majority of the workforce is female.

Staff in Post

- 68.87% of Council staff and 78.12% of Teachers are female.

Starters and Leavers

- Among Council staff 71.13% of starters and 71.72% of leavers were female. 28.87% of starters and 28.28% of leavers were male.
- The figures for Teachers showed over 70% of starters and 63.33% of leavers were female. Less than 30% of leavers and 36.67% of leavers were male.

Applications, short listed and appointed

- The Council figures show that 62.97% of applicants, 69.21% of candidates who were short listed and 68.79% of appointments were female. Less than 10 applicants and those who were short listed gave their gender as Other.
- The figures for Teachers show that 65.99% of applicants, 73.44% of those who were short listed and over 75% of appointments were female.

Promotions

- The Council figures show that approximately 85% of those appointed to promoted posts were female which is proportionate to the workforce. The figures for Teachers show 60% of those appointed to promoted posts were female and this will be monitored.

Training

- 79.89% of Council staff completing training courses were female and the majority of Teachers completing courses were also female.

References

1. Orkney Community Plan 2015 - 2018, incorporating Orkney's Local Outcomes Improvement Plan

2. Orkney Community Planning Partnership's Equality and Diversity Strategy

3. National Records of Scotland Orkney Islands Council Area Demographic Factsheet

4. Scotland's 2011 Census Release 2 Statistical Bulletin

5. Scotland's Census Results

6. Orkney Equality Forum Attitudes to Discrimination and Positive Action 2013

7. Scottish Local Government Benchmarking Framework