APPENDIX 3

Moray Council mainstreaming report 2021

Introduction

The work in relation to equal opportunities within Moray Council has been dominated for a number of years by the budget setting process. As the council has been facing increasingly challenging saving targets, the process for carrying out equality impact assessments (EIAs) was reviewed during 2018 to take account of the new Fairer Scotland Duty (also known as socio-economic duty) which came into force in April of 2018.

Since then a great deal of work has been done around implementing the Fairer Scotland Duty in Moray at various strategic levels.

The Corporate Plan 2024 sets out the strategic direction for the council based on 4 principles: Equalities, Empowering, Environment, Enterprising. The Council's commitments are summarised under the acronym FAIR:

- *Fair: tackle inequalities and tailor services*
- *Ambitious: promote Moray and make it better for the most vulnerable*
- *Improving: drive improvement and invest in the future*
- *Responsive: involve and listen to communities*

A substantial part of the Corporate Plan is underpinned by data from the Moray 10-year Local Outcomes Improvement Plan (LOIP). This has led to a change in focus in the Council's priorities towards those individuals and groups in our society who experience the most disadvantage and discrimination. The impact of this prioritisation may be less resources for lower priority services.

Many actions arising from this shift in priority will support the Council in its Fairer Scotland Duty. This duty is separate from the duty to set equality outcomes, although there will inevitably be an overlap. Some of the equality outcomes will contribute to the Fairer Scotland Duty and vice versa. Where relevant the overlap will be highlighted in the respective reports. It is important however that reporting on the two duties is done separately.

Revised EIA process

The form and guidance has been amended to include the socio-economic duty and to make the process more user friendly and transparent. In addition, there were training events for managers who have responsibility for budget proposals between 12 June and 28 June 2018. A separate briefing for SMT/CMT was given on 18 June and elected members were briefed on 8 August 2018.

The new EIA form is set out in three sections.

Section 1 is an initial screening to help decide if a proposal needs an EIA. If it is decided that an EIA is not needed, the rationale for this will need to be given in this section and should also be included in the committee report. For example: the proposal does not affect people. The form can then be signed off at this section and no further assessment is needed.

Section 2 is the actual equality impact assessment. The process follows a logical sequence to assist officers in using available evidence in order to determine who might be affected and how they will be affected either in a positive or a negative way. If there are negative impacts, officers will be asked to think about how these can be mitigated.

If the negative impacts cannot be fully mitigated, the form will direct officers to identify a justification for going ahead with the proposals.

Section 3 gives the conclusion of the EIA which can be one of 4 possible outcomes:

Outcome 1: No major change required when the EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.

Outcome 2: Adjustments to remove barriers identified by the EIA or to better promote equality

Outcome 3: Continue despite having identified some potential for adverse impact or missed opportunities to promote equality. In this case, the justification should be included in the EIA and should be in line with the duty to have 'due regard'.

During 2020, the form was further revised, following feedback from the Scottish Government, advising Moray Council to explicitly make reference in the form to the elements of the general public sector equality duty. The form now contains information about relevance to the need to eliminate discrimination and other conduct prohibited by the Equality Act 2010, the need to promote equality of opportunity and the need to foster good relations.

Overall, the process of carrying out EIAs has become a well-established practice by Moray Council officers across the various services.

Training

All elected members have received training on the Equality Act and Human Rights legislation.

The council's online training module on the Equality Act has been passed by more than 1,000 officers.

By the end of 2020 a new module was added to the online training platform, covering human rights and children's rights legislation, linked to the Health and Social Care Standards.

Up until the 3rd quarter of 2019/20 8-12 additional face-face training sessions per year were held. Some of these were annual events, for example training on equalities and human rights for teaching staff as part of their leadership training or for foster families and staff of the Fostering and Adoption Team.

COVID-19

Like every other authority, Moray faced the challenge of continuing service provision during lockdown.

In partnership with the providers of face-to-face interpretation and with the BSL interpreters, Moray Council was able to continue providing a service for those whose first language wasn't English. This was done by extending provision for telephone interpretation as well as video interpretation using ICT. In addition, translation of COVID-19 information was made available in written form and through video. With support from the Moray Deaf Club, the information was further provided to BSL users who don't have access to mobile phones or computers.

There was no face-to-face training on equality, diversity and human rights during this period. Instead, Moray produced a video on human rights, children's rights and Scotland's Health and Social Care Standards.

Mainstreaming Equality Outcomes

Over the next 4 years, Moray Council will be working towards mainstreaming progress reports on equality outcomes through its performance reporting procedures. This will mean that individual services will take ownership of ensuring that data on equality outcomes are collated and disseminated on time. The Equal Opportunities officer will liaise with the Research and Information Officers to set this up.

MORAY COUNCIL EQUALITY WORKFORCE MONITORING REPORT 2020 - 2021

Introduction

This is the Moray Council's Equality Workforce Monitoring Report for 2020/2021. We produce this to show that the Moray Council is applying the principles of equality to its own workforce and to prospective employees.

This report details information gathered over the last financial year from 1 April 2020 to 31 March 2021.

It is important to note that the impact of the global pandemic will have resulted in changes to the workforce data particularly in regards to recruitment, disciplinary and grievance data as these HR operational duties were placed on hold for a proportion of the year to allow our focus to be on providing a response and recovery to Covid-19.

Background

As an employer the Moray Council is required to collect equalities monitoring data and publish it on an annual basis. Gender mainstreaming is a process whereby efforts to promote gender equality are not only restricted to specific projects and initiatives to help women, but are also incorporated into the design and delivery of all services, policies and practices. It is important to note that a dual approach is necessary; mainstreaming gender into service delivery, policy and practice, while also implementing specific measures to address gender inequalities. Both approaches go hand-in-hand, and one cannot replace the other.

The purpose of this report is to highlight any potential difference between groups, to investigate the reasons behind the differences and to deal with any unfairness, disadvantage or discrimination.

The areas reported on are:

- The current workforce, including gender pay gap information, departmental segregation & grading information and workforce composition broken down by ethnic minority groups.
- Applicants for employment
- Staff who are involved in disciplinary and grievance procedures
- Staff who cease employment with the Council

It is acknowledged that all employees and prospective employees have a legal right not to disclose equalities information and a significant proportion of the workforce have chosen this option therefore the data provided is not complete therefore not totally representative of the whole workforce.

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Gender Pay Gap Reporting information 31 March 2021

Within Moray Council we have 5595 employees covering a wide range of services and delivering many roles including manual workers, administration, professional posts and managers. This includes 1310 teaching staff and high numbers in service areas such as catering, cleaning, homecare and schools support staff. These areas are populated predominately by a high number of part time female workers; often who may hold more than one part time position. This fact explains the differential between the number of staff employed and number of posts within the organisation that has been identified in the calculations below.

When reviewing the gender pay gap consideration of a number of factors needs to be taken into account including:

- We employ more women than men in our workforce (78 % women: 22% men)
- More women than men are found in lower graded posts: 1984 posts which equates to 35% of our total workforce are women in Grade 3 posts or below, in comparison to 293 men which equates to 5% of men who hold Grade 3 posts or below
- We are compliant with the principles of equal pay
- Our pay and grading structure is non-discriminatory and we use an analytical job evaluation scheme to determine the grades of jobs
- We introduced the Scottish Local Government Living Wage and whilst this benefits both genders, the impact is more significant to women as we employ more women in lower graded posts

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1. Gender Pay Gap

This has been calculated using the Close the Gap formula as provided; please find details below:

2020-2021			
	No of posts	Mean hourly rate	Mean pay gap
Teaching Staff			
Male	238	24.20834334	3.21%
Female	1074	23.43123304	
	1312		
Non-teaching			
Male	1009	13.95270541	12.96%
Female	3274	12.144548	
	4283		
ALL STAFF			
Male	1247	15.91007656	6.14%
Female	4348	14.93247342	
	5595		

2. Median pay gap

Staff Category	**No of Posts**	**Median Hourly rate**	**Median Pay Gap**
Teaching			
Male	238	£22.7538	
Female	1074	£22.7538	
Total	**1312**		**0.0%**
Non Teaching			
Male	1009	£11.29	
Female	3274	£10.19	
Total		£1.10	**9.74%**
ALL STAFF			
Male	1247	£13.66	
Female	4348	£11.29	
Total	**5595**	£2.37	**17.35%**

Looking at the above calculation, it is important to consider when comparing this to other authorities that we may not be like for like in terms of the services we deliver and the composition of our workforce. For example, some authorities have arm's length or external organisations delivering cleaning, catering, care at home, roads, grounds and leisure services. There are challenges in offering suitable career paths for lower paid frontline jobs which are traditionally held by women (e.g. cleaners) which contributes to the gender pay gap. Additionally within the public sector there are different national conditions of service some of which contribute to the overall gender pay gap i.e. SJC and SNCT e.g. our SNCT staff are employed in professional posts which generally are paid at a higher level through national bargaining arrangements. These posts make up 23% of our workforce of which 19% of those are female which will have a positive impact on the gender pay gap. In comparison 35% of our female workers are on SJC terms and conditions and hold Grade 3 or below posts, most of which are part time which impacts negatively on the overall gender pay gap. The grades of all SJC posts are determined locally.

In order to support and address equality we continue to offer flexible working arrangements at all grades across the workplace including part time, job share and compressed hours contracts to promote opportunities for all and support accessibility. Additionally to monitor the impact of equality, equality impact assessments are completed for all new policy and projects that we undertake. It is acknowledged however that given the high numbers of the female workforce holding a significant proportion of our roles within catering, cleaning and care at home which are part time low paid roles the impact of the gender pay gap will be influenced by this dynamic.

We continue to monitor the long term impact on the pay structure arising from the living wage and other pay related issues and this action appears in the HR, ICT & OD service plan. The outcome of which is to have in place fair and competitive pay and conditions that are recognised as such and are free of bias.

Our gender pay gap has decreased over the past 2 years from 7.59% in 2018/19 to 6.14% this year which demonstrates an improving position. An action arising from this finding is to confirm the extent to which the improvement is attributable to the series of bottom loaded national pay awards and to learn from any other factors that have influenced the position in order that these can be built upon for future improvement. This will require more detailed analysis of our workforce composition and that of our comparators.

3. Statement of Equal Pay

The Moray Council's Equal Pay Statement is attached as **Appendix A**

4. Departmental Segregation and Grading Information

Our Departmental Segregation table is attached as **Appendix B** and has been prepared as per example in Close the Gap guide. This captures the gender breakdown by service areas and grade. For data protection purposes where there is a group of 5 or less employees the number of employees will not be disclosed and will be replaced by an '*'

5. Employee Information

Composition of workforce and information on recruitment of employees with respect to number and relevant protected characteristics of such persons where known is detailed below:

Table 1: Workforce Composition

Please note that the total workforce employee number differs from that detailed in section one due to a number of employees holding more than one position in the Council. It is also important to note that the workforce composition data provided applies to 34.16% of our workforce; provision of this data is not mandatory. This table captures data from 30.73% of teaching staff and 35.82 % of non-teaching staff.

RACE:	All staff		teaching staff		non-teaching	
Ethnic Minority Employees:	5595		1310		4285	
A White:	**(Female 77.71%**		**Male 22.29%)**			
Scottish	1359	24.29%	282	21.53%	1077	25.13%
English	390	6.97%	91	6.95%	299	6.98%
Welsh						
Irish	7	0.13%	2	0.15%	5	0.12%
Northern Irish						
Polish	6	0.11%	1	0.08%	5	0.12%
Scottish: Polish						
Any other white background	136	2.43%	26	1.98%	110	2.57%
B Mixed:						
Any mixed background	2	0.04%	0	0	2	0.05%
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian						
Indian	1	0.02%	0	0	1	0.02%
Pakistani						
Bangladesh	1	0.02%	0	0	1	0.02%
Chinese	3	0.05%	0	0	3	0.07%
Any other Asian background	2	0.04%	0	0	2	0.05%
D: Black, Black Scottish, Black English, Black Welsh or Other Black British						
Caribbean						
African	2	0.04%	1	0.08%	1	0.02%
Any other Black background	2	0.04%	0	0	2	0.05%
E: Other Ethnic Background						
Any other background						
F: Unidentified						
Unknown (Did not answer)	3684	65.84%	907	69.27%	2777	64.81%

Appendix C provides a further copy of the breakdown of data in relation to our workforce composition and includes information regards the composition of our teaching staff.

Information on Job Applicants

Applicants for jobs are recorded on an online national recruitment portal and as part of this process applicants are required to complete equal opportunities data before submitting their application however they do have an option not to disclose any information if they wish. The information in Table 2 is based on the data given voluntarily by online applicants.

Table 2 Breakdown of recruitment data/

Table 2 Breakdown of recruitment data

	Applied (number)	Applied (%)	Shortlisted (Number)	Shortlisted (%)	Appointed (Number)	Appointed (%)
Total	**9361**	**100%**	**2069**	**100%**	**498**	**100%**
Gender:						
Male	2303	24.60%	454	21.94%	88	17.67%
Female	6956	74.31%	1582	76.46%	398	79.92%
Disability:						
Yes	389	4.15%	94	4.54%	12	2.41%
No	8812	94.13%	1928	93.18%	475	95.38%
DNA	160	1.71%	47	2.27%	11	2.21%
Religion:						
Church of Scotland	1425	15.22%	369	17.83%	91	18.27%
Roman Catholic	480	5.13%	109	5.27%	31	6.22%
Protestant	18	0.19%	5	0.24%	1	0.20%
Other Christian	959	10.24%	210	10.15%	51	10.24%
None	5296	56.58%	1129	54.57%	268	53.82%
Other	440	4.70%	95	4.59%	28	5.62%
Prefer not to Say	743	7.94%	152	7.35%	28	5.62%
Ethnicity:						
White:	**8816**		**1969**		**478**	
Scottish	6287	67.16%	1433	69.26%	357	71.69%
English	515	5.50%	101	4.88%	19	3.81%
Welsh	96	1.02%	21	1.01%	7	1.40%
Irish	85	0.91%	18	0.87%	4	0.80%
Northern Irish	0	0	0	0	0	0
Polish	87	0.93%	18	0.87%	5	1.00%
Scottish: Polish	0	0	0	0	0	0
Any other	1746	18.65%	378	18.27%	86	17.27%
Mixed: Any mixed background	62	0.66%	13	0.63%	1	0.20%
Asian:	**209**		**29**		**6**	
Indian	30	0.32%	8	0.39%	3	0.60%
Pakistani	30	0.32%	1	0.05%	1	0.20%
Bangladeshi	5	0.05%	0	0	0	0
Chinese	59	0.63%	4	0.19%	1	0.20%

Table 3: Non Response

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	Workforce	Applicants	Shortlisted Applicants
Sex	0%	0.78%	1.26%
Race	65.84%	1.11%	1.69%
Disability	74.21%	1.71%	2.27%
Religion	71.80%	7.94%	7.35%
Transgender	94.51%	1.30%	1.59%
Sexual Orientation	29.09%	1.88%	2.17%

We currently do not hold data on the other areas recommended or the data held is too low for analysis and therefore cannot report on these at this time. Previous attempts to gather this data from our workforce have been met with reluctance as can be seen from our non response data however this is an area that has been identified for further development in terms of action planning arising from this report. It should be also be noted however that with the introduction of our HR payroll system with an emphasis on self-service functionality this includes the scope for employees to record and update their personal data, it is hoped that this will also support improved rates of data capture going forward.

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Disciplinary and Grievances

The table below captures the equality data of those involved in disciplinary and grievance procedures during 2020/21. From the data available this presents no equality concerns.

	Disciplinary (number)	Disciplinary (%)
Total	**7**	**100**
Gender:		
Male	6	85.71%
Female	1	14.29%
DNA	0	0
Marital Status:		
Single	1	14.29%
Cohabiting	0	0
Married	1	14.29%
Prefer not to Say	0	0
DNA	5	71.43%
Sexual Orientation:		
Heterosexual/Straight	2	28.57%
Prefer Not to Say	0	0
DNA	5	71.43%
Transgender:		
Same as Birth	0	0
DNA	7	100%
Disability:		
Yes	0	0
No	1	14.29%
DNA	6	85.71%
Religion:		
Christian	0	0
None	2	28.57%
Prefer not to say	0	0
DNA	5	71.43%
Ethnicity:		
White:		
Scottish	0	0
English	0	0
Any other British	0	0
Prefer not to Say	0	0
DNA	7	100%

	Grievance (number)	Grievance (%)
Total	**4**	**100**
Gender:		
Male	1	25%
Female	3	75%
DNA	0	0
Marital Status:		
Single	0	0
Cohabiting	0	0
Married	3	75%
Prefer not to Say	0	0
DNA	1	25%
Sexual Orientation:		
Heterosexual/Straight	2	50%
Prefer Not to Say	0	0
DNA	2	50%
Transgender:		
Same as Birth	2	50%
DNA	2	50%
Disability:		
Yes	0	0
No	1	25%
DNA	3	75%
Religion:		
Christian	1	25%
None	1	25%
Prefer not to say	0	0
DNA	2	50%
Ethnicity:		
White:		
Scottish	1	25%
English	1	25%
Any other British	0	0
Prefer not to Say	0	0
DNA	2	50%

Leavers Information

The following table provides a breakdown of workforce composition of employees leaving our employment.

Total Workforce	Number	Percentage 100%
Female	**539**	**78.12%**
Male	**161**	**21.88%**
RACE:		
Ethnic Minority Employees:	**690**	
A White:		
Scottish	111	16.09%
English		
Welsh		
Irish	0	0.14%
Northern Irish		
Polish		
Scottish: Polish		
Any other white background	41	5.94%
B Mixed: Any mixed background		
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian		
Indian		
Pakistani		
Bangladesh		
Chinese		
Any other Asian background		
D: Black, Black Scottish, Black English, Black Welsh or Other Black British		
Caribbean		
African		
Any other Black background		
E: Other Ethnic Background		
Any other background		
F: Unidentified		
Unknown (Did not answer)	537	77.83%
Disability:	Totals	Percentage
Yes	4	0.58%
No	111	16.09%
Did Not Answer	575	83.33%
Religion:		
Christian	70	10.14%

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Total Workforce	Number	Percentage 100%
Not Known	551	79.86%
None	47	6.81%
Other	13	1.88%
Prefer not to say	9	1.30%
Transgender:		
Not Known	663	96.09%
NOT Same as Birth	0	0
Prefer Not to Say	1	0.14%
Same as Birth	26	3.77%
Sexual Orientation:		
Bisexual	0	0
Gay Man	2	0.29%
Gay Woman/Lesbian	0	0
Heterosexual/Straight	130	18.84%
Not Known	554	80.29%
Other	1	0.14%
Prefer not to Say	3	0.43%

Leavers include involuntary and voluntary leavers. Within involuntary leavers these can include those who have left due to normal retirement, ill health retirement, death in service, redundancy, dismissal or contract end. Those voluntary leavers are those who have chosen to leave for reasons including new job, maternity or early retirement.

APPENDIX A – Equal Pay Statement

THE MORAY COUNCIL

EQUAL PAY STATEMENT

UPDATE APRIL 2019

(Reviewed every 3 years – next update due April 2022)

The Moray Council is committed to the principle of equal opportunities in employment and believes as part of that principle that male and female employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We recognise that a right to equal pay between males and females free of sex bias is enshrined within both European Community law and United Kingdom legislation.

We believe that, in eliminating sex bias in our pay system, we have sent and continue to send a positive message to our employees and the community in general. It makes good organisational sense to have a fair transparent pay system. Avoiding unfair discrimination improves morale and enhances efficiency.

The Council has worked in partnership with the recognised Trades Unions to this end and in 2006 implemented an equal pay compliant agreement on pay and conditions of service for Scottish Joint Council employees.

The Council has and will continue to:

- Identify and eliminate any unlawful practices that may impact on pay
- Take appropriate remedial action

The Council prepared an initial Equal Pay Statement in June 2008 which included a range of actions demonstrating the Council's commitment to equal pay. The statement included a commitment to review progress against these commitments every three years. The 2019 review with a summary of progress against each of the criteria, provided in italics is detailed below:-

- Develop and review employment policies ensuring equal pay compliance;-

The Council is using its established Equalities Impact Assessment (EIA) process for this purpose. A 5 year rolling calendar for policy reviews is currently in place as detailed within the HR Services Service Plan with an EIA being prepared for each policy reviewed where an impact is identified at the initial assessment stage.

- Develop a plan on longer term pay equality:-

A plan is currently in the early stages of development.

As part of the commitment to Equal Pay and recognition of the impact of traditional occupational segregation the Council implemented the nationally recognised Living Wage with effect from April 2012.

The Council has implemented the last two Living Wage increases and is committed to the principle of pay equality. This is including assessment of the impact of a national Scottish Joint Council commitment towards consolidation of the living wage.

- Complete job evaluation appeals:-

All Job Evaluation Appeals were completed in December 2007. All appellants were advised of the outcome and amended salary grades implemented as appropriate in early 2008. The Moray Council was one of the first Councils in Scotland to complete this project.

Locally developed pay protection arrangements ended with effect from 1 December 2012 the effect of which is that all Scottish Joint Council employees are now in receipt of the salary grade determined for their post.

The grade of new posts and grade reviews are determined using the national Job Evaluation scheme and updates to the scheme are implemented as they arise.

- Apply the nationally agreed job sizing arrangements for teaching staff:-

The Authority is continuing to apply the nationally agreed job sizing process as the need arises.

This still applies albeit there have been some national revisions to the scheme which are implemented as they arise.

2015 update – As above.

2019 update – As above.

- Review the pay and conditions of service for craft operatives:-

Following significant consultation and agreement Craft Operatives are now paid on SJC pay scales.

- Respond to grievances and complaints to the Council on equal pay:-

The Council deals with any such grievances and claims through recognised procedures in this regard.

2013 update - Equal pay claims all settled.

- Review progress every three years:-

The Council is scheduled to review progress every 3 years. A further update on progress will be reported in April 2022.

Human Resources

April 2019

APPENDIX C Workforce Composition including teaching staff

RACE:	All staff		teaching staff		non-teaching	
Ethnicity:	5595		1310		4285	
A White:	**(Female 77.71%**		**Male 22.29%)**			
Scottish	1359	24.29%	282	21.53%	1077	25.13%
English	390	6.97%	91	6.95%	299	6.98%
Welsh						
Irish	7	0.13%	2	0.15%	5	0.12%
Northern Irish						
Polish	6	0.11%	1	0.08%	5	0.12%
Scottish: Polish						
Any other white background	136	2.43%	26	1.98%	110	2.57%
B Mixed:						
Any mixed background	2	0.04%	0	0	2	0.05%
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian						
Indian	1	0.02%	0	0	1	0.02%
Pakistani						
Bangladesh	1	0.02%	0	0	1	0.02%
Chinese	3	0.05%	0	0	3	0.07%
Any other Asian background	2	0.04%	0	0	2	0.05%
D: Black, Black Scottish, Black English, Black Welsh or Other Black British						
Caribbean						
African	2	0.04$	1	0.08%	1	0.02%
Any other Black background	2	0.04%	0	0	2	0.05%
E: Other Ethnic Background						
Any other background						
F: Unidentified						
Unknown (Did not answer)	3684	65.84%	907	69.27%	2777	64.81%

Disability:	Total	Percentage
Yes	33	0.59%
No	1410	25.20%
Did Not Answer	4152	74.21%
Religion:		
Christian	755	13.49%
Not Known	4017	71.80%
None	572	10.22%
Other	209	3.74%
Prefer not to say	42	0.75%
Transgender:		
Not Known	5288	94.51%
NOT Same as Birth	2	0.04%
Prefer Not to Say	7	0.13%

Same as Birth	298	5.33%
Sexual Orientation:		
Bisexual	8	0.14%
Gay Man	11	0.20%
Gay Woman/Lesbian	12	0.21%
Heterosexual/Straight	1592	28.45%
Not Known	53	0.95%
Prefer not to Say	5	0.09%
	3914	69.96%

APPENDIX B

Department	Children's Services		Community Care		Community Care - Home Care		Envir & Commerical Services		Finance		Housing & Property		Governance Stategy & Perm		HR, ICT & OD		Economic Growth & Development		Education		Education Resources & Comms		TOTAL No in each Grade
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	
Grade 1			7	*			349	40											13	*	*	7	**422**
Grade 2					*		*	14	*	*			7	*					259	9	*	*	**305**
Grade 3			55	*	257	14	245	124			36	11	37	*	*		7		546	25	147	37	**1550**
Grade 4	*		167	48	9	*	27	133	11	5	15	14	14	*	*	*	*	*	12		14		**482**
Grade 5	*	*	45	7	5		45	17	*		17	*	*	*	14	*	7	*	47		44	9	**272**
Grade 6	61	11		*			6	32	13	*	*	*	25	*	*	*	9	*	110	15	15	5	**320**
Grade 7	6	*	17	6	14	*	6	8	*		8	7	10	*	*	14	11	7	45	*	6	*	**183**
Grade 8			14	*	*	*	7	12	*		23	22	10	*	10	7	6	9	14	*	17	11	**176**
Grade 9	60	9	55	8	*	*	*	16	9	*	9	9	7	*	12	14	12	11	17	*	*		**266**
Grade 10	22	6	13	*				*	*	*	6	6	*	*	*	*	*	5	*		*	*	**84**
Grade 11	7		13	*			*	8				*	*	*	*	*	*	5	*		*	*	**56**
Grade 12	*								*	*	*	*	*	*		*	*				*		**14**
Grade 13	*		*	*			*	*	*			*	*		*	*	*	*	*	*	*		**24**
Sheltered Placement			*	*																			**4**
Chief Executive														*									**1**
Depute Chief Executive														*									**2**
Chief Official	*		*					*	*			*		*	*			*	*		*		**10**
Craft Grade 5				*				*			*	44											**49**
Craft Grade 6								10				40											**50**
Craft Grade 7								*				*											**6**
Craft Apprentice Grade 5												*											**3**
Craft Apprentice Grade 6												*											**6**
Mechanic Grade 5																							**0**
Main Grade Teacher																			762	143	15	*	**923**
Principal Teacher																			159	56	*	*	**222**
Head/Depute Head Teacher																			88	21	*		**110**
Chartered Teacher																			19	*	5		**28**
Senior Education Psychologist																					*		*
Education Psychologist																					*		*
Principal Psychologist																						*	*
Central Education Management & Support Officers																			5	3			**7**
Music Instructor																			*		*	*	**13**
Music Instructor +3.5																							**0**
Grade 3 (2nd Position)																							**0**
Grade 4 (2nd Position)																							**0**
Grade 6 (2nd Position)																							**0**
	163	**29**	**389**	**92**	**292**	**19**	**696**	**424**	**48**	**10**	**121**	**178**	**121**	**27**	**55**	**47**	**62**	**50**	**2102**	**283**	**299**	**88**	**5595**

* less than 5 employees

Please note work continues to align employee numbers into the revised management structure