

Number of Posts Advertised: 168  
Total External Applications Received: 1730  
Total External Interviews: 117  
Total External Appointments: 46

DISABILITY	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	144	8.3%	79	4.6%	65	3.8%	23	14.1%	12	7.4%	11	8.7%	7	15.2%	3	6.5%	4	8.7%
Non Disabled	1620	87.0%	722	41.7%	798	46.1%	132	81.0%	57	35.0%	75	46.0%	37	80.4%	15	32.6%	22	47.8%
Non Disclosed	66	3.8%					9	4.9%					2	4.3%				
<b>Total</b>	<b>1730</b>	<b>100.0%</b>	<b>801</b>	<b>46.3%</b>	<b>863</b>	<b>49.9%</b>	<b>163</b>	<b>100.0%</b>	<b>69</b>	<b>42.3%</b>	<b>86</b>	<b>52.8%</b>	<b>46</b>	<b>100.0%</b>	<b>18</b>	<b>39.1%</b>	<b>26</b>	<b>56.5%</b>

Breakdown by Disability Type - This information only relates to applicants who have declared a disability.

DISABILITY TYPE	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Deafness or partial hearing loss	7	0.4%	4	0.2%	3	0.2%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Blindness or partial sight loss	3	0.2%	1	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Physical disability	17	1.0%	8	0.5%	9	0.5%	3	1.9%	1	0.6%	2	1.5%	1	2.2%	0	0.0%	1	2.2%
Learning disability	50	2.9%	32	1.8%	18	1.1%	7	4.3%	5	3.1%	2	1.5%	2	4.3%	1	2.2%	1	2.2%
Learning difficulty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mental health condition	25	1.4%	13	0.7%	12	0.7%	4	2.4%	1	0.6%	3	2.3%	1	2.2%	1	2.2%	0	0.0%
Long term illness	24	1.4%	13	0.7%	11	0.6%	0	0.0%	3	1.9%	0	0.0%	1	2.2%	1	2.2%	0	0.0%
Developmental disorder	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other condition	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non disclosed	18	1.0%					0	0.0%					2	4.3%				
<b>Total</b>	<b>144</b>	<b>8.3%</b>	<b>71</b>	<b>4.3%</b>	<b>55</b>	<b>3.3%</b>	<b>23</b>	<b>14.1%</b>	<b>11</b>	<b>6.8%</b>	<b>7</b>	<b>5.6%</b>	<b>3</b>	<b>6.5%</b>	<b>2</b>	<b>4.3%</b>	<b>4</b>	<b>8.7%</b>

ETHNICITY	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	1159	66.6%	602	34.8%	557	31.8%	119	73.0%	66	40.8%	64	39.3%	26	79.3%	15	45.7%	23	45.7%
Other British	184	10.6%	72	4.2%	112	6.5%	14	8.6%	7	4.3%	7	4.3%	2	4.3%	1	100.0%	1	2.2%
Irish	30	1.7%	12	0.7%	18	1.0%	2	1.2%	2	1.2%	0	0.0%	1	2.2%	1	33.3%	0	0.0%
Seafarer / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	51	2.9%	12	0.7%	39	2.2%	3	1.8%	1	0.6%	2	1.5%	1	2.2%	1	100.0%	0	0.0%
Other white ethnic	153	8.8%	44	2.5%	109	6.3%	12	7.4%	3	1.9%	9	5.5%	3	6.5%	0	0.0%	3	6.5%
<b>Total White</b>	<b>1551</b>	<b>89.7%</b>	<b>742</b>	<b>42.9%</b>	<b>809</b>	<b>46.8%</b>	<b>159</b>	<b>92.0%</b>	<b>68</b>	<b>41.7%</b>	<b>82</b>	<b>50.3%</b>	<b>43</b>	<b>93.0%</b>	<b>18</b>	<b>39.1%</b>	<b>25</b>	<b>54.3%</b>
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	23	1.3%	13	0.8%	10	0.6%	2	1.2%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	3	0.2%	3	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	12	0.7%	3	0.2%	9	0.5%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	6	0.3%	2	0.1%	4	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>52</b>	<b>3.0%</b>	<b>24</b>	<b>1.4%</b>	<b>28</b>	<b>1.6%</b>	<b>3</b>	<b>1.8%</b>	<b>2</b>	<b>1.2%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	12	0.7%	9	0.5%	3	0.2%	1	0.6%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%
Other African background	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	1	0.6%	1	2.2%	0	0.0%	1	2.2%
Caribbean, Caribbean Scottish or Caribbean British	2	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	5	0.3%	3	0.2%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>27</b>	<b>1.6%</b>	<b>17</b>	<b>1.0%</b>	<b>10</b>	<b>0.6%</b>	<b>2</b>	<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>1.2%</b>	<b>1</b>	<b>2.2%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.2%</b>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	29	1.7%	12	0.7%	17	1.0%	2	1.2%	0	0.0%	2	1.2%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>29</b>	<b>1.7%</b>	<b>12</b>	<b>0.7%</b>	<b>17</b>	<b>1.0%</b>	<b>2</b>	<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic (see note)</b>	<b>108</b>	<b>6.2%</b>	<b>53</b>	<b>3.1%</b>	<b>55</b>	<b>3.2%</b>	<b>7</b>	<b>4.3%</b>	<b>2</b>	<b>1.2%</b>	<b>5</b>	<b>3.1%</b>	<b>1</b>	<b>2.2%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.2%</b>
Non Disclosed	71	4.1%					3	1.8%					2	4.3%				
<b>Total (see note)</b>	<b>1730</b>	<b>100.0%</b>	<b>795</b>	<b>46.0%</b>	<b>864</b>	<b>49.9%</b>	<b>163</b>	<b>100.0%</b>	<b>70</b>	<b>42.9%</b>	<b>87</b>	<b>53.4%</b>	<b>46</b>	<b>100.0%</b>	<b>18</b>	<b>39.1%</b>	<b>26</b>	<b>56.5%</b>

RELIGION AND BELIEF	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	161	9.3%	88	5.1%	73	4.2%	17	10.4%	7	4.3%	10	6.1%	0	0.0%	1	2.2%	8	17.4%
Hindu	3	0.2%	2	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Jewish	3	0.2%	0	0.0%	3	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	11	0.6%	13	0.8%	3	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Christian	86	5.0%	45	2.6%	51	2.9%	6	3.7%	1	0.6%	5	3.1%	2	4.3%	1	2.2%	1	2.2%
Roman Catholic	223	12.9%	113	6.5%	110	6.4%	24	14.7%	9	5.5%	15	9.2%	4	8.7%	1	2.2%	3	6.5%
Sikh	8	0.5%	4	0.2%	4	0.2%	1	0.6%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%
Other Religion	63	3.6%	32	1.8%	31	1.8%	5	3.1%	0	0.0%	5	3.1%	1	2.2%	0	0.0%	1	2.2%
None	907	52.4%	427	24.7%	480	27.7%	86	52.8%	44	27.0%	42	26.8%	26	56.5%	15	32.6%	11	23.9%
Non Disclosed	240	13.9%					23	14.1%					4	8.7%				
<b>Total</b>	<b>1730</b>	<b>100.0%</b>	<b>724</b>	<b>41.8%</b>	<b>766</b>	<b>44.3%</b>	<b>163</b>	<b>100.0%</b>	<b>61</b>	<b>37.4%</b>	<b>79</b>	<b>48.5%</b>	<b>46</b>	<b>100.0%</b>	<b>18</b>	<b>39.1%</b>	<b>24</b>	<b>52.2%</b>

SEXUAL ORIENTATION (INCLUDING GENDER IDENTITY)	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bisexual	88	5.1%	11	0.6%	77	4.5%	5	3.1%	0	0.0%	4	2.5%	2	4.3%	1	2.2%	1	2.2%
Heterosexual	1357	78.4%	690	39.9%	667	38.6%	159	78.5%	63	38.7%	65	39.8%	35	76.1%	16	34.8%	19	41.3%
Lesbian / Gay	83	4.8%	51	2.9%	32	1.8%	11	6.7%	2	1.2%	9	5.5%	5	10.9%	0	0.0%	5	10.9%
Other	7	0.4%	2	0.1%	5	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	105	6.1%					0	0.0%					4	8.7%				
<b>Total</b>	<b>1730</b>	<b>100.0%</b>	<b>754</b>	<b>43.6%</b>	<b>791</b>	<b>45.1%</b>	<b>163</b>	<b>100.0%</b>	<b>66</b>	<b>40.5%</b>	<b>78</b>	<b>47.9%</b>	<b>46</b>	<b>100.0%</b>	<b>17</b>	<b>37.0%</b>	<b>25</b>	<b>54.3%</b>

GENDER	EXTERNAL APPLICATIONS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	803	47.0%	353	45.3%	18	39.1%
Female	880	50.9%	411	52.1%	26	56.5%
Non Disclosed	37	2.1%	3	2.6%	2	4.3%
<b>Total</b>	<b>1730</b>	<b>100.0%</b>	<b>117</b>	<b>100.0%</b>	<b>46</b>	<b>100.0%</b>

Number of Posts Advertised:	168
Total Internal Applications Received:	233
Total Internal Interviews:	35
Total Internal Appointments:	5

	INTERNAL APPLICATIONS												Complaints			
	Applications				Interviews				Appointments				Number	%		
	Number	%	M	%	Number	%	M	%	Number	%	M	%				
Disabled	12	5.2%	5	2.1%	7	3.0%	4	10.0%	2	5.0%	0	0.0%	0	0.0%	0	0.0%
Non Disabled	211	90.6%	100	42.9%	111	47.6%	30	75.0%	10	25.0%	20	50.0%	5	100.0%	1	20.0%
Non Disclosed	10	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>233</b>	<b>100.0%</b>	<b>105</b>	<b>45.1%</b>	<b>118</b>	<b>50.6%</b>	<b>40</b>	<b>100.0%</b>	<b>12</b>	<b>30.0%</b>	<b>22</b>	<b>55.0%</b>	<b>5</b>	<b>100.0%</b>	<b>1</b>	<b>20.0%</b>

Breakdown by Disability Type - This information only relates to applicants who have declared a disability.

DISABILITY TYPE	INTERNAL APPLICATIONS												Complaints			
	Applications				Interviews				Appointments				Number	%		
	Number	%	M	%	Number	%	M	%	Number	%	M	%				
Deafness or partial hearing loss	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Blindness or partial sight loss	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Physical disability	1	8.3%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Learning difficulty	3	25.0%	2	16.7%	1	8.3%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%
Learning difficulty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mental health condition	1	8.3%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Long term illness	4	33.3%	2	16.7%	2	16.7%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%
Developmental disorder	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other condition	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not disclosed	2	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>12</b>	<b>100.0%</b>	<b>5</b>	<b>41.7%</b>	<b>5</b>	<b>41.7%</b>	<b>4</b>	<b>100.0%</b>	<b>2</b>	<b>50.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>

ETHNICITY	INTERNAL APPLICATIONS												Complaints			
	Applications				Interviews				Appointments				Number	%		
	Number	%	M	%	Number	%	M	%	Number	%	M	%				
White Scottish	174	74.7%	81	34.8%	93	39.9%	30	75.0%	10	25.0%	20	50.0%	4	100.0%	4	80.0%
Other British	16	6.9%	14	6.0%	2	0.9%	1	2.5%	1	2.5%	0	0.0%	0	0.0%	0	0.0%
Irish	7	3.0%	3	1.3%	4	1.7%	2	5.0%	2	5.0%	0	0.0%	0	0.0%	0	0.0%
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	1	0.4%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other white ethnic	14	6.0%	4	1.7%	10	4.3%	1	2.5%	0	0.0%	1	2.5%	0	0.0%	0	0.0%
<b>Total White</b>	<b>212</b>	<b>91.0%</b>	<b>102</b>	<b>43.8%</b>	<b>110</b>	<b>47.2%</b>	<b>34</b>	<b>85.0%</b>	<b>13</b>	<b>32.5%</b>	<b>21</b>	<b>52.5%</b>	<b>5</b>	<b>100.0%</b>	<b>4</b>	<b>80.0%</b>
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	6	2.6%	1	0.4%	5	2.1%	1	2.5%	0	0.0%	1	2.5%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	2	0.9%	0	0.0%	2	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bangladesh, Bangladesh Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>9</b>	<b>3.9%</b>	<b>2</b>	<b>0.8%</b>	<b>7</b>	<b>3.0%</b>	<b>1</b>	<b>2.5%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.4%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>2</b>	<b>0.9%</b>	<b>1</b>	<b>0.4%</b>	<b>1</b>	<b>0.4%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic (see note)</b>	<b>11</b>	<b>4.7%</b>	<b>3</b>	<b>1.3%</b>	<b>8</b>	<b>3.4%</b>	<b>1</b>	<b>2.5%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Non Disclosed	10	4.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total (see note)</b>	<b>233</b>	<b>100.0%</b>	<b>105</b>	<b>45.1%</b>	<b>118</b>	<b>50.6%</b>	<b>40</b>	<b>100.0%</b>	<b>13</b>	<b>32.5%</b>	<b>22</b>	<b>55.0%</b>	<b>5</b>	<b>100.0%</b>	<b>1</b>	<b>20.0%</b>

RELIGION AND BELIEF	INTERNAL APPLICATIONS												Complaints			
	Applications				Interviews				Appointments				Number	%		
	Number	%	M	%	Number	%	M	%	Number	%	M	%				
Buddhist	1	0.4%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	37	15.9%	12	5.2%	25	10.7%	2	5.0%	3	7.5%	0	0.0%	0	0.0%	0	0.0%
Hindu	1	0.4%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Jewish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	4	1.7%	2	0.9%	2	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Christian	21	9.0%	11	4.7%	10	4.3%	4	10.0%	3	7.5%	1	2.5%	1	20.0%	1	20.0%
Roman Catholic	39	16.7%	18	7.7%	21	8.9%	9	22.5%	4	10.0%	2	5.0%	3	60.0%	1	20.0%
Sikh	1	0.4%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Another Religion	2	0.9%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
None	101	43.3%	51	21.9%	50	21.5%	15	37.5%	4	10.0%	11	27.5%	1	20.0%	1	20.0%
Non Disclosed	26	11.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>233</b>	<b>100.0%</b>	<b>95</b>	<b>40.8%</b>	<b>112</b>	<b>48.1%</b>	<b>40</b>	<b>100.0%</b>	<b>13</b>	<b>32.5%</b>	<b>29</b>	<b>50.0%</b>	<b>5</b>	<b>100.0%</b>	<b>1</b>	<b>20.0%</b>

SEXUAL ORIENTATION (INCLUDING GENDER IDENTITY)	INTERNAL APPLICATIONS												Complaints			
	Applications				Interviews				Appointments				Number	%		
	Number	%	M	%	Number	%	M	%	Number	%	M	%				
Bisexual	1	0.4%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Heterosexual	200	85.8%	97	41.6%	103	44.2%	30	75.0%	11	27.5%	19	47.5%	4	80.0%	1	20.0%
Lesbian / Gay	6	2.6%	2	0.9%	4	1.7%	2	5.0%	1	2.5%	1	2.5%	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	26	11.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>233</b>	<b>100.0%</b>	<b>100</b>	<b>42.9%</b>	<b>112</b>	<b>48.1%</b>	<b>40</b>	<b>100.0%</b>	<b>12</b>	<b>30.0%</b>	<b>21</b>	<b>52.5%</b>	<b>5</b>	<b>100.0%</b>	<b>1</b>	<b>20.0%</b>

GENDER	INTERNAL APPLICATIONS												Complaints			
	Applications				Interviews				Appointments				Number	%		
	Number	%	M	%	Number	%	M	%	Number	%	M	%				
Male	106	45.5%	52	34.3%	52	46.4%	12	30.0%	4	10.0%	1	20.0%	0	0.0%	0	0.0%
Female	118	50.6%	18	14.3%	4	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	9	3.9%	5	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>233</b>	<b>100.0%</b>	<b>35</b>	<b>100.0%</b>	<b>56</b>	<b>100.0%</b>	<b>12</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>1</b>	<b>100.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>

Note: Total Ethnic includes the following -

- Any mixed or multiple ethnic groups
- Sub Total Asian
- Sub Total Black
- Sub Total Other Ethnic

Total includes the following -

- Total White
- Total Ethnic
- Non Disclosed

Total Internal Applications received should equal total applications: Disability, Ethnicity & Gender

CBS to complete fields  
Fields update automatically

Number of Posts Advertised:	168
Total Combined Applications Received:	1963
Total Combined Interviews:	152
Total Combined Appointments:	51

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	156	7.9%	84	4.3%	72	3.7%	27	13.3%	14	6.9%	13	6.4%	7	13.7%	3	5.9%	4	7.8%
Non Disabled	1731	88.2%	822	41.9%	909	46.3%	162	79.8%	67	33.0%	95	46.8%	42	82.4%	16	31.4%	26	51.0%
Non Disclosed	76	3.9%	0	0.0%	0	0.0%	14	6.9%	0	0.0%	0	0.0%	2	3.9%	0	0.0%	0	0.0%
<b>Total</b>	<b>1963</b>	<b>100.0%</b>	<b>906</b>	<b>46.2%</b>	<b>981</b>	<b>50.0%</b>	<b>203</b>	<b>100.0%</b>	<b>81</b>	<b>39.9%</b>	<b>108</b>	<b>53.2%</b>	<b>51</b>	<b>100.0%</b>	<b>19</b>	<b>37.3%</b>	<b>30</b>	<b>58.8%</b>

DISABILITY TYPE	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Deafness or partial hearing loss	7	4.6%	4	2.6%	3	1.9%	1	3.7%	1	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Blindness or partial sight loss	4	2.6%	2	1.3%	2	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Physical disability	18	11.8%	8	5.1%	10	6.4%	3	11.1%	1	3.7%	2	7.4%	1	14.3%	0	0.0%	1	14.3%
Learning difficulty	53	34.0%	34	21.8%	19	12.2%	8	29.6%	6	22.2%	2	7.4%	2	28.6%	0	0.0%	1	14.3%
Learning difficulty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mental health condition	26	16.7%	13	8.3%	13	8.3%	4	14.8%	1	3.7%	3	11.1%	1	14.3%	1	14.3%	0	0.0%
Long term illness	28	17.2%	15	9.6%	13	8.3%	4	14.8%	4	14.8%	0	0.0%	1	14.3%	1	14.3%	0	0.0%
Developmental disorder	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other condition	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not disclosed	29	12.8%	0	0.0%	0	0.0%	7	25.9%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	0	0.0%
<b>Total</b>	<b>156</b>	<b>100.0%</b>	<b>76</b>	<b>48.7%</b>	<b>69</b>	<b>38.5%</b>	<b>27</b>	<b>100.0%</b>	<b>13</b>	<b>48.1%</b>	<b>7</b>	<b>25.9%</b>	<b>7</b>	<b>100.0%</b>	<b>3</b>	<b>42.9%</b>	<b>2</b>	<b>28.6%</b>

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	1327	67.6%	683	34.8%	644	32.8%	169	73.4%	65	32.0%	84	41.4%	41	80.4%	16	31.4%	25	49.0%
Other British	200	10.2%	86	4.4%	114	5.8%	15	7.4%	8	3.9%	7	3.4%	2	3.9%	1	2.0%	1	2.0%
Irish	37	1.9%	16	0.8%	22	1.1%	4	2.0%	4	2.0%	0	0.0%	1	2.0%	1	2.0%	0	0.0%
Europe / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	32	1.6%	0	0.0%	30	1.5%	1	1.0%	1	0.5%	2	1.0%	1	2.0%	1	2.0%	0	0.0%
Other white ethnic	167	8.5%	48	2.4%	119	6.1%	13	6.4%	3	1.5%	10	4.9%	3	5.9%	0	0.0%	3	5.9%
<b>Total White</b>	<b>1763</b>	<b>89.8%</b>	<b>844</b>	<b>43.0%</b>	<b>919</b>	<b>46.8%</b>	<b>184</b>	<b>90.6%</b>	<b>81</b>	<b>39.9%</b>	<b>103</b>	<b>50.7%</b>	<b>48</b>	<b>94.1%</b>	<b>19</b>	<b>37.3%</b>	<b>29</b>	<b>56.9%</b>
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	14	0.7%	4	0.2%	10	0.5%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	25	1.3%	13	0.7%	12	0.6%	2	1.0%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Bangladesh, Bangladeshi Scottish or Bangladeshi British	3	0.2%	3	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	12	0.6%	3	0.2%	9	0.5%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	7	0.4%	3	0.2%	4	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>61</b>	<b>3.1%</b>	<b>26</b>	<b>1.3%</b>	<b>35</b>	<b>1.8%</b>	<b>4</b>	<b>2.0%</b>	<b>2</b>	<b>1.0%</b>	<b>2</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
African, African Scottish or African British	12	0.6%	9	0.5%	3	0.2%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Other African background	7	0.4%	6	0.3%	2	0.1%	1	0.5%	0	0.0%	1	0.5%	1	2.0%	0	0.0%	1	2.0%
Caribbean, Caribbean Scottish or Caribbean British	3	0.2%	1	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	5	0.3%	3	0.2%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	2	0.1%	0	0.0%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>29</b>	<b>1.5%</b>	<b>18</b>	<b>0.9%</b>	<b>11</b>	<b>0.6%</b>	<b>2</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>1.0%</b>	<b>1</b>	<b>2.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.0%</b>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	29	1.5%	12	0.6%	17	0.9%	2	1.0%	0	0.0%	2	1.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>29</b>	<b>1.5%</b>	<b>12</b>	<b>0.6%</b>	<b>17</b>	<b>0.9%</b>	<b>2</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>2</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic (see note)</b>	<b>119</b>	<b>6.1%</b>	<b>56</b>	<b>2.9%</b>	<b>63</b>	<b>3.2%</b>	<b>8</b>	<b>3.9%</b>	<b>2</b>	<b>1.0%</b>	<b>6</b>	<b>3.0%</b>	<b>1</b>	<b>2.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.0%</b>
Non Disclosed	81	4.1%	0	0.0%	0	0.0%	11	5.4%	0	0.0%	0	0.0%	2	3.9%	0	0.0%	0	0.0%
<b>Total (see note)</b>	<b>1963</b>	<b>100.0%</b>	<b>900</b>	<b>45.9%</b>	<b>982</b>	<b>50.0%</b>	<b>203</b>	<b>100.0%</b>	<b>83</b>	<b>40.9%</b>	<b>109</b>	<b>53.7%</b>	<b>51</b>	<b>100.0%</b>	<b>19</b>	<b>37.3%</b>	<b>30</b>	<b>58.8%</b>

RELIGION AND BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	4	0.3%	0	0.0%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	198	10.1%	100	5.1%	98	5.0%	22	10.8%	9	4.4%	13	6.4%	9	17.6%	1	2.0%	8	15.7%
Hindu	4	0.2%	2	0.1%	2	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Jewish	3	0.2%	0	0.0%	3	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	29	1.5%	15	0.8%	10	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Christian	117	6.0%	56	2.9%	61	3.1%	10	4.9%	4	2.0%	6	3.0%	3	5.9%	1	2.0%	2	3.9%
Roman Catholic	262	13.3%	131	6.7%	131	6.7%	33	16.3%	13	6.4%	20	9.9%	7	13.7%	2	3.9%	5	9.8%
Sikh	9	0.5%	4	0.2%	5	0.3%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Another Religion	65	3.3%	33	1.7%	32	1.6%	5	2.5%	0	0.0%	5	2.5%	1	2.0%	0	0.0%	1	2.0%
None	1008	51.3%	478	24.4%	530	27.0%	101	49.8%	48	23.6%	53	26.1%	27	52.9%	16	30.4%	12	23.5%
Non Disclosed	206	13.0%	0	0.0%	0	0.0%	30	14.8%	0	0.0%	0	0.0%	4	7.8%	0	0.0%	0	0.0%
<b>Total</b>	<b>1963</b>	<b>100.0%</b>	<b>819</b>	<b>41.7%</b>	<b>878</b>	<b>44.7%</b>	<b>203</b>	<b>100.0%</b>	<b>74</b>	<b>36.5%</b>	<b>99</b>	<b>48.8%</b>	<b>51</b>	<b>100.0%</b>	<b>19</b>	<b>37.3%</b>	<b>28</b>	<b>54.9%</b>

SEXUAL ORIENTATION (INCLUDING GENDER IDENTITY)	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bisexual	34	4.9%	12	0.6%	22	4.2%	1	3.0%	1	0.5%	5	2.6%	3	5.9%	2	3.9%	2	3.9%
Heterosexual	1557	79.3%	787	40.1%	770	39.2%	158	77.8%	74	36.6%	84	41.4%	39	76.5%	17	33.3%	22	43.1%
Lesbian / Gay	89	4.5%	53	2.7%	36	1.8%	13	6.4%	3	1.5%	10	4.9%	5	9.8%	0	0.0%	5	9.8%
Other	7	0.4%	2	0.1%	5	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	216	11.0%	0	0.0%	0	0.0%	29	12.8%	0	0.0%	0	0.0%	4	7.8%	0	0.0%	0	0.0%
<b>Total</b>	<b>1963</b>	<b>100.0%</b>	<b>854</b>	<b>43.5%</b>	<b>893</b>	<b>45.5%</b>	<b>203</b>	<b>100.0%</b>	<b>78</b>	<b>38.4%</b>	<b>99</b>	<b>48.8%</b>	<b>51</b>	<b>100.0%</b>	<b>18</b>	<b>35.3%</b>	<b>29</b>	<b>56.9%</b>

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	919	46.8%	46	22.8%	19	37.3%</