



COUNCIL EXECUTIVE

EQUALITIES MONITORING REPORT

REPORT BY CHAIR OF CORPORATE WORKING GROUP ON EQUALITY

A. PURPOSE OF REPORT

To present equalities monitoring information for the period 1 October 2006 to 30 September 2007 and to provide an update on measures being taken to implement the actions set out in the council's Equality Schemes.

B. RECOMMENDATION

That the Council Executive notes the content of the report.

C. SUMMARY OF IMPLICATIONS

I Council Values	Supports the council's aim of promoting equality of opportunity and is in keeping with its values of being honest, open and accountable.
II Policy and Legal (including Strategic, Environmental Assessment, Equality Issues, Health or Risk Assessment)	The council has a statutory duty to publish equality monitoring information under current Race, Disability and Gender equality legislation.
III Resources - (Financial, Staffing and Property)	None
IV Consultations	Guidance has been sought from the Commission for Equality and Human Rights (CEHR) and other relevant bodies. Policy Development and Scrutiny Panel (PDSP)

D. TERMS OF REPORT

1. STATUTORY DUTY

The council has a statutory duty as a public sector employer, to annually publish employment-monitoring statistics by Race, Disability and Gender. As an educational authority, it is also required to publish monitoring information in relation to the make up of pupil population and attainment levels using similar classifications. The statistics for the period 1 October 2006 to 30 September 2007 are set out in Appendices 1 and 2 of this report.

The council also has a general duty to eliminate discrimination and promote equality. In practice, this involves analysing monitoring information, consulting with stakeholders/relevant equality target groups and undertaking equality impact assessments of key policies and procedures with a view to recommending appropriate action.

2. ANALYSIS OF MONITORING INFORMATION AND EQUALITY IMPACT ASSESSMENTS

As the council has been gathering monitoring information for only 18 months (previous data reported related to the 6 month period April to September 2006) it is not possible at this point to identify long - term trends or draw definitive conclusions.

The equality impact assessment process does however enable the council to highlight areas of its employment policies and procedures that could be open to discriminatory practice. The potential is likely to be greatest in those areas where a degree of discretion is exercised such as in recruitment and selection decisions.

The aim therefore, is to try to eliminate or reduce the possibility of discrimination occurring (either direct or indirect) by raising awareness of equality issues through the training and education of those responsible for taking such decisions.

Sections 3 and 4 of this report set out the actions being proposed to firstly eliminate the possibility of discriminatory practices occurring and to secondly, positively promote equality in the council.

3. ACTION TO ELIMINATE THE POTENTIAL FOR DISCRIMINATION

Recruitment & Selection

The council operates a Guaranteed Job Interview Scheme (GJIS) that guarantees an interview for disabled applicants who meet the minimum criteria for a job. However an analysis of job applicant statistics would indicate that the number of disabled applicants subsequently appointed is significantly fewer than the number who are interviewed in comparison with the figures for all other applicants. For example, 29.9 % of all applicants for jobs are interviewed of which 20.07 % are appointed. Of all disabled applicants who apply, 29.86 % are interviewed but only 6.98% of those are appointed.

In relation to applicants from ethnic backgrounds, of the 12.41% interviewed, a relatively proportionate number are subsequently appointed (11.1 %). The issue for the council to consider in these circumstances is therefore more one of trying to encourage more applications for employment from those from ethnic backgrounds.

Proposed Action

Although the figures do not in themselves indicate that any discriminatory action is taking place, it is proposed that further investigation be conducted to try to establish why significantly fewer disabled and ethnic applicants are subsequently appointed from those interviewed compared with the proportion of all other applicants appointed.

In relation to disabled applicants, the Disability Equality Forum has also recommended that consideration be given to making reasonable adjustments early in the recruitment process to minimise any perceived obstacles in appointing disabled candidates. It is further proposed that guidance for managers on the application of the Guaranteed Job Interview Scheme is incorporated within the Recruitment and Selection module of the 'Managers Passport' programme.

Awareness Training

To date, approximately 5000 employees have completed a council wide Race Awareness Training programme, which covers a number of issues including recruitment. The programme has been delivered on primarily on an on-line basis. However it is recognised that the awareness training needs of employees cannot be fully met on a 'one size fits all' basis.

Proposed action

The Corporate Working Group on Equality (CWGE) has therefore endorsed a generic equality and diversity package to be delivered on a 'facilitator – led' basis. The package covers the key strands of equality legislation (Race, Disability, Gender, Age, Sexual Orientation and Religion/Belief).

Analysis of Leavers Statistics

The reasons for employees leaving the council are recorded against a relatively broad number of categories. However the information itself is insufficient to enable in depth analysis.

Proposed Action

Options available for introducing a more formal system of Exit Interviews are currently being explored. Exit interviews would provide a mechanism for capturing more detailed information on the underlying reasons for leaving which could help to determine whether discrimination or harassment were contributory factors or simply highlight possible areas for improvement.

4. ACTION TO PROMOTE EQUALITY

Again while not providing any evidence of discrimination, the equality monitoring statistics do indicate under representation of racial minorities and disabled employees.

Recruitment Advertising

A review of recruitment advertising is underway to determine whether changes to current practice could be made that might help improve representation of minority groups.

It is suggested that better targeting of recruitment advertising in terms of the content of adverts and the range of publications/media used, might help address under – representation of minority groups in the workforce. In the last year the number of council employees who are of an ethnic minority did show a marginal increase from 0.77% to 0.85%.

Targeted recruitment campaigns and road shows designed to promote the council and it's vacancies to people who may have previously not considered certain types of role or occupation, may also assist in attracting females into traditionally male dominated occupations and vice versa. The concentration of women in particular occupations usually characterised by lower levels of pay than in those numerically dominated by men, has been labelled as 'occupational segregation'.

The current gender split of approximately 70% female/30 % male within the council has remained largely unchanged over the last year with a particular concentration of female employees within Education & Cultural Services and the Community Health & Care Partnership.

Workforce Planning

As part of the process being developed for service level workforce planning, services will be required to consider equality and diversity factors in the make-up of their service. It is anticipated that this process will be rolled out to all services in 2008.

Disability Equality Forum

The council's Disability Equality Forum was successfully launched in September. This forum has been established with the belief that only through consultation and involvement with representatives of minority groups, can the council fully understand the reasons for under-representation in its workforce and take the appropriate remedial action.

The forum has a planned schedule of regular meetings and an agreed list of issues that will be tackled.

It is intended to have similar forums set up for both race and gender with launch meetings to be held late 2007/early 2008.

Promotional Activities

The week commencing 26 November 2007 has been dedicated to West Lothian Diversity Week during which promotional activities will take place aimed at raising the profile of equality and diversity both within the council and the wider community. Events planned will cover the six strands of diversity with the aim of providing a springboard for further activities to take place during the coming year.

West Lothian Diversity Week will be an annual feature in the council's diary and will tackle topical equality and diversity issues as part of the council's commitment to promoting equality.

Diversity Champions

The Council has recently become a member of 'Stonewall' which is an organisation

that works to achieve equality and justice for lesbians, gay men and bisexual people. The Council hopes that work with Stonewall and the Diversity Champions programme will further promote best practice in the workplace.

E. CONCLUSION

This report highlights the measures being taken by the council to fulfil its duty to eliminate discrimination and promote equality.

F. BACKGROUND REFERENCES

1. Council Race Equality Scheme (2005 –2008)
2. Council Disability Equality Scheme (2006 –2009)
3. Council Gender Equality Scheme (2007 –2010)

Contacts: Sandra Aird, Chair of Corporate Working Group on Equality
Graham Hope, Head of Support Services

Date: 14 November 2007

EMPLOYMENT MONITORING STATISTICS

(1 October 2006 – 30 September 2007)

1. STAFF IN POST

The following statistics are based on a 75% return rate from the workforce audit (excluding supply staff). Comparisons with the 2001 Census for Scotland are also shown.

Employees in Post as at 20 September 2007 by Ethnicity

ETHNICITY	Chief Executive & Finance	Development & Environmental Services	Education & Cultural Services	Customer & Support Services	Community Health & Care Partnership	Total	Proportion	Comparison with Census
Asian – Bangladeshi	0	0	0	1	0	1	0.01%	0.01%
Asian – Chinese	0	0	0	0	0	0	0	0.16 %
Asian – Indian	0	0	5	1	0	6	0.07%	0.12 %
Asian – Pakistani	0	1	8	1	3	13	0.16%	0.5 %
Asian – Other	0	0	2	0	4	6	0.07%	0.07 %
Black – African	0	1	5	0	3	9	0.11%	0.04 %
Black – Caribbean	0	6	9	4	1	20	0.24%	0.02 %
Black – Other	0	0	0	0	1	1	0.01%	0.01 %
Mixed Background	0	0	3	1	5	9	0.11%	0.21 %
Other Ethnic Group	0	2	2	0	3	7	0.08%	0.19 %
White – English	6	58	175	25	78	342	4.08%	*
White – Irish	1	11	59	7	19	97	1.16%	0.74 %
White – Scottish	156	1218	2586	662	1008	5630	67.18%	91.06%
White – Welsh	1	2	8	1	3	15	0.18%	*
White - Other	1	18	87	7	15	128	1.53%	1 %
Not Known	38	627	910	258	264	2097	25.02%	
Total	203	1944	3859	968	1407	8381	100%	100 %

* Census results do not publish categories for White English or White Welsh. Those categories are listed under the catch- all category of 'Other White British' with a percentage of 5.85%.

Employees in post as at 20 September 2007 by Gender

GENDER	Chief Executive & Finance	Development & Environmental Services	Education & Cultural Services	Customer & Support Services	Community Health & Care Partnership	Total	Proportion
Female	130	974	3198	407	1188	5897	70.36%
Male	73	970	661	561	219	2484	29.64%

Employees in post as at 20 September 2007 by Disability

DISABILITY	Chief Executive & Finance	Development & Environmental Services	Education & Cultural Services	Customer & Support Services	Community Health & Care Partnership	Total	Proportion
Number of Disabled Employees	2	40	62	20	38	162	1.93%

Employees in post as at 20 December 2007 by Age

AGE	Under 20	20 – 29	30 – 39	40 – 49	50 – 59	60+
Number of Employees	90	1090	1750	2544	2350	557
Proportion	1.07 %	13.01 %	20.88 %	30.35 %	28.04 %	6.65 %
West Lothian Working Population	3.8 %	20.6 %	29.9 %	23.9 %	17.5 %	4.1 %

Comparison with 2001 Census for Scotland

	West Lothian Council Employees	West Lothian Population
Total BME	0.85 %	1.13 %
Total Disabled	1.93 %	18.46 % *
Total Female	70.36 %	51.7 %
Total Male	29.64 %	48.3 %

* The figure of 18.46% of disabled people in the West Lothian population is taken from the 2001 Census. However this is not a direct comparison with the council's disabled employees as the census records people with 'limiting long-term illnesses'.

2. APPLICANTS FOR EMPLOYMENT AND PROMOTION

Employment

All applicants for employment are required to complete an Equal Opportunities Monitoring Form.

Applicants for Employment 1 October 2006 – 30 September 2007

Service	Group	Applicants for Employment		Selected for Interview		Successful Appointments	
		No.	%	No.	%	No.	%
Chief Exec and Finance	Disabled	10	3	1	0	0	0
	BME	15	4.4	1	0	0	0
	Male	120	35.5	39	7	7	38.9
	Female	218	64.5	64	11	11	61.1
Community Health and Care Partnership, CHCP	Disabled	48	4.2	16	2	2	2.7
	BME	34	2.9	5	0	0	0
	Male	197	17.2	60	12	12	16.7
	Female	951	82.8	296	60	60	83.3
Customer and Support Services	Disabled	12	4	4	0	0	0
	BME	8	2.6	1	0	0	0
	Male	116	37.5	38	9	9	37.5
	Female	193	62.5	66	15	15	62.5
Development and Environmental Services	Disabled	20	3	4	0	0	0
	BME	12	1.7	3	1	1	1.6
	Male	488	71	163	47	47	74.6
	Female	199	29	69	16	16	25.4
Education and Cultural Services	Disabled	54	1.9	18	1	1	0.7
	BME	76	2.6	8	1	1	0.7
	Male	618	21	217	36	36	24.2
	Female	2324	79	612	113	113	75.8
Totals	Disabled	144	2.7	43	3	3	0.9
	BME	145	2.7	18	2	2	0.6
	Male	1539	28.4	517	111	111	34
	Female	3885	71.6	1107	215	215	66

Applicants for Employment 1 October 2006 – 30 September 2007 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Asian – Bangladeshi	1	0.01	0	0	0	0
Asian – Chinese	11	0.2	2	0.1	0	0
Asian – Indian	48	0.9	7	0.4	1	0.3
Asian – Pakistani	26	0.5	2	0.1	1	0.3
Asian – Other	8	0.1	1	0.1	0	0
Black – African	45	0.8	4	0.2	0	0
Black – Caribbean	4	0.1	1	0.1	0	0
Black – Other	2	0.03	1	0.1	0	0
Mixed Background	36	0.7	7	0.4	3	0.9
Other Ethnic Group	22	0.4	6	0.4	0	0
White – English	355	6.6	106	6.6	20	6.2
White – Irish	106	2	23	1.4	5	1.5
White – Scottish	4506	83.3	1402	86.8	285	88
White – Welsh	11	0.2	7	0.4	2	0.6
White - Other	227	4.2	47	2.9	7	2.2
Totals	5408	100	1616	100	324	100

The figures set out below are based on a candidate's own determination as to whether the post they are applying for constitutes a promotion.

Applicants for Promotion 1 October 2006 – 30 September 2007

Service	Group	Applicants for Employment		Selected for Interview		Successful Appointments	
		No.	%	No.	%	No.	%
Chief Exec and Finance	Disabled	1	5	0	0	0	0
	BME	1	4.8	0	0	0	0
	Male	9	42.9	6	50	2	50
	Female	12	57.1	6	50	2	50
Community Health and Care Partnership, CHCP	Disabled	2	2.3	2	5.1	0	0
	BME	5	5.7	0	0	0	0
	Male	13	14.6	6	14.6	3	30
	Female	76	85.4	35	85.4	7	70
Customer and Support Services	Disabled	2	6.1	1	12.5	0	0
	BME	0	0	0	0	0	0
	Male	7	20	2	25	1	33.3
	Female	28	80	6	75	2	66.7
Development and Environmental Services	Disabled	1	1.5	0	10	0	0
	BME	0	0	0	0	0	0
	Male	47	69.1	18	60	8	61.5
	Female	21	30.9	12	40	5	38.5
Education and Cultural Services	Disabled	12	3.6	2	1.3	0	0
	BME	4	1.2	0	0	0	0
	Male	55	16.2	25	16.7	4	11.8
	Female	284	83.8	125	83.3	30	88.2
Totals	Disabled	18	3.4	5	2.1	0	0
	BME	10	1.8	0	0	0	0
	Male	131	23.7	57	23.7	18	28.1
	Female	421	76.3	184	76.3	46	71.9

Applicants for Promotion 1 October 2006 – 30 September 2007 by Ethnicity

ETHNICITY	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Asian – Bangladeshi	0	0	0	0	0	0
Asian – Chinese	1	0.2	0	0	0	0
Asian – Indian	1	0.2	0	0	0	0
Asian – Pakistani	1	0.2	0	0	0	0
Asian – Other	0	0	0	0	0	0
Black – African	7	1.3	0	0	0	0
Black – Caribbean	0	0	0	0	0	0
Black – Other	0	0	0	0	0	0
Mixed Background	2	0.4	0	0	0	0
Other Ethnic Group	2	0.4	1	0.4	0	0
White – English	20	3.6	11	4.5	2	3.2
White – Irish	2	0.4	1	0.4	0	0
White – Scottish	493	89.8	220	90.9	58	93.5
White – Welsh	1	0.2	1	0.4	1	1.6
White - Other	19	3.5	8	3.3	1	1.6
Totals	549	100	242	100	62	100

Age Profile of Applicants for Employment

Age	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 20	212	4	23	1.5	2	0.6
20-29	1773	33.5	401	25.4	63	19.9
30-39	1402	26.5	446	28.2	102	32.2
40-49	1276	24.1	467	29.6	99	31.2
50-59	546	10.3	214	13.5	43	13.5
60 plus	76	1.4	28	1.8	8	2.5

Age Profile of Applicants for Promotion

Age	Applicants for Employment		Selected for Interview		Successful Appointments	
	No.	%	No.	%	No.	%
Under 20	6	1.1	3	1.2	0	0
20-29	99	18.5	33	13.7	11	17.2
30-39	154	28.7	76	31.5	20	31.2
40-49	166	30.9	82	34	21	32.8
50-59	101	18.8	41	17	11	17.2
60 plus	10	1.8	6	2.5	1	1.6

3. EMPLOYEES APPLYING FOR AND RECEIVING TRAINING

The table below contains information on employees who have attended centrally- run training events, the majority of which are of a mandatory nature.

No employees who have applied have been refused training or are currently awaiting the training.

Consideration is being given to devising a method of recording and reporting information on applications for training delivered within services that would not prove administratively burdensome.

Employees who have received training by Ethnicity, Gender, Disability & Age

ETHNICITY	Number	Proportion (%)
Asian – Bangladeshi	2	0.2
Asian – Chinese	0	0
Asian – Indian	0	0
Asian – Pakistani	0	0
Asian – Other	3	0.4
Black – African	0	0
Black – Caribbean	1	0.1
Black – Other	2	0.2
Mixed Background	1	0.1
Other Ethnic Group	2	0.2
White – English	48	5.8
White –Irish	11	1.3
White – Scottish	608	73.7
White – Welsh	1	0.1
White - Other	11	1.3
Not Known	137	16.6
GENDER	Number	Proportion (%)
Female	600	72.7
Male	225	27.3
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	18	2.2
AGE	Number	Proportion (%)
Under 20	0	0
20 – 29	70	8.5
30 – 39	206	24.9
40 – 49	278	33.7
50 – 59	230	27.9
more than 59	41	4.9

4. PERFORMANCE ASSESSMENT

The council operates a Personal Review and Personal Development System (PRPDP). This system is not linked to salary review and therefore employees do not receive any direct financial benefit or suffer detriment as a result of their participation. However consideration is being given to canvassing employees on their views and personal experiences of the system as part of a wider Staff Attitude Survey.

5. GRIEVANCE, DISCIPLINE AND FAIR TREATMENT

The total number of employees involved in grievance procedures, who were the subject of disciplinary procedures or who raised fair treatment at work complaints by Ethnicity, Gender and Disability was as follows:

Grievances Procedures, Disciplinary Procedures and Fair Treatment Complaints

ETHNICITY	Grievance		Disciplinary		Fair Treatment	
	Number	Proportion (%)	Number	Proportion (%)	Number	Proportion (%)
Asian – Bangladeshi						
Asian – Chinese						
Asian – Indian						
Asian – Pakistani						
Asian – Other						
Black – African						
Black – Caribbean						
Black – Other						
Mixed Background						
Other Ethnic Group						
White – English	1	5.5	2	5.4	1	12.5
White – Irish						
White – Scottish	8	44.4	24	64.9	6	75
White – Welsh						
White - Other						
Not Known	9	50	11	29.7	1	12.5
GENDER	Number	Proportion (%)				
Female	3	16.7	19	51.4	4	50
Male	15	83.3	18	48.6	4	50
DISABILITY	Number	Proportion (%)				
Number of Disabled Employees	1	5.6	1	2.7	1	12.5

6. EMPLOYEES LEAVING EMPLOYMENT

ETHNICITY	Number	Proportion (%)
Asian – Bangladeshi	0	0
Asian – Chinese	0	0
Asian – Indian	2	0.1
Asian – Pakistani	4	0.3
Asian – Other	0	0
Black – African	0	0
Black – Caribbean	1	0.1
Black – Other	0	0
Mixed Background	7	0.5
Other Ethnic Group	3	0.2
White – English	58	4.4
White –Irish	13	0.9
White – Scottish	645	48.9
White – Welsh	3	0.2
White - Other	34	2.6
Not Known	547	41.5
GENDER	Number	Proportion (%)
Female	921	69.9
Male	396	30.1
DISABILITY	Number	Proportion (%)
Number of Disabled Employees	17	1.3
AGE	Number	Proportion (%)
Under 20	23	1.7
20 – 29	311	23.6
30 – 39	265	20.1
40 – 49	317	24.1
50 – 59	208	15.8
more than 59	193	14.6

6.1 Reasons for Leaving by ethnicity, gender, disability and age

	Contract Expired	Contract Terminated	Deceased	Dismissed	Dismissed – capability	Domestic/Personal reasons	Early Retiral	Health reason (not retiral)	Ill Health Retiral	Leaving Area	No Payment in Tax Year	Other Employment	Reason unknown	Resigned	Retired – Voluntarily	Retired Age Limit 65	Retired Age 60 to 65	Retired Early Redundancy	Retired – Service Efficiency	Voluntary Severance	No Return from Mat Leave	
ETHNICITY																						
Asian – Bangladeshi																						
Asian – Chinese																						
Asian – Indian	2																					
Asian – Pakistani									1			2										
Asian – Other																						
Black – African																						
Black – Caribbean																						
Black – Other																						
Mixed Background						1	1					1		3								
Other Ethnic Group	1							1				1										
White – English	7				1	1			1	5		13	1	2		1	10	1	2			
White - Irish	2	1				3				1		4				2						
White - Scottish	98	5	10	4	11	58	12	10	16	16		132	6	37	9	23	59	1	19	1	1	
White – Welsh																						
White - Other	15	1		1		4				3		4		1			2					
Not Known	137	9	3	6	10	70	3		5	11	1	81	4	45	1	6	8		1			
GENDER																						
Female	139	7	8	4	18	110	9	7	12	30	1	137	10	70	7	19	65	2	12	1	1	
Male	123	9	5	7	4	28	7	4	11	7		101	1	18	3	16	17		10			
DISABILITY																						
Number of Disabled Employees	4		1		3	2	1	1	1			3	1		1	1	3		2			
AGE																						
Under 20	14			1		1						4		3								
20 – 29	90	7		2		32		1		11		72	2	18								1
30 – 39	53	2	1	3	3	33		2	1	14		76		25	1							
40 – 49	58	3	1	3	6	49		1	5	6	1	57	5	21	1							
50 – 59	27	2	9	2	10	17	7	4	14	4		28	2	17	5		2		16	1		
more than 59	20	2	2		3	6	9	3	3	2		1	2	4	3	35	80	2	6			

EDUCATION DUTY – EQUALITY MONITORING INFORMATION 2006/7

HMle Key Indicators of Quality – Equality and Fairness - Schools

Her Majesty's Inspectorate of Education provides a robust and independent assessment of the performance and quality of schools across Scotland. One of the Key indicators of quality used by HMle to assess schools is Equality and Fairness. This indicator assesses the outcome of all the policies and practice of a school in relation to their impact on promoting and increasing equality and fairness. As such, it is one of the best available measures of the impact that the work of each school has on increasing equality and fairness.

In session 2006/7 HMle inspections of 6 primary schools and 1 secondary school were published. West Lothian aims to achieve outcomes of good or better in all key indicators of quality. HMle assess an indicator to be adequate where strengths just outweigh weakness. In session 2005/6 HMle published inspection reports on four primary schools and one secondary school.

The movement from a majority of schools being assessed as good to a majority of schools being assessed as very good for equality and fairness between 2005/6 and 2006/7 is encouraging progress. Decisive action has been taken to improve performance at the school assessed as adequate in 2006/7.

Year	Excellent	Very Good	Good	Adequate	Weak	Unsatisfactory
2005/6		20%	80%			
2006/7		71%	14%	14%		

HMle Key Indicators of Quality – Inclusion, Equality and Fairness – West Lothian Council

Her Majesty's Inspectorate of Education also provides a robust and independent assessment of the performance and quality of education authorities. In the June 2007 HMle inspection report on the education functions, HMle endorsed the self evaluation of **very good** for inclusion, equality and fairness.

Racial Incidents by School Sector

Sector	2005/6	2006/7
Nursery	0	0
Primary	37	19
Secondary	42	47
Special	0	2
Total	79	68

Attainment by Gender

Percentage of Pupils Achieving Appropriate Level in P3, P4, P6 and P7

	Maths	Reading	Writing
Female	87	88	84
Male	85	81	73
Total	86	84	78

Number of pupils attaining 5+ passes at SQA Level 5

Female	374 (55.9%of total)
Male	295 (44.1% of total)
Total	669

Attainment by Disability

Number of Pupils in P3, P4, P6 and P7

No Disability	6963
Assessed Disabled	15
Declared Disabled	19
Total	6967

Number of Pupils Achieving Appropriate Level in P3, P4, P6 and P7

	Maths	Reading	Writing
No Disability	5898	5812	5398
Assessed Disability	8	8	7
Declared Disability	11	10	9
Total	5916	5830	5414

Percentage of Pupils Achieving Appropriate Level in P3, P4, P6 and P7

	Maths	Reading	Writing
No Disability	85	83	87
Assessed Disability	53	53	47
Declared Disability	53	53	47
Total	85	83	87

Attainment by Ethnic Origin

Number of Pupils in P3, P4, P6 and P7

White UK	6556
Black African	10
Black Other	1
Asian Indian	4
Asian Pakistani	68
Asian Chinese	10
White Other	92
Not Disclosed	59
Mixed	73
Occupational Traveller	3
Not Known	56
Other	31
Gypsy Traveller	4
Total	6976

Number of Pupils Achieving Appropriate Level in P3, P4, P6 and P7

	Maths	Reading	Writing
White UK	5562	5476	5094
Black African	9	9	7
Black Other	*****	*****	*****
Asian Indian	*****	*****	*****
Asian Pakistani	51	53	49
Asian Chinese	8	9	10
White Other	74	74	61
Not Disclosed	46	44	46
Mixed	63	63	61
Occupational Traveller	*****	*****	*****
Not Known	41	45	37
Other	25	22	19
Gypsy Traveller	*****	*****	*****
Total	5886	5802	5391

Percentage of Pupils Achieving Appropriate Level in P3, P4, P6 and P7

	Maths	Reading	Writing
White UK	85	84	78
Black African	90	90	70
Black Other	*****	*****	*****
Asian Indian	*****	*****	*****
Asian Pakistani	75	78	72
Asian Chinese	80	90	100
White Other	80	80	66
Not Disclosed	78	75	78
Mixed	86	86	84
Occupational Traveller	*****	*****	*****
Not Known	73	80	66
Other	81	71	61
Gypsy Traveller	*****	*****	*****
Total	84	83	77

Exclusion by Gender

	Exclusion Incidents
Male	1515
Female	412
All	1927

Exclusions by Ethnic Origin

	Exclusion Incidents
White UK	1800
Black African	1
Pakistani	13
Chinese	1
White Other	19
Not Disclosed	53
Mixed	5
Not Known	25
Other Ethnic	10
Total	1927