

Midlothian Council

Equality

Employee Information

2023/2024

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SECTION 1: Introduction

At Midlothian Council, we believe in promoting equality and celebrating diversity.

As an employer, we are committed to developing and sustaining a workplace culture based on fairness, inclusion and respect. It is our ambition that all members of staff are encouraged and supported to achieve their full potential, regardless of their background or characteristics. As a public service provider, we want our workforce to reflect and represent our diverse communities.

We recognise that promoting and embedding equality and diversity is central to everything we do. We take seriously our legal responsibilities under the Public Sector Equality Duty (PSED) to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Why collect employee information?

Gathering employee information is necessary for measuring our performance in relation to equality and diversity. In addition to complying with the law, continuously monitoring this information enables us to:

- Better understand the needs of the current workforce and direct support where it is required.
- Calculate and tackle possible pay gaps and occupational segregation for gender, race and disability.
- Prevent bias in the recruitment process and provide equal opportunities for all job applicants.
- Uncover potential disadvantage and unintended discrimination, such as barriers to career progression and development opportunities.
- Detect and investigate trends among those who choose to leave the Council, their reasons and whether any groups are overrepresented.
- Assess our performance compared to similar organisations across the country.

What information is collected?

The Council collects information on nine 'protected characteristics' covered by the Equality Act 2010:

Age	Employees are protected from discrimination, harassment and victimisation due to their age, whether they are young, old or middle-aged.
Disability	A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to perform typical daily activities.
Gender Reassignment	Gender reassignment is where a transgender person has decided to live in the gender they identify as rather than the gender they were assigned at birth.
Marriage and Civil Partnership	It is unlawful to discriminate against or treat someone unfairly because they are married or in a civil partnership
Pregnancy and Maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.
Race	Race refers to a group of people defined by their ethnicity, nationality, national or ethnic identity and skin colour.
Religion or Belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	It is unlawful to discriminate against someone on the grounds that they are male or female.
Sexual Orientation	Employees are protected from discrimination, harassment and victimisation based on their actual or perceived sexual orientation.

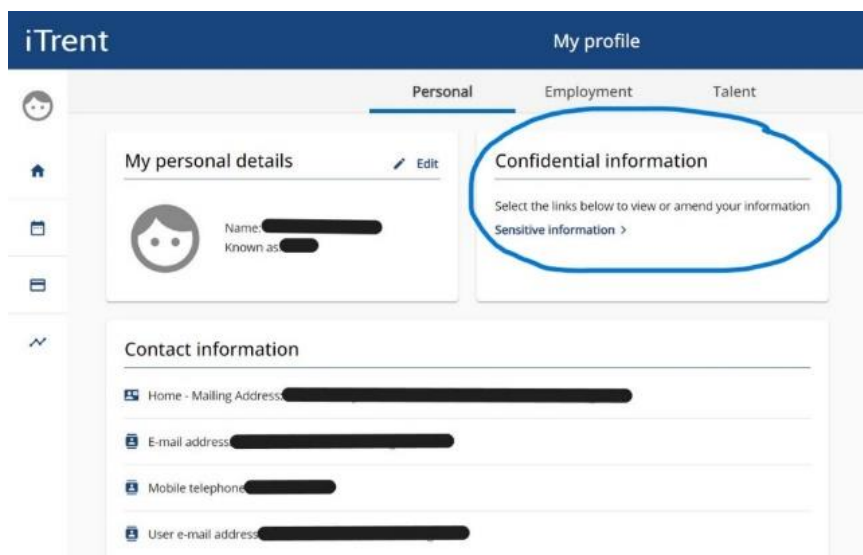
In response to additional workplace challenges faced by carers, employees are also asked whether they have **caring responsibilities**.

How is this information collected?

Prospective employees are asked to complete an 'equal opportunities monitoring form' when they apply for positions in the Council. To respect confidentiality and guard against bias, this form is separate from their application form and CV. No one involved in conducting interviews or deciding who to hire has access to this information.

Leavers are asked the same questions when they depart the organisation. Equality monitoring therefore increases our knowledge of what attracts new recruits to the Council and also why some employees may wish to move on. It helps us to assess and develop our approach to fostering a fair and inclusive workplace environment.

Existing employees can update their information at any time on the 'confidential information' section of their personal profile on iTrent. A detailed understanding of the composition of the standing workforce enables us to identify and address potential issues, such as pay gaps, occupational segregation and career stagnation, which may be disadvantaging particular groups.



How is this information stored?

All information provided by employees – prospective, current and former – is regarded as **confidential** in accordance with General Data Protection Regulation (GDPR) requirements. It is **stored securely** on our internal HR system and only a very limited number of staff have access for the purposes of analysis.

It is not possible to identify specific individuals on the basis of data published in reports. Where numbers reported are five or less, the Council is required to withhold the information to preserve **anonymity**. While it is strongly recommended that everyone answer equality monitoring questions, there will always be the choice to select 'prefer not to say' or to leave the response box blank.

SECTION 2: Midlothian Council Public Profile

According to the 2022 Scottish census, 96,527 people live in Midlothian Council area.

Age

The following figures were extracted from 2022 Scottish census data.

Total population		
Age Bands	2022 (no.)	2022 (%)
0-15	18,208	18.86
16-24	8,474	8.78
25-39	19,347	20.04
40-55	20,452	21.19
56-59	5,486	5.68
60-64	6,245	6.47
65+	18,310	18.97

Source: *Scotland's Census 2022 - Table UV103 - Age by single year*

The working age population (aged 16-64) was 60,004 in 2022.

Working age population		
Age Bands	2022 (no.)	2022 (%)
16-24	8,474	14.12
25-39	19,347	32.24
40-55	20,452	34.08
56-59	5,486	9.14
60-64	6,245	10.41

Source: *Scotland's Census 2022 - Table UV103 - Age by single year*

Disability

Disability data from the 2022 census is expected to be released in September 2024. Until then we will not have a totally accurate picture of the disabled population in Midlothian.

However, Scottish Health Survey data for 2018-22 reveals that 31% of adults in the Council area report having a long-term physical or mental health condition which limits their ability to perform everyday activities. For women, the figure is 33%; for men, it is 28%. (*Scottish Health Survey-Local area level data 2018-2022*)

Gender Reassignment

The 2022 Scottish census included a new question: “Do you consider yourself to be trans, or have a trans history?”. People who answered “Yes” were asked to describe their trans status (for example, non-binary, trans man, trans woman).

Transgender or trans is a term used to describe people whose gender is not the same as the sex they were assigned at birth.

Trans status or history by age				
	All people	No: not trans and does not have a trans history	Yes: trans or has a trans history	Not answered
All people aged 16 and over	78,317	74,094 (94.61%)	230 (0.29%)	3,993 (5.10%)
16-24	8,478	7,954 (93.82%)	105 (1.24%)	418 (4.93%)
25-34	12,493	12,018 (96.20%)	57 (0.46%)	418 (3.35%)
35-49	19,107	18,443 (96.52%)	34 (0.18%)	630 (3.30%)
50-64	19,914	18,950 (95.16%)	16 (0.08%)	948 (4.76%)
65+	18,326	16,729 (91.29%)	18 (0.10%)	1,579 (8.62%)

Source: Scotland's Census 2022 - Table UV903b – Trans status or history by age

Trans status or history – all people aged 16 and over	
All people aged 16 or over	78,317
No: not trans and does not have a trans history	74,094 (94.61%)
Yes: trans or has a trans history - total	230 (0.29%)
Yes: trans man	37 (0.05%)
Yes: trans woman	39 (0.05%)
Yes: non-binary	97 (0.12%)
Yes: trans status or history not otherwise specified	42 (0.05%)
Yes: other trans status or history	9 (0.01%)

Source: Scotland's Census 2022 - Table UV903a – Trans status or history

Marriage and Civil Partnership

It is not known when marriage and civil partnership data from the 2022 census will be released. According to the 2011 census, 34,038 people aged 16 and over in Midlothian were married (50.36%) and 86 people (0.13%) were registered in same-sex civil partnerships.

The introduction of equal marriage in 2014, and the opening up of civil partnerships to mixed-sex couples in 2021, means that data on marital and civil partnership status may change significantly.

Race (Ethnic Origin and Nationality)

The figures below are from the 2022 Scottish census (table UV201 – Ethnic group).

Ethnic group	2022 (no.)	2022 (%)
White: Total	92,150	95.47%
White: White Scottish	79,572	82.43%
White: Other White British	7,545	7.82%
White: White Irish	745	0.77%
White: Gypsy/ Traveller	31	0.03%
White: White Polish	1,855	1.92%
Other White	2,410	2.50%
Mixed or multiple ethnic group	1,027	1.06%
Asian, Asian Scottish or Asian British: Total	2,219	2.30%
Asian, Asian Scottish or Asian British: Pakistani, Pakistani Scottish or Pakistani British	700	0.73%
Asian, Asian Scottish or Asian British: Indian, Indian Scottish or Indian British	523	0.54%
Asian, Asian Scottish or Asian British: Bangladeshi, Bangladeshi Scottish or Bangladeshi British	133	0.14%
Asian, Asian Scottish or Asian British: Chinese, Chinese Scottish or Chinese British	488	0.51%
Asian, Asian Scottish or Asian British: Other Asian	375	0.39%
African: Total	474	0.49%
African: African, African Scottish or African British	49	0.05%
African: Other African	428	0.44%
Caribbean or Black: Total	95	0.10%
Caribbean or Black: Caribbean, Caribbean Scottish or Caribbean British	47	0.05%
Caribbean or Black: Black, Black Scottish or Black British	10	0.01%
Caribbean or Black: Other Caribbean or Black	41	0.04%
Other ethnic groups: Total	562	0.58%
Other ethnic groups: Arab, Arab Scottish or Arab British	188	0.19%
Other ethnic groups: Other ethnic group	371	0.38%

The 2022 Scottish census asked several questions related to nationality: country of birth, national identity, and passports held.

Country of birth	2022 (no.)	2022 (%)
Europe: Total	93,140	96.49
Europe: United Kingdom: Total	89,076	92.28
Europe: United Kingdom: England	7,233	7.49
Europe: United Kingdom: Northern Ireland	667	0.69
Europe: United Kingdom: Scotland	80,862	83.77
Europe: United Kingdom: Wales	289	0.30
Europe: Republic of Ireland	366	0.38
Europe: Poland	1,450	1.50
Africa: Total	864	0.90
Middle East and Asia: Total	1,555	1.61
Middle East and Asia: Middle East: Total	191	0.20
Middle East and Asia: Eastern Asia: Total	342	0.35
The Americas and the Caribbean: Total	642	0.67
Antarctica and Oceania: Total	330	0.34
<i>Source: Scotland's Census 2022 - Table UV204 – Country of birth</i>		

National identity	2022 (no.)	2022 (%)
Scottish identity only	67,986	70.34
British identity only	11,824	12.25
Scottish and British identities only	7,697	7.97
Scottish and any other identities	1,835	1.90
English identity only	1,599	1.66
Any other combination of UK identities (UK only)	1,008	1.04
Other identity only	4,346	4.50
Other identity and at least one UK identity	275	0.28
<i>Source: Scotland's Census 2022 - Table UV202 – National identity</i>		

Passports held	2022 (no.)	2022 (%)
Europe: Total	79,018	81.87
Europe: United Kingdom	75,023	77.72
Europe: Ireland	521	0.54
Europe: EU member countries	3,391	3.51
Europe: Rest of Europe	81	0.08
Africa	239	0.25
Middle East and Asia	469	0.49
Antarctica and Oceania	144	0.15
No Passport	16,433	17.02
The Americas and the Caribbean	224	0.23
<i>Source: Scotland's Census 2022 - Table UV206 – Passports held</i>		

Religion or Belief

The following figures are from the 2022 Scottish census.

Religion	2022 (no.)	2022 (%)
Church of Scotland	18,554	19.22
Roman Catholic	8,256	8.55
Other Christian	3,895	4.04
Buddhist	188	0.19
Hindu	279	0.29
Jewish	51	0.06
Muslim	1,163	1.20
Sikh	59	0.06
Pagan	297	0.31
Other religion	185	0.19
No religion	58,436	60.54
Religion not stated	5,163	5.35

Source: Scotland's Census 2022 - Table UV205 - Religion

Sexual Orientation

The following figures are from the 2022 Scottish census.

Sexual orientation (all people age 16 and over)	2022 (no.)	2022 (%)
Heterosexual/straight	70,254	89.70
Gay or Lesbian	1,205	1.54
Bisexual	990	1.26
Other sexual orientation	238	0.30
Not answered	5,630	7.19

Source: Scotland's Census 2022 – Table UV904 – Sexual orientation

		All people aged 16 and over	Heterosexual/straight	Gay or Lesbian	Bisexual	Other sexual orientation	Not answered
All people aged 16 and over	16-24	8,478	7,233 (85.31%)	253 (2.98%)	302 (3.56%)	72 (0.85%)	617 (7.28%)
	25-34	12,493	11,116 (88.98%)	355 (2.84%)	361 (2.89%)	76 (0.61%)	585 (4.68%)
	35-49	19,107	17,520 (91.70%)	324 (1.70%)	225 (1.18%)	54 (0.28%)	984 (5.15%)
	50-64	19,914	18,244 (91.69%)	215 (1.08%)	87 (0.44%)	27 (0.14%)	1,341 (6.73%)
	65+	18,326	16,141 (88.10%)	58 (0.31%)	15 (0.08%)	9 (0.05%)	2,103 (11.48%)
Female	Total	40,931	36,543 (89.28%)	615 (1.50%)	728 (1.78%)	159 (0.39%)	2,883 (7.04%)
	16-24	3,998	3,288 (82.24%)	138 (3.45%)	223 (5.58%)	52 (1.30%)	297 (7.43%)
	25-34	6,540	5,787 (88.49%)	163 (2.49%)	272 (4.16%)	49 (0.75%)	269 (4.11%)
	35-49	9,919	9,068 (91.42%)	168 (1.69%)	176 (1.77%)	37 (0.37%)	473 (4.77%)
	50-64	10,435	9,581 (91.82%)	116 (1.11%)	59 (0.57%)	16 (0.15%)	663 (6.35%)
Male	65+	10,037	8,819 (87.86%)	29 (0.29%)	2 (0.02%)	5 (0.05%)	1,181 (11.77%)
	Total	37,388	33,711 (90.17%)	590 (1.58%)	265 (0.71%)	75 (0.20%)	2,747 (7.35%)
	16-24	4,479	3,945 (88.08%)	115 (2.57%)	79 (1.76%)	20 (0.45%)	320 (7.14%)
	25-34	5,957	5,329 (89.46%)	189 (3.17%)	89 (1.49%)	30 (0.50%)	316 (5.30%)
	35-49	9,188	8,452 (91.99%)	156 (1.70%)	52 (0.57%)	17 (0.19%)	511 (5.56%)
Male	50-64	9,479	8,663 (91.39%)	99 (1.04%)	28 (0.30%)	11 (0.12%)	678 (7.15%)
	65+	8,289	7,326 (88.38%)	28 (0.34%)	17 (0.21%)	4 (0.05%)	922 (11.12%)

Source: Scotland's Census 2022 – Table UV904a – Sexual orientation by sex by age

SECTION 3: Employee Information 2023/24

3.1 Key Findings:

- There remains widespread reluctance among the standing workforce to answer equality monitoring questions. Almost 86% of current employees declined to disclose their sexual orientation. Over 87% left blank or selected the 'prefer not to answer' option to the question on gender assignment. Nearly 45% provided no information for disability and approximately 37% provided no information about their ethnic origin. It is not possible to draw definitive conclusions from such limited datasets.
- The disclosure rate for all protected characteristics has risen dramatically among applicants. For instance, over 98% provided information about their ethnic origins in 2023/24, compared to less than 4% in 2022/23. This is because this information is now collected via myjobscotland.gov.uk, which requires all equality monitoring questions to be answered in order to complete an online job application. Individuals still have the option to select 'prefer not to say', but they cannot skip the questions altogether. It is likely that applying the same approach to existing staff and leavers would yield a significant improvement in the Council's overall equality information.
- The ethnic and religious composition of new recruits in 2023/24 was broadly consistent with the general population of Midlothian according to recently released data from the 2022 Scottish census. As more census data is published, and as we continue to improve our equality information, we will be able to better monitor the extent to which the Council workforce reflects the people and communities we serve.
- In approximate terms, the organisation attracts and recruits on a 75% female, 25% male basis – which is in keeping with the standing workforce. The Council needs to consider positive action measures to attract more males into the workforce, particularly in traditionally female occupations such as teaching. Further, the Council must look to attract women into traditionally male areas such as waste, transport, amenity and STEM (science, technology, engineering and mathematics) professions.
- The gender pay gap was 2.7% in 2023/24 – a decrease from 2.86% in 2022/23. This is slightly higher than the average rate of 2.5% for Scottish local authorities reported in the Local Government Benchmarking Framework 2022/23.
- An internal communications campaign aimed at increasing the rate of staff responses to equality monitoring questions is currently being planned in cooperation with the Council of Ethnic Minority Voluntary Sector Organisations Scotland (CEMVO).

3.2 Workforce Profile (1 April 2023–31 March 2024)

On 31 March 2024, the standing workforce numbered 5,677 employees – a decrease of 84 from 2023.

Age

The Council has a full disclosure rate for employees with respect to age. As for the past seven years, the largest age band is 40-55 at over 35% of the workforce. Figures in all brackets have remained broadly similar over the past twelve months.

Age bands	2024 (no.)	2024 (%)	2023 (%)
16-24	425	7.49	8.63
25-39	1,808	31.85	29.72
40-55	2,008	35.37	35.76
56-59	512	9.02	9.72
60-64	487	8.58	8.25
65+	437	7.70	7.93

Disability

The number of employees who did not answer or selected 'prefer not to answer' with respect to disability continues to be unacceptably high at almost 45% of the total responses. While the non-disclosure rate for disability has fallen year-on-year from around 53% in 2017/18, more progress needs to be made.

Disability type	2024 (no.)	2024 (%)	2023 (%)
Did not answer	2,374	41.82	41.90
No	3,070	54.08	53.64
Prefer not to answer	159	2.80	3.18
Yes - learning disability	11	0.19	0.21
Yes - longstanding illness	19	0.33	0.31
Yes - mental health condition	12	0.21	0.23
Yes - other, such as disfigurement	15	0.26	0.24
Yes - physical impairment	9	0.16	0.17
Yes - sensory impairment	8	0.14	0.12

Gender Reassignment

Disappointingly, just 12.63% of employees provided information regarding gender reassignment. Further work must be undertaken to overcome the widespread reluctance to answer this question.

Marriage and Civil Partnership

Figures on marital status differ little from 2022/23.

Marital status	2024 (no.)	2024 (%)	2023 (%)
Did not answer	708	12.47	13.44
Prefer not to answer	279	4.91	5.10
Divorced/separated	258	4.54	4.62
Living with partner	240	4.23	4.24
Married/civil partnership	2,540	44.74	44.51
Single	1,595	28.10	27.08
Widowed	57	1.00	1.02

Race (Ethnic Origin and Nationality)

At over 37% of the standing workforce, too many employees continue to be unwilling to provide information about their ethnicity.

Ethnic origin	2024 (no.)	2024 (%)	2023 (%)
Did not answer	2,042	35.97	38.41
Prefer not to answer	64	1.13	1.27
African (incl. Scottish/British)	*	*	*
African Other	6	0.11	0.10
Arab (incl. Scottish/British)	*	*	*
Asian Bangladeshi (incl. Scottish/British)	*	*	*
Asian British	9	0.16	0.12
Asian Chinese (incl. Scottish/British)	10	0.18	0.17
Asian Indian (incl. Scottish/British)	*	*	*
Asian Other (incl. Scottish/British)	*	*	*
Asian Pakistani (incl. Scottish/British)	11	0.19	0.23
Black (incl. Scottish/British)	9	0.16	0.16
Caribbean or Black (Other)	*	*	*
Mixed	22	0.39	0.33
White - Eastern European	16	0.28	0.23
White Irish	60	1.06	0.89
White Other	136	2.40	2.34
White Other British	318	5.60	5.50
White Scottish	2,953	52.02	49.96
Other	*	*	*

Nationality	2024 (no.)	2024 (%)	2023 (%)
Did not answer	1,548	27.27	29.11
Prefer not to answer	38	0.67	0.69
British	1,712	30.16	30.05
English	20	0.35	0.33
Northern Irish	37	0.65	0.61
Portuguese	*	*	*
Scottish	2,130	37.52	36.19
Welsh	*	*	*
Other	186	3.28	2.92

Religion or Belief

Over 84% of current staff declined to provide information about their religion.

Religion	2024 (no.)	2024 (%)	2023 (%)
Did not answer	4,674	82.33	83.18
Prefer not to answer	109	1.92	1.42
Buddhist	*	*	*
Church of Scotland	237	4.17	4.87
Jewish	*	*	*
Muslim	*	*	*
None	503	8.86	8.02
Other Christian	48	0.85	0.94
Other religion or belief	6	0.11	*
Roman Catholic	89	1.57	1.10
Sikh	*	*	*

Sex

The sex composition of the workforce stays broadly unchanged from 2022/23.

Sex	2024 (no.)	2024 (%)	2023 (%)
Female	4,190	73.81	72.89
Male	1,487	26.19	27.11

Sexual Orientation

Nearly 86% of employees did not answer the question on sexual orientation.

Caring Responsibilities

Almost 87% of employees did not answer the question on caring responsibilities.

3.3 Leavers Profile (1 April 2023–31 March 2024)

969 individuals left employment with the Council between April 2023 and March 2024, compared to 636 in the previous year.

Age

The age profile of leavers in 2023/24 is similar to 2022/23.

Age bands	2024 (no.)	2024 (%)	2023 (%)
16-24	121	12.49	13.99
25-39	353	36.43	34.91
40-55	259	26.73	25.79
56-59	68	7.02	7.55
60-64	66	6.81	7.70
65+	102	10.53	10.06

Disability

Nearly 42% of leavers did not disclose whether they had a disability or not. The numbers for disability type are so low that they must be withheld to preserve anonymity.

Gender Reassignment

Almost 88% of leavers did not answer the question on gender reassignment. No leavers answered 'yes' to this question.

Marriage and Civil Partnership

Marital status	2024 (no.)	2024 (%)	2023 (%)
Did not answer	151	15.58	10.85
Prefer not to answer	34	3.51	3.14
Divorced/separated	48	4.95	5.82
Living with partner	33	3.41	5.19
Married/civil partnership	362	37.36	36.64
Single	339	34.98	37.26
Widowed	*	*	1.10

Race (Ethnic Origin and Nationality)

Nearly 36% of leavers were unwilling to provide information about their ethnicity.

Ethnic origin	2024 (no.)	2024 (%)	2023 (%)
Did not answer	330	34.06	29.72
Prefer not to answer	17	1.75	1.26
African (incl. Scottish/British)	*	*	*
African Other	*	*	*
Arab (incl. Scottish/British)	*	*	*
Asian Bangladeshi (incl. Scottish/British)	*	*	*
Asian British	*	*	*
Asian Chinese (incl. Scottish/British)	*	*	*
Asian Indian (incl. Scottish/British)	*	*	*
Asian Other (incl. Scottish/British)	*	*	*
Asian Pakistani (incl. Scottish/British)	*	*	*
Black (incl. Scottish/British)	*	*	*
Caribbean or Black (Other)	*	*	*
Mixed	*	*	*
White - Eastern European	*	*	*
White Irish	*	*	1.42
White Other	31	3.20	3.46
White Other British	64	6.60	6.92
White Scottish	505	52.12	55.03
Other	*	*	*

Nationality	2024 (no.)	2024 (%)	2023 (%)
Did not answer	221	28.1	24.37
Prefer not to answer	8	0.83	*
British	349	36.02	32.39
English	*	*	*
Northern Irish	*	*	*
Portuguese	*	*	*
Scottish	343	35.40	41.19
Welsh	*	*	*
Other	43	4.44	*

Over 87% of leavers did not disclose their **religion**, almost 91% did not disclose their **sexual orientation**, and over 91% did not disclose whether they had **caring responsibilities**.

3.4 Recruitment Profile (1 April 2023–31 March 2024)

13,906 people applied for positions with Midlothian Council in 2023/24, of whom 1,056 were hired.

The disclosure rate for all protected characteristics has risen dramatically among applicants. For instance, over 98% provided information about their ethnic origins in 2023/24, compared to less than 4% in 2022/23.

This is because this information is now collected via myjobscotland.gov.uk, which requires all equality monitoring questions to be answered in order to complete an online job application. Individuals still have the option to select 'prefer not to say', but they cannot skip the questions altogether.

It is likely that applying the same approach to existing staff and leavers would yield a significant improvement in the Council's equality information.

Age

All applicants

Age bands	2024 (no.)	2024 (%)	2023 (%)
16-24	1,404	10.10	0.38
25-39	7,186	51.68	2.10
40-55	4,052	29.14	1.05
56-59	477	3.43	0.25
60-64	377	2.71	0.16
65+	97	0.70	*
Did not answer	313	2.25	96.05

Successful applicants

Age bands	2024 (no.)	2024 (%)	2023 (%)
16-24	74	7.01	0.42
25-39	492	46.59	2.53
40-55	360	34.09	1.27
56-59	57	5.40	*
60-64	32	3.03	*
65+	14	1.33	*
Did not answer	27	2.56	95.68

Disability

The disability options available for applicants differ from previous years. Therefore no direct comparison can be made to the data from 2022/23.

Disability type – all applicants	2024 (no.)	2024 (%)
Did not answer	48	0.35
Prefer not to say	459	3.30
Blind or partial sight loss	12	0.09
Deaf or partial hearing loss	128	0.92
Development disorder	21	0.15
Learning difficulty	187	1.34
Learning disability	89	0.64
Mental health condition	428	3.08
Multiple conditions	510	3.67
Physical disability	81	0.58
No condition	11943	85.88

Disability type – hired	2024 (no.)	2024 (%)
Did not answer	13	1.23
Prefer not to say	40	3.79
Blind or partial sight loss	*	*
Deaf or partial hearing loss	14	1.33
Development disorder	*	*
Learning difficulty	17	1.61
Learning disability	9	0.85
Mental health condition	40	3.79
Multiple conditions	27	2.56
Physical disability	10	0.95
No condition	884	83.71

Gender Reassignment

Gender reassignment – all applicants	2024 (no.)	2024 (%)	2023 (%)
Did not answer	48	0.35	96.04
Prefer not to say	174	1.25	*
Yes	38	0.27	*
No	13,645	98.12	3.96

Gender reassignment – hired	2024 (no.)	2024 (%)	2023 (%)
Did not answer	13	1.23	89.90
Prefer not to say	6	0.57	9.09
Yes	*	*	0
No	1,035	98.01	1.01

Marriage and Civil Partnership

The marital status options available for applicants differ from previous years. Therefore data from 2022/23 is not directly comparable.

Marital status – all applicants	2024 (no.)	2024 (%)
Did not answer	48	0.35
Prefer not to say	995	7.16
Divorced	714	5.13
Formerly in a civil partnership which is now legally dissolved	*	*
In a registered civil partnership	155	1.11
Married	5141	36.97
Never married and never registered in a civil partnership	6425	46.20
Separated, but still legally in a civil partnership	*	*
Separated, but still legally married	318	2.29
Surviving partner from a civil partnership	16	0.12
Widowed	84	0.60

Marital status – hired	2024 (no.)	2024 (%)
Did not answer	13	1.23
Prefer not to say	61	5.78
Divorced	65	6.16
Formerly in a civil partnership which is now legally dissolved	*	*
In a registered civil partnership	7	0.66
Married	409	38.73
Never married and never registered in a civil partnership	459	43.47
Separated, but still legally in a civil partnership	0	0
Separated, but still legally married	29	2.75
Surviving partner from a civil partnership	*	*
Widowed	10	0.95

Race (Ethnic Origin)

The race options available for applicants differ from previous years. Again, this means that data from 2022/23 is not directly comparable.

Ethnic origin – all applicants	2024 (no.)	2024 (%)
Did not answer	48	0.35
Prefer not to say	230	1.65
White	11,457	82.39
Mixed or multiple ethnic groups	130	0.93
Asian, Scottish Asian or British Asian	1,022	7.35
African, Scottish African or British African	839	6.03
Caribbean or Black	50	0.36
Other ethnic group	130	0.93

Ethnic origin – hired	2024 (no.)	2024 (%)
Did not answer	13	1.23
Prefer not to say	*	*
White	1,006	95.27
Mixed or multiple ethnic groups	3	0.28
Asian, Scottish Asian or British Asian	14	1.33
African, Scottish African or British African	*	*
Caribbean or Black	*	*
Other ethnic group	*	*

Sex

Sex – all applicants	2024 (no.)	2024 (%)	2023 (%)
Did not answer	48	0.35	96.04
Prefer not to say	74	0.53	*
Female	10,371	74.58	3.14
Male	3,413	24.54	0.82

Sex – hired	2024 (no.)	2024 (%)	2023 (%)
Did not answer	13	1.23	95.68
Prefer not to say	4	0.38	*
Female	796	75.38	3.69
Male	243	23.01	0.63

Religion or Belief

Applicants are able to write in their own religion or denomination. Where numbers are five or less, the information has not been included.

Religion - all applicants	2024	Religion - all applicants	2024
Did not answer	48 (0.35%)	Church of England	18 (0.13%)
Prefer not to say	538 (3.87%)	Baptist	15 (0.11%)
None	8,701 (62.57%)	Pentecostal	14 (0.10%)
Roman Catholic	1,322 (9.51%)	Jewish	12 (0.09%)
Church of Scotland	1,261 (9.07%)	Another religion	10 (0.07%)
Other Christian	941 (6.77%)	Episcopalian	9 (0.06%)
Muslim	575 (4.13%)	Jainism	7 (0.05%)
Christian	45 (0.32%)	Anglican	6 (0.04%)
Buddhist	36 (0.26%)	Humanist	6 (0.04%)
Pagan	26 (0.19%)	Spiritual	6 (0.04%)
Sikh	22 (0.16%)		

Religion – hired	2024 (no.)	2024 (%)
Did not answer	13	1.23
Prefer not to say	34	3.22
None	724	68.56
Roman Catholic	89	8.43
Church of Scotland	131	12.41
Other Christian	35	3.31
Muslim	11	1.04

Sexual Orientation

Sexual orientation - all applicants	2024 (no.)	2024 (%)
Did Not answer	71	0.51
Prefer not to say	549	3.95
Bisexual	280	2.01
Gay or Lesbian	386	2.78
Other sexual orientation	25	0.18
Straight/heterosexual	1,595	90.57

Sexual orientation – hired	2024 (no.)	2024 (%)
Did not answer	13	1.23
Prefer not to say	29	2.75
Bisexual	23	2.18
Gay or Lesbian	34	3.22
Straight/heterosexual	957	90.63

Caring responsibilities

Caring responsibilities – all applicants	2024 (no.)	2024 (%)	2023 (%)
Did not answer	13	1.23	96.09
Prefer not to answer	10	0.95	0.02
No	866	82.01	2.46
Yes	167	15.81	1.43

Caring responsibilities – successful applicants	2024 (no.)	2024 (%)	2023 (%)
Did not answer	13	1.23	95.68
Prefer not to answer	10	0.95	*
No	866	82.01	2.43
Yes	167	15.81	1.90

3.5 Maternity Profile (1 April 2023-31 March 2024)

185 women were on maternity leave at some point between 1 April 2023 and 31 March 2024.

As in previous years, employees who are pregnant or on maternity leave are risk assessed to determine any potential negative health impacts as a result of their roles. In line with statute and best practice, they are given special leave to attend appointments associated with their pregnancy. During maternity leave, they receive regular communications keeping them updated on any changes, and are actively encouraged to take part in 'keep in touch days'.

Age

Age bands – maternity	2024 (no.)	2024 (%)	2023 (%)
16-24	4	2.16	3.03
25-39	164	88.65	88.89
40-55	17	9.19	8.08

Disability

Disability type - maternity	2024 (no.)	2024 (%)	2023 (%)
Did not answer	50	27.03	35.35
Prefer not to answer	*	*	*
No	131	70.81	63.64
Prefer not to answer	*	*	*
Yes - learning disability	*	*	0
Yes – sensory impairment	0	0	*

Gender Reassignment

Gender reassignment - maternity	2024 (no.)	2024 (%)	2023 (%)
Did not answer	163	88.11	89.09
Prefer not to answer	*	*	*
No	21	11.35	9.09

Marriage and Civil Partnership

Marital status - maternity	2024 (no.)	2024 (%)	2023 (%)
Did not answer	18	9.73	12.12
Prefer not to answer	*	*	3.03
Divorced/separated	*	*	*
Living with partner	7	3.78	4.55
Married/civil partnership	94	50.81	44.44
Single	60	32.43	35.35

Race (Ethnic Origin and Nationality)

Ethnic origin - maternity	2024 (no.)	2024 (%)	2023 (%)
Did not answer	51	27.57	32.83
Prefer not to answer	*	*	*
Asian British	*	*	0
Asian Chinese (incl. Scottish/British)	*	*	*
Mixed	*	*	*
White Irish	*	*	*
White Other	*	*	*
White Other British	11	5.95	4.55
White Scottish	115	62.16	58.08

Nationality – maternity	2024 (no.)	2024 (%)	2023 (%)
Did not answer	30	16.22	23.23
British	51	27.57	30.81
English	*	*	*
Northern Irish	*	*	*
Scottish	97	52.43	43.94
Other	*	*	0

Religion or Belief

Religion - maternity	2024 (no.)	2024 (%)	2023 (%)
Did not answer	158	85.41	87.37
Prefer not to answer	*	*	*
None	22	11.89	10.61
Roman Catholic	*	*	*
Church of Scotland	*	*	*

Caring Responsibilities

Caring responsibilities – maternity	2024 (no.)	2024 (%)	2023 (%)
Did not answer	163	88.11	89.90
No	12	6.49	7.07
Yes - over 18	*	*	*
Yes - under 18	6	3.24	*
Yes - under and over 18	*	*	0

3.6 Gender Pay Gap

The gender pay gap between the average hourly rate of pay for male and female employees was 2.7% on 31 March 2024 – a decrease from 2.86% in 2023. This is slightly higher than the average rate of 2.5% for Scottish local authorities reported in the Local Government Benchmarking Framework 2022/23.

Gender pay gap 2023/24 – all employees		
Sex	Average hourly rate	Formula description
Female	£19.81	A
Male	£20.36	B
Formula to apply: $(B-A)/B \times 100$		

The table below breaks down the average hourly rate of local government workers and teachers.

Average hourly rates 2023/24 – LG workers and teachers		
Sex	Pay group	Average hourly rate
Female	LG workers	£16.04
Female	Teachers	£29.90
Male	LG workers	£17.20
Male	Teachers	£30.68

The gender pay gap among teachers was 2.6% on 30 March 2024 – an increase from 2.5% in 2023. The gender pay gap among local government workers was 6.7% – a decrease from 8% in 2023.

3.7 Ethnicity Pay Gap

The ethnicity pay gap is the difference in average hourly pay between white employees and employees from all ethnic minority groups combined. The formula used to calculate the ethnicity pay gap is the same as that used to calculate the gender pay gap.

Ethnicity pay gap 2023/24		
Ethnicity	Sex	Average hourly rate
BME	Female	£18.60
	Male	£21.49
BME total		£19.29
White	Female	£19.09
	Male	£19.12
White total		£19.09

The total (female and male) ethnicity pay gap was -1.1% on 31 March 2024. This means that employees from ethnic minority backgrounds earned, on average, more per hour than their white counterparts.

However, this calculation does not include the 37% of colleagues who did not disclose their ethnicity. We must be very careful about drawing conclusions from such a limited dataset.

3.8 Disability Pay Gap

The disability pay gap is the difference in average hourly pay between disabled and non-disabled employees. The formula used to calculate the disability pay gap is the same as that used to calculate the gender and ethnicity pay gaps.

Disability pay gap 2023/24		
Disability	Sex	Average hourly rate
Yes	Female	£19.48
	Male	£18.15
Yes total		£19.03
No	Female	£19.11
	Male	£19.65
No total		£19.24

The total disability pay gap on 31 March 2024 was 1.1%. This means that disabled employees earned, on average, more per hour than their white counterparts.

Again, however, this figure should be treated with a strong degree of caution, given that 43.8% of staff did not disclose their disability status. From anecdotal evidence, it is likely that the number of Council employees who have a disability is significantly higher than the official figures.

SECTION 4: Equal Pay Statement

Midlothian Council believes in equal opportunities in employment and is committed to the fundamental principle that procedures to determine the pay and conditions of employment of all our employees do not discriminate unlawfully and aim to eliminate any sex bias or any form of discrimination. The Council recognises that in order to achieve equitable pay it should operate a pay system which is transparent and based on objective criteria.

The Council believes that pay is one of the key factors affecting motivation and relationships at work and therefore considers it important to develop pay arrangements that reward employees fairly. The Council will work with trade unions to develop fair and non-discriminatory pay and progression systems which are understood and accepted by employees and by the managers who operate the system. All aspects of the pay package will be reviewed and monitored regularly to ensure it delivers equal pay. Any pay inequalities which cannot be justified will as far as is possible be eliminated.

The Council will aim to:

- Continue to use objective, justifiable and proportionate job-related information and an analytical job evaluation scheme to determine the salaries of jobs and the Council's salary structures.
- Monitor existing and future pay practices and the impact or potential impact on men and women.
- Assess and review the findings of monitoring activities and take action where necessary.
- Provide development and guidance for managers and others directly involved in decisions about pay and benefits.
- Continue to work with the recognised trade unions on equal pay and equalities in employment.
- Respond promptly and, where necessary, investigate grievances on equal pay.

SECTION 5: Occupational Segregation

Historically, women and men tend to be clustered into different occupations and sectors. There are many contributory factors to this segregation including stereotyping about men and women's capabilities and skills; the culture associated with different types of work; and access to training courses and apprenticeships.

Although job segregation can restrict choices for men and women, the jobs which are most likely to be done by women are also those that are associated with lower pay, part-time hours and limited possibilities for career progression. These are sometimes referred to as the '5 Cs' - cleaning, catering, cashiering, clerical work and caring.

Horizontal segregation by Directorate and Service Area – Gender 2023/24				
Directorate	Service	Female	Male	Total
Chief Executive's Office	Internal Audit	2	3	5
	Policy & Scrutiny	5	1	6
Midlothian Council Services	Midlothian Council Services	1		1
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	152	32	184
	Education	2516	465	2981
	People and Partnerships - Children, Young People and Partnerships	3	3	6
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	91	32	123
	People and Partnerships - Health and Social Care and IJB	1		1
	Primary Care and Older People	533	69	602
Place Directorate	Corporate Solutions	320	118	438
	Gratuities and Fees	1		1
	Members Support Services	4		4
	Place	983	882	1865
	Place Directorate	4	3	7
Total		4616	1608	6224

The Council also records horizontal segregation by ethnicity and disability.

Horizontal segregation by Directorate and Service Area – Ethnicity 2023/24					
Directorate	Service	BME	White	Did not answer	Total
	Policy & Scrutiny		6		6
Midlothian Council Services	Midlothian Council Services		1		1
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities		143	41	184
	Education	62	1840	1079	2981
	People and Partnerships - Children, Young People and Partnerships		6		6
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	2	72	49	123
	People and Partnerships - Health and Social Care and IJB		1		1
	Primary Care and Older People	15	369	218	602
Place Directorate	Corporate Solutions	9	319	110	438
	Gratuities and Fees			1	1
	Members Support Services		4		4
	Place	7	1087	771	1865
	Place Directorate		6	1	7
Total		96	3857	2271	6224

Horizontal segregation by Directorate and Service Area – Disability 2023/24					
Directorate	Service	Yes	No	Did not answer	Total
	Policy & Scrutiny	1	5		6
Midlothian Council Services	Midlothian Council Services		1		1
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	7	118	59	184
	Education	33	1654	1294	2981
	People and Partnerships - Children, Young People and Partnerships		5	1	6
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	3	63	57	123
	People and Partnerships - Health and Social Care and IJB		1		1
	Primary Care and Older People	5	350	247	602
Place Directorate	Corporate Solutions	11	286	141	438
	Gratuities and Fees			1	1
	Members Support Services		4		4
	Place	20	925	920	1865
	Place Directorate		5	2	7
Total		80	3420	2724	6224

Vertical segregation allows for analysis of protected groups clustered in jobs that have been rated as equivalent. Jobs are rated as equivalent when they have been assigned the same grade following job evaluation.

The Council operates a robust job evaluation process for Local Government Employees using the agreed Scottish Joint Council Job Evaluation Scheme and SNCT Job Sizing for Teaching Professionals with all other grades agreed and set nationally for local application.

Vertical Segregation – Gender 2023/24						
Grade	Female		Male		Total	
	No.	%	No.	%	No.	%
Advisers	18	0.29	2	0.03	20	0.32
Chartered Teacher	7	0.11	3	0.05	10	0.16
Chief Officials	5	0.08	4	0.06	9	0.14
Grade 1	644	10.35	109	1.75	753	12.10
Grade 10	25	0.40	20	0.32	45	0.72
Grade 11	14	0.22	9	0.14	23	0.37
Grade 12	9	0.14	9	0.14	18	0.29
Grade 13	5	0.08	5	0.08	10	0.16
Grade 14	1	0.02	1	0.02	2	0.03
Grade 2	378	6.07	342	5.49	720	11.57
Grade 3	746	11.99	114	1.83	860	13.82
Grade 4	432	6.94	107	1.72	539	8.66
Grade 5	623	10.01	271	4.35	894	14.36
Grade 6	120	1.93	99	1.59	219	3.52
Grade 7	199	3.20	77	1.24	276	4.43
Grade 8	183	2.94	84	1.35	267	4.29
Grade 9	46	0.74	38	0.61	84	1.35
Job Sized Teachers	87	1.40	21	0.34	108	1.74
Main Grade Teacher	849	13.64	210	3.37	1059	17.01
Music Instructors	13	0.21	14	0.22	27	0.43
Principal Teachers	161	2.59	62	1.00	223	3.58
Psychologist	12	0.19		0.00	12	0.19
Trainee Teacher	39	0.63	7	0.11	46	0.74
Total	4616	74.16	1608	25.84	6224	100.00

Vertical Segregation – Ethnicity 2023/24								
Grade	BME		White		Did not answer		Total	
	No.	%	No.	%	No.	%	No.	%
Advisers		0.00	13	0.21	7	0.11	20	0.32
Chartered Teacher		0.00	4	0.06	6	0.10	10	0.16
Chief Officials	1	0.02	6	0.10	2	0.03	9	0.14
Grade 1	6	0.10	462	7.42	285	4.58	753	12.10
Grade 10		0.00	29	0.47	16	0.26	45	0.72
Grade 11		0.00	15	0.24	8	0.13	23	0.37
Grade 12		0.00	16	0.26	2	0.03	18	0.29
Grade 13		0.00	5	0.08	5	0.08	10	0.16
Grade 14		0.00	2	0.03		0.00	2	0.03
Grade 2	3	0.05	438	7.04	279	4.48	720	11.57
Grade 3	23	0.37	534	8.58	303	4.87	860	13.82
Grade 4	12	0.19	339	5.45	188	3.02	539	8.66
Grade 5	10	0.16	548	8.80	336	5.40	894	14.36
Grade 6	2	0.03	133	2.14	84	1.35	219	3.52
Grade 7	1	0.02	189	3.04	86	1.38	276	4.43
Grade 8	8	0.13	176	2.83	83	1.33	267	4.29
Grade 9		0.00	61	0.98	23	0.37	84	1.35
Job Sized Teachers		0.00	66	1.06	42	0.67	108	1.74
Main Grade Teacher	25	0.40	648	10.41	386	6.20	1059	17.01
Music Instructors		0.00	11	0.18	16	0.26	27	0.43
Principal Teachers	2	0.03	117	1.88	104	1.67	223	3.58
Psychologist	1	0.02	8	0.13	3	0.05	12	0.19
Trainee Teacher	2	0.03	37	0.59	7	0.11	46	0.74
Total	96	1.54	2271	36.49	3857	61.97	6224	100.00

Vertical Segregation – Disability 2023/24								
Grade	Yes		No		Did not answer		Total	
	No.	%	No.	%	No.	%	No.	%
Advisers		0.00	10	0.16	10	0.16	20	0.32
Chartered Teacher	1	0.02	3	0.05	6	0.10	10	0.16
Chief Officials		0.00	8	0.13	1	0.02	9	0.14
Grade 1	3	0.05	432	6.94	318	5.11	753	12.10
Grade 10		0.00	29	0.47	16	0.26	45	0.72
Grade 11		0.00	16	0.26	7	0.11	23	0.37
Grade 12		0.00	14	0.22	4	0.06	18	0.29
Grade 13		0.00	5	0.08	5	0.08	10	0.16
Grade 14		0.00	2	0.03		0.00	2	0.03
Grade 2	18	0.29	329	5.29	373	5.99	720	11.57
Grade 3	12	0.19	473	7.60	375	6.03	860	13.82
Grade 4	4	0.06	310	4.98	225	3.62	539	8.66
Grade 5	5	0.08	486	7.81	403	6.47	894	14.36
Grade 6	3	0.05	126	2.02	90	1.45	219	3.52
Grade 7	7	0.11	157	2.52	112	1.80	276	4.43
Grade 8	7	0.11	162	2.60	98	1.57	267	4.29
Grade 9	4	0.06	55	0.88	25	0.40	84	1.35
Job Sized Teachers		0.00	51	0.82	57	0.92	108	1.74
Main Grade Teacher	13	0.21	593	9.53	453	7.28	1059	17.01
Music Instructors		0.00	6	0.10	21	0.34	27	0.43
Principal Teachers	2	0.03	105	1.69	116	1.86	223	3.58
Psychologist		0.00	8	0.13	2	0.03	10	0.16
Trainee Teacher		0.00	40	0.64	6	0.10	46	0.74
Trainee Psychologist	1	0.02		0.00	1	0.02	2	0.03
Total	80	1.29	3420	54.95	2724	43.77	6224	100.00

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