

Aberdeenshire Council's Workforce Profile

As of December 2020, Aberdeenshire Council employed 15,934 people who took up a total of 21,233 posts within the council. The workforce data presented here is the total number of posts within the council. This report is based on incumbencies or post held by each employee. Some employees may have multiple incumbencies – for example, a Supervisory Cleaner may hold posts for Relief Cleaner and Children's Escort. Throughout the report incumbencies are referred to as 'employee data' or 'employees'.

The information in this Appendix refers to all employees of the council over the years 2018, 2019 and 2020, with the exception of training data, which covers 2019 and 2020.

The sections leavers and general employee data are generated from our Human Resource Information system. General employee data is a snapshot taken at the end of each calendar year, leavers includes all leavers within each year with a voluntary reason for leaving. The data relating to development has been extracted from ALDO, Aberdeenshire Learning & Development Online and the recruitment data is obtained from the Talentlink database, the Scottish public authority recruitment tool.

In some parts of our report there are high responses in the 'unknown' category. There are two reasons for this – the first is where the employee has declined to answer the question, the second is where the employee has filled in the 'no declaration' section of the form. Steps have been taken to encourage employees to provide as much information as possible to help us gain a better understanding of our workforce profile; from May 2021 employees will for the first time be able to enter or amend their own Sensitive Information through the Council's Employee Self-Service function.

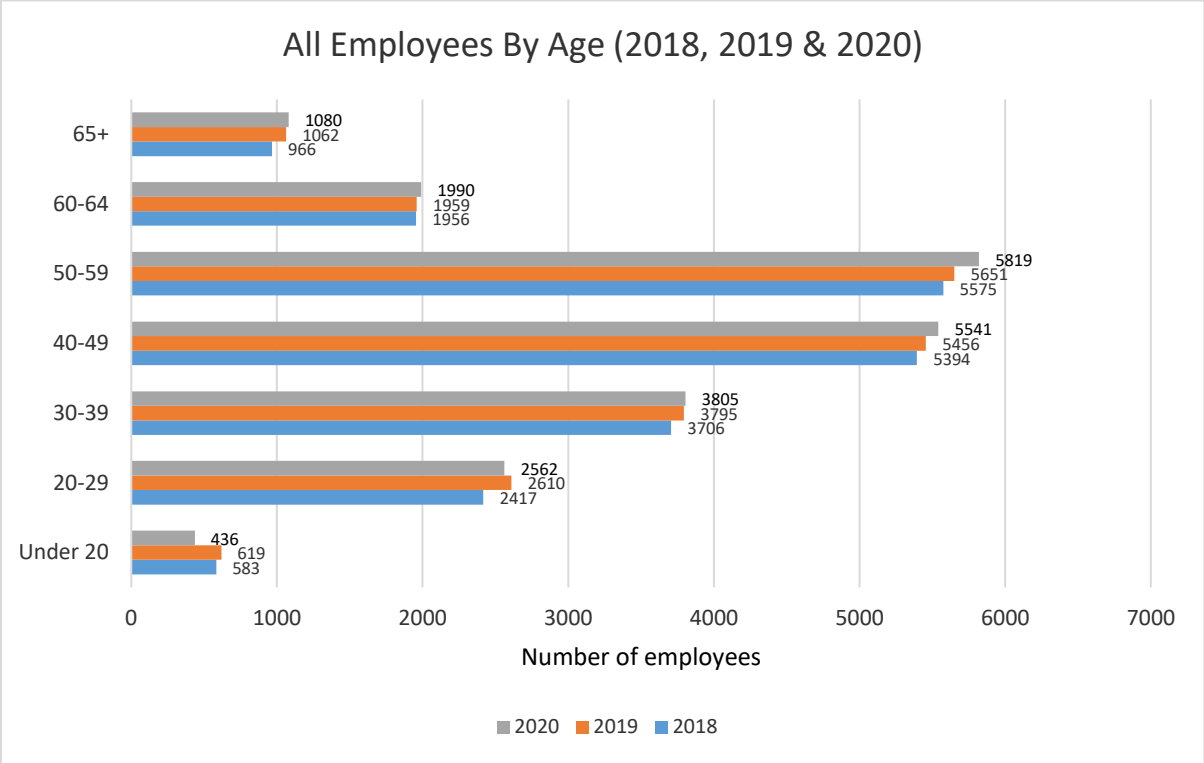
Workforce profile information has been used by some sections of the council to plan for the future in terms of addressing age profiles which would leave a Service 'at risk' due to a predominantly significant proportion of employees in the higher age ranges. Similarly, some Services have used the workforce profile information in new and innovative ways to address the means of retaining employees and skills when duties and tasks need to be provided. It is critical that such work continues and helps the council address changes and gaps in relation to the Protected Characteristics.

Combined Workforce Profile

Age

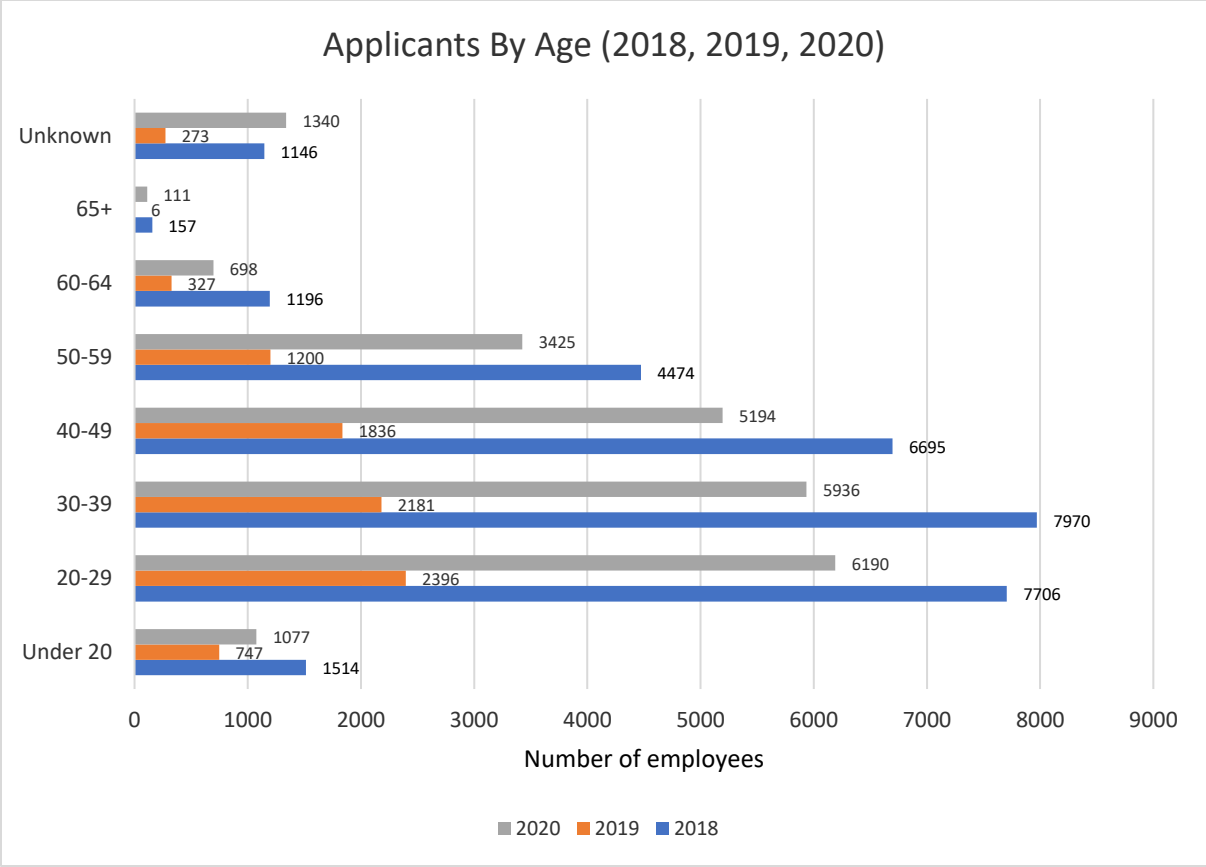
All Employees

The largest percentage of employees fall into the age range 40-49 and 50-59. The most significant changes have been in the youngest and eldest age bands; it is of concern that the number of employees under 20 has fallen by 25% since 2018, including a 30% drop in 2020, whilst the number of employees over 65 has increased by 12% since 2018.



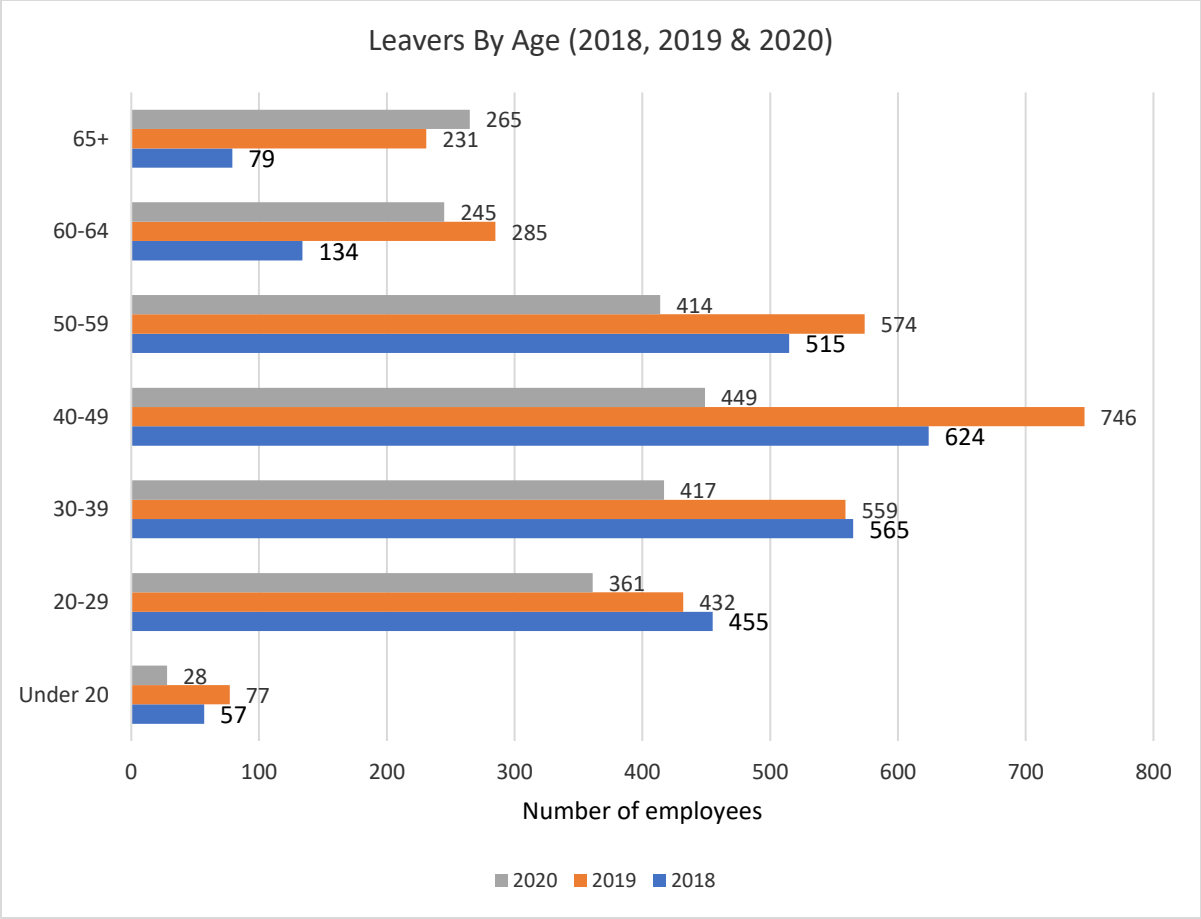
Recruitment

The number of job applicants dropped dramatically in 2019 but has since increased in 2020 back to levels similar to 2018. The proportions recruited in each age band have however remained broadly similar across the three years.



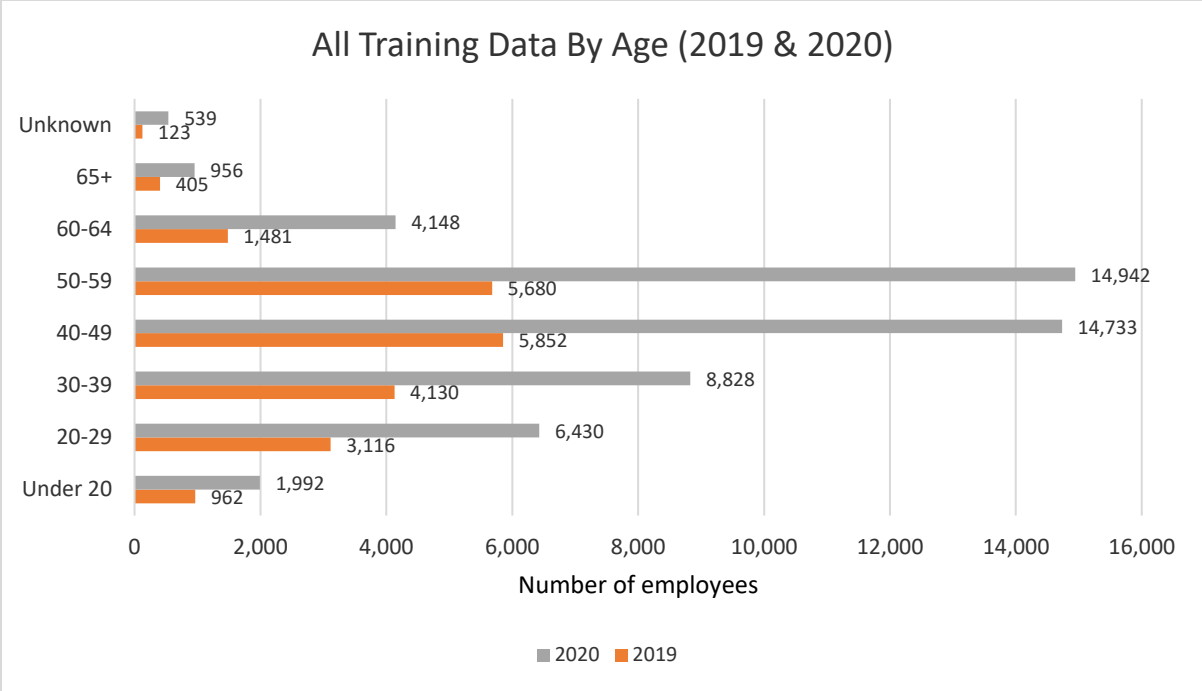
Retention

There has been a general trend towards older age groups leaving over the three years; that is, the number of Leavers aged 65 or over has more than tripled, whereas Leavers in all age bands under 60 dropped, with the number of Leavers under 20 halving. It is not clear what lies behind this trend.



Development

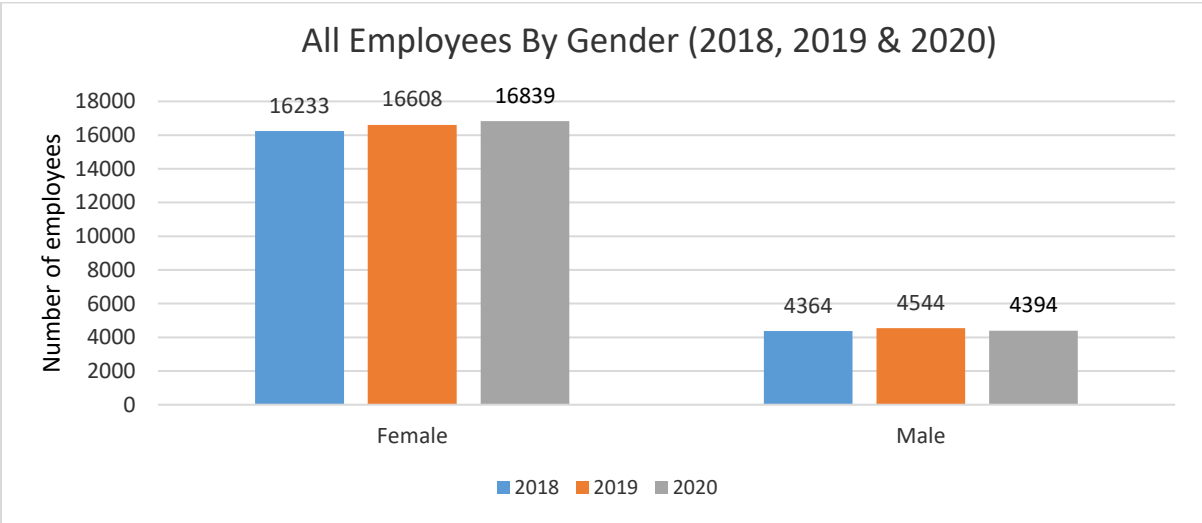
There has been a 59% increase in the number of courses undertaken between 2019 and 2020. The increase in the number of courses taken is in all likelihood due to the Covid-19 pandemic and the number of staff who were unable to carry out their duties as normal.



Gender

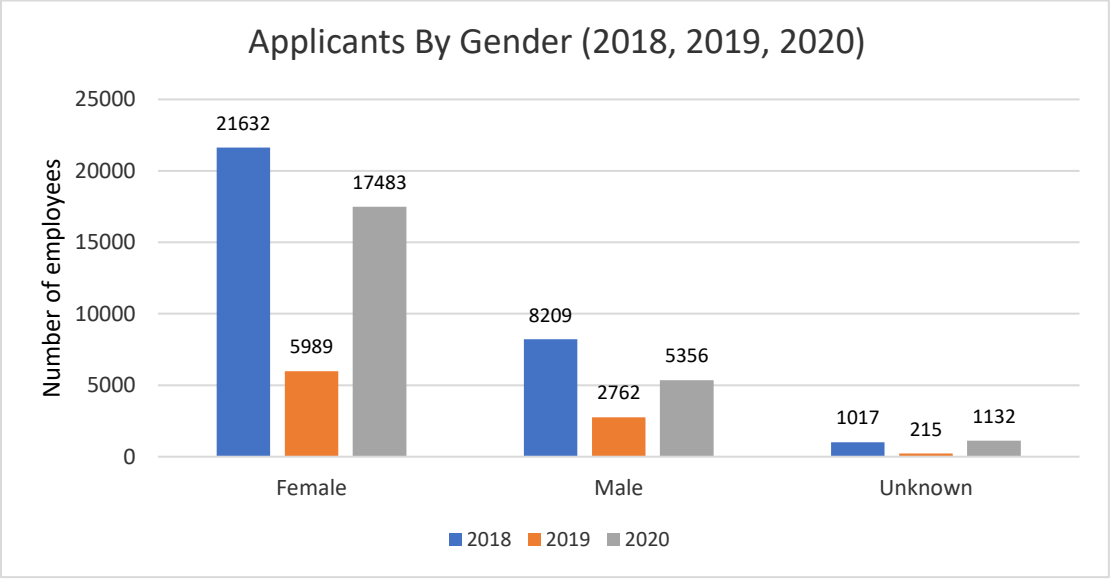
All Employees

The respective proportions of male and female employees has remained broadly the same throughout the period.



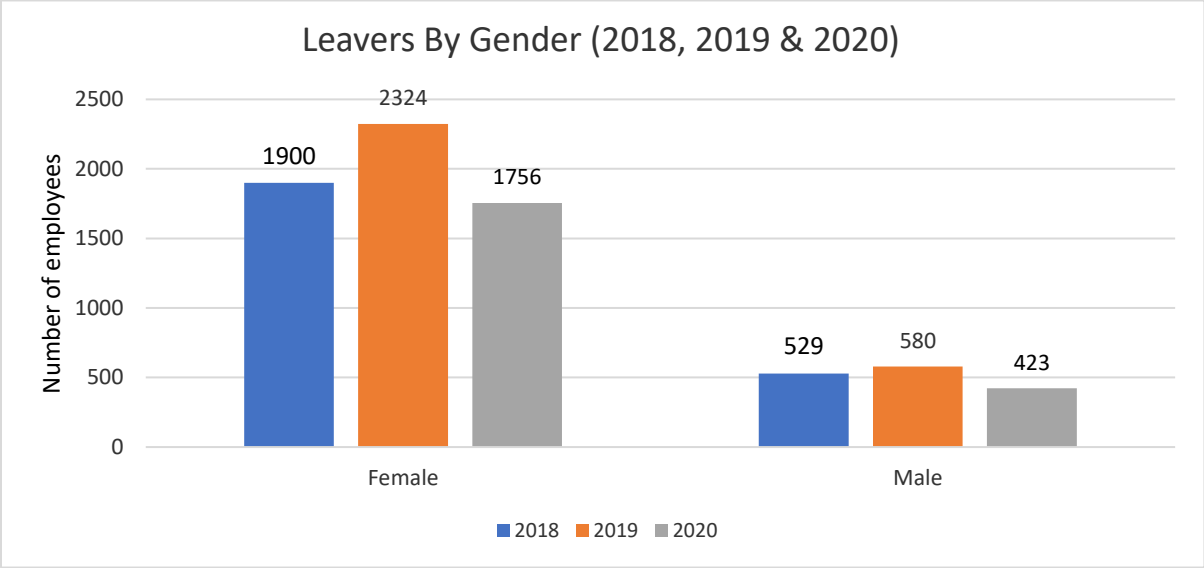
Recruitment

There was a marked decrease in applicants in 2019, though numbers increased most of the way back up in 2020 in the face of Covid-19 pressures.



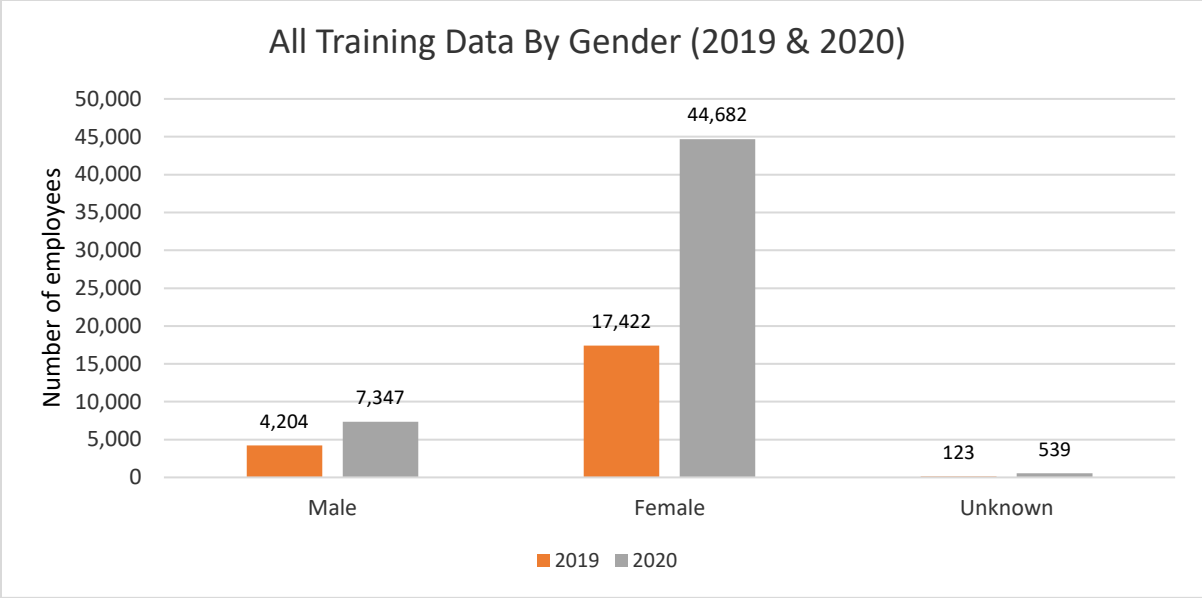
Retention

The number of leavers overall has decreased from 2018 to 2020. The percentage leavers by gender is only marginally different when comparing the two years.



Development

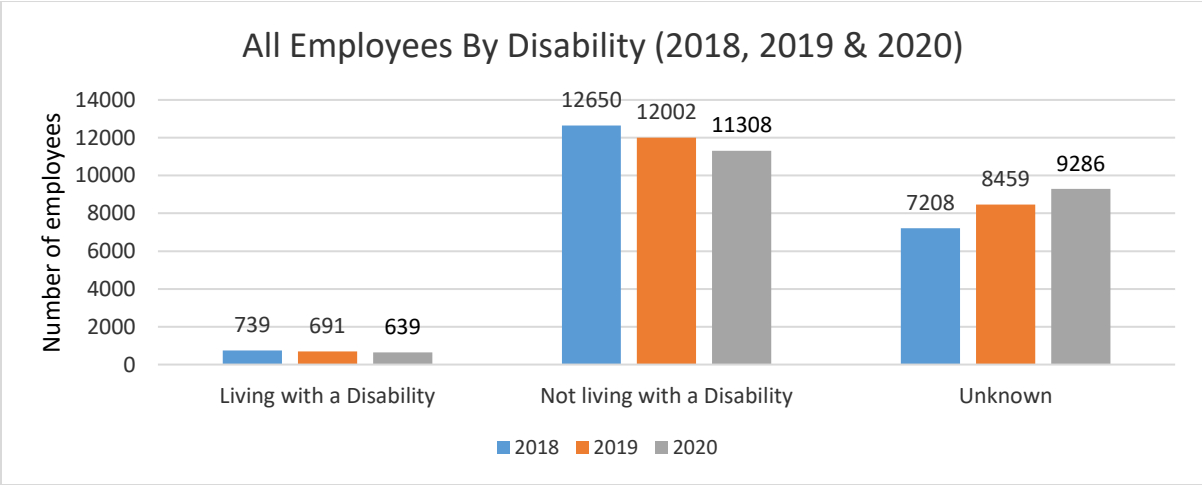
There has been a 59% increase in numbers attending training between 2019 and 2020. There has been a 43% increase in the number of courses undertaken by males and a 61% increase in courses undertaken by females.



Disability

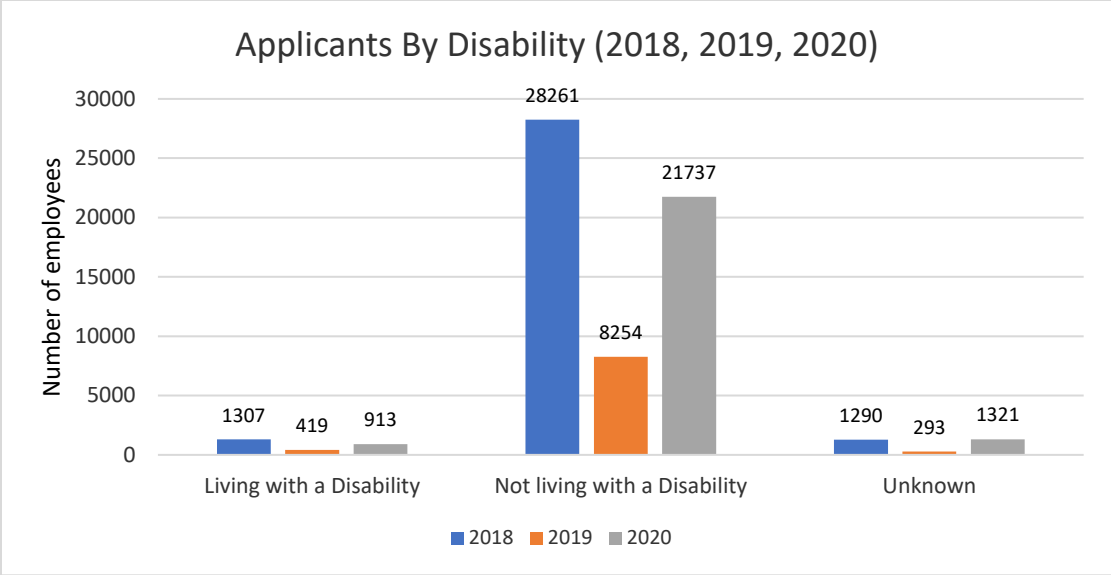
All Employees

The number of employees whose Disability status we do not know steadily increased during the period, at the expense of the two main recorded categories.



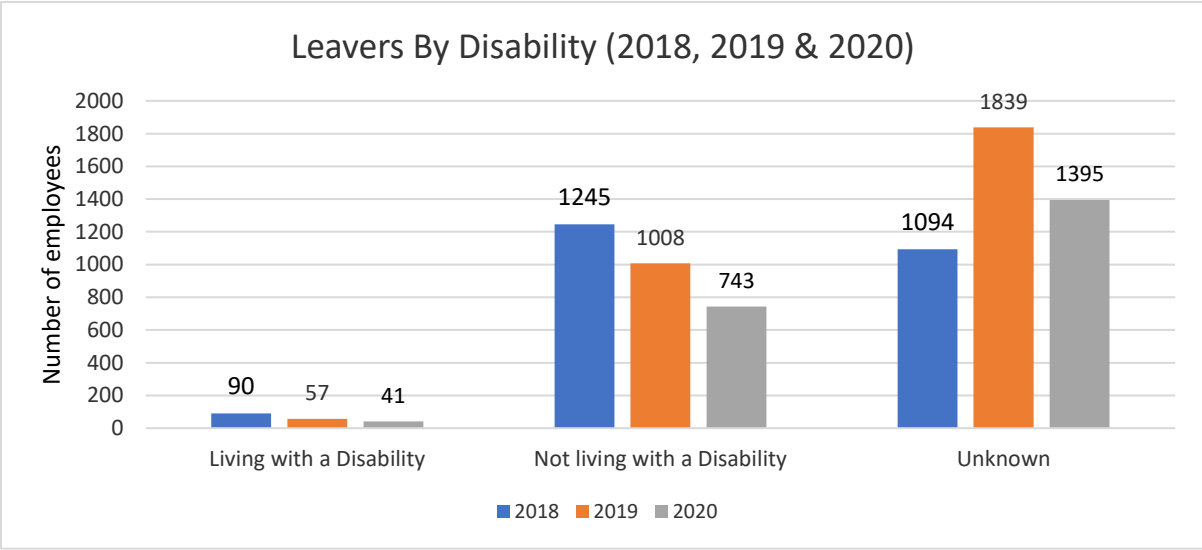
Recruitment

The number of applicants identifying as having a disability remains consistently low. Work continues to encourage applicants with disabilities to consider the council as a place of employment and improve accessibility. For example, the short-listing process makes it easier to identify applicants who wished to be considered for interview through the Guaranteed Job Interview Scheme.



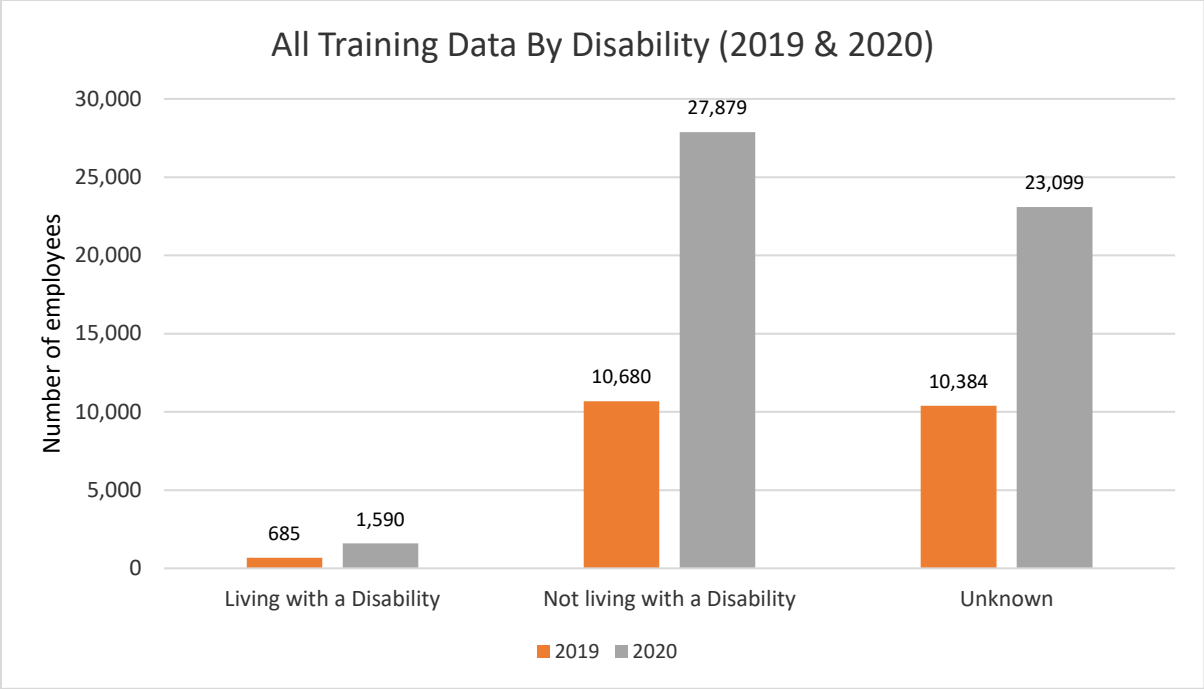
Retention

There has been a slight fall in the proportion of Leavers recorded as disabled during the period, once Unknowns are excluded.



Development

As reported across all other characteristics, there has been an increase in training courses undertaken across all groups. Between 2019 and 2020 there has been an over a 100% increase in the number of courses undertaken, whether living with a disability or not.



Race

All Employees

The largest proportion of employees identify as White Scottish, with this staying at around 75% of those whose Race is recorded. This is followed by those identifying as White British, which stayed at around 13% of those recorded. There was a marked increase in the number of employees whose Race is not recorded, increasing from 30% in 2018 to 39% in 2020.

All Employees		2018	2019	2020
Race	Asian Bangladeshi	3	3	3
	Asian Chinese	7	6	6
	Asian Indian	35	31	26
	Asian Other inc Scottish	50	48	51
	Asian Pakistani	5	5	4
	Black African	33	26	22
	Black Other	5	6	5
	Black Caribbean	3	3	3
	Gypsy / Traveller	1	1	1
	Mixed	41	37	32
	Other Ethnic Background	21	26	21
	Unknown	6079	7151	8314
	White British	1900	1819	1641
	White English	914	853	775
	White Irish	75	76	68
	White Northern Irish	58	60	58
	White Other	288	272	257
	White Polish	122	114	112
	White Scottish	10886	10550	9772
	White Welsh	71	65	62
Total	20597	21152	21233	

Recruitment

The information is broadly in line with the workforce in terms of the proportions identifying in the largest two groups.

All Applicants		2018	2019	2020
Race	Asian Chinese	66	11	21
	Asian Indian	240	119	271
	Asian Other inc Scottish	195	36	123
	Asian Bangladeshi	23	6	33
	Asian Pakistani	78	35	51
	Black African	344	33	82
	Caribbean	37	21	14
	African Other	0	0	0
	Mixed	155	56	106
	Gypsy/Traveller	2	1	11
	Other Ethnic Background	83	201	597
	Polish	0	0	0
	White British	3641	1068	2711
	White Scottish	22491	6260	16822
	White Irish	213	84	116
White Other	1400	684	1572	
Unknown	1890	351	1441	

Retention

The data shows a fall in the proportion of Leavers reporting as White Scottish, from 52% to 31%.

All Leavers		2018	2019	2020
Race	Asian Bangladeshi	1	0	0
	Asian Chinese	0	0	0
	Asian Indian	6	4	3
	Asian Other inc Scottish	5	2	2
	Asian Pakistani	0	0	1

All Leavers		2018	2019	2020
	Black African	7	4	3
	Black Other	4	0	0
	Black Caribbean	0	0	0
	Gypsy / Traveller	0	0	0
	Mixed	8	2	2
	Other Ethnic Background	2	1	1
	Unknown	975	1735	1320
	White British	213	165	126
	White English	89	101	56
	White Irish	9	4	3
	White Northern Irish	10	5	2
	White Other	37	25	17
	White Polish	14	12	8
	White Scottish	1045	839	630
	White Welsh	4	5	5
	Total	2429	2904	2179

Development

The increased number of employees attending training courses is reflected in the increased numbers in most categories.

All Training		2019	2020
Race	Any Mixed background	43	107
	Any other Asian background	58	147
	Any other background (please detail)	24	33
	Any other Black background	14	6

All Training		2019	2020
	Any other White background	176	508
	Asian Bangladeshi	5	5
	Asian Chinese	1	10
	Asian Indian	29	73
	Asian Pakistani	1	4
	Black African	17	62
	Black Caribbean	1	2
	Unknown	9,402	19,030
	White British	1,397	3,682
	White English	747	2,000
	White Irish	79	186
	White Northern Irish	79	95
	White Polish	102	200
	White Scottish	9,525	26,265
	White Welsh	49	153

Religion or Belief

All Employees

The largest category of religion or belief across all years amongst those recorded was Church of Scotland, followed by those with No Religion or Belief.

All Employees		2018	2019	2020
Religion or Belief	Buddhist	34	37	38
	Catholic	674	615	550
	Church of Scotland	4944	4693	4333
	Hindu	12	11	9
	Jewish	3	3	3

All Employees		2018	2019	2020
	Muslim	51	49	46
	No Religion or Belief	4444	4338	3970
	Other Christian	931	873	807
	Other Religion or Belief	180	162	148
	Protestant	785	729	659
	Sikh	4	4	4
	Unknown	8535	9638	10666
	Total	20597	21152	21233

Recruitment

The vast majority of applicants in the period did not have a Religion or Belief recorded. Of the remainder, the largest group was those recorded as having No Religion or Belief, followed by Church of Scotland. The proportions in each case remained similar throughout the period.

All Applicants		2018	2019	2020
Religion or Belief	Agnostic	39	16	9
	Atheist	16	10	19
	Buddhist	44	34	62
	Catholic	1878	576	1255
	Church of Scotland	5370	1364	3762
	Hindu	149	64	157
	Jewish	13	5	22
	Muslim	228	99	193
	No Religion or Belief	16180	4841	12955
	Other Religion or Belief	319	133	423
	Protestant	4	1	7
	Sikh	9	5	24
	Humanist	299	84	346

All Applicants		2018	2019	2020
	Pagan	30	19	53
	Other Christian	3135	929	2292
	Unknown	3145	786	2392

Retention

The proportion of Leavers whose Religion or Belief was Unknown remained constant at 67% throughout the period. Of the remainder, Church of Scotland increased from 37% to 45%, whilst those with No Religion or Belief fell from the same 37% to 30%.

All Leavers		2018	2019	2020
Religion or Belief	Buddhist	2	2	0
	Catholic	61	66	49
	Church of Scotland	292	401	323
	Hindu	0	1	1
	Jewish	0	0	0
	Muslim	2	3	5
	No Religion or Belief	294	298	215
	Other Religion or Belief	16	25	16
	Other Christian	78	75	55
	Protestant	47	77	52
	Sikh	0	0	0
	Unknown	1637	1956	1463
	Total	2429	2904	2179

Development

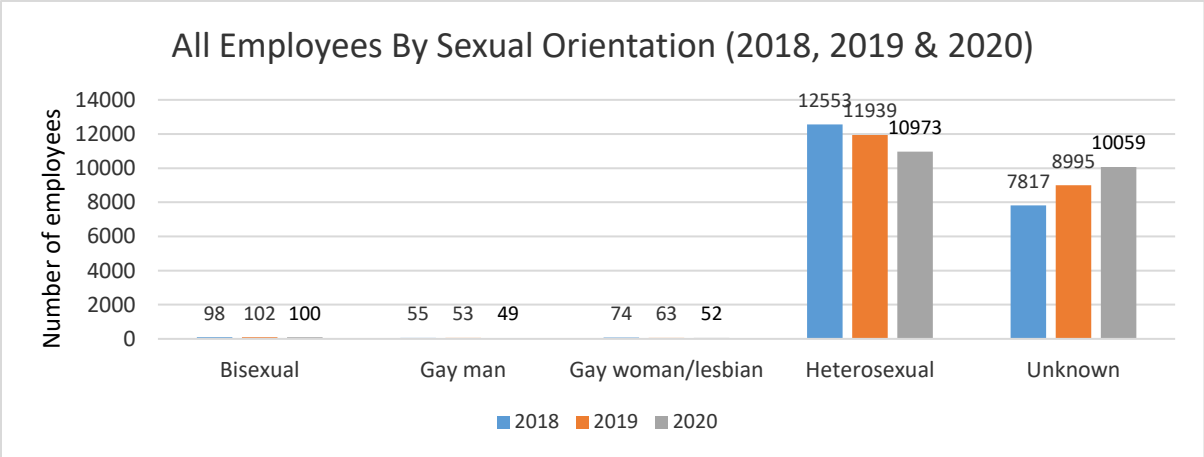
In terms of development, training data was reflective of the overall numbers of employees with regards to religion or belief, reflecting an increase in course attendance among almost all groups.

All Training		2019	2020
Religion or Belief	Buddhist	23	87
	Catholic	564	1,249
	Church of Scotland	3,966	11,713
	Hindu	7	27
	Jewish		8
	Muslim	33	97
	No religion or belief	4,381	10,676
	Other (please detail)	143	418
	Other Christian	733	2,120
	Protestant	553	1,721
	Sikh	4	18
	Unknown	11,342	24,434

Sexual Orientation

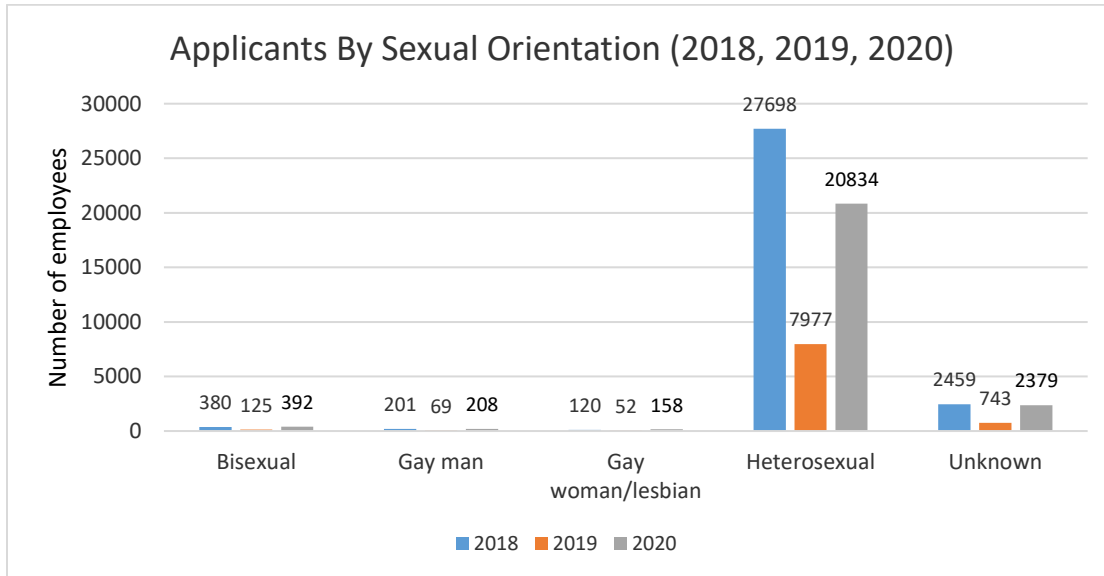
All Employees

The percentage of employees identifying as either Lesbian, Gay or Bisexual (LGB) remained constant at 1.8% of those whose Sexual Orientation is recorded.



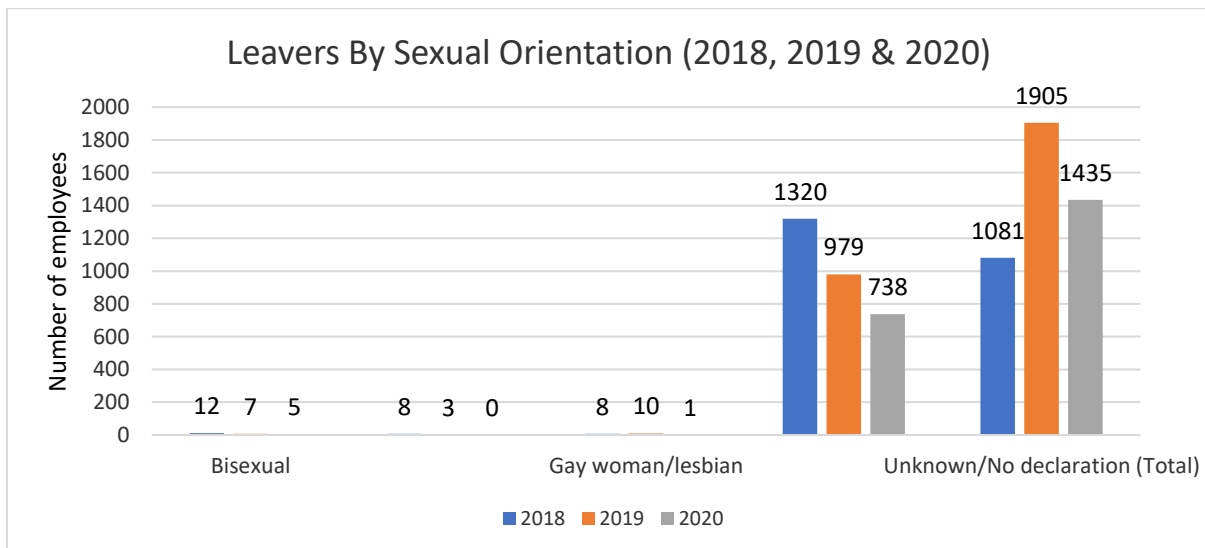
Recruitment

The majority of applications came from people identifying as Heterosexual, with a slight decrease in proportion during the period.



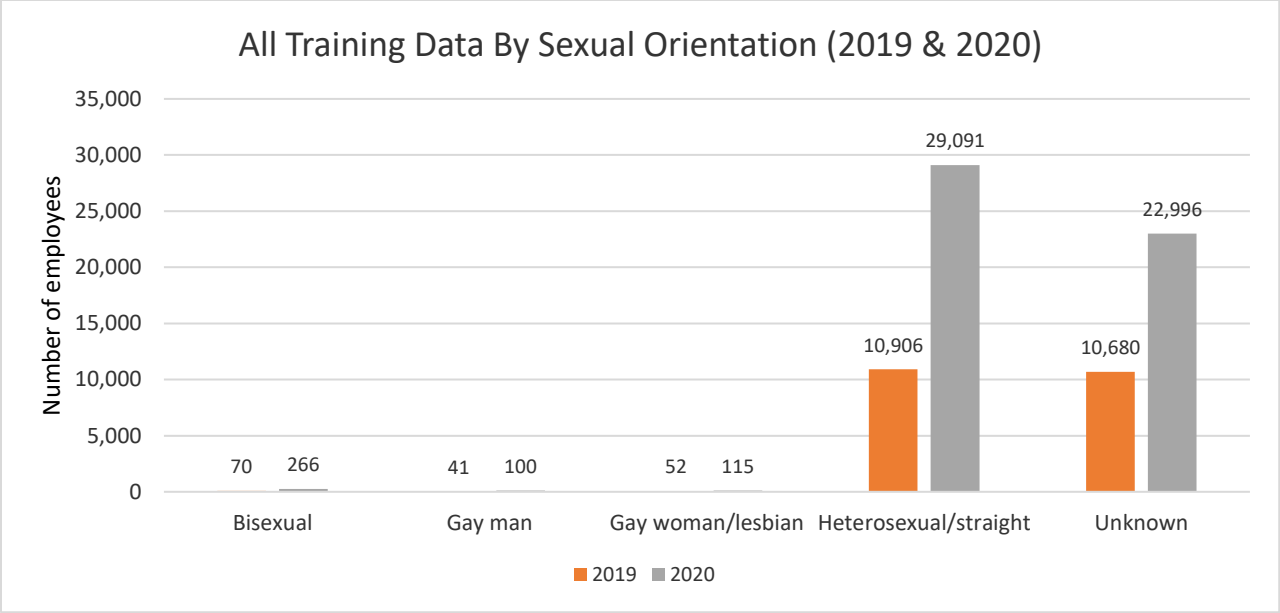
Retention

The number of Leavers reporting as Heterosexual is consistently the largest category, increasing in proportion of those recorded from 97.9% in 2018 to 99.2% in 2020.



Development

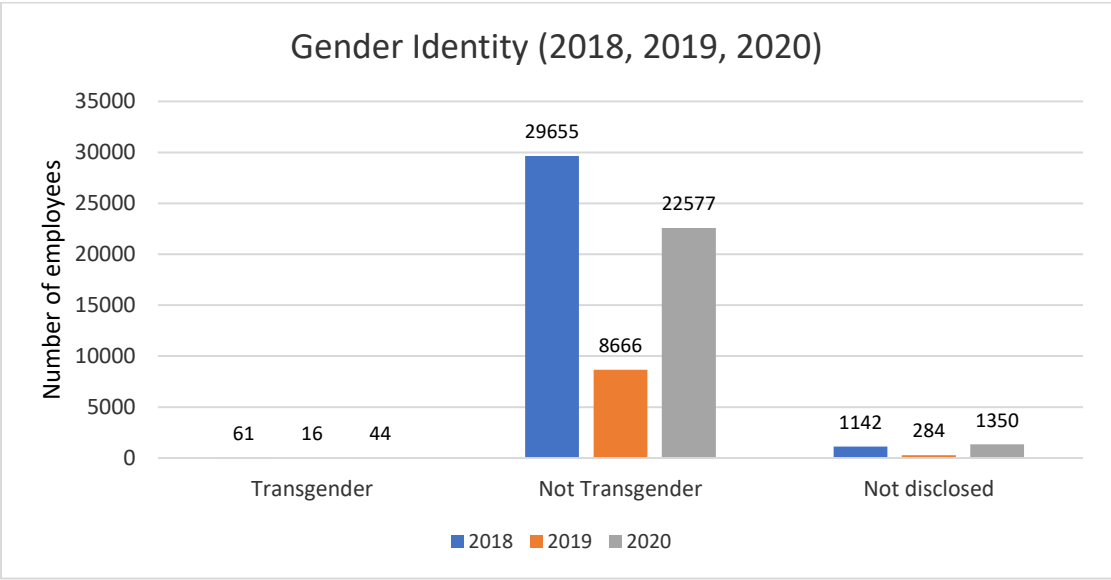
The increase in training courses attended is reflected in an increase across all categories.



Gender Identity

Recruitment

The proportion of applicants who identify as Transgender remained at a constant 0.2% during the period.



Retention and Development

There is not currently any method of recording gender identity information for workforce, leavers or those who have attended training courses.

Aberdeenshire Council Education Authority's Workforce Profile

The following information is split between teaching and non-teaching employees. "Teaching Employees" relates to employees with teaching roles. "Non-teaching employees" relates to all other staff, which includes non-teaching employees who work within the education authority.

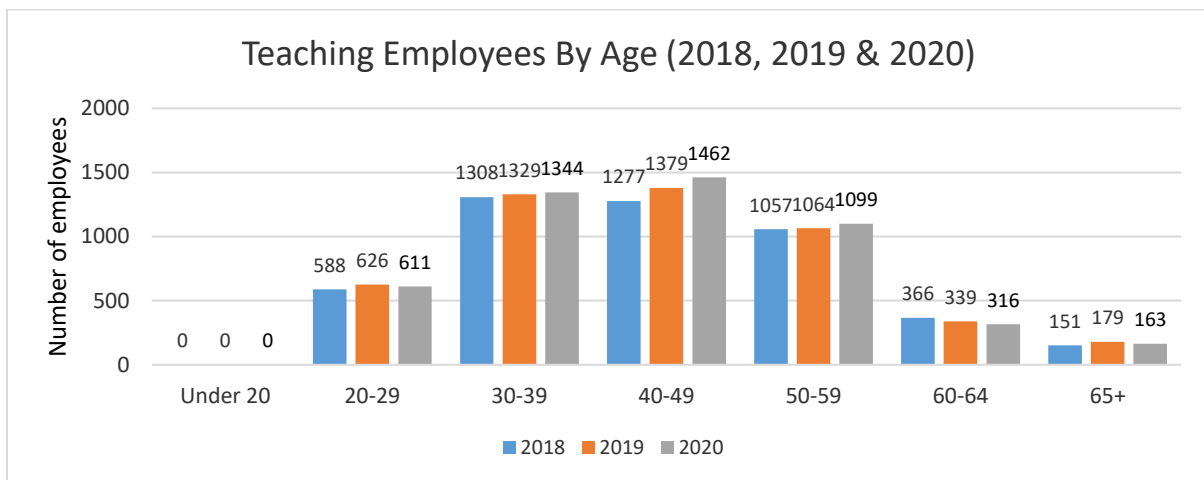
There were 4,995 teaching employees in 2020 but significantly more non-teaching employees in the Education Authority's profile, at 8,704.

In this section of the report there is no data relating to recruitment (numbers of applicants) for the education authority. Please see the workforce profile for overall information on recruitment.

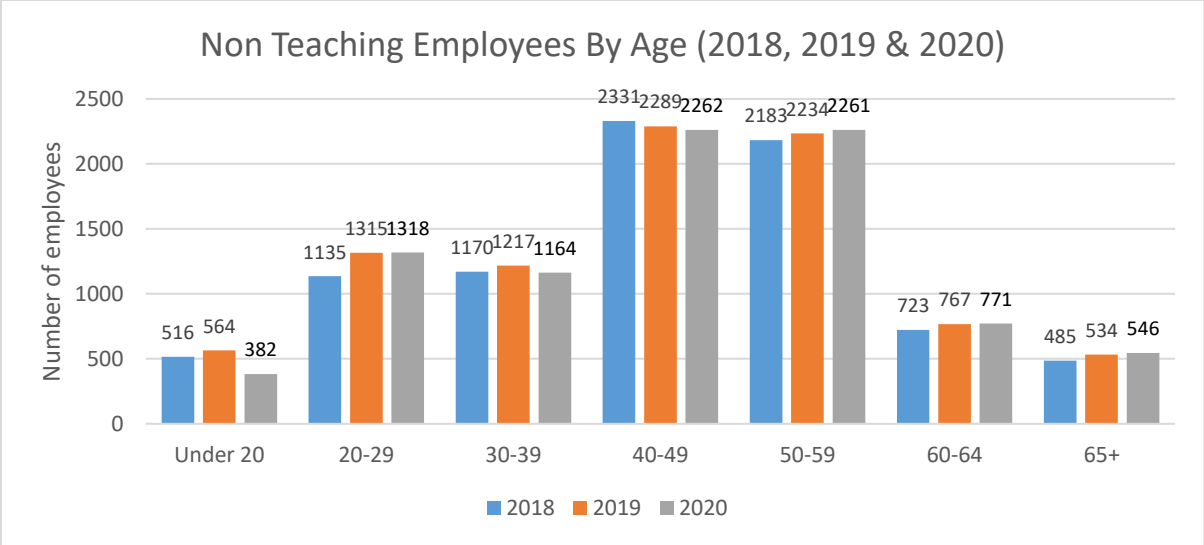
As with the combined employee data, information is based on incumbencies or 'jobs' as it is possible for an employee to hold more than one job with the authority.

Age

There was a general ageing trend amongst Teachers in the period. The greatest increases were seen in those aged 40-49 and 50-59.

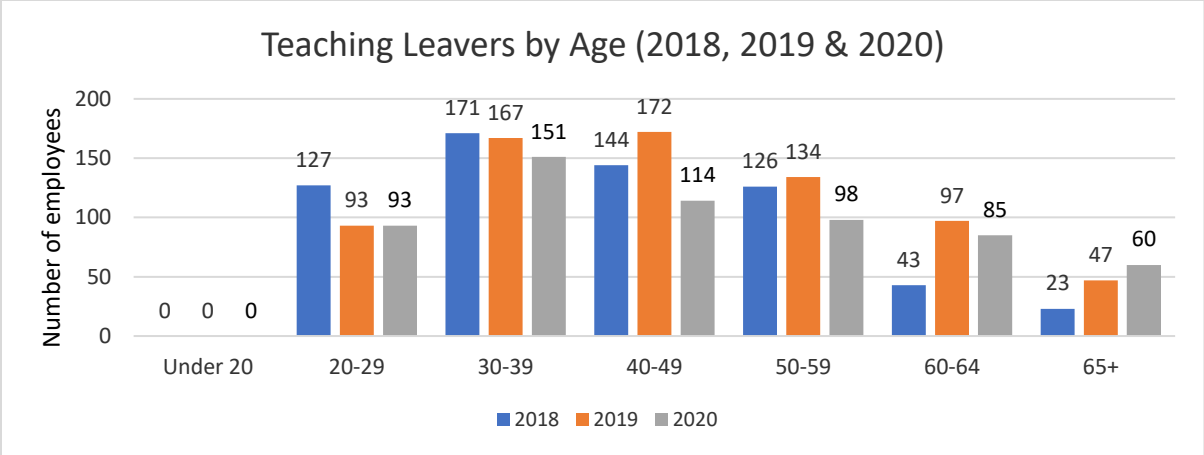


There was a general ageing trend amongst Non-teaching Education employees in the period; the greatest fall was amongst those aged under 20, whilst every age band above 50 saw an increase.

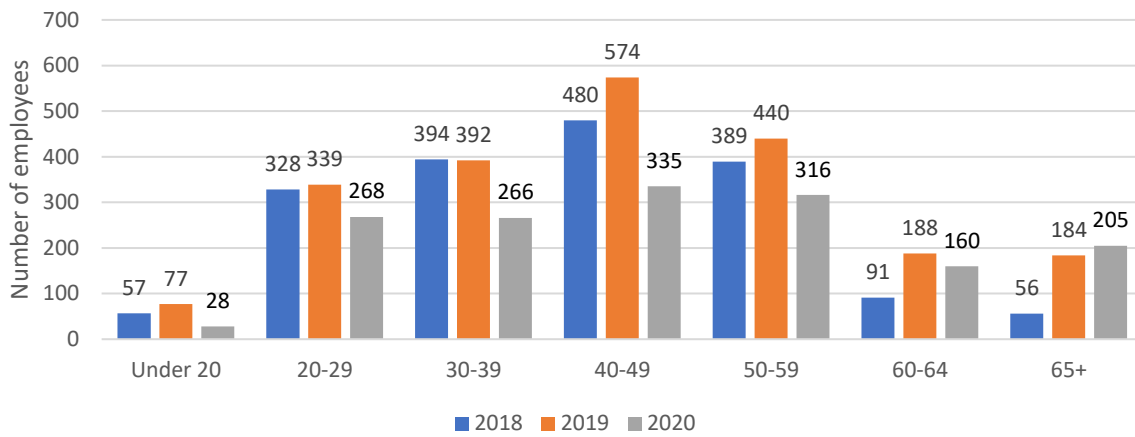


Retention

Similar to the picture for the entire workforce, there has been a general trend towards older age groups of both Teachers and Non-teaching Education employees leaving over the three years.



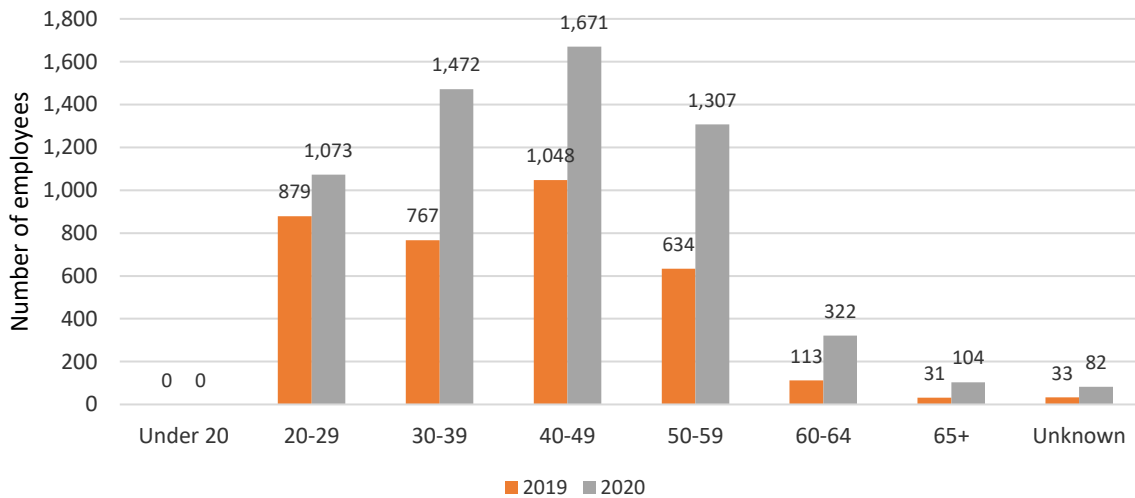
Non - Teaching Leavers by Age (2018, 2019 & 2020)

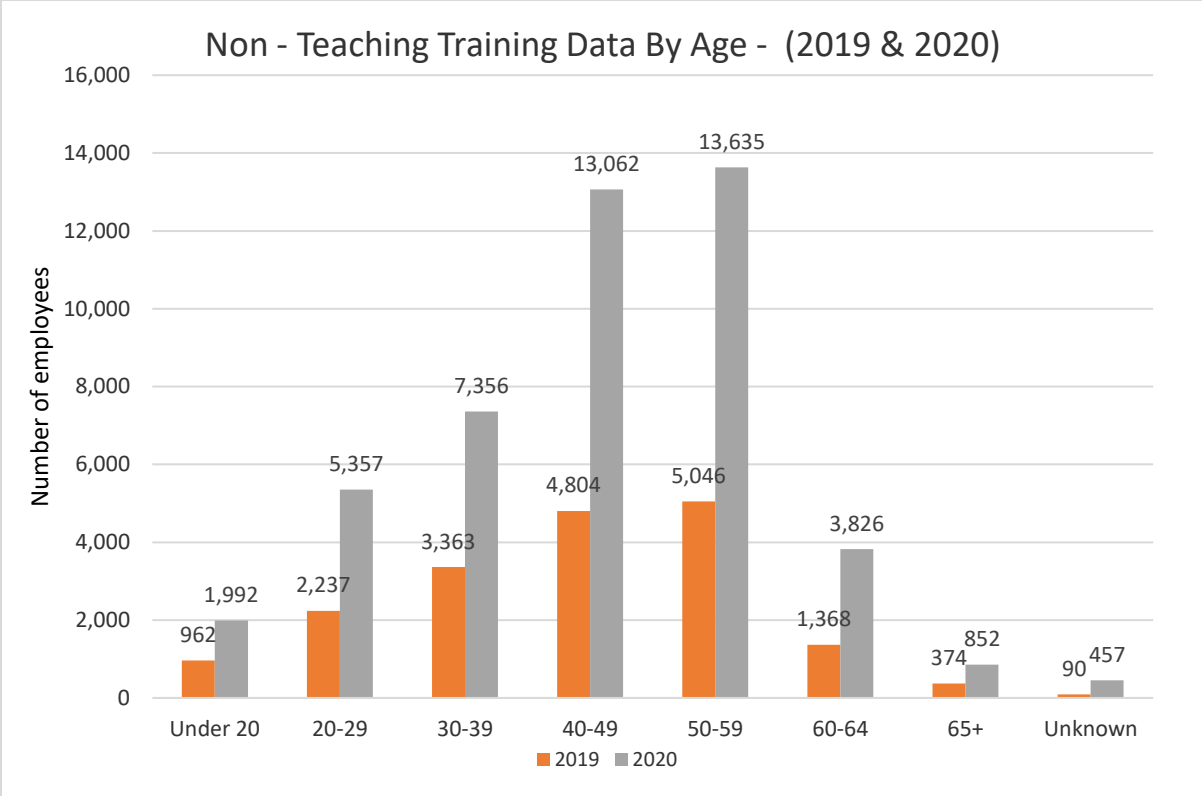


Development

Between 2019 and 2020 there was an increase in the number of courses taken in both teaching and non-teaching across the age ranges.

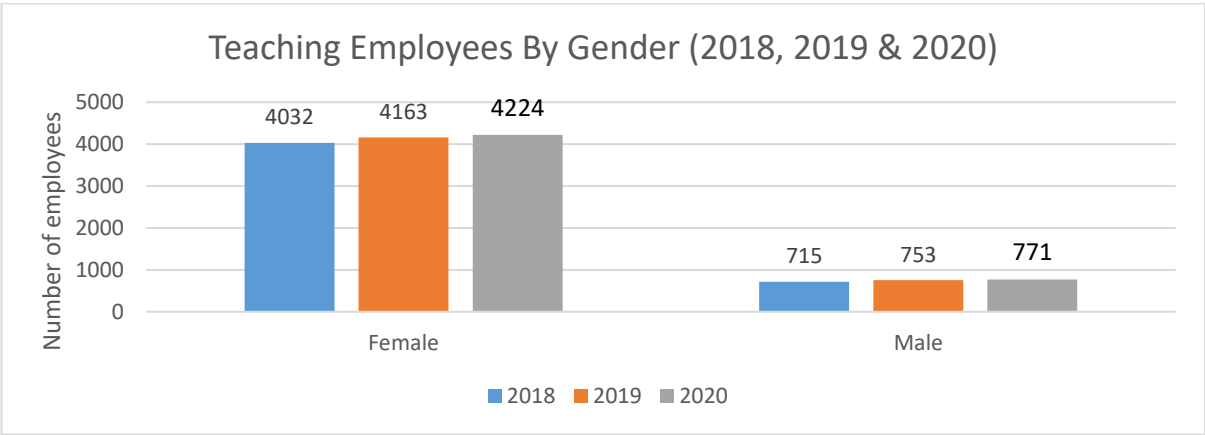
Teaching Training Data By Age - (2019 & 2020)



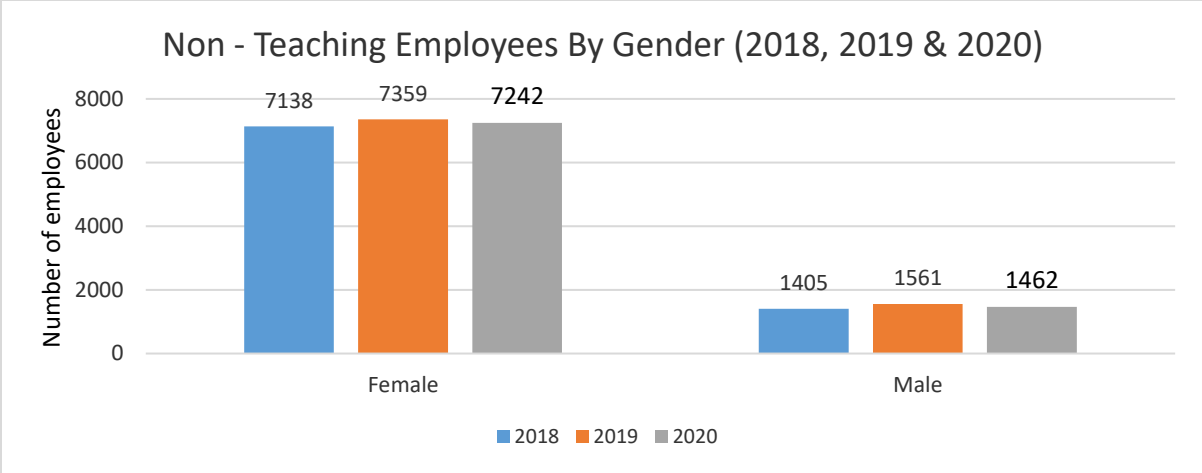


Gender

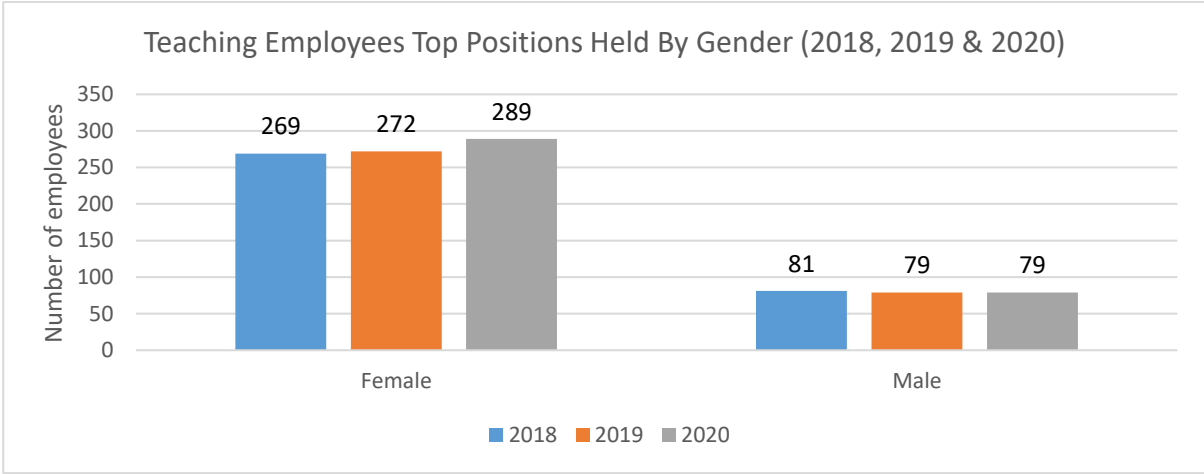
The majority of Teachers are female (85%) and this is broadly consistent throughout the period.



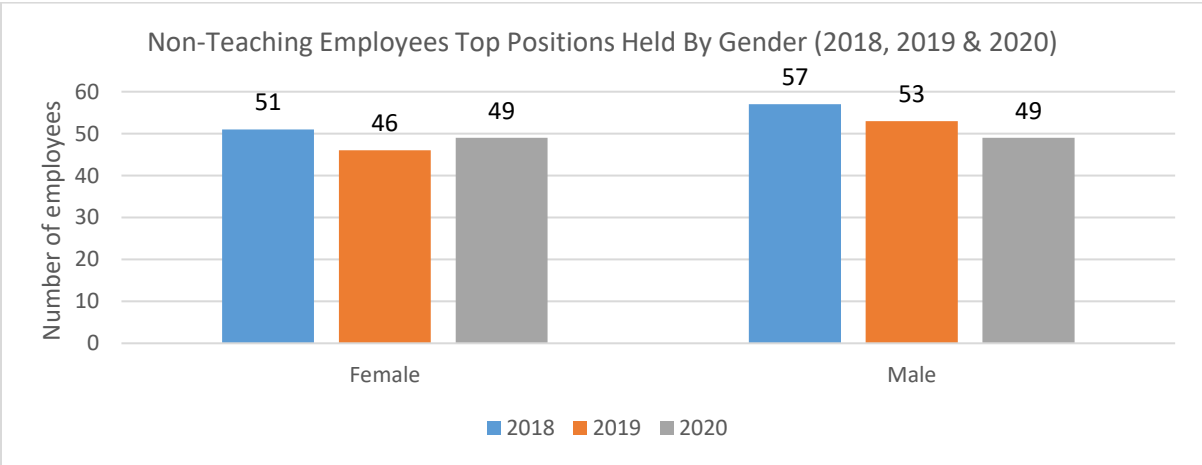
The majority of Non-teaching Education employees are female (83%), this falling only very slightly across the period.



The proportion of top Teaching positions was lower than that of the whole Teaching workforce, though it increased from 76.9% to 78.5% in the period.

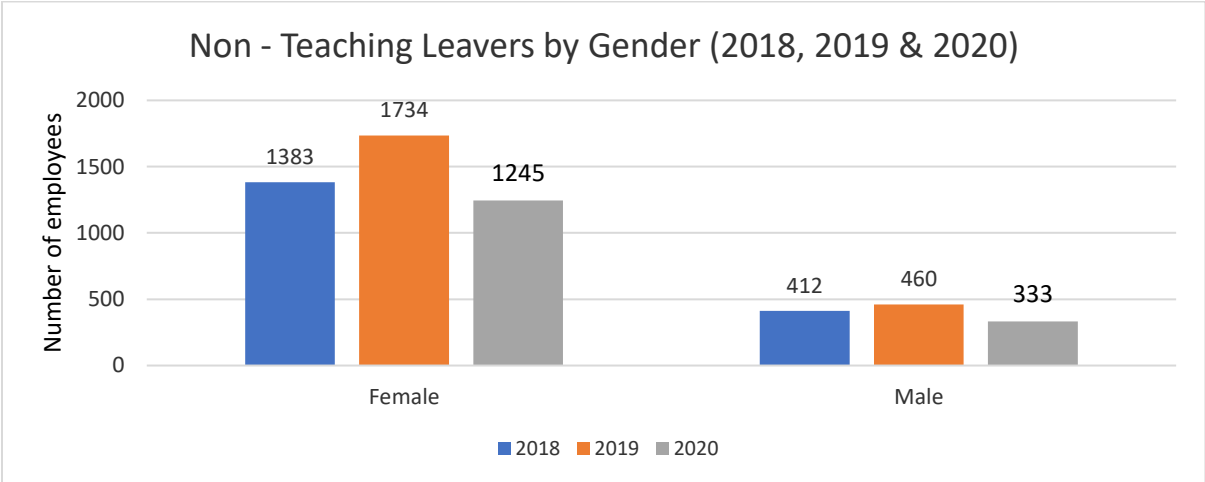
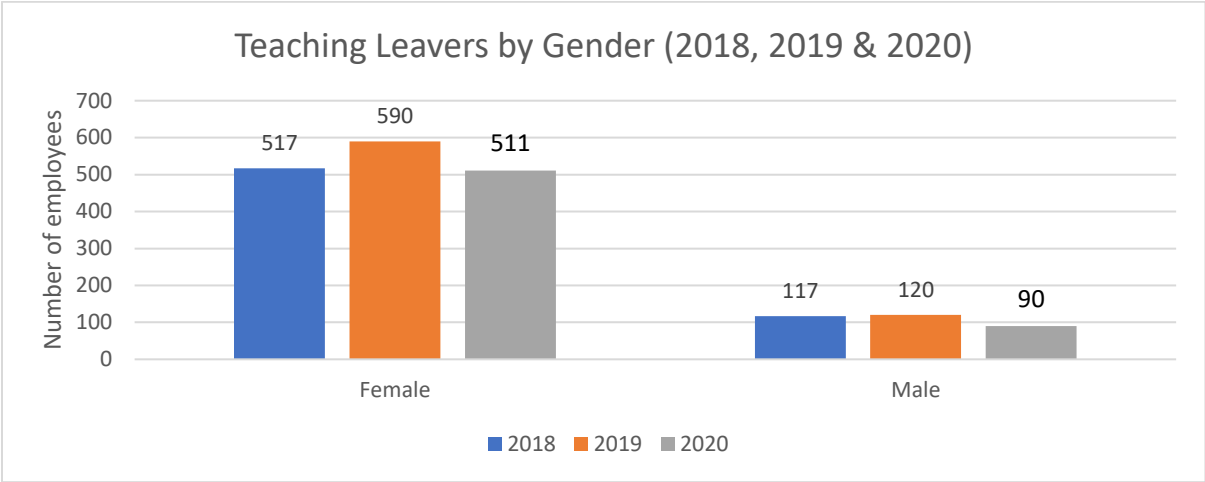


It is of concern that the proportion of top Non-teaching Education positions was dramatically lower than that of the whole Non-teaching Education workforce, finishing at 50%, up slightly from 47.2%.



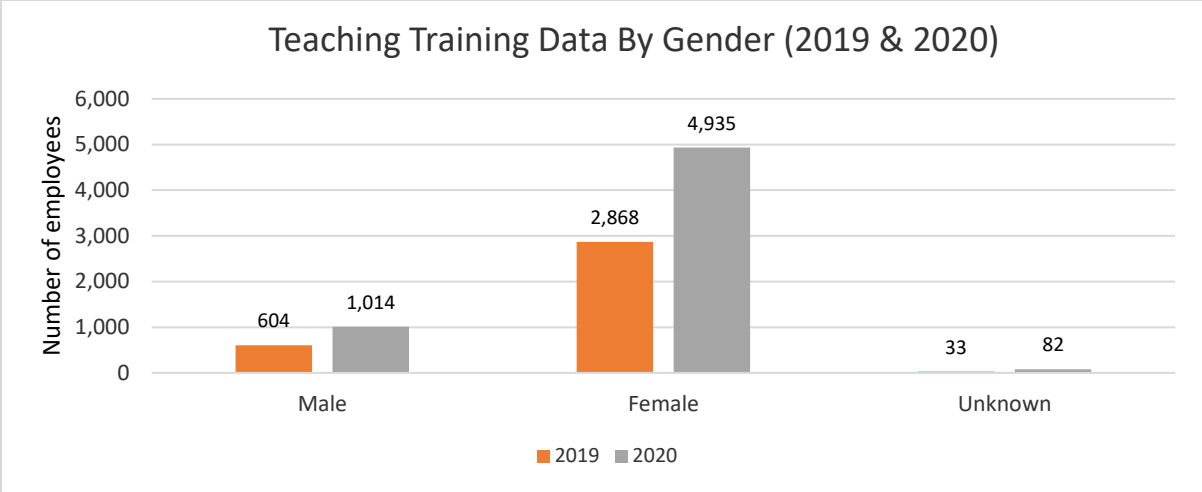
Retention

With regards to teaching and non-teaching leavers, the majority of employees leaving the authority were female.

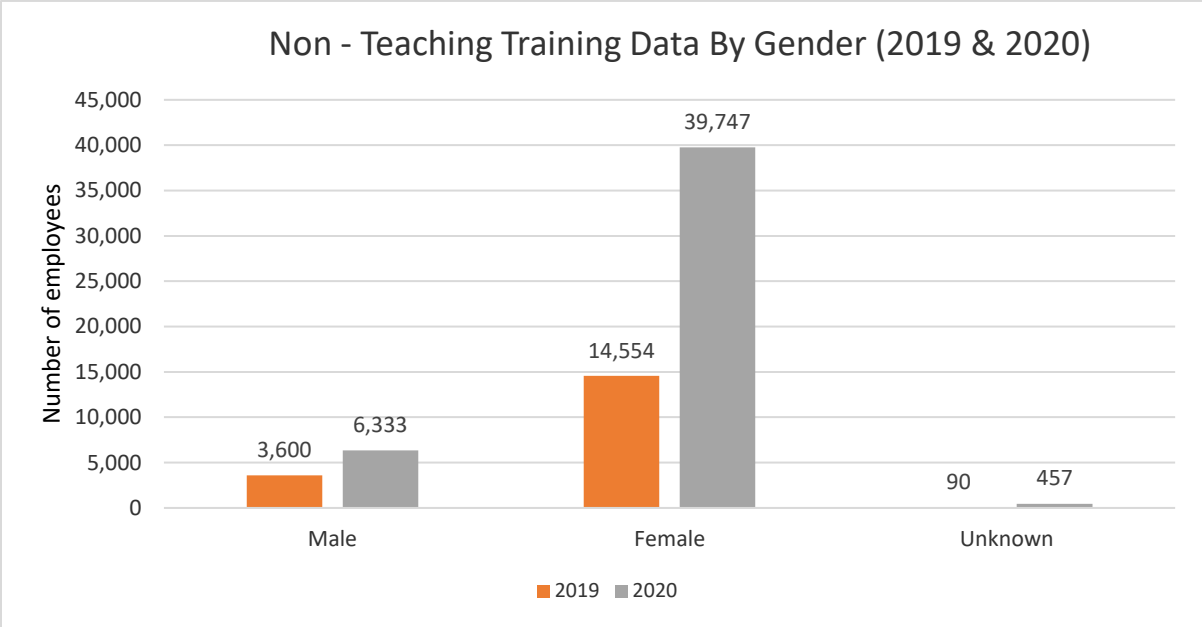


Development

There has been an increase in both male and female teachers taking courses with the number of males increasing by 40% and the number of females by 42% between 2019 and 2020.



The number of non-teaching employees taking courses has increased by 43% for males and the 63% for females.



Race

As with previous mainstreaming reports the majority of employees identify themselves as White Scottish, the proportion of Teachers dropping very slightly from 70% in 2018 to 69% in 2020 but increasing from 76% to 77% for Non-teaching Education employees. The Unknown proportion increased from 38% to 48% of Teachers and from 27% to 36% of Non-teaching Education employees in the same period.

All Teaching Employees		2018	2019	2020
Race	Asian Bangladeshi	0	0	0

All Teaching Employees		2018	2019	2020
	Asian Chinese	4	3	3
	Asian Indian	9	9	9
	Asian Other inc Scottish	1	1	0
	Asian Pakistani	1	1	0
	Black African	6	6	6
	Black Caribbean	0	0	0
	Black Other	1	2	1
	Gypsy / Traveller	1	1	1
	Mixed	15	11	10
	Other Ethnic Background	5	5	4
	Unknown	1792	2076	2389
	White British	507	504	464
	White English	162	150	144
	White Irish	22	25	19
	White Northern Irish	28	30	30
	White Other	112	101	97
	White Polish	6	7	6
	White Scottish	2060	1969	1799
	White Welsh	15	15	13
	Grand Total	4747	4916	4995

All Non-teaching Employees		2018	2019	2020
Race	Asian Bangladeshi	2	2	2
	Asian Chinese	1	1	1
	Asian Indian	17	13	11
	Asian Other inc Scottish	18	17	21
	Asian Pakistani	3	3	3

All Non-teaching Employees		2018	2019	2020
	Black African	7	6	5
	Black Caribbean	1	1	1
	Black Other	0	0	0
	Gypsy / Traveller	0	0	0
	Mixed	19	17	14
	Other Ethnic Background	7	8	7
	Unknown	2213	2702	3066
	White British	825	792	680
	White English	375	359	311
	White Irish	27	29	29
	White Northern Irish	12	11	13
	White Other	85	89	78
	White Polish	35	32	32
	White Scottish	4870	4814	4406
	White Welsh	26	24	24
	Grand Total	8543	8920	8704

Retention

With regards to leavers the data is broadly consistent with overall figures, with most reporting either as White Scottish or Unknown.

Teaching Leavers		2018	2019	2020
Race	Asian Bangladeshi	0	0	0
	Asian Chinese	0	0	0
	Asian Indian	1	0	0
	Asian Other (inc. Scottish)	0	0	0
	Asian Pakistani	0	0	1
	Black African	1	0	0
	Black Caribbean	0	0	0

Teaching Leavers		2018	2019	2020
	Black Other	0	0	0
	Gypsy/Traveller	0	0	0
	Mixed	3	1	0
	Other Ethnic Background	1	1	0
	Unknown/No Return	291	418	401
	White British	66	45	33
	White English	18	25	10
	White Irish	2	2	1
	White Northern Irish	3	0	0
	White Other	12	6	9
	White Polish	0	0	1
	White Scottish	235	211	145
	White Welsh	1	1	0
	Total	634	710	601

Non - Teaching Leavers		2018	2019	2020
Race	Asian Bangladeshi	1	0	0
	Asian Chinese	0	0	0
	Asian Indian	5	4	3
	Asian Other (inc. Scottish)	5	2	2
	Asian Pakistani	0	0	0
	Black African	6	4	3
	Black Caribbean	0	0	0
	Black Other	4	0	0
	Gypsy/Traveller	0	0	0
	Mixed	5	1	2

Non - Teaching Leavers		2018	2019	2020
	Other Ethnic Background	1	0	1
	Unknown/No Return	684	1317	919
	White British	147	120	93
	White English	71	76	46
	White Irish	7	2	2
	White Northern Irish	7	5	2
	White Other	25	19	8
	White Polish	14	12	7
	White Scottish	810	628	485
	White Welsh	3	4	5
	Total	1795	2194	1578

Development

For teaching and non-teaching employees there has been an increase in the majority of the categories which reflects the increase in courses taken.

Teaching Training		2019	2020
Race	Any Mixed background	9	27
	Any other background (please detail)	2	4
	Any other Black background	7	2
	Any other White background	47	135
	Asian Chinese	1	6
	Asian Indian	20	34
	Black African	3	6
	Unknown	1,598	2,859
	White British	341	523
	White English	105	213

Teaching Training		2019	2020
	White Irish	21	25
	White Northern Irish	24	24
	White Polish	4	6
	White Scottish	1,321	2,151
	White Welsh	2	16

Non - Teaching Training		2019	2020
Race	Any Mixed background	34	80
	Any other Asian background	58	147
	Any other background (please detail)	22	29
	Any other Black background	7	4
	Any other White background	129	373
	Asian Bangladeshi	5	5
	Asian Chinese		4
	Asian Indian	9	39
	Asian Pakistani	1	4
	Black African	14	56
	Black Caribbean	1	2
	Unknown	7,804	16,171
	White British	1,056	3,159
	White English	642	1,787
	White Irish	58	161
	White Northern Irish	55	71
White Polish	98	194	

Non - Teaching Training		2019	2020
	White Scottish	8,204	24,114
	White Welsh	47	137

Religion / Belief

Consistent with the previous mainstreaming report the highest number of teaching employees are in the Unknown category. Of those whose Religion or Belief is recorded, Church of Scotland is the highest followed by No Religion or Belief, with the proportions of each remaining all but unchanged at 40% and 32-33% respectively.

All Teaching Employees		2018	2019	2020
Religion or Belief	Buddhist	5	7	7
	Catholic	161	143	119
	Church of Scotland	1023	956	884
	Hindu	2	2	2
	Jewish	0	0	0
	Muslim	11	14	10
	No religion or belief	802	794	725
	Other Christian	251	239	216
	Other Religion or Belief	48	38	37
	Protestant	221	221	197
	Sikh	2	2	2
	Unknown	2220	2497	2793
	Grand Total	4746	4913	4992

The picture for Non-teaching Education employees was similar, with consistent figures of 44% (of those recorded) for Church of Scotland and 36% for No Religion or Belief.

All Non-teaching Employees		2018	2019	2020
Religion or Belief	Buddhist	12	14	15
	Catholic	236	224	201

All Non-teaching Employees		2018	2019	2020
	Church of Scotland	2362	2283	2085
	Hindu	7	6	5
	Jewish	1	1	1
	Muslim	17	17	18
	No religion or belief	1945	1928	1717
	Other Christian	421	401	370
	Other Religion or Belief	59	66	58
	Protestant	325	285	261
	Sikh	2	2	2
	Unknown	3156	3693	3971
	Grand Total	8543	8920	8704

Retention

The data was consistent with the overall proportion of teaching and non-teaching employees.

Teaching Leavers		2018	2019	2020
Religion or Belief	Buddhist	0	2	0
	Catholic	13	45	35
	Church of Scotland	88	295	253
	Hindu	0	1	1
	Jewish	0	0	0
	Muslim	1	3	3
	No Religion or Belief	62	244	176
	Other Religion or Belief	2	16	14
	Other Christian	20	57	38
	Protestant	9	64	31
	Sikh	0	0	0
	Unknown	439	1467	1027

Teaching Leavers		2018	2019	2020
	Total	634	2194	1578

Non - Teaching Leavers		2018	2019	2020
Religion or Belief	Buddhist	2	0	0
	Catholic	48	21	14
	Church of Scotland	204	106	70
	Hindu	0	0	0
	Jewish	1	0	0
	Muslim	0	0	2
	No Religion or Belief	232	54	39
	Other Religion or Belief	14	9	2
	Other Christian	58	18	17
	Protestant	38	13	21
	Sikh	0	0	0
	Unknown	1198	489	436
Total	1795	710	601	

Development

The increase in numbers in most categories between 2019 and 2020 is consistent with the increase in number of courses taken for both teaching and non-teaching employees.

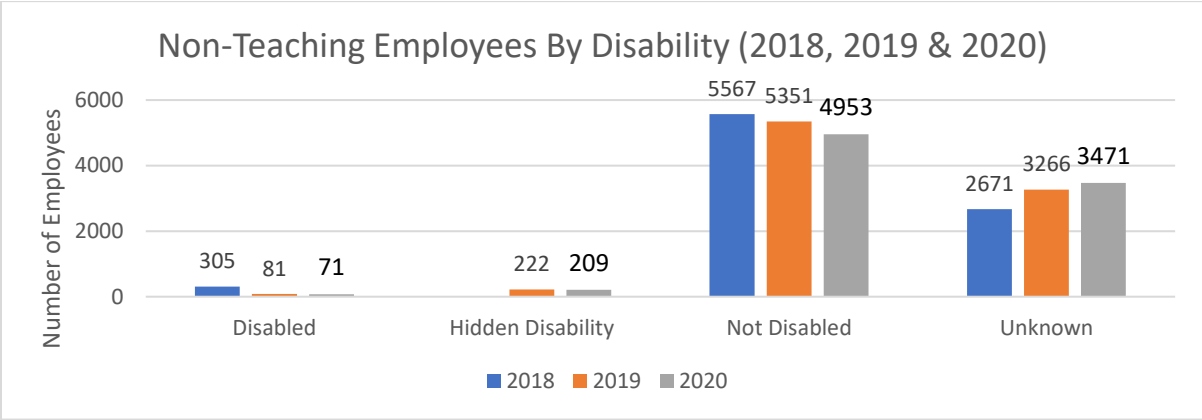
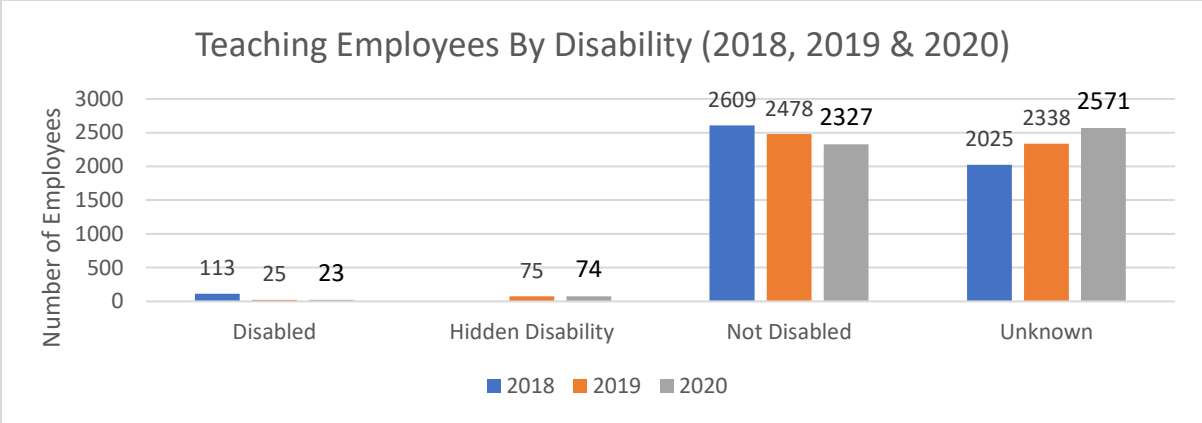
Teaching Training		2019	2020
Religion or Belief	Buddhist	3	11
	Catholic	123	162
	Church of Scotland	597	1,067
	Hindu	3	7
	Muslim	9	13

Teaching Training		2019	2020
	No religion or belief	642	925
	Other (please detail)	26	48
	Other Christian	154	285
	Protestant	103	251
	Sikh	4	10
	Unknown	1,841	3,252

Non - Teaching Training		2019	2020
Religion or Belief	Buddhist	20	76
	Catholic	441	1,087
	Church of Scotland	3,369	10,646
	Hindu	4	20
	Jewish		8
	Muslim	24	84
	No religion or belief	3,739	9,751
	Other (please detail)	117	370
	Other Christian	579	1,835
	Protestant	450	1,470
	Sikh		8
	Unknown	9,501	21,182

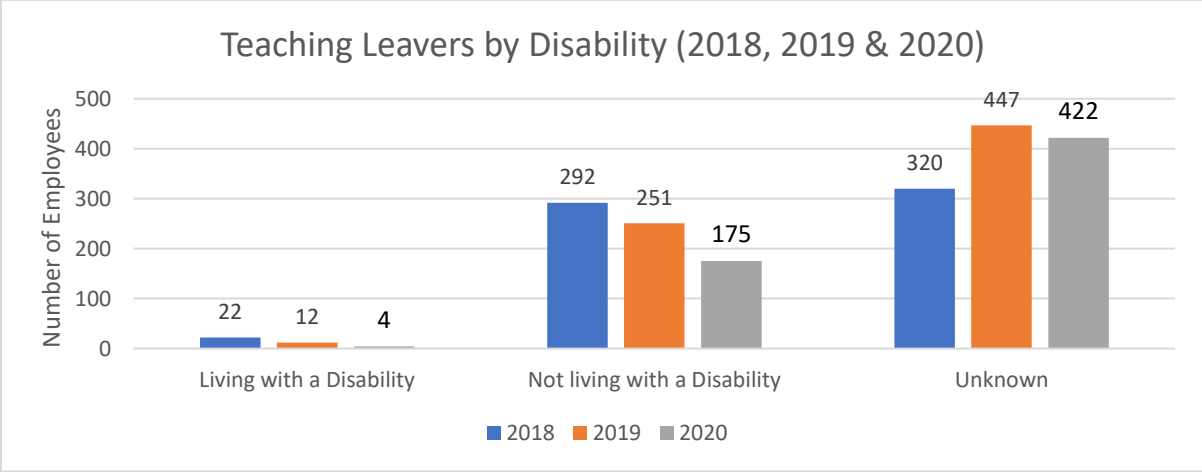
Disability

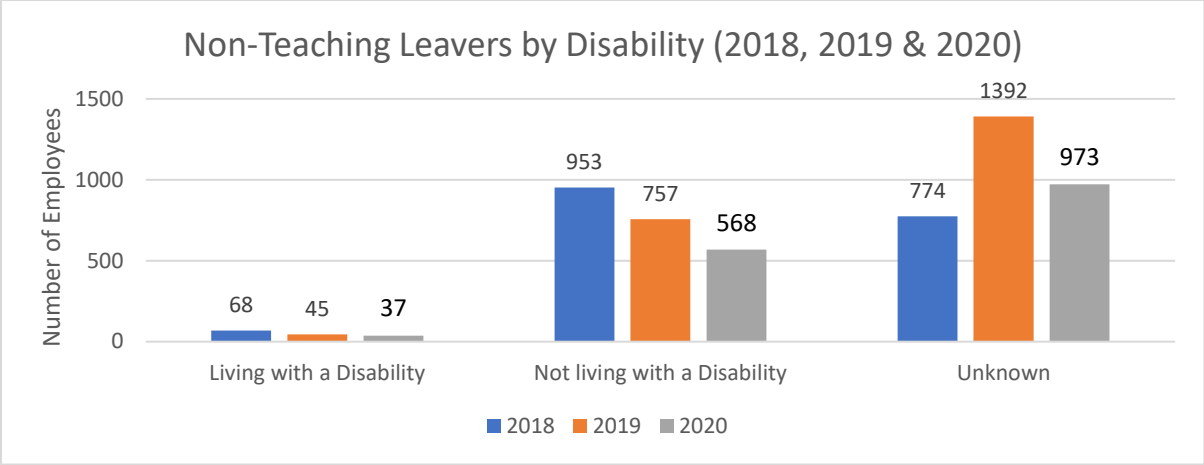
Proportions identified as having a Disability increased from 45% to 53% for Teachers and from 35% to 43% of Non-teaching Education employees.



Retention

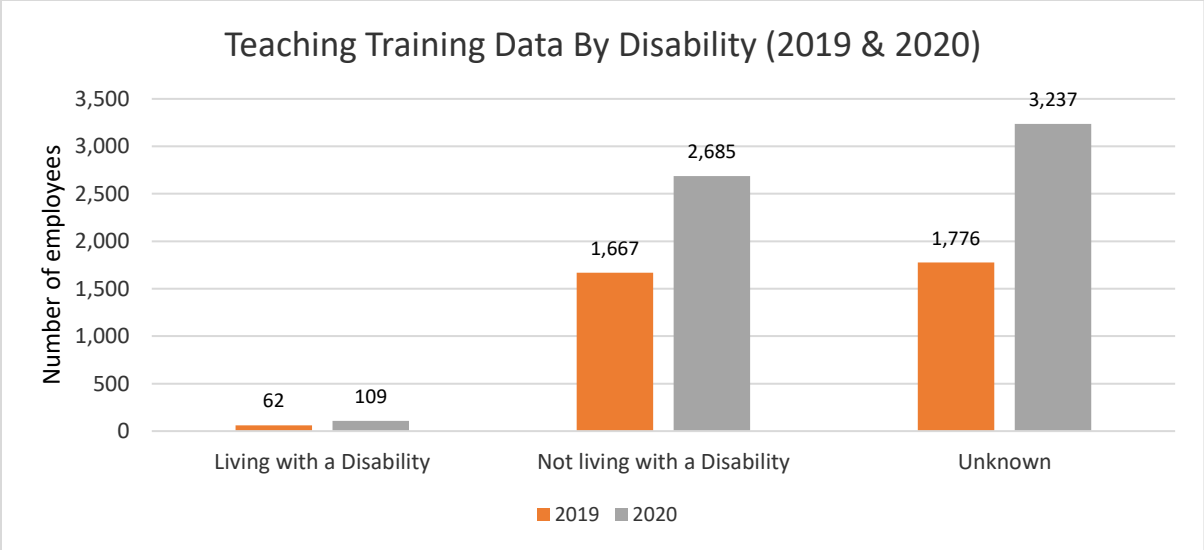
The proportion of Teaching Leavers who identified as Living with a Disability fell from 7.0% to 2.2%. The drop for Non-teaching Education employees was much smaller, decreasing from 6.7% to 6.1%.

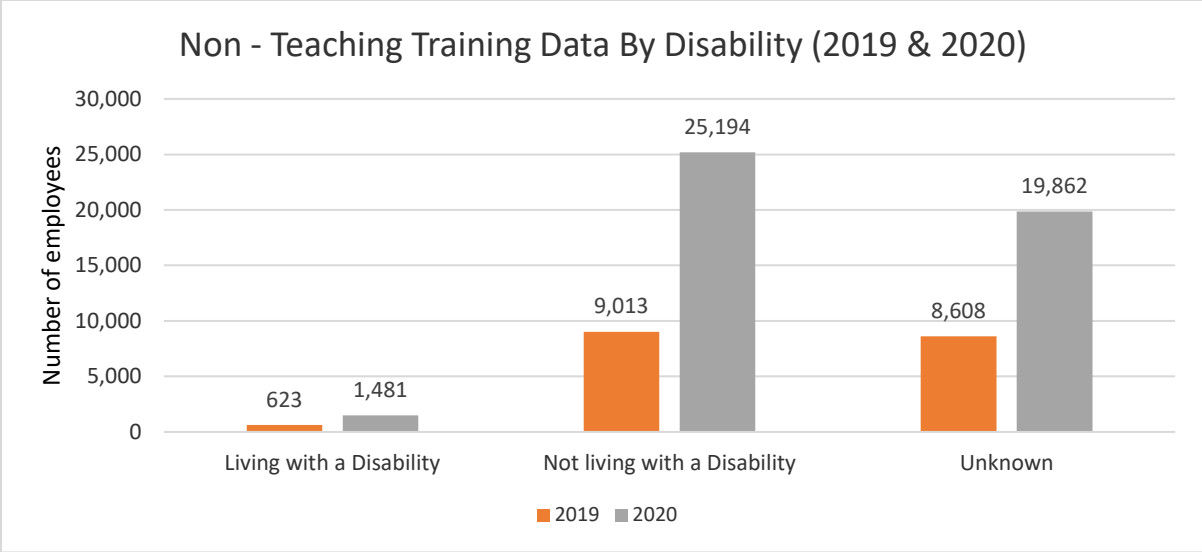




Development

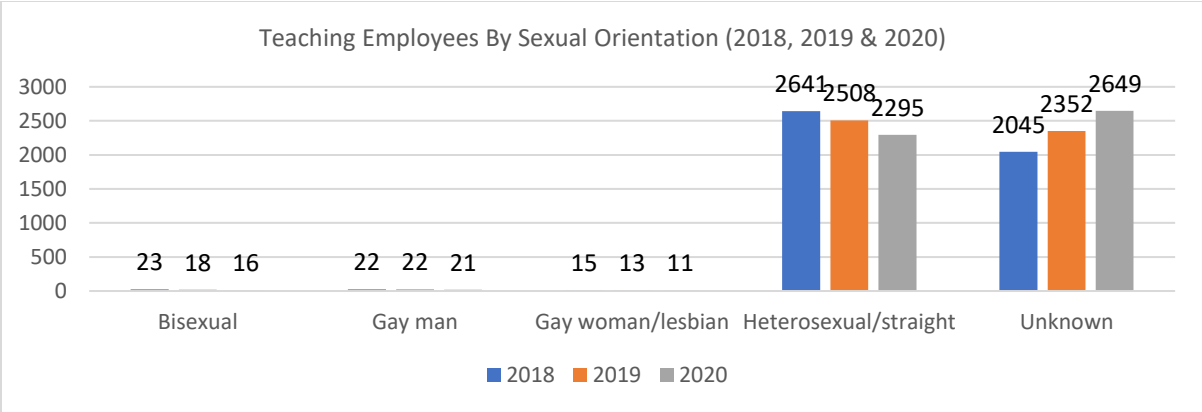
The increase in numbers in most categories between 2019 and 2020 is consistent with the increase in number of courses taken for both teaching and non-teaching employees.



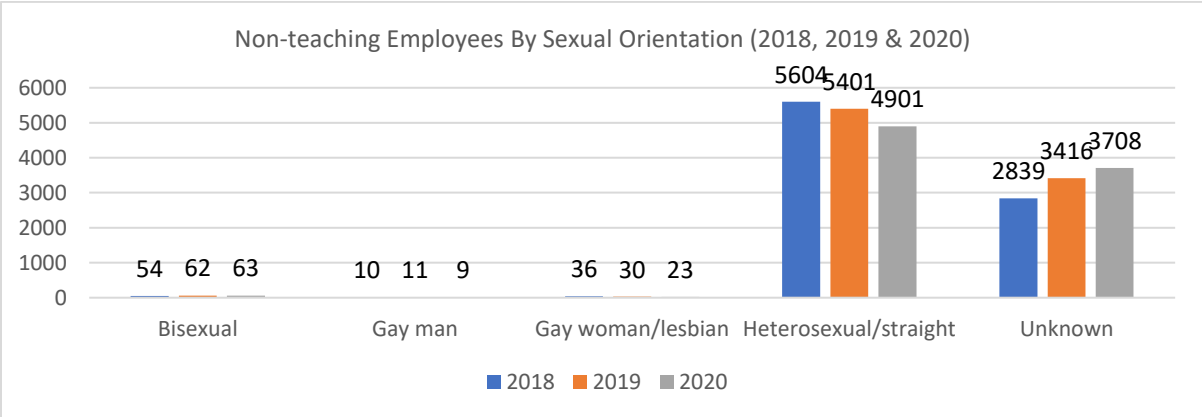


Sexual Orientation

The proportion of Teaching employees identifying as Bisexual, Gay Man or Gay Woman/Lesbian dropped slightly from 2.2% to 2.0% in the period.

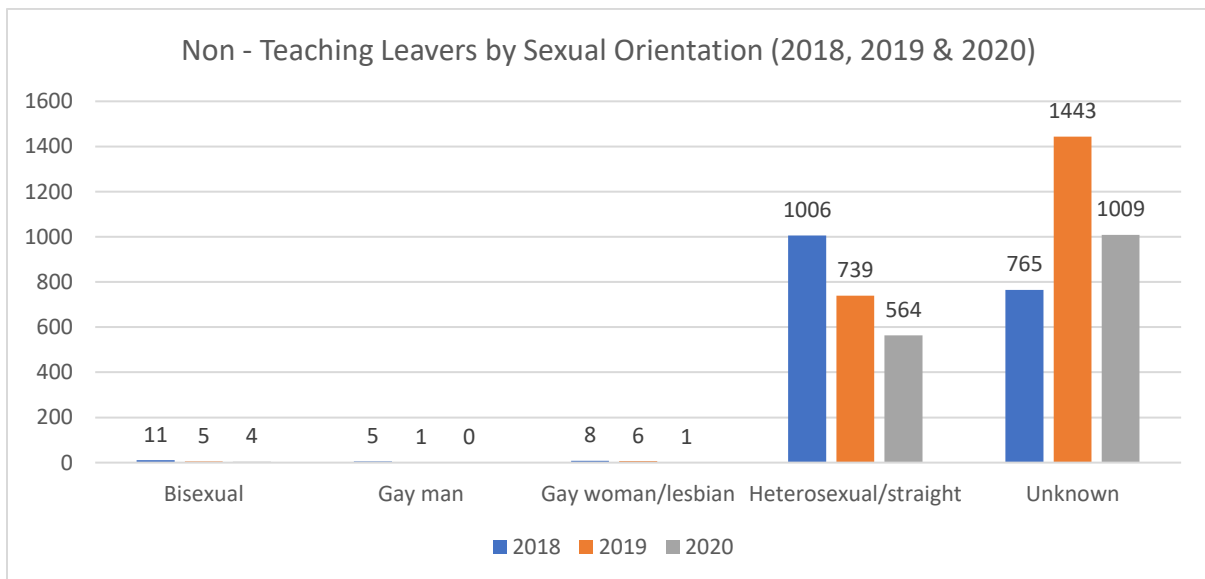
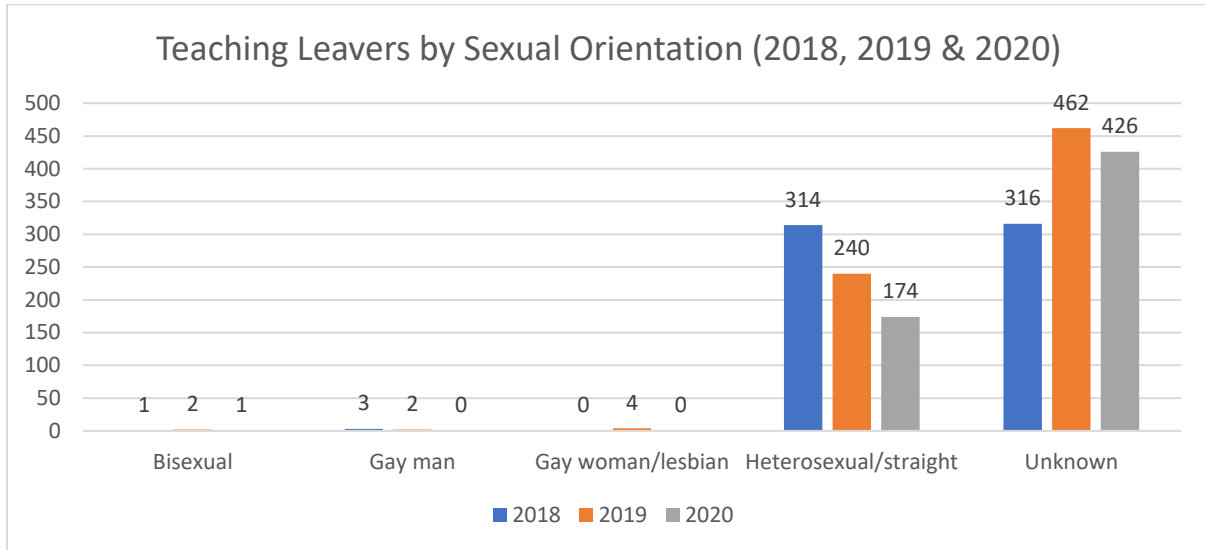


The proportion of Non-teaching Education employees identifying as Bisexual, Gay Man or Gay Woman/Lesbian increased very slightly from 1.8% to 1.9% in the period.



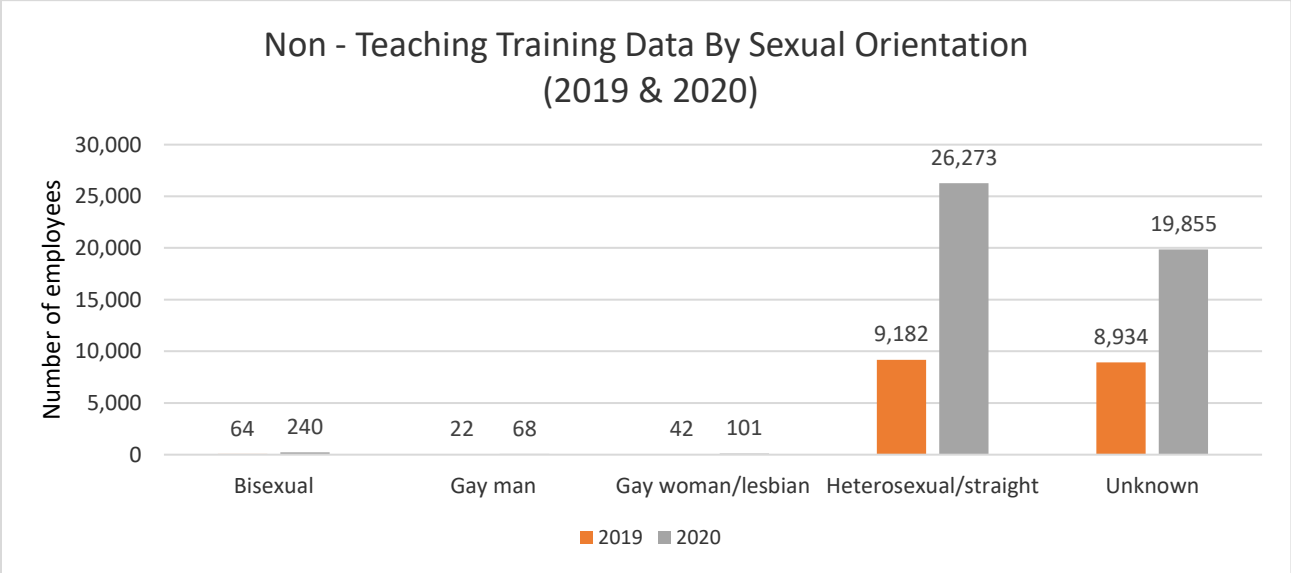
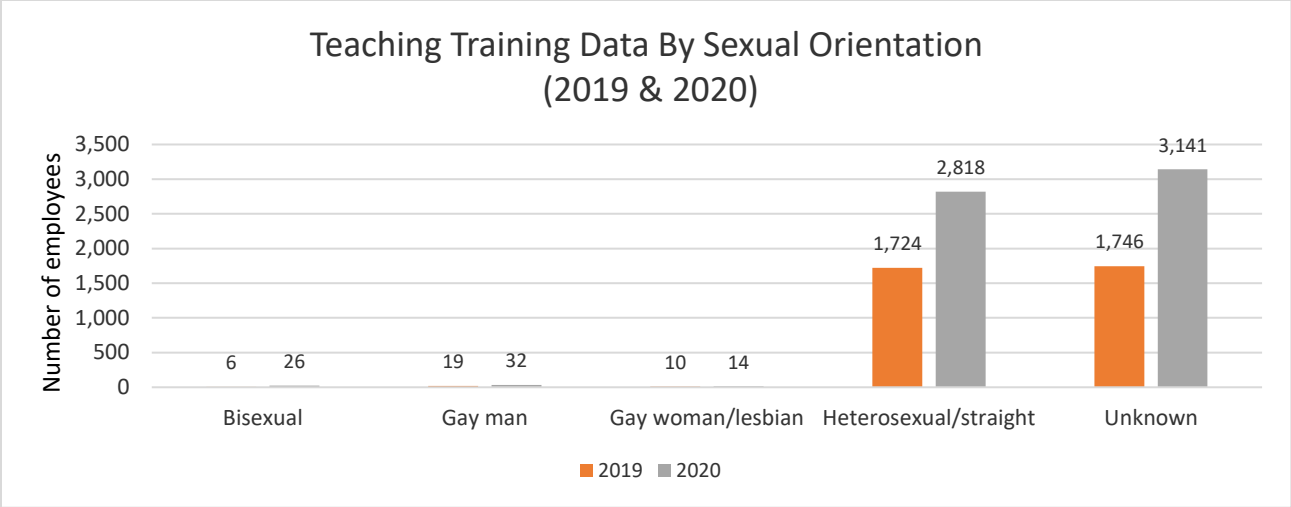
Retention

Corresponding with previous mainstreaming reports the majority of leavers report as Heterosexual.



Development

Within Teaching, the biggest % increase is in those identifying as Bisexual, followed by unknown, within Non-Teaching the largest % increase is also within those identifying as Bisexual, closely followed by those identifying as a Gay Man.



Gender Identity

We currently only have this information for all applicants and we do not have data specific to the Education Authority in relation to this characteristic at this time.

Pregnancy/Maternity and Marriage/Civil Partnership

Unfortunately, we are unable to gather data on these characteristics for recruitment, retention and development.

