

Number of Posts Advertised: 147  
Total External Applications Received: 1022  
Total External Interviews: 111  
Total External Appointments: 55

DISABILITY	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%						
Disabled	90	8.8%	35	3.4%	55	5.4%	21	12.7%	5	3.0%	16	8.6%	4	7.3%	1	1.8%	3	5.6%
Non Disabled	895	87.6%	350	34.2%	545	53.3%	138	83.1%	49	29.5%	89	53.6%	50	80.6%	16	29.1%	34	61.8%
Non Disclosed	37	3.6%					7	4.2%					1	1.8%			4	7.3%
<b>Total</b>	<b>1022</b>	<b>100.0%</b>	<b>385</b>	<b>37.7%</b>	<b>600</b>	<b>58.7%</b>	<b>166</b>	<b>100.0%</b>	<b>54</b>	<b>32.5%</b>	<b>105</b>	<b>63.3%</b>	<b>55</b>	<b>100.0%</b>	<b>17</b>	<b>30.9%</b>	<b>37</b>	<b>67.3%</b>

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

DISABILITY TYPE	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%						
Deafness or partial hearing loss	3	#DIV/0!	2	#DIV/0!	1	#DIV/0!	1	#DIV/0!	0	0.0%	1	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Blindness or partial sight loss	1	7.7%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Physical disability	0	0.0%	4	4.4%	6	6.0%	3	14.2%	1	#DIV/0!	2	9.5%	1	26.0%	1	26.0%	0	0.0%
Learning disability	35	38.5%	18	20.0%	17	18.9%	6	28.6%	4	19.0%	2	9.5%	1	25.0%	0	0.0%	1	25.0%
Learning difficulty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mental health condition	20	22.2%	1	1.1%	19	21.1%	8	38.1%	0	0.0%	8	38.1%	0	0.0%	0	0.0%	0	0.0%
Long term illness	0	0.0%	4	4.4%	5	5.5%	1	4.8%	0	0.0%	2	4.8%	1	26.0%	0	0.0%	1	26.0%
Developmental disorder	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other condition	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non disclosed	13	14.4%					2	9.5%									2	25.0%
<b>Total</b>	<b>90</b>	<b>#DIV/0!</b>	<b>30</b>	<b>#DIV/0!</b>	<b>47</b>	<b>#DIV/0!</b>	<b>21</b>	<b>#DIV/0!</b>	<b>5</b>	<b>#DIV/0!</b>	<b>14</b>	<b>#DIV/0!</b>	<b>4</b>	<b>#DIV/0!</b>	<b>1</b>	<b>#DIV/0!</b>	<b>2</b>	<b>#DIV/0!</b>

ETHNICITY	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%						
White Scottish	629	61.5%	266	26.0%	363	35.5%	114	68.7%	39	#DIV/0!	75	45.2%	39	70.0%	12	#DIV/0!	27	49.1%
Other British	127	12.4%	52	5.1%	75	7.3%	20	12.0%	10	1000.0%	10	6.0%	10	18.2%	5	500.0%	5	9.1%
Irish	22	2.2%	9	0.9%	13	1.3%	2	1.2%	0	0.0%	2	1.2%	1	1.8%	0	0.0%	1	1.8%
Foreign / Traveller	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Poish	0	0.0%	1	0.1%	6	0.6%	1	0.6%	0	#DIV/0!	2	0.8%	1	1.8%	0	#DIV/0!	1	1.8%
Other white ethnic	108	10.6%	21	2.1%	87	8.5%	16	9.6%	2	#DIV/0!	14	8.4%	2	3.6%	0	#DIV/0!	2	3.6%
<b>Total White</b>	<b>893</b>	<b>87.4%</b>	<b>350</b>	<b>34.2%</b>	<b>543</b>	<b>53.1%</b>	<b>153</b>	<b>92.2%</b>	<b>51</b>	<b>30.7%</b>	<b>102</b>	<b>61.4%</b>	<b>53</b>	<b>96.4%</b>	<b>17</b>	<b>30.9%</b>	<b>36</b>	<b>65.5%</b>
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	12	1.2%	5	0.5%	7	0.7%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Indian, Indian Scottish or Indian British	12	1.2%	5	0.5%	7	0.7%	3	1.8%	0	0.0%	3	1.8%	1	1.8%	0	#DIV/0!	1	1.8%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	6	0.6%	3	0.3%	3	0.3%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Other Asian background	5	0.5%	3	0.3%	2	0.2%	1	0.6%	1	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
<b>Sub Total Asian</b>	<b>35</b>	<b>3.4%</b>	<b>16</b>	<b>1.6%</b>	<b>19</b>	<b>1.9%</b>	<b>4</b>	<b>2.4%</b>	<b>1</b>	<b>0.6%</b>	<b>3</b>	<b>1.8%</b>	<b>1</b>	<b>1.8%</b>	<b>0</b>	<b>#DIV/0!</b>	<b>1</b>	<b>1.8%</b>
African, African Scottish or African British	4	0.4%	1	0.1%	3	0.3%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Other African background	5	0.5%	4	0.4%	1	0.1%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Black, Black Scottish or Black British	2	0.2%	1	0.1%	1	0.1%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Other Caribbean / Black background	4	0.4%	0	0.0%	4	0.4%	0	0.0%	0	0.0%	0	0.0%	4	7.3%	0	#DIV/0!	0	0.0%
<b>Sub Total Black</b>	<b>15</b>	<b>1.5%</b>	<b>6</b>	<b>0.6%</b>	<b>9</b>	<b>0.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>	<b>0</b>	<b>0.0%</b>
Arab, Arab Scottish or Arab British	3	0.3%	0	0.0%	3	0.3%	0	0.0%	0	#DIV/0!	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
Other ethnic background	22	2.2%	8	0.8%	14	1.4%	1	0.6%	1	0.6%	0	0.0%	0	0.0%	0	#DIV/0!	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>25</b>	<b>2.4%</b>	<b>8</b>	<b>0.8%</b>	<b>17</b>	<b>1.7%</b>	<b>1</b>	<b>0.6%</b>	<b>1</b>	<b>0.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic (see note)</b>	<b>75</b>	<b>7.3%</b>	<b>30</b>	<b>2.9%</b>	<b>45</b>	<b>4.4%</b>	<b>5</b>	<b>3.0%</b>	<b>2</b>	<b>1.2%</b>	<b>3</b>	<b>1.8%</b>	<b>1</b>	<b>1.8%</b>	<b>0</b>	<b>#DIV/0!</b>	<b>1</b>	<b>1.8%</b>
Non Disclosed	54	5.3%					4	4.2%					1	1.8%				
<b>Total (see note)</b>	<b>1022</b>	<b>100.0%</b>	<b>380</b>	<b>37.2%</b>	<b>588</b>	<b>57.5%</b>	<b>166</b>	<b>100.0%</b>	<b>53</b>	<b>31.9%</b>	<b>105</b>	<b>63.3%</b>	<b>55</b>	<b>100.0%</b>	<b>17</b>	<b>30.9%</b>	<b>37</b>	<b>67.3%</b>

RELIGION AND BELIEF	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%						
Buddhist	7	0.7%	4	0.4%	3	0.3%	1	0.6%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	73	7.1%	33	3.2%	40	3.9%	13	7.8%	6	3.6%	7	4.2%	3	5.5%	3	5.5%	0	0.0%
Hindu	3	0.3%	0	0.0%	3	0.3%	1	0.6%	0	0.0%	1	0.6%	1	1.8%	0	0.0%	1	1.8%
Jewish	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	17	1.7%	6	0.6%	11	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Christian	68	6.7%	25	2.4%	43	4.2%	6	3.6%	2	1.2%	4	2.4%	1	1.8%	0	0.0%	1	1.8%
Roman Catholic	122	11.9%	41	4.0%	81	7.9%	15	9.0%	5	3.0%	10	6.0%	7	12.7%	1	1.8%	6	10.9%
Sikh	4	0.4%	3	0.3%	1	0.1%	1	0.6%	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%
Other Religion	43	4.2%	24	2.3%	19	1.9%	7	4.2%	5	3.0%	2	1.2%	2	3.6%	2	3.6%	0	0.0%
None	514	50.3%	206	20.2%	308	30.1%	89	53.0%	28	16.9%	61	36.7%	31	56.4%	8	14.5%	23	41.8%
Non Disclosed	180	17.6%					23	13.9%					10	18.2%				
<b>Total</b>	<b>1022</b>	<b>100.0%</b>	<b>342</b>	<b>33.5%</b>	<b>500</b>	<b>48.9%</b>	<b>166</b>	<b>100.0%</b>	<b>46</b>	<b>27.7%</b>	<b>87</b>	<b>52.4%</b>	<b>55</b>	<b>100.0%</b>	<b>14</b>	<b>25.5%</b>	<b>31</b>	<b>56.4%</b>

SEXUAL ORIENTATION (INCLUDING GENDER IDENTITY)	EXTERNAL APPLICATIONS																	
	Applications				Interviews				Appointments									
	Number	%	M	%	F	%	Number	%	M	%	F	%						
Bisexual	36	3.5%	14	1.4%	22	2.1%	4	2.4%	0	0.0%	7	4.2%	1	1.8%	0	0.0%	1	1.8%
Heterosexual	763	74.7%	290	29.3%	464	45.4%	119	71.7%	42	25.3%	77	46.4%	42	76.4%	13	23.6%	29	52.7%
Lesbian / Gay	50	4.9%	36	3.6%	14	1.4%	12	7.2%	6	3.6%	6	3.6%	4	7.3%	1	1.8%	3	5.5%
Other	11	1.1%	2	0.2%	9	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	162	15.8%					9	5.4%					1	1.8%				
<b>Total</b>	<b>1022</b>	<b>100.0%</b>	<b>351</b>	<b>34.3%</b>	<b>529</b>	<b>51.8%</b>	<b>166</b>	<b>100.0%</b>	<b>48</b>	<b>28.9%</b>	<b>90</b>	<b>54.2%</b>	<b>55</b>	<b>100.0%</b>	<b>14</b>	<b>25.5%</b>	<b>33</b>	<b>60.0%</b>

GENDER	EXTERNAL APPLICATIONS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	365	38.6%	136	34.2%	17	30.9%
Female	605	60.2%	71	64.0%	37	67.3%
Non Disclosed	22	2.2%	2	1.8%	1	1.8%
<b>Total</b>	<b>1022</b>	<b>100.0%</b>	<b>111</b>	<b>100.0%</b>	<b>55</b>	<b>100.0%</b>

Note: Total Ethnic includes the following -

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

Total includes the following -

- Total White
- Total Ethnic
- Non Disclosed

Number of Posts Advertised:	147
Total Internal Applications Received:	98
Total Internal Interviews:	32
Total Internal Appointments:	2

	INTERNAL APPLICATIONS															Complaints				
	Applications					Interviews					Appointments					Number	%			
	Number	%	M	%	F	Number	%	M	%	F	Number	%	M	%	F					
Disabled	10	10.2%	5	5.1%	5	5.1%	6	17.6%	2	6.9%	4	11.8%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Non Disabled	87	88.8%	45	45.9%	42	42.9%	28	82.4%	13	38.2%	15	44.1%	2	100.0%	1	50.0%	1	50.0%	#DIV/0!	
Non Disclosed	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
<b>Total</b>	<b>98</b>	<b>100.0%</b>	<b>50</b>	<b>51.0%</b>	<b>47</b>	<b>48.0%</b>	<b>34</b>	<b>100.0%</b>	<b>15</b>	<b>44.1%</b>	<b>19</b>	<b>55.9%</b>	<b>2</b>	<b>100.0%</b>	<b>1</b>	<b>50.0%</b>	<b>1</b>	<b>50.0%</b>	<b>0</b>	<b>#DIV/0!</b>

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

	INTERNAL APPLICATIONS															Complaints				
	Applications					Interviews					Appointments					Number	%			
	Number	%	M	%	F	Number	%	M	%	F	Number	%	M	%	F					
Deafness or partial hearing loss	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Blindness or partial sight loss	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	#DIV/0!
Physical disability	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Learning difficulty	7	75.0%	5	50.0%	2	20.0%	3	50.0%	2	33.3%	1	16.7%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Learning difficulty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Mental health condition	1	10.0%	0	0.0%	1	10.0%	1	16.7%	0	0.0%	1	16.7%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Long term illness	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Developmental disorder	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Other condition	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Not disclosed	1	10.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
<b>Total</b>	<b>10</b>	<b>#DIV/0!</b>	<b>5</b>	<b>#DIV/0!</b>	<b>4</b>	<b>#DIV/0!</b>	<b>6</b>	<b>#DIV/0!</b>	<b>2</b>	<b>#DIV/0!</b>	<b>3</b>	<b>#DIV/0!</b>	<b>0</b>	<b>#DIV/0!</b>	<b>0</b>	<b>#DIV/0!</b>	<b>0</b>	<b>#DIV/0!</b>	<b>0</b>	<b>#DIV/0!</b>

	INTERNAL APPLICATIONS															Complaints				
	Applications					Interviews					Appointments					Number	%			
	Number	%	M	%	F	Number	%	M	%	F	Number	%	M	%	F					
White Scottish	62	63.3%	31	31.6%	31	31.6%	21	61.8%	9	26.5%	12	35.3%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Other British	4	4.1%	2	2.0%	2	2.0%	2	5.9%	1	2.9%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Irish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Gypsy / Traveller	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Polish	2	2.0%	0	0.0%	2	2.0%	1	2.9%	0	0.0%	2	5.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Other white ethnic	7	7.1%	4	4.1%	3	3.1%	4	11.8%	2	5.9%	2	5.9%	2	100.0%	1	50.0%	1	50.0%	#DIV/0!	
<b>Total White</b>	<b>75</b>	<b>76.5%</b>	<b>37</b>	<b>37.8%</b>	<b>38</b>	<b>38.8%</b>	<b>28</b>	<b>82.4%</b>	<b>12</b>	<b>35.3%</b>	<b>16</b>	<b>47.1%</b>	<b>2</b>	<b>100.0%</b>	<b>1</b>	<b>50.0%</b>	<b>1</b>	<b>50.0%</b>	<b>0</b>	<b>#DIV/0!</b>
Any mixed or multiple ethnic groups	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Pakistani, Pakistani Scottish or Pakistani British	11	11.2%	8	8.2%	3	3.1%	4	11.8%	3	8.8%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Indian, Indian Scottish or Indian British	1	1.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Bangladesh, Bangladeshi Scottish or Bangladeshi British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Chinese, Chinese Scottish or Chinese British	1	1.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Other Asian background	2	2.0%	2	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
<b>Sub Total Asian</b>	<b>15</b>	<b>15.3%</b>	<b>11</b>	<b>11.2%</b>	<b>4</b>	<b>4.1%</b>	<b>4</b>	<b>11.8%</b>	<b>3</b>	<b>8.8%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
African, African Scottish or African British	1	1.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Other African background	3	3.1%	1	1.0%	2	2.0%	1	2.9%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Caribbean, Caribbean Scottish or Caribbean British	1	1.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Black, Black Scottish or Black British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Other Caribbean / Black background	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
<b>Sub Total Black</b>	<b>5</b>	<b>5.1%</b>	<b>2</b>	<b>2.0%</b>	<b>3</b>	<b>3.1%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
Arab, Arab Scottish or Arab British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Other ethnic background	1	1.0%	0	0.0%	1	1.0%	1	2.9%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
<b>Sub Total Other Ethnic</b>	<b>1</b>	<b>1.0%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>1.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>2.9%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
<b>Total Ethnic (see note)</b>	<b>21</b>	<b>21.4%</b>	<b>13</b>	<b>13.3%</b>	<b>8</b>	<b>8.2%</b>	<b>6</b>	<b>17.6%</b>	<b>3</b>	<b>8.8%</b>	<b>3</b>	<b>8.8%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>#DIV/0!</b>
Non Disclosed	2	2.0%	0	0.0%	2	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
<b>Total (see note)</b>	<b>98</b>	<b>100.0%</b>	<b>50</b>	<b>51.0%</b>	<b>46</b>	<b>46.9%</b>	<b>34</b>	<b>100.0%</b>	<b>15</b>	<b>44.1%</b>	<b>19</b>	<b>55.9%</b>	<b>2</b>	<b>100.0%</b>	<b>1</b>	<b>50.0%</b>	<b>1</b>	<b>50.0%</b>	<b>0</b>	<b>#DIV/0!</b>

	INTERNAL APPLICATIONS															Complaints				
	Applications					Interviews					Appointments					Number	%			
	Number	%	M	%	F	Number	%	M	%	F	Number	%	M	%	F					
Buddhist	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Church of Scotland	11	11.2%	6	6.1%	5	5.1%	4	11.8%	1	2.9%	3	8.8%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Hindu	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Jewish	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Muslim	10	10.2%	4	4.2%	2	2.0%	4	11.8%	3	8.8%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Other Christian	5	5.1%	2	2.0%	3	3.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Roman Catholic	16	16.3%	4	4.1%	12	12.2%	6	17.6%	0	0.0%	6	17.6%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Sikh	1	1.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
Another Religion	3	3.1%	0	0.0%	3	3.1%	2	5.9%	0	0.0%	2	5.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
None	39	39.8%	23	23.5%	16	16.3%	14	41.2%	9	26.5%	5	14.7%	2	100.0%	1	50.0%	1	50.0%	#DIV/0!	
Non Disclosed	13	13.3%	0	0.0%	13	13.3%	4	11.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!	
<b>Total</b>	<b>98</b>	<b>100.0%</b>	<b>43</b>	<b>43.9%</b>	<b>42</b>	<b>42.9%</b>	<b>34</b>	<b>100.0%</b>	<b>13</b>	<b>38.2%</b>	<b>17</b>	<b>50.0%</b>	<b>2</b>	<b>100.0%</b>	<b>1</b>	<b>50.0%</b>	<b>1</b>	<b>50.0%</b>	<b>0</b>	<b>#DIV/0!</b>

	INTERNAL APPLICATIONS															Complaints			
	Applications					Interviews					Appointments					Number	%		
	Number	%	M	%	F	Number	%	M	%	F	Number	%	M	%	F				
Bisexual	6	6.1%	1	1.0%	5	5.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!
Heterosexual	73	74.5%	39	39.8%	34	34.7%	26	76.5%	12	35.3%	14	41.2%	2	100.0%	1	50.0%	1	50.0%	#DIV/0!
Lesbian / Gay	4	4.1%	3	3.1%	1	1.0%	2	5.9%	1	2.9%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!
Other	1	1.0%	0	0.0%	1	1.0%	1	2.9%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	#DIV/0!
Non Disclosed	14	14.3%	0	0.0%	14	14.3%	3	8.8%	0	0.0%									

Number of Posts Advertised:	147
Total Combined Applications Received:	1120
Total Combined Interviews:	143
Total Combined Appointments:	57

DISABILITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Disabled	100	8.9%	40	3.6%	60	5.4%	27	13.5%	7	3.5%	20	10.0%	4	7.0%	1	1.8%	3	5.3%
Non Disabled	982	87.7%	395	35.3%	587	52.4%	166	83.0%	62	31.0%	104	52.0%	52	91.2%	17	29.8%	35	61.4%
Non Disclosed	38	3.4%	0	0.0%	0	0.0%	7	3.0%	0	0.0%	2	7.0%	1	1.8%	0	0.0%	0	0.0%
<b>Total</b>	<b>1120</b>	<b>100.0%</b>	<b>435</b>	<b>38.8%</b>	<b>647</b>	<b>57.8%</b>	<b>200</b>	<b>100.0%</b>	<b>69</b>	<b>34.5%</b>	<b>124</b>	<b>62.0%</b>	<b>57</b>	<b>100.0%</b>	<b>18</b>	<b>31.6%</b>	<b>38</b>	<b>66.7%</b>

DISABILITY TYPE	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Deafness or partial hearing loss	3	3.0%	2	2.0%	1	1.0%	1	3.7%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	0	0.0%
Blindness or partial sight loss	2	2.0%	1	1.0%	1	1.0%	1	3.7%	0	0.0%	1	3.7%	0	0.0%	0	0.0%	0	0.0%
Physical disability	9	9.0%	4	4.0%	5	5.0%	3	11.1%	1	3.7%	2	7.0%	1	25.0%	1	25.0%	0	0.0%
Learning difficulty	42	42.0%	23	23.0%	19	19.0%	9	33.3%	6	22.2%	3	11.1%	1	25.0%	0	0.0%	1	25.0%
Learning difficulty	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Mental health condition	21	21.0%	1	1.0%	20	20.0%	9	33.3%	0	0.0%	9	33.3%	0	0.0%	0	0.0%	0	0.0%
Long term illness	9	9.0%	4	4.0%	5	5.0%	1	3.7%	0	0.0%	1	3.7%	1	25.0%	0	0.0%	1	25.0%
Developmental disorder	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other condition	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Not disclosed	14	14.0%	0	0.0%	0	0.0%	3	11.1%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>100</b>	<b>100.0%</b>	<b>35</b>	<b>35.0%</b>	<b>51</b>	<b>51.0%</b>	<b>27</b>	<b>100.0%</b>	<b>7</b>	<b>25.9%</b>	<b>17</b>	<b>63.0%</b>	<b>4</b>	<b>100.0%</b>	<b>1</b>	<b>25.0%</b>	<b>2</b>	<b>50.0%</b>

ETHNICITY	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
White Scottish	591	61.7%	297	26.5%	294	25.2%	195	67.5%	69	24.0%	67	43.5%	39	68.4%	12	21.1%	27	47.4%
Other British	131	11.7%	54	4.8%	77	6.9%	22	11.0%	11	5.5%	11	5.5%	10	17.5%	5	8.8%	5	8.8%
Irish	22	2.0%	9	0.8%	13	1.2%	2	1.0%	0	0.0%	2	1.0%	1	1.8%	0	0.0%	1	1.8%
Scottish / Traveller	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Polish	8	0.7%	4	0.4%	4	0.4%	2	1.0%	0	0.0%	2	1.0%	1	1.8%	0	0.0%	1	1.8%
Other white ethnic	115	10.3%	26	2.2%	90	8.0%	20	10.0%	4	2.0%	16	8.0%	4	7.0%	1	1.8%	3	5.3%
<b>Total White</b>	<b>968</b>	<b>86.4%</b>	<b>387</b>	<b>34.6%</b>	<b>581</b>	<b>51.3%</b>	<b>181</b>	<b>90.5%</b>	<b>63</b>	<b>31.5%</b>	<b>118</b>	<b>59.0%</b>	<b>55</b>	<b>96.5%</b>	<b>18</b>	<b>31.6%</b>	<b>37</b>	<b>64.9%</b>
Any mixed or multiple ethnic groups	9	0.8%	0	0.0%	9	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Pakistani, Pakistani Scottish or Pakistani British	23	2.1%	13	1.2%	10	0.9%	4	2.0%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Indian, Indian Scottish or Indian British	13	1.2%	5	0.4%	8	0.7%	3	1.5%	0	0.0%	3	1.5%	1	1.8%	0	0.0%	1	1.8%
Bangladesh, Bangladesh Scottish or Bangladesh British	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Chinese, Chinese Scottish or Chinese British	7	0.6%	4	0.4%	3	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Asian background	7	0.6%	5	0.4%	2	0.2%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Asian</b>	<b>50</b>	<b>4.5%</b>	<b>27</b>	<b>2.4%</b>	<b>23</b>	<b>2.1%</b>	<b>8</b>	<b>4.0%</b>	<b>4</b>	<b>2.0%</b>	<b>4</b>	<b>2.0%</b>	<b>1</b>	<b>1.8%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>1.8%</b>
African, African Scottish or African British	5	0.4%	2	0.2%	3	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other African background	8	0.7%	5	0.4%	3	0.3%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Caribbean, Caribbean Scottish or Caribbean British	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black, Black Scottish or Black British	2	0.2%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other Caribbean / Black background	4	0.4%	0	0.0%	4	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Black</b>	<b>20</b>	<b>1.8%</b>	<b>8</b>	<b>0.7%</b>	<b>12</b>	<b>1.1%</b>	<b>1</b>	<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
Arab, Arab Scottish or Arab British	3	0.3%	0	0.0%	3	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other ethnic background	23	2.1%	8	0.7%	15	1.3%	2	1.0%	1	0.5%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
<b>Sub Total Other Ethnic</b>	<b>26</b>	<b>2.3%</b>	<b>8</b>	<b>0.7%</b>	<b>18</b>	<b>1.6%</b>	<b>2</b>	<b>1.0%</b>	<b>1</b>	<b>0.5%</b>	<b>1</b>	<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>
<b>Total Ethnic (see note)</b>	<b>96</b>	<b>8.6%</b>	<b>43</b>	<b>3.8%</b>	<b>53</b>	<b>4.7%</b>	<b>11</b>	<b>5.5%</b>	<b>5</b>	<b>2.5%</b>	<b>6</b>	<b>3.0%</b>	<b>1</b>	<b>1.8%</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>1.8%</b>
Non Disclosed	58	5.0%	0	0.0%	0	0.0%	9	4.5%	0	0.0%	0	0.0%	1	1.8%	0	0.0%	0	0.0%
<b>Total (see note)</b>	<b>1120</b>	<b>100.0%</b>	<b>430</b>	<b>38.4%</b>	<b>634</b>	<b>56.6%</b>	<b>200</b>	<b>100.0%</b>	<b>68</b>	<b>34.0%</b>	<b>124</b>	<b>62.0%</b>	<b>57</b>	<b>100.0%</b>	<b>18</b>	<b>31.6%</b>	<b>38</b>	<b>66.7%</b>

RELIGION AND BELIEF	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Buddhist	7	0.6%	4	0.4%	3	0.3%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Church of Scotland	84	7.5%	39	3.5%	45	4.0%	17	8.5%	7	3.5%	10	5.0%	3	5.3%	3	5.3%	0	0.0%
Hindu	3	0.3%	0	0.0%	3	0.3%	1	0.5%	0	0.0%	1	0.5%	1	1.8%	0	0.0%	1	1.8%
Jewish	1	0.1%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Muslim	27	2.4%	14	1.3%	13	1.2%	4	2.0%	3	1.5%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Other Christian	63	5.6%	27	2.4%	36	3.2%	6	3.0%	2	1.0%	4	2.0%	1	1.8%	0	0.0%	1	1.8%
Roman Catholic	138	12.3%	46	4.0%	93	8.3%	21	10.5%	5	2.5%	16	8.0%	7	12.3%	1	1.8%	6	10.5%
Sikh	5	0.4%	3	0.3%	2	0.2%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Another Religion	46	4.1%	24	2.1%	22	2.0%	0	0.0%	0	0.0%	4	2.0%	2	3.5%	2	3.5%	0	0.0%
None	553	49.4%	229	20.4%	324	28.9%	103	51.5%	37	18.5%	66	33.0%	33	57.9%	9	15.8%	24	42.1%
Non Disclosed	193	17.2%	0	0.0%	0	0.0%	37	18.5%	0	0.0%	0	0.0%	10	17.5%	0	0.0%	0	0.0%
<b>Total</b>	<b>1120</b>	<b>100.0%</b>	<b>385</b>	<b>34.4%</b>	<b>542</b>	<b>48.4%</b>	<b>200</b>	<b>100.0%</b>	<b>59</b>	<b>29.5%</b>	<b>104</b>	<b>52.0%</b>	<b>57</b>	<b>100.0%</b>	<b>15</b>	<b>26.3%</b>	<b>32</b>	<b>56.1%</b>

SEXUAL ORIENTATION (INCLUDING GENDER IDENTITY)	COMBINED TOTALS - EXTERNAL & INTERNAL																	
	Applications					Interviews					Appointments							
	Number	%	M	%	F	%	Number	%	M	%	F	%	Number	%	M	%	F	%
Bisexual	82	5.9%	15	1.3%	67	4.2%	9	4.5%	0	0.0%	9	4.5%	1	1.8%	0	0.0%	1	1.8%
Heterosexual	936	74.0%	338	30.2%	598	44.5%	145	72.5%	54	27.0%	91	45.5%	44	77.2%	14	24.6%	30	52.6%
Lesbian / Gay	54	4.8%	39	3.5%	15	1.3%	14	7.0%	7	3.5%	7	3.5%	4	7.0%	1	1.8%	3	5.3%
Other	12	1.1%	2	0.2%	10	0.9%	1	0.5%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
Non Disclosed	156	13.9%	0	0.0%	0	0.0%	31	15.5%	0	0.0%	0	0.0%	8	14.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>1120</b>	<b>100.0%</b>	<b>394</b>	<b>35.2%</b>	<b>570</b>	<b>50.9%</b>	<b>200</b>	<b>100.0%</b>	<b>61</b>	<b>30.5%</b>	<b>108</b>	<b>54.0%</b>	<b>57</b>	<b>100.0%</b>	<b>15</b>	<b>26.3%</b>	<b>34</b>	<b>59.6%</b>

GENDER	COMBINED TOTALS					
	Applications		Interviews		Appointments	
	Number	%	Number	%	Number	%
Male	446	39.2%	92	36.2%	18	31.6%
Female	652	58.2%	89	62.2%	38	