

Education Authority Equality Mainstreaming Report 2025

1. Strategic Fit

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion and inequality. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is *Getting it right for every child, citizen and community*. This means that the Council and its partners will work together to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

2. Governance

The Corporate Equalities Group (CEG) is chaired by the Corporate Director - Education, Communities and Organisational Development, and its Terms of Reference are to progress and reinforce the Council's commitment to equalities across all Council Services and, in doing so, ensure the Council meets its legislative requirements, as outlined in The Equality Act 2010.

The role of the CEG is to:

- establish a robust performance and planning framework for equalities;
- devise, monitor and report progress on the Council's Corporate Equality Outcomes and the Education Equality Outcomes;
- facilitate support for staff directly involved in delivering the Equality Outcomes;
- offer the relevant Council Services an opportunity to showcase improvement actions that relate directly to one or more of the Protected Characteristics;
- engage with stakeholders on equalities issues;
- share information with the Council's Staff Disability Forum; and
- provide corporate governance and scrutiny on relevant Council improvement plans.

3. Employee Profile

For the purposes of this report, the head count represents each unique individual who works for the Education Authority. Some employees may have more than one job at the Authority, therefore, the head count figures used here, and for the breakdown of Protected Characteristics, may be less than other figures which express the number of jobs. Additionally, it should be noted that, where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

3.1 Employee Profile - Sex

	2022/23		2023/24	
	No.	%	No.	%
Male	233	15.72	261	15.82
Female	1,249	84.28	1,389	84.18
Prefer not to say	0	0.00	0	0.00

What the data tells us: During the two reporting years, the male/female split of employees was almost identical. Our Education Services' workforce comprised around 16% male employees, with females making up 84% of our staff. It is pleasing to note that no employees opted for the Prefer not to say response when asked about their Sex.

3.2 Employee Profile – Age

	2022/23		2023/24	
	No.	%	No.	%
Age in years				
16-19	17	1.15	10	0.61
20-29	292	19.70	319	19.33
30-39	402	27.13	446	27.03
40-49	425	28.68	476	28.85
50-59	305	20.58	325	19.70
60-65	38	2.56	68	4.12
> 65	≤5	0.20	6	0.36

What the data tells us: Between 2022/23 and 2023/24, there were not significant changes in percentage terms of the age bands of employees.

3.3 Employee Profile – Disability

	2022/23		2023/24	
	No	%	No	%
Disability	50	3.37	55	3.33
No disability	1094	73.82	1244	75.39
Prefer not to answer	25	1.69	26	1.58
Null/Blank	313	21.12	325	19.70

What the data tells us: Between 2022/23 and 2023/24, there was a small increase in the percentage of staff with no disability employed by the Education Authority.

3.4 Employee Profile – Ethnicity

	2022/23		2023/24	
	No.	%	No.	%
White				
Scottish	1053	71.05	1194	72.36
Irish	23	1.55	24	1.45
English	0	0.00	0	0.00
Welsh	0	0.00	0	0.00
Northern Irish	0	0.00	0	0.00
Eastern European	≤5	-	9	0.55
Gypsy/Traveller	0	0	0	0
Other white ethnic group	17	1.15	22	1.33
British	31	2.09	32	1.94
Mixed or Multiple Ethnic Groups				
Any mixed or multiple ethnic group	≤5	-	≤5	-
Asian, Asian Scottish or Asian British				
Pakistani, Pakistani Scottish or Pakistani British	≤5	-	≤5	-
Asian - Indian Scot/British	≤5	-	≤5	-
Asian-Chinese Scot/British			≤5	-
African				
African inc Scot/British	≤5	-	≤5	-
Caribbean or Black				
Caribbean Black Scot/Bri	≤5	-	≤5	-
African Other	≤5	-	≤5	-
Caribbean(Scot/British)	≤5	-	0	0.00
Other Ethnic Group				
Arab				
Other Ethnic Group	6	0.40	≤5	-

Prefer not to answer	12	0.81	13	0.79
Null/Blank	329	22.20	342	20.73

What the data tells us: Scottish people comprised the majority of staff in both reporting years. Additionally, between 2022/23 and 2023/24.

3.5 Employee Profile – Sexual Orientation

All staff	2022/23		2023/24	
	No.	%	No.	%
Lesbian, Gay or Bisexual	23	1.55	26	1.58
Heterosexual/Straight	1008	68.02	1149	69.64
Prefer not to answer	29	1.96	33	2.00
Null/Blank	422	28.48	442	26.79
Other	0	0.00	0	0.00

What the data tells us: Between 2022/23 and 2023/24, there was a small decrease in percentage terms of employees who chose to provide no information at all (i.e. by choosing the Null/Blank response) when asked about their Sexual Orientation.

3.6 Employee Profile – Religion or Belief

All staff	2022/23		2023/24	
	No.	%	No.	%
Buddhist	≤5	-	≤5	-
Church of Scotland	210	14.17	247	14.97
Hindu	≤5	-	≤5	-
Humanist	0	0.00	0	0.00
Jewish	0	0.00	0	0.00
Muslim	≤5	-	≤5	-
None	257	17.34	297	18.00
Other Christian	52	3.51	63	3.82
Other Religion	≤5	-	≤5	-
Pagan	0	0.00	0	0.00
Prefer not to answer	35	2.36	40	2.42
Roman Catholic	463	31.24	520	31.52
Sikh	0	0.00	0	0.00
Null/Blank	456	30.77	473	28.67

What the data tells us: When staff were asked about their Religion or Belief, the most popular responses were Roman Catholic, Church of Scotland and None.

3.7 Employee Profile – Marriage and Civil Partnership Status

All staff	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	52	3.51	57	3.45
Living with Partner	82	5.53	87	5.27
Married/Civil Partnership	627	42.31	702	42.55
Single	478	32.25	556	33.70
Widowed	5	0.34	6	0.36
Prefer not to answer	46	3.10	45	2.73
Null/Blank	192	12.96	197	11.94

What the data tells us: Between the two reporting years, when they were asked about their Marriage and Civil Partnership Status, there was minimal percentage changes.

4. Leavers

4.1 Leavers – Sex

	2022/23		2023/24	
	No.	%	No.	%
Male	24	18.90	23	23.71
Female	103	81.10	74	76.29

What the data tells us: Between the two reporting years, there was a small percentage increase in the amount of males leaving.

4.2 Leavers - Age

Age group in years	2022/23		2023/24	
	No.	%	No.	%
Under 20	0	0.00	≤5	1.03
20-29	20	31.07	27	27.84
30-39	23	21.36	23	23.71
40-49	13	8.74	14	14.43
50-59	25	15.53	18	18.56
60-65	37	15.53	12	12.37
Over 65	9	7.77	≤5	-

What the data tells us: Over the two reporting years the greatest concentration of leavers was in the 20-29 age range.

4.3 Leavers – Disability

	2022/23		2023/24	
	No.	%	No.	%
Disability	≤5	-	≤5	-
No disability	86	73.79	75	77.32
Prefer not to answer	≤5	-	0	0.00
Blanks	34	17.48	19	19.59

What the data tells us: Over the reporting years a significant majority of leavers had no disability.

4.4 Leavers – Ethnicity

	2022/23		2023/24	
	No.	%	No.	%
White Scottish	76	73.79	72	74.23
White Irish	≤5	-	≤5	-
White Other	≤5	-	≤5	-
White - other British	≤5	-	≤5	-
Asian-Pakistani Scot/Bri	≤5	-	0	0.00
Other Ethnic Group	≤5	-	≤5	-
Prefer Not to Answer	0	0.00	≤5	-
Null/Blank	17	16.5	17	17.53

What does the data tell us: Over the two years 74% of leavers were White Scottish.

4.5 Leavers – Sexual Orientation

	2022/23		2023/24	
	No.	%	No.	%
Lesbian, Gay or Bisexual	≤5	-	≤5	-

Heterosexual/Straight	73	70.87	65	67.01
Prefer not to answer	≤5	-	≤5	-
Null/Blank	50	20.39	23	23.71

What the data tells us: Most leavers over the two reporting years were heterosexual/straight.

4.6 Leavers - Religion or Belief

	2022/23		2023/24	
	No.	%	No.	%
Buddhist	≤5	-	0	0.00
Church of Scotland	27	8.74	13	13.40
Hindu	0	0.00		0.00
None	14	26.21	19	19.59
Other Christian	≤5	-	≤5	-
Roman Catholic	33	31.07	34	35.05
Prefer not to answer	≤5	-	≤5	-
Null/Blank	47	22.33	23	23.71

What the data tells us: The highest percentage of leavers in relation to religion or belief is Roman Catholic over the reporting period.

4.7 Leavers - Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	9	2.91	≤5	-
Living with Partner	8	7.77	≤5	-
Married/Civil Partnership	47	33.98	34	35.05
Single	28	36.89	41	42.27
Widowed	≤5	-	≤5	-
Prefer not to answer	≤5	-	≤5	-
Null/Blank	29	12.62	14	14.43

What the data tells us: Most leavers over the reporting period were single.