

Midlothian Council

**Equality**

Employee Information

2024/25

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## Contents

<b>SECTION 1: Introduction .....</b>	<b>2</b>
<b>SECTION 2: Midlothian Council Public Profile .....</b>	<b>5</b>
<b>SECTION 3: Employee Information 2024/25 .....</b>	<b>12</b>
<b>3.2: Workforce Profile (1 April 2024–31 March 2025).....</b>	<b>13</b>
<b>3.3: Leavers Profile (1 April 2024–31 March 2025) .....</b>	<b>16</b>
<b>3.4: Recruitment Profile (1 April 2024–31 March 2025).....</b>	<b>17</b>
<b>3.5: Maternity Profile (1 April 2024-31 March 2025).....</b>	<b>23</b>
<b>3.6: Gender Pay Gap.....</b>	<b>25</b>
<b>3.7: Ethnicity Pay Gap.....</b>	<b>27</b>
<b>3.8: Disability Pay Gap .....</b>	<b>27</b>
<b>SECTION 4: Equal Pay Statement.....</b>	<b>28</b>
<b>SECTION 5: Occupational Segregation .....</b>	<b>29</b>

# SECTION 1: Introduction

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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:

<b>Protected characteristics</b>	<b>Explanation</b>
<b>Age</b>	Employees are protected from discrimination, harassment and victimisation due to their age, whether they are young, old or middle-aged.
<b>Disability</b>	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.
<b>Gender Reassignment</b>	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.
<b>Marriage and Civil Partnership</b>	It is unlawful to discriminate against or treat someone unfairly because they are married or in a civil partnership
<b>Pregnancy and Maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after birth, and is linked to maternity leave in the employment context.
<b>Race</b>	Race refers to a group of people defined by their ethnicity, nationality, national or ethnic identity and skin colour.
<b>Religion or Belief</b>	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.
<b>Sex</b>	It is unlawful to discriminate against someone on the grounds that they are male or female.
<b>Sexual Orientation</b>	Employees are protected from discrimination, harassment and victimisation based on their actual or perceived sexual orientation.

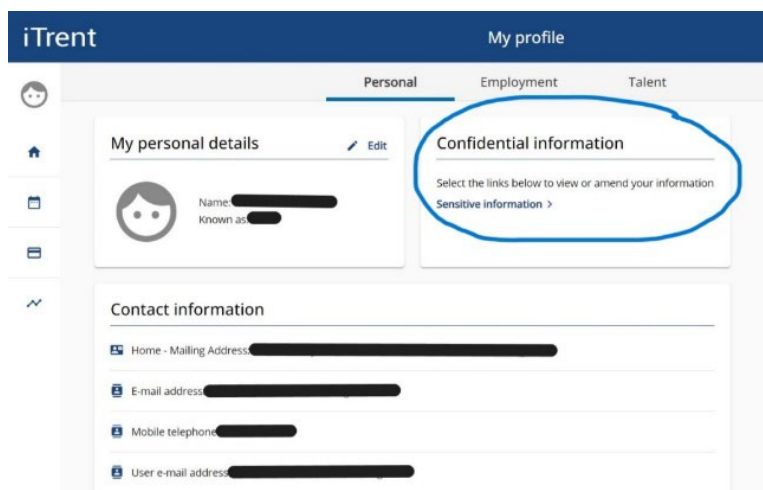
In response to additional workplace challenges faced by carers, employees are also asked whether they have **caring responsibilities**.

## 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. 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 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.



Efforts will also be made to improve data collection regarding the small fraction of employees who do not have access to iTrent.

## How is this information stored?

All information provided by employees – current and former employees and new recruits – 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

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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.

**Table 1.1: Total population of Midlothian**

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

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

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

**Table 1.2: Working-age population of Midlothian**

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

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

### Disability

According to the 2022 Scottish census, 9,382 (9.7%) of people in Midlothian reported having a disability that limited their day-to-day activities a lot; a further 12,632 (13.1%) reported having a disability that limited their day-to-day activities a little.

Among the 65 and over age cohort, 4,421 (24.1%) reported having a disability that limited their day-to-day activities a lot and 4,678 (25.5%) reported having a disability that limited their day-to-day activities a little.

**Table 1.3: Long-term health conditions in Midlothian**

Source: Scotland's Census 2022 – Table UV304 – Long-term health conditions

Condition type	2022 (no.)	2022 (%)
Deaf or partially hearing impaired	6,709	6.9%
Blind or partially vision impaired	2,267	2.3%
Full/partial loss of voice or difficulty speaking	301	0.3%
Has one or more of learning disability, learning difficulty or developmental disorder	5,490	5.7%
Physical disability	8,509	8.8%
Mental health condition	10,365	10.7%
Long-term illness, disease or condition	19,988	20.7%

## 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.

**Table 1.4: Trans status or history by age in Midlothian**

Source: Scotland's Census 2022 - Table UV903b – 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%)

**Table 1.5: Trans status or history in Midlothian**

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

Trans status	2022 (no.)	2022 (%)
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	9	0.12
Yes: trans status or history not otherwise specified	42	0.05
Yes: other trans status or history	9	0.01

## Marriage and Civil Partnership

**Table 1.6: Marriage and civil partnership status in Midlothian**

Source: Scotland's Census 2022 -Table UV104 – Marital and civil partnership status

Marital status	2022 (no.)	2022 (%)
All people aged 16 or over	78,317	
Never married and never registered in a civil partnership	26,668	34.1
Married or in a registered civil partnership	38,241	48.8
Separated, but still legally married or still legally in a civil partnership	1,732	2.2
Divorced or civil partnership dissolved	6,630	8.5
Widowed or surviving civil partner	5,048	6.4

## Race (Ethnic Origin and Nationality)

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

**Table 1.7: Ethnic groups in Midlothian**

Ethnic group	2022 (no.)	2022 (%)
<b>White: Total</b>	<b>92,150</b>	<b>95.47%</b>
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%
<b>Mixed or multiple ethnic group</b>	<b>1,027</b>	<b>1.06%</b>
<b>Asian, Asian Scottish or Asian British: Total</b>	<b>2,219</b>	<b>2.30%</b>

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%
<b>African: Total</b>	<b>474</b>	<b>0.49%</b>
African: African, African Scottish or African British	49	0.05%
African: Other African	428	0.44%
<b>Caribbean or Black: Total</b>	<b>95</b>	<b>0.10%</b>
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%
<b>Other ethnic groups: Total</b>	<b>562</b>	<b>0.58%</b>
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.

**Table 1.8: Countries of birth of Midlothian residents**

Source: *Scotland's Census 2022 - Table UV204 – Country of birth*

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

**Table 1.9: National identities of Midlothian residents**Source: *Scotland's Census 2022 - Table UV202 – National identity*

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

**Table 1.10: Passports held by Midlothian residents**Source: *Scotland's Census 2022 - Table UV206 – Passports held*

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

## Religion or Belief

The following figures are from the 2022 Scottish census.

**Table 1.11: Religion or belief in Midlothian**Source: *Scotland's Census 2022 - Table UV205 - Religion*

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

## Sexual Orientation

The following figures are from the 2022 Scottish census.

**Table 1.12: Sexual orientation in Midlothian**

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

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

**Table 1.13a: Sexual orientation in Midlothian by age and sex (all people over 16)**

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

	All people	Heterosexual/straight	Gay or Lesbian	Bisexual	Other sexual orientation	Not answered
<b>16-24</b>	8,478	7,233 (85.31%)	253 (2.98%)	302 (3.56%)	72 (0.85%)	617 (7.28%)
<b>25-34</b>	12,493	11,116 (88.98%)	355 (2.84%)	361 (2.89%)	76 (0.61%)	585 (4.68%)
<b>35-49</b>	19,107	17,520 (91.70%)	324 (1.70%)	225 (1.18%)	54 (0.28%)	984 (5.15%)
<b>50-64</b>	19,914	18,244 (91.69%)	215 (1.08%)	87 (0.44%)	27 (0.14%)	1,341 (6.73%)
<b>65+</b>	18,326	16,141 (88.10%)	58 (0.31%)	15 (0.08%)	9 (0.05%)	2,103 (11.48%)

**Table 1.13b: Sexual orientation in Midlothian by age and sex (female)**

	All people	Heterosexual/straight	Gay or Lesbian	Bisexual	Other sexual orientation	Not answered
<b>Total</b>	40,931	36,543 (89.28%)	615 (1.50%)	728 (1.78%)	159 (0.39%)	2,883 (7.04%)
<b>16-24</b>	3,998	3,288 (82.24%)	138 (3.45%)	223 (5.58%)	52 (1.30%)	297 (7.43%)
<b>25-34</b>	6,540	5,787 (88.49%)	163 (2.49%)	272 (4.16%)	49 (0.75%)	269 (4.11%)
<b>35-49</b>	9,919	9,068 (91.42%)	168 (1.69%)	176 (1.77%)	37 (0.37%)	473 (4.77%)
<b>50-64</b>	10,435	9,581 (91.82%)	116 (1.11%)	59 (0.57%)	16 (0.15%)	663 (6.35%)
<b>65+</b>	10,037	8,819 (87.86%)	29 (0.29%)	2 (0.02%)	5 (0.05%)	1,181 (11.77%)

**Table 1.13c: Sexual orientation in Midlothian by age and sex (male)**

	All people	Heterosexual/straight	Gay or Lesbian	Bisexual	Other sexual orientation	Not answered
<b>Total</b>	37,388	33,711 (90.17%)	590 (1.58%)	265 (0.71%)	75 (0.20%)	2,747 (7.35%)
<b>16-24</b>	4,479	3,945 (88.08%)	115 (2.57%)	79 (1.76%)	20 (0.45%)	320 (7.14%)
<b>25-34</b>	5,957	5,329 (89.46%)	189 (3.17%)	89 (1.49%)	30 (0.50%)	316 (5.30%)
<b>35-49</b>	9,188	8,452 (91.99%)	156 (1.70%)	52 (0.57%)	17 (0.19%)	511 (5.56%)
<b>50-64</b>	9,479	8,663 (91.39%)	99 (1.04%)	28 (0.30%)	11 (0.12%)	678 (7.15%)
<b>65+</b>	8,289	7,326 (88.38%)	28 (0.34%)	17 (0.21%)	4 (0.05%)	922 (11.12%)

## SECTION 3: Employee Information 2024/25

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### 3.1 Key Findings:

- There remains widespread reluctance among the standing workforce to answer equality monitoring questions. Approximately 86% of current employees declined to disclose their sexual orientation. Nearly 44% provided no information for disability and almost 35% provided no information about their ethnic origin. It is not possible to draw definitive conclusions from such limited datasets.
- The disclosure rate for all characteristics remains high among applicants during the recruitment process. For instance, nearly 98% provided information about their ethnicity in 2024/25. This is because this information is collected via myjobscotland.gov.uk, which requires all equality monitoring questions to be answered to complete an application. Individuals still have the option to select 'prefer not to say', but they cannot skip the questions altogether. The Council is seeking to implement the same approach for existing staff and leavers to improve our overall equality information.
- The ethnic and religious composition of new recruits in 2024/25 was broadly consistent with the general population of Midlothian according to data from the 2022 Scottish census. As we continue to improve our equality information, we will be able to better monitor the extent to which the Council's 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 2.32% in 2024/25 – a decrease from 2.7% in 2023/24. This is slightly lower than the average rate of 2.5% for Scottish local authorities reported in the Local Government Benchmarking Framework 2022/23.
- Efforts aimed at increasing the rate of staff responses to equality monitoring questions is underway. A reminder to update their information was issued to all staff in June 2025. This message highlighted the importance of equality monitoring for identifying possible inequalities and developing proactive measures to promote fairness. To assuage potential concerns about privacy, employees were explicitly reassured that all information is confidential, securely stored and used only in an aggregated and anonymised form. Further work to boost disclosure rates will take place going forwards, including through the recently established cross-service Equalities Working Group. As part of the Making Performance Matter (MPM) process, employees are also asked to check all of their details, including confidential information, on an annual basis.

## 3.2: Workforce Profile (1 April 2024–31 March 2025)

On 31 March 2025, the standing workforce numbered 5,774 employees – an increase of 97 from 2024.

### 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 almost 35% of the workforce. Figures in all brackets have remained broadly similar over the past twelve months.

**Table 2.1: Age of Midlothian Council staff**

Age bands	2025 (no.)	2025 (%)	2024 (%)
16-24	450	7.80	7.49
25-39	1859	32.20	31.85
40-55	2018	34.95	35.37
56-59	507	8.78	9.02
60-64	515	8.92	8.58
65+	425	7.36	7.70

### Disability

The number of employees who did not answer or selected 'prefer not to answer' with respect to disability is nearly 44%. While the non-disclosure rate for disability has fallen year-on-year from around 53% in 2017/18, more progress needs to be made to better understand the proportion of employees who consider themselves to have a disability.

**Table 2.2: Disability status of Midlothian Council staff**

Disability type	2025 (no.)	2025 (%)	2024 (%)
Did not answer	2380	41.22	41.82
No	3175	54.99	54.08
Prefer not to answer	145	2.51	2.80
Yes - learning disability	12	0.21	0.19
Yes - longstanding illness	14	0.24	0.33
Yes - mental health condition	15	0.26	0.21
Yes - other, such as disfigurement	18	0.31	0.26
Yes - physical impairment	8	0.14	0.16
Yes - sensory impairment	7	0.12	0.14

### Gender Reassignment

11.21% of employees provided information regarding gender reassignment. Further work must be undertaken to encourage staff to answer this question.

## Marriage and Civil Partnership

Figures on marital status differ little from 2023/24.

**Table 2.3: Marital and civil partnership status of Midlothian Council staff**

Marital status	2025 (no.)	2025 (%)	2024 (%)
Did not answer	680	11.78	12.47
Prefer not to answer	266	4.61	4.91
Divorced/separated	258	4.47	4.54
Living with partner	237	4.10	4.23
Married/civil partnership	2544	44.06	44.74
Single	1736	30.07	28.10
Widowed	53	0.92	1.00

## Race (Ethnic Origin and Nationality)

Almost 35% of the standing workforce did not provide information about their ethnicity.

**Table 2.4: Ethnic origins of Midlothian Council staff**

Ethnic origin	2025 (no.)	2025 (%)	2024 (%)
Did not answer	1959	33.93	35.97
Prefer not to answer	60	1.04	1.13
African (incl. Scottish/British)	5	0.09	*
African Other	7	0.12	0.11
Arab (incl. Scottish/British)	4	0.07	*
Asian Bangladeshi (incl. Scottish/British)	4	0.07	*
Asian British	9	0.16	0.16
Asian Chinese (incl. Scottish/British)	11	0.19	0.18
Asian Indian (incl. Scottish/British)	4	0.07	*
Asian Other (incl. Scottish/British)	7	0.12	*
Asian Pakistani (incl. Scottish/British)	13	0.23	0.19
Black (incl. Scottish/British)	15	0.26	0.16
Caribbean or Black (Other)	3	0.05	*
Mixed	23	0.40	0.39
White - Eastern European	20	0.35	0.28
White Irish	61	1.06	1.06
White Other	154	2.67	2.40
White Other British	315	5.46	5.60
White Scottish	3095	53.60	52.02
Other	5	0.09	*

**Table 2.5: Nationality of Midlothian Council staff**

Nationality	2025 (no.)	2025 (%)	2024 (%)
Did not answer	1446	25.04	27.27
Prefer not to answer	37	0.64	0.67
British	1763	30.53	30.16
English	19	0.33	0.35
Northern Irish	33	0.57	0.65
Portuguese	*	*	*
Scottish	2239	38.78	37.52
Welsh	*	*	*
Other	230	3.98	3.28

## Religion or Belief

Over 85% of current staff did not provide information about their religion.

**Table 2.6: Religion or belief of Midlothian Council staff**

Religion	2025 (no.)	2025 (%)	2024 (%)
Did not answer	4813	83.36	82.33
Prefer not to answer	102	1.77	1.92
Atheist	*	*	*
Buddhist	*	*	*
Church of Scotland	210	3.64	4.17
Hindu	*	*	*
Jewish	*	*	*
Muslim	6	0.10	*
None	501	8.68	8.86
Other Christian	42	0.73	0.85
Other religion or belief	6	0.10	0.11
Roman Catholic	86	1.49	1.57
Sikh	*	*	*

## Sex

The sex composition of the workforce stays almost entirely unchanged from 2023/24.

**Table 2.7: Sex composition of Midlothian Council staff**

Sex	2025 (no.)	2025 (%)	2024 (%)
Female	4261	73.80	73.81
Male	1513	26.20	26.19

## Sexual Orientation

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

## Caring Responsibilities

Over 88 % of employees did not answer the question on caring responsibilities.

### 3.3: Leavers Profile (1 April 2024–31 March 2025)

524 individuals left employment with the Council between April 2024 and March 2025, compared to 969 in the previous year.

#### Age

The age profile of leavers in 2024/25 is broadly older than in 2023/24.

**Table 3.1: Age of Midlothian Council leavers**

Age bands	2025 (no.)	2025 (%)	2024 (%)
16-24	51	9.73	12.49
25-39	148	28.24	36.43
40-55	125	23.85	26.73
56-59	51	9.73	7.02
60-64	55	10.50	6.81
65+	94	17.94	10.53

#### Disability

Approximately 43% of leavers did not disclose whether they had a disability or not. Due to low numbers, the data on disability type must be withheld to preserve anonymity.

#### Gender Reassignment

87% of leavers did not answer the question on gender reassignment. No leavers answered 'yes' to this question.

#### Marriage and Civil Partnership

**Table 3.2: Marital and civil partnership status of Midlothian Council leavers**

Marital status	2025 (no.)	2025 (%)	2024 (%)
Did not answer	77	14.69	15.58
Prefer not to answer	11	2.10	3.51
Divorced/separated	27	5.15	4.95
Living with partner	16	3.05	3.41
Married/civil partnership	232	44.27	37.36
Single	150	28.63	34.98
Widowed	11	2.10	*

Nearly 85% of leavers did not disclose their **religion**, over 86% did not disclose their **sexual orientation**, and 87% did not disclose whether they had **caring responsibilities**.

## Race (Ethnic Origin and Nationality)

**Table 3.3: Ethnic origins of Midlothian Council leavers**

Ethnic origin	2025 (no.)	2025 (%)	2024 (%)
Did not answer	162	30.12	34.06
Prefer not to answer	5	0.15	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	7	1.34	*
White Other	18	3.44	3.20
White Other British	45	8.59	6.60
White Scottish	274	52.29	52.12
Other	*	*	*

**Table 3.4: Nationalities of Midlothian Council leavers**

Nationality	2025 (no.)	2025 (%)	2024 (%)
Did not answer	132	25.19	28.1
Prefer not to answer	1	0.19	0.83
British	171	32.63	36.02
English	*	*	*
Northern Irish	*	*	*
Portuguese	*	*	*
Scottish	185	35.31	35.40
Welsh	*	*	*
Other	27	5.15	4.44

### 3.4: Recruitment Profile (1 April 2024–31 March 2025)

11,372 people applied for positions with Midlothian Council in 2024/25, of whom 737 were hired.

The disclosure rate for all protected characteristics remains significantly higher for applicants compared to members of the standing workforce. For instance, nearly 98% of applicants provided information about their ethnic origins, compared to only 65% of existing employees.

This is because applicants' information is 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.

#### Age

All applicants

**Table 4.1: Age of Midlothian Council applicants**

Age bands	2025 (no.)	2025 (%)	2024 (%)
16-24	1826	16.06	10.10
25-39	5796	50.97	51.68
40-55	2882	25.34	29.14
56-59	306	2.69	3.43
60-64	276	2.43	2.71
65+	29	0.26	0.70
Did not answer	257	2.26	2.25

Successful applicants

**Table 4.2: Age of successful Midlothian Council applicants**

Age bands	2025 (no.)	2025 (%)	2024 (%)
16-24	109	14.79	7.01
25-39	315	42.74	46.59
40-55	225	30.53	34.09
56-59	29	3.93	5.40
60-64	21	2.85	3.03
65+	*	*	1.33
Did not answer	36	4.88	2.56

## Disability

The category of 'long-term illness, disease or condition' was not an option in 2024.

**Table 4.3: Disability status of Midlothian Council applicants**

Disability type – all applicants	2025 (no.)	2025 (%)	2024 (%)
Did not answer	60	0.53	0.35
Prefer not to say	493	0.54	3.30
Blind or partial sight loss	15	0.13	0.09
Deaf or partial hearing loss	82	0.72	0.92
Developmental disorder	25	0.22	0.15
Learning difficulty	188	1.65	1.34
Learning disability	85	0.75	0.64
Long-term illness, disease or condition	353	3.10	
Mental health condition	436	3.83	3.08
Multiple conditions	415	3.65	3.67
Physical disability	56	0.49	0.58
No condition	9160	80.55	85.88

**Table 4.4: Disability status of successful Midlothian Council applicants**

Disability type – hired	2025 (no.)	2025 (%)	2024 (%)
Did not answer	26	3.53	1.23
Prefer not to say	33	4.48	3.79
Blind or partial sight loss	*	*	*
Deaf or partial hearing loss	*	*	1.33
Developmental disorder	*	*	*
Learning difficulty	16	2.17	1.61
Learning disability	*	*	0.85
Long-term illness, disease or condition	30	4.07	
Mental health condition	19	2.58	3.79
Multiple conditions	18	2.44	2.56
Physical disability	0	0	0.95
No condition	584	79.24	83.71

## Gender Reassignment

**Table 4.5: Gender reassignment status of Midlothian Council applicants**

Gender reassignment – all applicants	2025 (no.)	2025 (%)	2024 (%)
Did not answer	63	0.55	0.35
Prefer not to say	140	1.23	1.25
Yes	35	0.31	0.27
No	11,134	97.91	98.12

**Table 4.6: Gender reassignment - successful Midlothian Council applicants**

Gender reassignment – hired	2025 (no.)	2025 (%)	2024 (%)
Did not answer	26	3.53	1.23
Prefer not to say	2	0.27	0.57
Yes	*	*	*
No	709	96.20	98.01

## Marriage and Civil Partnership

**Table 4.7: Marital status of Midlothian Council applicants**

Marital status – all applicants	2025 (no.)	2025 (%)	2024 (%)
Did not answer	60	0.53	0.35
Prefer not to say	751	6.60	7.16
Divorced	467	4.11	5.13
Formerly in a civil partnership which is now legally dissolved	6	0.05	*
In a registered civil partnership	183	1.61	1.11
Married	3814	33.54	36.97
Never married and never registered in a civil partnership	5759	50.64	46.20
Separated, but still legally in a civil partnership	7	0.06	*
Separated, but still legally married	209	1.84	2.29
Surviving partner from a civil partnership	14	0.12	0.12
Widowed	102	0.90	0.60

**Table 4.8: Marital status of successful Midlothian Council applicants**

Marital status – hired	2025 (no.)	2025 (%)	2024 (%)
Did not answer	26	3.53	1.23
Prefer not to say	40	5.43	5.78
Divorced	30	4.07	6.16
Formerly in a civil partnership which is now legally dissolved	0	0	*
In a registered civil partnership	6	0.81	0.66
Married	256	34.74	38.73
Never married and never registered in a civil partnership	359	48.71	43.47
Separated, but still legally in a civil partnership	*	*	0
Separated, but still legally married	15	2.04	2.75
Surviving partner from a civil partnership	0	0	*
Widowed	*	*	0.95

## Race (Ethnic Origin)

**Table 4.9: Ethnic origins of Midlothian Council applicants**

Ethnic origin – all applicants	2025 (no.)	2025 (%)	2024 (%)
Did not answer	60	0.53	0.35
Prefer not to say	198	1.74	1.65
White	9185	80.77	82.39
Mixed or multiple ethnic groups	126	1.11	0.93
Asian, Scottish Asian or British Asian	822	7.23	7.35
African, Scottish African or British African	801	7.04	6.03
Caribbean or Black	68	0.60	0.36
Other ethnic group	112	0.98	0.93

**Table 4.10: Ethnic origins of successful Midlothian Council applicants**

Ethnic origin – hired	2025 (no.)	2025 (%)	2024 (%)
Did not answer	26	3.53	1.23
Prefer not to say	5	0.68	*
White	668	90.64	95.27
Mixed or multiple ethnic groups	6	0.81	0.28
Asian, Scottish Asian or British Asian	21	2.85	1.33
African, Scottish African or British African	7	0.95	*
Caribbean or Black	0	0	*
Other ethnic group	*	*	*

## Sex

**Table 4.11: Sex composition of Midlothian Council applicants**

Sex – all applicants	2025 (no.)	2025 (%)	2024 (%)
Did not answer	60	0.53	0.35
Prefer not to say	55	0.48	0.53
Female	8223	72.31	74.58
Male	3034	26.68	24.54

**Table 4.12: Sex composition of successful Midlothian Council applicants**

Sex – hired	2025 (no.)	2025 (%)	2024 (%)
Did not answer	26	3.53	1.23
Prefer not to say	*	*	0.38
Female	518	70.28	75.38
Male	192	26.05	23.01

## 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.

**Table 4.13: Religion or beliefs of Midlothian Council applicants**

Religion - all applicants	2025	Religion - all applicants	2025
Did not answer	60 (0.53%)	Sikh	17 (0.5%)
Prefer not to say	488 (4.29%)	Jewish	16 (0.14%)
None	7080 (62.26%)	Hindu	186 (1.64%)
Roman Catholic	1091 (9.59%)	Pagan	12 (0.11%)
Church of Scotland	908 (7.98%)	Orthodox	11 (0.10%)
Christian	916 (8.05%)	Evangelical	6 (0.05%)
Muslim	476 (4.19%)	Pentecostal	6 (0.05%)
Buddhist	38 (0.33%)	Spiritual	9 (0.08%)

**Table 4.14: Religion or beliefs of successful Midlothian Council applicants**

Religion – hired	2025 (no.)	2025 (%)	2024 (%)
Did not answer	26	3.53	1.23
Prefer not to say	22	2.99	3.22
None	525	71.23	68.56
Roman Catholic	61	8.28	8.43
Church of Scotland	*	*	12.41
Other Christian	18	2.44	3.31
Muslim	8	1.08	1.04

## Sexual Orientation

**Table 4.15: Sexual orientation of Midlothian Council applicants**

Sexual orientation - all applicants	2025 (no.)	2025 (%)	2024 (%)
Did not answer	80	0.70	0.51
Prefer not to say	535	4.70	3.95
Bisexual	302	2.66	2.01
Gay or Lesbian	302	2.66	2.78
Other sexual orientation	17	0.15	0.18
Straight/heterosexual	10,136	89.13	90.57

**Table 4.16: Sexual orientation of successful Midlothian Council applicants**

Sexual orientation – hired	2025 (no.)	2025 (%)	2024 (%)
Did not answer	26	3.53	1.23
Prefer not to say	22	2.99	2.75
Bisexual	18	2.44	2.18
Gay or Lesbian	15	2.04	3.22
Straight/heterosexual	656	89.01	90.63

## Caring responsibilities

**Table 4.17: Caring responsibilities of Midlothian Council applicants**

<b>Caring responsibilities – all applicants</b>	<b>2025 (no.)</b>	<b>2025 (%)</b>	<b>2024 (%)</b>
Did not answer	60	0.53	1.23
Prefer not to answer	204	1.79	0.95
No	9741	85.66	82.01
Yes	1367	12.02	15.81

**Table 4.18: Caring responsibilities of successful applicants**

<b>Caring responsibilities – successful applicants</b>	<b>2025 (no.)</b>	<b>2025 (%)</b>	<b>2024 (%)</b>
Did not answer	26	3.53	1.23
Prefer not to answer	8	1.09	0.95
No	612	83.04	82.01
Yes	91	12.35	15.81

## 3.5: Maternity Profile (1 April 2024-31 March 2025)

163 women were on maternity leave at some point between 1 April 2024 and 31 March 2025.

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 changes, and are actively encouraged to take part in 'keep in touch days'.

### Age

**Table 5.1: Age of Midlothian Council staff on maternity leave**

Age bands – maternity	2025 (no.)	2025 (%)	2024 (%)
16-24	7	4.29	2.16
25-39	143	87.73	88.65
40-55	13	7.98	9.19

### Disability

**Table 5.2: Disability status of Midlothian Council staff on maternity leave**

Disability type - maternity	2025 (no.)	2025 (%)	2024 (%)
Did not answer	40	24.54	27.03
Prefer not to answer	4	2.45	*
No	116	7.17	70.81
Yes - learning disability	*	*	*
Yes – mental health condition	*	*	*

### Gender Reassignment

**Table 5.3: Gender reassignment status - maternity leave**

Gender reassignment - maternity	2025 (no.)	2025 (%)	2024 (%)
Did not answer	149	91.41	88.11
Prefer not to answer	0	0	*
No	14	8.59	11.35

### Marriage and Civil Partnership

**Table 5.4: Marital status of Midlothian Council staff on maternity**

Marital status - maternity	2025 (no.)	2025 (%)	2024 (%)
Did not answer	8	4.91	9.73
Prefer not to answer	6	3.68	*
Divorced/separated	*	*	*
Living with partner	11	6.74	3.78
Married/civil partnership	77	47.24	50.81
Single	60	36.81	32.43

## Race (Ethnic Origin and Nationality)

**Table 5.5: Ethnic origins – Midlothian Council staff on maternity leave**

Ethnic origin - maternity	2024 (no.)	2024 (%)	2024 (%)
Did not answer	35	21.47	27.57
Asian British	*	*	*
Asian Chinese (incl. Scottish/British)	*	*	*
Mixed	*	*	*
White Irish	6	3.68	*
White Other	6	3.68	*
White Other British	7	4.29	5.95
White Scottish	105	64.42	62.16

**Table 5.6: Nationalities of Midlothian Council staff on maternity leave**

Nationality – maternity	2025 (no.)	2025 (%)	2024 (%)
Did not answer	17	10.43	16.22
British	51	31.29	27.57
English	*	*	*
Northern Irish	*	*	*
Scottish	82	50.31	52.43
Other	8	4.91	*

## Religion or Belief

**Table 5.7: Religion or beliefs of Midlothian Council staff on maternity leave**

Religion - maternity	2025 (no.)	2025 (%)	2024 (%)
Did not answer	147	90.18	85.41
Prefer not to answer	*	*	*
None	9	5.52	11.89
Roman Catholic	*	*	*
Church of Scotland	*	*	*

## Caring Responsibilities

**Table 5.8: Caring responsibilities – staff on maternity leave**

Caring responsibilities – maternity	2024 (no.)	2024 (%)	2025 (%)
Did not answer	148	90.8	88.11
No	13	7.98	6.49
Yes - over 18	0	0	*
Yes - under 18	*	*	3.24
Yes - under and over 18	0	0	*

### 3.6: Gender Pay Gap

The gender pay gap between the average hourly rate of pay for male and female employees was 2.32% on 31 March 2025 – a decrease from 2.7% in 2024. This is lower than the average rate of 2.5% for Scottish local authorities reported in the Local Government Benchmarking Framework 2022/23.

**Table 6.1: Average gender pay gap 2024/25 – all employees**

Sex	Average hourly rate	Formula description
Female	£20.64	A
Male	£21.13	B

Formula to apply:  $(B-A)/B \times 100$

The gender pay gap among teachers was 2.65% on 31 March 2025 – a marginal increase from 2.6% in 2024. The gender pay gap among local government workers was 6.16% – a decrease from 6.7% in 2024.

**Table 6.2: Average hourly rates 2024/25 – LG workers and teachers**

Sex	Pay group	Average hourly rate
Female	LG workers	£16.76
Female	Teachers	£31.56
Male	LG workers	£17.86
Male	Teachers	£32.42

#### Contract Type

National data shows that women are more likely to work part-time compared to men. The average hourly pay of part-time employees in the UK is less than that of full-time employees. The figures below are in line with national trends.

**Table 6.3: Full-time and part-time employees 2024/25**

Sex	Full time	Part time
Female	1691	2103
Male	959	306

**Table 6.4: Average hourly pay of full-time and part-time employees 2024/25**

Sex	Full time	Part time
Female	£24.50	£17.96
Male	£22.29	£18.00

Midlothian Council employs staff on permanent, fixed-term, temporary and “fixed-term – permanent to authority” contracts.

- A fixed-term contract is a contract that lasts for a specified period – for example, 12 months – after which it automatically ends unless extended or made permanent.
- A temporary contract is a more flexible, short-term contract often used to fill an urgent or interim need; it may not have a set end date and can be open-ended or rolling.
- “Fixed term – permanent to authority” means that the role is permanent, but the employee’s position is fixed term; it is often used when someone is covering a permanent employee’s role during their absence – e.g. maternity cover or secondment.

In Midlothian Council, women and men are employed on fixed-term contracts at approximately the same rate: 12%.

**Table 6.5: Permanent, fixed-term and temporary contracts 2024/25**

<b>Sex</b>	<b>Fixed term</b>	<b>Fixed term - permanent to authority</b>	<b>Permanent</b>	<b>Temporary</b>
Female	420	28	3344	*
Male	133	17	1115	0

### 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.

**Table 6.6: Ethnicity pay gap 2024/25**

<b>Ethnicity</b>	<b>Sex</b>	<b>Average hourly rate</b>
BME	Female	£19.54
	Male	£21.90
<b>BME total</b>		<b>£20.08</b>
White	Female	£20.43
	Male	£21.00
<b>White total</b>		<b>£20.57</b>

The total (female and male) ethnicity pay gap was 2.38% on 31 March 2025. This means that employees from ethnic minority backgrounds earned, on average, slightly less per hour than their white counterparts.

However, this calculation does not include the 34% of colleagues who did not disclose their ethnicity. Therefore minimal conclusions can be drawn from the 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.

**Table 6.7: Disability pay gap 2024/25**

<b>Disability</b>	<b>Sex</b>	<b>Average hourly rate</b>
Yes	Female	£21.00
	Male	£19.51
<b>Yes total</b>		<b>£20.53</b>
No	Female	£20.65
	Male	£21.16
<b>No total</b>		<b>£20.78</b>

The total disability pay gap on 31 March 2025 was 1.2%. This means that disabled employees earned, on average, more per hour than their white counterparts.

This figure should be treated with caution given that around 41% of staff did not disclose their disability status.

## SECTION 4: Equal Pay Statement

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Midlothian Council is dedicated to the principle of equal pay for equal work. Midlothian Council wants all employees to be treated fairly, regardless of their protected characteristics. We firmly believe in equal employment opportunities, and we are committed to determining pay and conditions in accordance with procedures that are free from gender bias and any other form of unlawful discrimination.

The Council recognises that to achieve equitable pay for all, we must operate a pay and reward system which is transparent, accessible and based on objective criteria. We will continue to work with trade unions to develop fair and non-discriminatory pay and progression systems which are understood and accepted by employees and managers. All aspects of pay packages will be reviewed and monitored regularly to ensure that they comply with equal pay. Any pay disparities which cannot be justified will, as far as is possible, be eliminated.

To ensure equal pay for work of equal value, the Council implements a system of job evaluation that is fair, consistent, transparent, legally compliant and based on the principles of the Scottish Joint Council (SJC) Job Evaluation Scheme for local government employees. The job sizing of teaching posts is determined by using the Scottish Negotiating Committee for Teachers (SNCT) Job Sizing Toolkit.

The Council understands the significant impact of occupational segregation in perpetuating and entrenching gender inequality. We are committed to tackling horizontal segregation, where women are overrepresented in sectors such as cleaning, catering and care. We are also committed to monitoring and addressing vertical segregation, where women face barriers to career development and progression. We recognise that both forms of occupational segregation contribute to workplace inequality by reinforcing gender stereotypes and restricting individual career choices.

To promote equality and fairness, the Council will:

- 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 potential impact on men and women.
- Assess and review the findings of monitoring activities and act 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.
- Develop initiatives to address both vertical and horizontal occupational segregation.

## 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.

**Table 7:1 Horizontal segregation by Directorate and Service Area – Gender**

Directorate	Service	Female	Male	Total
Chief Executive's Office	Internal Audit	2	3	5
Midlothian Council Services	Midlothian Council Services	1		1
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	163	36	199
	Education	2544	467	3011
	People and Partnerships - Children, Young People and Partnerships	7	5	12
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	91	29	120
	People and Partnerships - Health and Social Care and IJB	1		1
	Primary Care and Older People	537	74	611
Place Directorate	Corporate Solutions	331	120	451
	Policy & Scrutiny	3	1	4
	Gratuities and Fees	1		1
	Members Support Services	3		3
	Place	1012	910	1922
	Place Directorate	3	2	5
<b>Total</b>		<b>4699</b>	<b>1647</b>	<b>6346</b>

The Council also records horizontal segregation by ethnicity and disability.

**Table 7.2: Horizontal segregation by Directorate and Service Area – Ethnicity**

Directorate	Service	BME	White	Did not answer	Total
Chief Executive's Office	Internal Audit	1	3	1	5
Midlothian Council Services	Midlothian Council Services		1		1
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	3	155	41	199
	Education	66	1944	1001	3011
	People and Partnerships - Children, Young People and Partnerships		11	1	12
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	1	74	45	120
	People and Partnerships - Health and Social Care and IJB		1		1
	Primary Care and Older People	22	392	197	611
Place Directorate	Corporate Solutions	12	332	107	451
	Policy & Scrutiny		4		4
	Gratuities and Fees			1	1
	Members Support Services		3		3
	Place	11	1186	725	1922
	Place Directorate		4	1	5
<b>Total</b>		<b>116</b>	<b>4110</b>	<b>2120</b>	<b>6346</b>

**Table 7.3: Horizontal segregation by Directorate and Service Area - Disability**

Directorate	Service	Yes	No	Did not answer	Total
Chief Executive's Office	Internal Audit		4	1	5
Midlothian Council Services	Midlothian Council Services		1		1
People and Partnerships - Children, Young People and Partnerships	Children's Services, Partnerships and Communities	8	128	63	199
	Education	36	1747	1228	3011
	People and Partnerships - Children, Young People and Partnerships		11	1	12
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	4	65	51	120
	People and Partnerships - Health and Social Care and IJB		1		1
	Primary Care and Older People	6	371	234	611
Place Directorate	Corporate Solutions	12	297	142	451
	Policy & Scrutiny	1	3		4
	Gratuities and Fees			1	1
	Members Support Services		3		3
	Place	14	1013	895	1922
	Place Directorate		4	1	5
<b>Total</b>		<b>81</b>	<b>3648</b>	<b>2617</b>	<b>6346</b>

**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 SJC Job Evaluation Scheme and SNCT Job Sizing for Teaching Professionals with all other grades agreed and set nationally for local application.

**Table 7.4: Vertical Segregation – Gender 2024/25**

<b>Grade</b>	<b>Female No.</b>	<b>Female %</b>	<b>Male No.</b>	<b>Male %</b>	<b>Total No.</b>	<b>Total %</b>
Advisers	17	0.27	2	0.03	19	0.30
Chartered Teacher	5	0.08	4	0.06	9	0.14
Chief Officials	5	0.08	4	0.06	9	0.14
Grade 1	652	10.27	127	2.00	779	12.28
Grade 10	35	0.55	21	0.33	56	0.88
Grade 11	13	0.20	9	0.14	22	0.35
Grade 12	12	0.19	11	0.17	23	0.36
Grade 13	4	0.06	4	0.06	8	0.13
Grade 14	1	0.02		0.00	1	0.02
Grade 2	399	6.29	341	5.37	740	11.66
Grade 3	752	11.85	136	2.14	888	13.99
Grade 4	413	6.51	112	1.76	525	8.27
Grade 5	676	10.65	263	4.14	939	14.80
Grade 6	120	1.89	100	1.58	220	3.47
Grade 7	211	3.32	85	1.34	296	4.66
Grade 8	184	2.90	79	1.24	263	4.14
Grade 9	37	0.58	31	0.49	68	1.07
Job Sized Teachers	89	1.40	21	0.33	110	1.73
Main Grade Teacher	855	13.47	213	3.36	1068	16.83
Music Instructors	13	0.20	15	0.24	28	0.44
Principal Teachers	160	2.52	62	0.98	222	3.50
Psychologist	9	0.14		0.00	9	0.14
Trainee Teacher	2	0.03		0.00	2	0.03
<b>Total</b>	<b>4699</b>	<b>74.05</b>	<b>1647</b>	<b>25.95</b>	<b>6346</b>	<b>100.00</b>

**Table 7.5: Vertical Segregation – Ethnicity 2024/25**

<b>Grade</b>	<b>BME No.</b>	<b>BME %</b>	<b>White No.</b>	<b>White %</b>	<b>Did not answer No.</b>	<b>Did not answer %</b>	<b>Total No.</b>	<b>Total %</b>
Advisers		0.00	12	0.19	7	0.11	19	0.30
Chartered Teacher		0.00	5	0.08	4	0.06	9	0.14
Chief Officials	1	0.02	5	0.08	3	0.05	9	0.14
Grade 1	8	0.13	502	7.91	269	4.24	779	12.28
Grade 10		0.00	38	0.60	18	0.28	56	0.88
Grade 11		0.00	17	0.27	5	0.08	22	0.35
Grade 12		0.00	21	0.33	2	0.03	23	0.36
Grade 13		0.00	4	0.06	4	0.06	8	0.13
Grade 14		0.00	1	0.02		0.00	1	0.02
Grade 2	7	0.11	479	7.55	254	4.00	740	11.66
Grade 3	26	0.41	570	8.98	292	4.60	888	13.99
Grade 4	12	0.19	345	5.44	168	2.65	525	8.27
Grade 5	13	0.20	605	9.53	321	5.06	939	14.80
Grade 6	3	0.05	138	2.17	79	1.24	220	3.47
Grade 7	5	0.08	208	3.28	83	1.31	296	4.66
Grade 8	9	0.14	179	2.82	75	1.18	263	4.14
Grade 9		0.00	47	0.74	21	0.33	68	1.07
Job Sized Teachers		0.00	67	1.06	43	0.68	110	1.73
Main Grade Teacher	26	0.41	682	10.75	360	5.67	1068	16.83
Music Instructors		0.00	14	0.22	14	0.22	28	0.44
Principal Teachers	3	0.05	126	1.99	93	1.47	222	3.50
Psychologist		0.00	7	0.11	2	0.03	9	0.14
Trainee Teacher		0.00	1	0.02	1	0.02	2	0.03
<b>Total</b>	<b>116</b>	<b>1.83</b>	<b>4110</b>	<b>64.77</b>	<b>2120</b>	<b>33.41</b>	<b>6346</b>	<b>100.00</b>

**Table 7.6: Vertical Segregation – Disability 2024/25**

<b>Grade</b>	<b>Yes No.</b>	<b>Yes %</b>	<b>No No.</b>	<b>No %</b>	<b>Did not answer No.</b>	<b>Did not answer %</b>	<b>Total No.</b>	<b>Total %</b>
Advisers		0.00	10	0.16	9	0.14	19	0.30
Chartered Teacher	1	0.02	4	0.06	4	0.06	9	0.14
Chief Officials		0.00	7	0.11	2	0.03	9	0.14
Grade 1	2	0.03	467	7.36	310	4.88	779	12.28
Grade 10	2	0.03	35	0.55	19	0.30	56	0.88
Grade 11		0.00	17	0.27	5	0.08	22	0.35
Grade 12		0.00	21	0.33	2	0.03	23	0.36
Grade 13		0.00	4	0.06	4	0.06	8	0.13
Grade 14		0.00	1	0.02		0.00	1	0.02
Grade 2	14	0.22	367	5.78	359	5.66	740	11.66
Grade 3	13	0.20	512	8.07	363	5.72	888	13.99
Grade 4	5	0.08	311	4.90	209	3.29	525	8.27
Grade 5	7	0.11	532	8.38	400	6.30	939	14.80
Grade 6	2	0.03	135	2.13	83	1.31	220	3.47
Grade 7	6	0.09	178	2.80	112	1.76	296	4.66
Grade 8	11	0.17	157	2.47	95	1.50	263	4.14
Grade 9	2	0.03	44	0.69	22	0.35	68	1.07
Job Sized Teachers	1	0.02	53	0.84	56	0.88	110	1.73
Main Grade Teacher	12	0.19	628	9.90	428	6.74	1068	16.83
Music Instructors		0.00	8	0.13	20	0.32	28	0.44
Principal Teachers	2	0.03	115	1.81	105	1.65	222	3.50
Psychologist		0.00	7	0.11	2	0.03	9	0.14
Trainee Teacher		0.00	1	0.02	1	0.02	2	0.03
Trainee Psychologist	1	0.02	34	0.54	7	0.11	42	0.66
<b>Total</b>	<b>81</b>	<b>1.28</b>	<b>3648</b>	<b>57.49</b>	<b>2617</b>	<b>41.24</b>	<b>6346</b>	<b>100.00</b>

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