

Midlothian



Midlothian Council

Equality

Employee Information

2025/26

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SECTION 1: Introduction

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

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

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

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

Why collect employee information?

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

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

What information is collected?

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

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

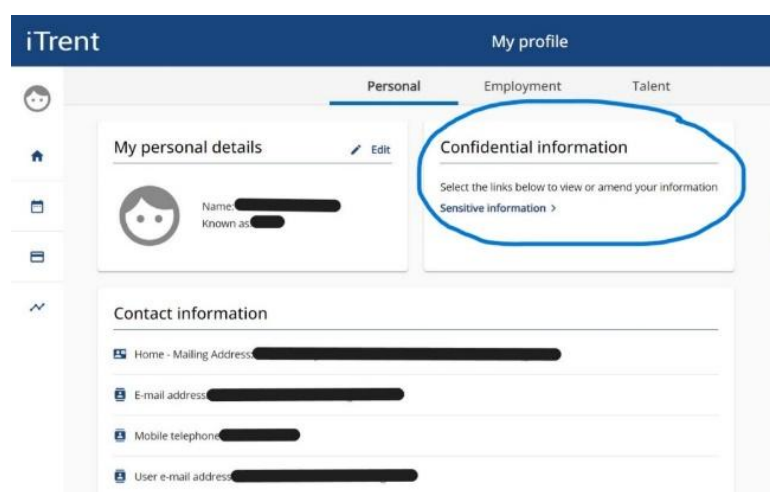
In response to additional workplace challenges faced by carers, employees are also asked whether they have **caring responsibilities**.

How is this information collected?

Prospective employees are asked to complete an 'equal opportunities monitoring form' when they apply for positions in the Council. To respect confidentiality and guard against bias, this form is separate from their application. 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 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.

The image is a screenshot of the iTrent 'My profile' page. The page has a dark blue header with 'iTrent' on the left and 'My profile' on the right. Below the header, there are three tabs: 'Personal', 'Employment', and 'Talent'. The 'Personal' tab is selected. Under the 'Personal' tab, there are two main sections. The first section is 'My personal details' with an 'Edit' link. It contains a profile picture icon, a 'Name' field, and a 'Known as' field. The second section is 'Confidential information', which is circled in blue. It contains the text 'Select the links below to view or amend your information' and a link 'Sensitive information >'. Below these sections is a 'Contact information' section with fields for 'Home - Mailing Address', 'E-mail address', 'Mobile telephone', and 'User e-mail address'.

There are a small number of employees who currently do not have access to iTrent. These staff will be onboarded to iTrent in the 2026/27 reporting year through the iTrent project. In the meantime, employees can share this information via a form.

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 based on 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 is the choice to select 'prefer not to say' or to leave the response box blank.

SECTION 2: Midlothian Council Public Profile

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

Age

The following figures were extracted from 2022 Scottish census data.

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 (%)
White: Total	92,150	95.47%
White: White Scottish	79,572	82.43%
White: Other White British	7,545	7.82%
White: White Irish	745	0.77%
White: Gypsy/ Traveller	31	0.03%
White: White Polish	1,855	1.92%
Other White	2,410	2.50%
Mixed or multiple ethnic group	1,027	1.06%
Asian, Asian Scottish or Asian British: Total	2,219	2.30%

Asian, Asian Scottish or Asian British: Pakistani, Pakistani Scottish or Pakistani British	700	0.73%
Asian, Asian Scottish or Asian British: Indian, Indian Scottish or Indian British	523	0.54%
Asian, Asian Scottish or Asian British: Bangladeshi, Bangladeshi Scottish or Bangladeshi British	133	0.14%
Asian, Asian Scottish or Asian British: Chinese, Chinese Scottish or Chinese British	488	0.51%
Asian, Asian Scottish or Asian British: Other Asian	375	0.39%
African: Total	474	0.49%
African: African, African Scottish or African British	49	0.05%
African: Other African	428	0.44%
Caribbean or Black: Total	95	0.10%
Caribbean or Black: Caribbean, Caribbean Scottish or Caribbean British	47	0.05%
Caribbean or Black: Black, Black Scottish or Black British	10	0.01%
Caribbean or Black: Other Caribbean or Black	41	0.04%
Other ethnic groups: Total	562	0.58%
Other ethnic groups: Arab, Arab Scottish or Arab British	188	0.19%
Other ethnic groups: Other ethnic group	371	0.38%

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

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 (%)
Europe: Total	93,140	96.49
Europe: United Kingdom: Total	89,076	92.28
Europe: United Kingdom: England	7,233	7.49
Europe: United Kingdom: Northern Ireland	667	0.69
Europe: United Kingdom: Scotland	80,862	83.77
Europe: United Kingdom: Wales	289	0.30
Europe: Republic of Ireland	366	0.38
Europe: Poland	1,450	1.50
Africa: Total	864	0.90
Middle East and Asia: Total	1,555	1.61
Middle East and Asia: Middle East: Total	191	0.20
Middle East and Asia: Eastern Asia: Total	342	0.35
The Americas and the Caribbean: Total	642	0.67
Antarctica and Oceania: Total	330	0.34

Table 1.9: National identities of Midlothian residentsSource: *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 residentsSource: *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 MidlothianSource: *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)

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
All people aged 16 and over	16-24	8,478	7,233 (85.31%)	253 (2.98%)	302 (3.56%)	72 (0.85%)	617 (7.28%)
	25-34	12,493	11,116 (88.98%)	355 (2.84%)	361 (2.89%)	76 (0.61%)	585 (4.68%)
	35-49	19,107	17,520 (91.70%)	324 (1.70%)	225 (1.18%)	54 (0.28%)	984 (5.15%)
	50-64	19,914	18,244 (91.69%)	215 (1.08%)	87 (0.44%)	27 (0.14%)	1,341 (6.73%)
	65+	18,326	16,141 (88.10%)	58 (0.31%)	15 (0.08%)	9 (0.05%)	2,103 (11.48%)

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
Female	Total	40,931	36,543 (89.28%)	615 (1.50%)	728 (1.78%)	159 (0.39%)	2,883 (7.04%)
	16-24	3,998	3,288 (82.24%)	138 (3.45%)	223 (5.58%)	52 (1.30%)	297 (7.43%)
	25-34	6,540	5,787 (88.49%)	163 (2.49%)	272 (4.16%)	49 (0.75%)	269 (4.11%)
	35-49	9,919	9,068 (91.42%)	168 (1.69%)	176 (1.77%)	37 (0.37%)	473 (4.77%)
	50-64	10,435	9,581 (91.82%)	116 (1.11%)	59 (0.57%)	16 (0.15%)	663 (6.35%)
	65+	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
Male	Total	37,388	33,711 (90.17%)	590 (1.58%)	265 (0.71%)	75 (0.20%)	2,747 (7.35%)
	16-24	4,479	3,945 (88.08%)	115 (2.57%)	79 (1.76%)	20 (0.45%)	320 (7.14%)
	25-34	5,957	5,329 (89.46%)	189 (3.17%)	89 (1.49%)	30 (0.50%)	316 (5.30%)
	35-49	9,188	8,452 (91.99%)	156 (1.70%)	52 (0.57%)	17 (0.19%)	511 (5.56%)
	50-64	9,479	8,663 (91.39%)	99 (1.04%)	28 (0.30%)	11 (0.12%)	678 (7.15%)
	65+	8,289	7,326 (88.38%)	28 (0.34%)	17 (0.21%)	4 (0.05%)	922 (11.12%)

SECTION 3: Employee Information 2025/26

3.1 Key Findings:

- There remain challenges with the standing workforce with respect to answering equality monitoring questions. Over 84% of current employees did not provide information about their sexual orientation. Around 43% provided no information for disability and almost 33% provided no information about their ethnic origin. It is not possible to draw definitive conclusions from such limited datasets.
- The disclosure rate varies considerably across characteristics during the recruitment process. For instance, almost 30% of applicants did not provide information about their ethnicity and over 85% did not provide information about disability. This limits the extent to which recruitment data can be used to compare the Council's applicants and workforce.
- The ethnic and religious composition of new recruits in 2025/26 provides some evidence of diversity, although high levels of non-disclosure make comparisons with the general population difficult. 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 standing workforce remains around three quarters female and one quarter male. Among applicants who provided sex information, around 71% were female and 29% male; among those hired, around 81% were female. The Council needs to consider positive action measures to attract more males into the workforce, particularly in traditionally female occupations such as teaching, while continuing to attract women into traditionally male areas.
- The overall gender pay gap between the average hourly rate of pay for male and female employees was 1.05% on 31 March 2026 – a decrease from 2.32% in 2024/25.
- Efforts aimed at increasing the rate of staff responses to equality monitoring questions are continuing. Employees are asked to check their details, including confidential information, as part of the Making Performance Matter (MPM) process. Further work to boost disclosure rates will take place through the Equalities Working Group, with employees reminded that all information is confidential, securely stored and used only in an aggregated and anonymised form.

3.2: Workforce Profile (1 April 2025–31 March 2026)

On 31 March 2026, the standing workforce numbered 5,622 employees – a decrease of 152 from 2025.

Age

The Council has a full disclosure rate for employees with respect to age. The largest age band is 40-55 at just over 36% 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	2026 (no.)	2026 (%)	2025 (%)
16-24	375	6.67	7.80
25-39	1,816	32.30	32.20
40-55	2,029	36.09	34.95
56-59	499	8.88	8.78
60-64	507	9.02	8.92
65+	396	7.04	7.36

Disability

The number of employees who did not answer or selected 'prefer not to answer' with respect to disability is around 43%. While the non-disclosure rate has fallen slightly from 2024/25, 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	2026 (no.)	2026 (%)	2025 (%)
Did not answer	2,275	40.47	41.22
No	3,143	55.91	54.99
Prefer not to answer	123	2.19	2.51
Yes - learning disability	13	0.23	0.21
Yes - longstanding illness	15	0.27	0.24
Yes - mental health condition	14	0.25	0.26
Yes - other, such as disfigurement	21	0.37	0.31
Yes - physical impairment	9	0.16	0.14
Yes - sensory impairment	9	0.16	0.12

Gender Reassignment

Around 12% 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 remain broadly similar to 2024/25.

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

Marital status	2026 (no.)	2026 (%)	2025 (%)
Did not answer	636	11.31	11.78
Divorced/Separated	252	4.48	4.61
Living with partner	229	4.07	4.47
Married/Civil Partnership	2,548	45.32	4.10
Prefer not to answer	234	4.16	44.06
Single	1,672	29.74	30.07
Widowed	51	0.91	0.92

Race (Ethnic Origin and Nationality)

Almost 33% of the standing workforce did not provide information about their ethnicity.

Table 2.4: Ethnic origins of Midlothian Council staff

Ethnic origin	2026 (no.)	2026 (%)	2025 (%)
African (inc Scottish/British)	*	*	0.09
African Other	10	0.18	0.12
Arab (inc Scottish/British)	*	*	0.07
Asian Bangladeshi (inc Scottish/British)	6	0.11	0.07
Asian British	9	0.16	0.16
Asian Chinese (inc Scottish/British)	15	0.27	0.19
Asian Indian (inc Scottish/British)	6	0.11	0.07
Asian Other (inc Scottish/British)	7	0.12	0.12
Asian Pakistani (inc Scottish/British)	14	0.25	0.23
Black (inc Scottish/British)	23	0.41	0.26
Caribbean or Black (Other)	*	*	0.05
Did not answer	1,799	32.00	33.93
Other	8	0.14	0.09
Mixed - any mixed background	20	0.36	0.40
Prefer not to answer	52	0.92	1.04
White - Eastern European	19	0.34	0.35
White Irish	62	1.10	1.06
White Other	163	2.90	2.67
White Other British	303	5.39	5.46
White Scottish	3,095	55.05	53.60

Table 2.5: Nationality of Midlothian Council staff

Nationality	2026 (no.)	2026 (%)	2025 (%)
British	1,747	31.07	30.16
Did not answer	1,298	23.09	27.27
English	20	0.36	0.35
Northern Irish	26	0.46	0.65
Other	268	4.77	3.98
Portuguese	*	*	*
Prefer not to answer	31	0.55	0.64
Scottish	2,226	39.59	38.78
Welsh	*	*	*

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	2026 (no.)	2026 (%)	2025 (%)
Buddhist	*	*	*
Church of Scotland	183	3.26	3.64
Did not answer	4,711	83.80	83.36
Hindu	*	*	*
Jewish	*	*	*
Muslim	*	*	0.10
None	489	8.70	8.68
Other Christian	42	0.75	0.73
Other Religion or Belief	8	0.14	0.10
Prefer not to answer	91	1.62	1.77
Roman Catholic	87	1.55	1.49
Sikh	*	*	*

Sex

The sex composition of the workforce remains broadly unchanged from 2024/25.

Table 2.7: Sex composition of Midlothian Council staff

Sex	2026 (no.)	2026 (%)	2025 (%)
Female	4,176	74.28	73.80
Male	1,446	25.72	26.20

Sexual Orientation

Over 84% of employees did not answer the question on sexual orientation.

Caring Responsibilities

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

3.3: Leavers Profile (1 April 2025–31 March 2026)

629 individuals left employment with the Council between April 2025 and March 2026, compared to 524 in the previous year.

Age

The age profile of leavers in 2025/26 is broadly younger than in 2024/25, with the proportion aged 65+ falling from almost 18% to around 12%.

Table 3.1: Age of Midlothian Council leavers

Age bands	2026 (no.)	2026 (%)	2025 (%)
16-24	83	13.20	9.73
25-39	207	32.91	28.24
40-55	147	23.37	23.85
56-59	55	8.74	9.73
60-64	59	9.38	10.50
65+	78	12.40	17.94

Disability

Approximately 40% 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

90% of leavers did not answer the question on gender reassignment.

Marriage and Civil Partnership

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

Marital status	2026 (no.)	2026 (%)	2025 (%)
Did not answer	63	10.02	14.69
Divorced/Separated	30	4.77	5.15
Living with partner	24	3.82	3.05
Married/Civil Partnership	242	38.47	44.27
Prefer not to answer	24	3.82	2.10
Single	240	38.16	28.63
Widowed	6	0.95	2.10

Over 87% of leavers did not disclose their religion, almost 88% did not disclose their sexual orientation, and over 90% did not disclose whether they had caring responsibilities.

Race (Ethnic Origin and Nationality)

Table 3.3: Ethnic origins of Midlothian Council leavers

Ethnic origin	2026 (no.)	2026 (%)	2025 (%)
Arab (inc Scottish/British)	*	*	
Asian British	*	*	*
Asian Chinese (inc Scottish/British)	*	*	
Asian Indian (inc Scottish/British)	*	*	
Asian Other (inc Scottish/British)	*	*	
Asian Pakistani (inc Scottish/British)	*	*	
Black (inc Scottish/British)	*	*	
Did not answer	167	26.55	30.12
Mixed - any other mixed background	*	*	
Prefer not to answer	8	1.27	1.26
White - Eastern European	*	*	*
White Irish	7	1.11	1.34
White Other	23	3.66	3.44
White Other British	43	6.84	8.59
White Scottish	359	57.07	52.29

Table 3.4: Nationalities of Midlothian Council leavers

Nationality	2026 (no.)	2026 (%)	2025 (%)
British	199	31.64	32.63
Did not answer	120	19.08	25.19
English	*	*	*
Northern Irish	*	*	*
Other	37	5.88	5.15
Portuguese	*	*	*
Prefer not to answer	6	0.95	0.19
Scottish	259	41.18	35.31

3.4: Recruitment Profile (1 April 2025–31 March 2026)

14,325 people applied for positions with Midlothian Council in 2025/26, of whom 956 were hired.

The disclosure rate varies across protected characteristics among applicants. For instance, over 30% of applicants did not provide information about their ethnic origins, while over 85% did not provide information about disability.

Applicants' information is primarily collected via myjobscotland.gov.uk. The 2025/26 data show significantly higher levels of non-disclosure than previous years for many characteristics, limiting the conclusions that can be drawn from the recruitment profile. The reason for this is likely to be linked to changes in how applicant data is collected by My Job Scotland. This will be investigated to ensure that future recruitment profile data is reliable and comparable.

Age

All applicants

Table 4.1: Age of Midlothian Council applicants

Age bands	2026 (no.)	2026 (%)	2025 (%)
16 - 24	953	6.78	16.06
25 - 39	5,136	36.54	50.97
40 - 55	2,854	20.30	25.34
56 - 59	247	1.76	2.69
60 - 64	223	1.59	2.43
65 +	62	0.44	0.26
Did not answer	4,580	32.59	2.26

Successful applicants

Table 4.2: Age of successful Midlothian Council applicants

Age bands	2026 (no.)	2026 (%)	2025 (%)
16 - 24	41	4.29	14.79
25 - 39	312	32.57	42.76
40 - 55	189	19.79	30.53
56 - 59	32	3.35	3.93
60 - 64	15	1.57	2.85
65 +	10	1.05	*
Did not answer	357	37.38	4.88

Disability

The available categories of disability type changed in 2025/26, meaning that direct comparisons with previous years are not possible.

Table 4.3: Disability status of Midlothian Council applicants

Disability type – all applicants	2026 (no.)	2026 (%)
Asperger's - ADHD	135	0.96
Dexterity	9	0.06
Did not answer	11,989	85.48
Hearing	147	1.05
Learning	150	1.07
Memory	32	0.23
Mental Health	336	2.40
Mobility	74	0.53
Stamina / Breathing	44	0.31
Vision	1,109	7.91

Table 4.4: Disability status of successful Midlothian Council applicants

Disability type – hired	2026 (no.)	2026 (%)
Asperger's - ADHD	9	0.94
Dexterity	*	*
Did not answer	849	88.90
Hearing	7	0.73
Learning	9	0.94
Memory	*	*
Mental Health	17	1.78
Mobility	6	0.63
Stamina / Breathing	*	*
Vision	52	5.45

Gender Reassignment

Table 4.5: Gender reassignment status of Midlothian Council applicants

Gender reassignment – all applicants	2026 (no.)	2026 (%)	2025 (%)
Did not answer	4,185	29.84	0.55
No	9,667	68.93	97.91
Prefer not to say	126	0.90	1.23
Yes	47	0.34	0.31

Table 4.6: Gender reassignment - successful Midlothian Council applicants

Gender reassignment – hired	2026 (no.)	2026 (%)	2025 (%)
Did not answer	333	34.87	3.53
No	618	64.61	96.20
Prefer not to say	*	*	*
Yes	*	*	*

Marriage and Civil Partnership

Table 4.7: Marital status of Midlothian Council applicants

Marital status – all applicants	2026 (no.)	2026 (%)	2025 (%)
Did not answer	4,182	29.82	0.53
Divorced	459	3.27	4.11
Formerly in a civil partnership which is now legally dissolved	10	0.07	0.05
In a registered civil partnership	120	0.86	1.61
Married	3,783	26.97	33.54
Never married and never registered in a civil partnership	4,611	32.88	50.64
Prefer not to say	593	4.23	6.60
Separated, but still legally in a civil partnership	19	0.14	0.04
Separated, but still legally married	174	1.24	1.84
Surviving partner from a civil partnership	9	0.06	0.12
Widowed	65	0.46	0.90

Table 4.8: Marital status of successful Midlothian Council applicants

Marital status – hired	2026 (no.)	2026 (%)	2025 (%)
Did not answer	333	34.87	3.53
Divorced	32	3.35	4.07
In a registered civil partnership	9	0.94	0.81
Married	246	25.76	34.74
Never married and never registered in a civil partnership	284	29.74	48.71
Prefer not to say	29	3.04	5.43
Separated, but still legally in a civil partnership	*	*	*
Separated, but still legally married	12	1.26	2.04
Widowed	9	0.94	*

Race (Ethnic Origin)

Table 4.9: Ethnic origins of Midlothian Council applicants

Ethnic origin – all applicants	2026 (no.)	2026 (%)	2025 (%)
White	7,069	50.40	80.77
Mixed or multiple ethnic groups	118	0.84	1.11
Asian, Scottish Asian or British Asian	1,081	7.71	7.23
African, Scottish African or British African	1,204	8.58	7.04
Did not answer	4,182	29.82	0.53
Caribbean or Black	81	0.58	0.60
Other ethnic group	121	0.86	0.98
Prefer not to say	169	1.20	1.74

Table 4.10: Ethnic origins of successful Midlothian Council applicants

Ethnic origin – hired	2026 (no.)	2026 (%)	2025 (%)
White	580	60.73	90.64
Mixed or multiple ethnic groups	8	0.84	0.81
Asian, Scottish Asian or British Asian	16	1.68	2.85
African, Scottish African or British African	11	1.15	0.95
Did not answer	333	34.87	3.53
Caribbean or Black	*	*	0
Other ethnic group	*	*	
Prefer not to say	*	*	*

Sex

Table 4.11: Sex composition of Midlothian Council applicants

Sex – all applicants	2026 (no.)	2026 (%)	2025 (%)
Did not answer	4,182	29.82	0.53
Female	6,930	49.41	72.31
Male	2,842	20.26	26.68
Prefer not to say	71	0.51	0.48

Table 4.12: Sex composition of successful Midlothian Council applicants

Sex – hired	2026 (no.)	2026 (%)	2025 (%)
Did not answer	333	34.87	3.53
Female	501	52.46	70.28
Male	121	12.67	26.05

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	2026	Religion - all applicants	2026
None	5,378 (38.35%)	Buddhist	55 (0.39%)
Did not answer	4,182 (29.82%)	Sikh	18 (0.13%)
Roman Catholic	1,200 (8.56%)	Spiritualist	12 (0.09%)
Christian	1,052 (7.50%)	Agnostic	9 (0.06%)
Church of Scotland	704 (5.02%)	Pentecostal	8 (0.06%)
Prefer not to say	526 (3.75%)	Jehovah's Witness	7 (0.05%)
Muslim	520 (3.71%)	Episcopalian	* (*%)
Hindu	320 (2.28%)	Jewish	* (*%)

Table 4.14: Religion or beliefs of successful Midlothian Council applicants

Religion – hired	2026 (no.)	2026 (%)	2025 (%)
Did not answer	333	34.87	3.53
Prefer not to say	22	2.30	2.99
None	438	45.86	71.23
Roman Catholic	64	6.70	8.28
Church of Scotland	62	6.49	*
Other Christian	20	2.09	2.44
Muslim	8	0.84	1.08

Sexual Orientation

Table 4.15: Sexual orientation of Midlothian Council applicants

Sexual orientation - all applicants	2026 (no.)	2026(%)	2025 (%)
Did not answer	4,182	1.96	0.70
Prefer not to say	448	3.19	4.70
Bisexual	275	1.96	2.66
Gay or Lesbian	238	1.70	2.66
Other sexual orientation	29	0.20	0.15
Straight/heterosexual	8,853	63.10	89.13

Table 4.16: Sexual orientation of successful Midlothian Council applicants

Sexual orientation – hired	2026 (no.)	2026 (%)	2025 (%)
Did not answer	333	34.87	3.53
Prefer not to say	18	1.88	2.99
Bisexual	15	1.87	2.44
Gay or Lesbian	19	1.99	2.04
Other	*	*	*
Straight/heterosexual	567	59.37	89.01

Caring responsibilities

Table 4.17: Caring responsibilities of Midlothian Council applicants

Caring responsibilities – all applicants	2026 (no.)	2026 (%)	2025 (%)
Did not answer	4,182	29.82	0.53
Prefer not to answer	114	0.81	1.79
No	4,413	31.47	85.66
Yes	5,316	37.90	12.02

Table 4.18: Caring responsibilities of successful applicants

Caring responsibilities – successful applicants	2026 (no.)	2026 (%)	2025 (%)
Did not answer	333	34.87	3.53
Prefer not to answer	5	0.52	1.09
No	256	26.08	83.04
Yes	361	37.90	12.35

3.5: Maternity Profile (1 April 2025-31 March 2026)

177 women were on maternity leave at some point between 1 April 2025 and 31 March 2026.

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	2026 (no.)	2026 (%)	2025 (%)
16-24	*	*	4.29
25-39	158	89.27	87.73
40-55	14	7.91	7.98

Disability

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

Disability type - maternity	2026 (no.)	2026 (%)	2025 (%)
Did not answer	36	20.34	24.54
No	134	75.71	72.50
Prefer not to answer	*	*	*
Yes - learning disability	*	*	*
Yes - mental health condition	*	*	*
Yes - other, such as disfigurement	*	*	*

Gender Reassignment

Table 5.3: Gender reassignment status - maternity leave

Gender reassignment - maternity	2026 (no.)	2026 (%)	2025 (%)
Did not answer	164	92.66	91.41
No	13	7.34	8.59

Marriage and Civil Partnership

Table 5.4: Marital status of Midlothian Council staff on maternity

Marital status - maternity	2026 (no.)	2026 (%)	2025 (%)
Did not answer	7	3.95	4.91
Divorced/Separated	*	*	*
Living with partner	7	3.95	6.74

Married/Civil Partnership	75	42.37	47.24
Prefer not to answer	*	*	3.68
Single	83	46.89	36.81

Race (Ethnic Origin and Nationality)

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

Ethnic origin - maternity	2026 (no.)	2026 (%)	2025 (%)
Asian Chinese (inc Scottish/British)	*	*	*
Did not answer	30	16.95	21.47
Prefer not to answer	*	*	*
White Irish	7	3.95	*
White Other	6	3.39	*
White Other British	9	5.08	4.29
White Scottish	123	69.49	64.42

Table 5.6: Nationalities of Midlothian Council staff on maternity leave

Nationality – maternity	2026 (no.)	2026 (%)	2025 (%)
British	57	32.20	31.29
Did not answer	19	10.73	10.43
Northern Irish	*	*	*
Other	8	4.52	*
Prefer not to answer	*	*	*
Scottish	88	49.72	50.31

Religion or Belief

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

Religion - maternity	2026 (no.)	2026 (%)	2025 (%)
Church of Scotland	*	*	*
Did not answer	163	92.09	90.18
None	9	5.08	5.52
Prefer not to answer	*	*	*
Roman Catholic	*	*	*

Caring Responsibilities

Table 5.8: Caring responsibilities – staff on maternity leave

Caring responsibilities – maternity	2026 (no.)	2026 (%)	2025 (%)
Did not answer	164	92.66	88.11
No	13	7.34	6.49
Yes	0	0	3.24

3.6: Gender Pay Gap

The overall gender pay gap between the average hourly rate of pay for male and female employees was 1.05% on 31 March 2026 – a decrease from 2.32% in 2024/25.

Table 6.1: Average gender pay gap 2025/26 – all employees

Sex	Average hourly rate	Formula description
Female	£21.75	A
Male	£21.98	B

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

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 6.2: Full-time and part-time employees 2025/26

Sex	Full time	Part time
Female	1,682	2,192
Male	945	318

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

Sex	Full time	Part time
Female	£25.80	£18.65
Male	£23.18	£18.44

Midlothian Council employs staff on permanent and fixed-term 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.
- 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: 11%.

Table 6.5: Permanent, fixed-term and temporary contracts 2025/26

Sex	Fixed term	Fixed term - permanent to authority	Permanent	Temporary
Female	450	41	3,383	3,874
Male	139	18	1,106	1,263

Median Pay Gap

The median gender pay gap compares the middle hourly rate when employees are ranked from lowest to highest paid. This is distinct from the mean pay gap shown in table 6.1, which is the difference between the average hourly rate of pay for male and female employees. The median is less affected by a small number of very high or low hourly rates.

The median gender pay gap among local government workers was 5.02% on 31 March 2026

Table 6.6: Median gender pay gap 2025/26 – Local Government Workers

Sex	Average hourly rate	Formula description
Female	£15.53	A
Male	£16.35	B

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

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 2025/26

Ethnicity	Sex	Average hourly rate
BME	Female	£20.38
	Male	£19.76
BME total		£20.20
Did not answer	Female	£21.46
	Male	£21.14
Did not answer total		£21.37
White	Female	£21.04
	Male	£20.99
White total		£21.03

The total (female and male) ethnicity pay gap was 3.95% on 31 March 2026. This means that employees from ethnic minority backgrounds earned, on average, less per hour than their white counterparts. However, around 33% of colleagues did not disclose their ethnicity, so the figure should be treated with caution.

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 2025/26

Disability	Sex	Average hourly rate
Disabled	Female	£23.47
	Male	£20.78
Disabled total		£22.67
Did not answer	Female	£21.51
	Male	£23.91
Did not answer total		£22.05
Not disabled	Female	£22.14
	Male	£22.47
Not disabled total		£22.23

SECTION 4: Equal Pay Statement

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.

*Please note that in 2026/27 the Council is undertaking a Pay and Grading review for all Local Government Workers.

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.

As part of the Council's work plan to achieve accreditation from the Equally Safe at Work programme, activity is taking place in 2026/27 focussed on vertical and horizontal segregation.

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
	Policy & Scrutiny	2	1	3
Midlothian Council Services	Midlothian Council Services	1	0	1
People and Partnerships - Children, Young People and Partnerships	Children's Services	180	33	213
	Education	2398	424	2822
	People and Partnerships - Children, Young People and Partnerships	2	2	4
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	94	32	126
	People and Partnerships - Health and Social Care and IJB	1	0	1
	Primary Care and Older People	516	74	590

Place Directorate	Corporate Solutions	319	119	438
	Gratuities and Fees	1	0	1
	Members Support Services	3	0	3
	Place	971	865	1836
	Place Directorate	4	4	8
Total		4494	1557	6051

The Council also records horizontal segregation by ethnicity and disability. The figures below show that women remain concentrated in some service areas, while ethnicity and disability data are affected by relatively high levels of non-disclosure.

Table 7.2: Horizontal segregation by Directorate – Ethnicity

Directorate	Service	BME	Did not answer	White	Total
Chief Executive's Office		*	*	*	8
Midlothian Council Services		*	*	*	*
People and Partnerships - Children, Young People and Partnerships		62	946	2031	3039
People and Partnerships - Health and Social Care and IJB		37	239	441	717
Place Directorate		27	805	1454	2286
Grand Total		127	1991	3933	6051

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

Directorate	Service	Did not answer	No	Yes	Total
Chief Executive's Office	Internal Audit	*	*	*	*
	Policy & Scrutiny	*	*	*	*
Midlothian Council Services	Midlothian Council Services	*	*	*	*
People and Partnerships - Children, Young People and Partnerships	Children's Services	71	131	11	213
	Education	1161	1627	34	2822
	People and Partnerships - Children, Young People and Partnerships	*	*	*	*
People and Partnerships - Health and Social Care and IJB	Adult Health and Social Care	58	63	5	126
	People and Partnerships - Health and Social Care and IJB	*	*	*	*
	Primary Care and Older People	237	347	6	590
Place Directorate	Corporate Solutions	149	277	12	438
	Gratuities and Fees	*	*	*	*
	Members Support Services	*	*	*	*
	Place	891	930	15	1836
	Place Directorate	*	*	*	*
Grand Total		2571	3396	84	6051

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 2025/26

Grade	Female No.	Female %	Male No.	Male %	Total No.	Total %
Advisers	15	0.25	2	0.03	17	0.28
Chartered Teachers	4	0.07	3	0.05	7	0.12
Chief Officials	6	0.1	4	0.07	10	0.17
Grade 1	623	10.3	104	1.72	727	12.01
Grade 10	40	0.66	22	0.36	62	1.02
Grade 11	15	0.25	11	0.18	26	0.43
Grade 12	12	0.2	11	0.18	23	0.38
Grade 13	4	0.07	3	0.05	7	0.12
Grade 14	0	0	1	0.02	1	0.02
Grade 2	365	6.03	303	5.01	668	11.04
Grade 3	704	11.63	130	2.15	834	13.78
Grade 4	381	6.3	104	1.72	485	8.02
Grade 5	646	10.68	271	4.48	917	15.15
Grade 6	116	1.92	92	1.52	208	3.44
Grade 7	212	3.5	84	1.39	296	4.89
Grade 8	195	3.22	85	1.4	280	4.63
Grade 9	37	0.61	29	0.48	66	1.09
Job Sized Teachers	91	1.5	23	0.38	114	1.88
LEAD TEACH	5	0.08	1	0.02	6	0.1
MAIN TEACH	797	13.17	196	3.24	993	16.41
MUS INST	13	0.21	9	0.15	22	0.36
Principal Teachers	172	2.84	58	0.96	230	3.8
PSYCH	9	0.15	0	0	9	0.15
TRN TEACH	32	0.53	11	0.18	43	0.71
Grand Total	4494	74.27	1557	25.73	6051	100

Table 7.5: Vertical Segregation – Ethnicity 2025/26

Grade	BME No.	BME %	Did not answer No.	Did not answer %	White No.	White %	Total No.	Total %
Advisers	0	0.00%	5	0.08%	12	0.20%	17	0.28%
Chartered Teachers	0	0.00%	3	0.05%	4	0.07%	7	0.12%
Chief Officials	1	0.02%	4	0.07%	5	0.08%	10	0.17%
Grade 1	11	0.18%	247	4.08%	469	7.75%	727	12.01%
Grade 10	0	0.00%	21	0.35%	41	0.68%	62	1.02%
Grade 11	0	0.00%	8	0.13%	18	0.30%	26	0.43%
Grade 12	0	0.00%	2	0.03%	21	0.35%	23	0.38%
Grade 13	0	0.00%	2	0.03%	5	0.08%	7	0.12%
Grade 14	0	0.00%	1	0.02%	0	0.00%	1	0.02%
Grade 2	6	0.10%	236	3.90%	426	7.04%	668	11.04%
Grade 3	34	0.56%	263	4.35%	537	8.87%	834	13.78%
Grade 4	13	0.21%	162	2.68%	310	5.12%	485	8.02%
Grade 5	11	0.18%	314	5.19%	592	9.78%	917	15.15%
Grade 6	2	0.03%	76	1.26%	130	2.15%	208	3.44%
Grade 7	5	0.08%	79	1.31%	212	3.50%	296	4.89%
Grade 8	12	0.20%	71	1.17%	197	3.26%	280	4.63%
Grade 9	2	0.03%	21	0.35%	43	0.71%	66	1.09%
Job Sized Teachers	0	0.00%	46	0.76%	68	1.12%	114	1.88%
LEAD TEACH	2	0.03%	0	0.00%	4	0.07%	6	0.10%
MAIN TEACH	26	0.43%	319	5.27%	648	10.71%	993	16.41%
MUS INST	0	0.00%	11	0.18%	11	0.18%	22	0.36%
Principal Teachers	2	0.03%	94	1.55%	134	2.21%	230	3.80%
PSYCH	0	0.00%	2	0.03%	7	0.12%	9	0.15%
TRN TEACH	2	0.03%	2	0.03%	39	0.64%	43	0.71%
Grand Total	127	2.10%	1991	32.90%	3933	65.00%	6051	100.00%

Table 7.6: Vertical Segregation – Disability 2025/26

Grade	Yes No.	Yes %	No No.	No %	Did not answer No.	Did not answer %	Total No.	Total %
Advisers	0	0.00%	7	0.12%	10	0.17%	17	0.28%
Chartered Teachers	1	0.02%	3	0.05%	3	0.05%	7	0.12%
Chief Officials	0	0.00%	3	0.05%	7	0.12%	10	0.17%
Grade 1	4	0.07%	300	4.96%	423	6.99%	727	12.01%
Grade 10	2	0.03%	21	0.35%	39	0.64%	62	1.02%
Grade 11	0	0.00%	6	0.10%	20	0.33%	26	0.43%
Grade 12	0	0.00%	3	0.05%	20	0.33%	23	0.38%
Grade 13	0	0.00%	2	0.03%	5	0.08%	7	0.12%
Grade 14	0	0.00%	1	0.02%	0	0.00%	1	0.02%
Grade 2	14	0.23%	341	5.64%	313	5.17%	668	11.04%
Grade 3	10	0.17%	347	5.73%	477	7.88%	834	13.78%
Grade 4	3	0.05%	199	3.29%	283	4.68%	485	8.02%
Grade 5	7	0.12%	417	6.89%	493	8.15%	917	15.15%
Grade 6	2	0.03%	88	1.45%	118	1.95%	208	3.44%
Grade 7	10	0.17%	115	1.90%	171	2.83%	296	4.89%
Grade 8	11	0.18%	97	1.60%	172	2.84%	280	4.63%
Grade 9	4	0.07%	22	0.36%	40	0.66%	66	1.09%
Job Sized Teachers	1	0.02%	57	0.94%	56	0.93%	114	1.88%
LEAD TEACH	0	0.00%	4	0.07%	2	0.03%	6	0.10%
MAIN TEACH	13	0.21%	401	6.63%	579	9.57%	993	16.41%
MUS INST	0	0.00%	14	0.23%	8	0.13%	22	0.36%
Principal Teachers	2	0.03%	114	1.88%	114	1.88%	230	3.80%
PSYCH	0	0.00%	2	0.03%	7	0.12%	9	0.15%
TRN TEACH	0	0.00%	7	0.12%	36	0.59%	43	0.71%
Grand Total	84	1.39%	2571	42.49%	3396	56.12%	6051	100.00%

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