

Grampian Assessor & Electoral Registration Officer



Equalities Mainstreaming and Outcomes 2017 - 2021

On behalf of the Grampian Valuation Joint Board

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1. Introduction

The Grampian Valuation Joint Board (the Board) and the Assessor for the Grampian Valuation Joint Board (the Assessor) are fully committed to embracing and implementing the principle and ethos of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

By fully adopting the principles and ethos of the Equality Act 2010, the Board will provide to all electors, rate payers, council tax payers and to its own staff a service provision, culture and working environment which is free from unlawful discrimination, harassment and victimisation and where all members of our community have equal opportunities and treat each other with dignity and respect.

2. Grampian Assessor & Electoral Registration Officer

The Grampian Assessor and Electoral Registration Officer (ERO) is an independent statutory official appointed and funded by the Grampian Valuation Joint Board to value non-domestic properties for rating purposes, allocate dwellings to council tax valuation bands and provide an electoral registration service for the Aberdeen, Aberdeenshire and Moray council areas. These councils lie in the North East of Scotland and their collective area is known as Grampian. The local councils collect non-domestic rates and council tax and their Returning Officers are usually responsible for conducting any elections. The Assessor & ERO has a workforce of 80 staff distributed between offices in Aberdeen, Banff & Elgin.

3. The Grampian Valuation Joint Board

The Grampian Valuation Joint Board is the statutory valuation authority established by the Valuation Joint Boards (Scotland) Order 1995. The Board comprises 15 members; Aberdeen City Council appoints six Members, Aberdeenshire Council appoints six Members and The Moray Council appoints three Members. The three councils fund the Board on a pro-rata basis.

The role of the valuation authority is to appoint the Assessor and deposes as necessary for the purposes of the Valuation Acts. The Assessor and any deposes must be chartered surveyors and the Valuation Acts place the duty to assess properties on the Assessor rather than the Board thus ensuring that the assessments are arrived at in an independent manner. Through local arrangements, the Board appointed the Assessor as Electoral Registration Officer to the three councils.

Given the respective roles of the Board and the Assessor & ERO, the Assessor & ERO reports on behalf of the Board.

4. The Legal Context

The Equality Act 2010 and the General Equality Duty

The General Equality Duty replaces the previous race, disability and gender equality duties, which aimed to mainstream equality into public sector culture. These principles continue to apply to the public sector under the Equality Act 2010. This Act increased the number of equality groups from three to eight. These groups are called protected characteristics in the Equality Act:

- Age
- Disability
- Gender
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation

The General Equality Duty also covers Marriage and Civil Partnerships, with regard to eliminating unlawful discrimination in employment.

The General Equality Duty as set out in the Equality Act 2010 requires public authorities to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The Act makes clear that having due regard to advancing equality involves:

- removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

- taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The Specific Equality Duties

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 place particular legal requirements on specified public authorities to assist them meet the requirements of the General Equality Duty. Valuation Joint Boards are specified in the regulations. The legal duties for the Grampian Valuation Joint Board are to:

- Report on mainstreaming equality
- Publish equality outcomes and report on progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay, including occupational segregation information
- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible to the public

The Specific Duties required public authorities in Scotland to publish a Mainstreaming Report and a set of Equality Outcomes by 30 April 2013. There is an ongoing duty to provide two yearly update reports and to refresh equality outcomes every four years. Accordingly, having

published its first mainstreaming report in 2013 and an update report in 2015 this is the Board's third report since the 2012 Regulations.

A number of listed public authorities are required to publish the gender composition of their board members and to report on current and planned work towards board diversity. The Grampian Valuation Joint Board is not a listed authority under the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016.

5. The operational context

Neither the Board nor the Assessor & ERO operate in a vacuum albeit that the remit has a very narrow and statutory foundation. It is important to recognise that the functions are restricted but also that the impact of the functions is fundamental – providing access to the democratic process and an independent assessment service for local taxation.

Partnership working is however a key aspect of the service, with partnerships between the Scottish Assessors Association (SAA) and the 13 other individual and independent lands valuation assessors, the SAA Electoral Registration Committee and the 14 other electoral registration officers in Scotland, the Electoral Commission, the Electoral Management Board for Scotland, the Association of Electoral Administrators, the Royal Institution of Chartered Surveyors and the Institute of Revenues Rating and Valuation. Through these partnerships, the service is able to benefit from the synergies of joint working. The benefits of sharing resources, research and expertise enables the Assessor & ERO to deliver cost effective but specialist and comprehensive outcomes to the local area.

Operational partnerships with the three local councils responsible for the levy and collection of non-domestic rates and council tax, along with their electoral services offices that support the returning officers appointed for particular elections also prevail. Joint working at this local level ensures that the equalities themes flow across services and measures to advance the interests of those with protected characteristics are implemented in a coordinated manner.

Through their local and national joint working arrangements it is considered that Assessors & EROs provide one of the best examples of joint working within the Scottish public sector, where the focus is on service delivery without disproportionate overheads of a structural or organisational nature.

Local and national partners also have an important role in providing feedback as to performance.

The service's strategic position is as follows:

- Electoral Registration has been subject to a fundamental shift from household registration to individual registration brought about by the Electoral Registration and Administration Act 2013. The regime has been subject to a series of initiatives that have made a substantial impact on the service and citizens. There are some 440,000 electors currently registered to vote in Grampian, this amounts to approximately 10% of the Scottish electorate and 1% of the UK electorate. As a result of its importance in the oil and gas sector, Grampian has experienced high levels of employment and migration from other parts of the UK and overseas. Since 2002 there has been a large increase in national insurance registrations to non-UK nationals. Since the Scottish

Independence Referendum there has been a requirement to register 14 and 15 year olds. The area has a significant student population. In view of all of the above and as a result of the necessity to make contact with every elector, electoral registration is a priority area for equalities.

- Rating – the rating revaluation of non-domestic properties that was due to be held in 2015 came into effect from 1 April 2017. This meant that the bulk of the preparatory work took place in 2015 - 2016 as draft valuations were required to be finalised by September 2016 and final valuations had to be ready for publication in March 2017. In Grampian, the Assessor is responsible for assessing the values of some 26,000 non-domestic properties that currently have a total rateable value of £988M. The service is currently dealing with large volumes of enquiries and appeals arising from both the Revaluation and the recently challenging economic conditions.
- The Council Tax regime is currently a stable function, with a valuation list of some 277,000 dwellings allocated to council tax bands and around 2,500 new dwellings being added each year. The Scottish Government chose to retain Council Tax with minimal disturbance following the 2016 election. However, the prospect of a revaluation or a replacement system remains high in view of the problems associated with the continued existence of a system based on values that are now out of date by over 26 years.
- Appendix 2 to this report provides the characteristics of the employees as at 31 March 2017. The Assessor & ERO service establishment comprises 78 full time posts. There are currently 80 full and part-time employees that represent 73 full time

equivalents. Staff turnover has increased in the last two years, mainly through retirements, as detailed in the appendix, and there has therefore been an opportunity to address one of our published outcomes, i.e. to maximise the recruitment of young people. Against this background and recognising that the rating and council tax functions are in the main extremely stable and not subject to the extent of citizen interaction that is encountered through the registration function, it seems clear that once again the main focus in the next four years require to be in the electoral registration field.

Whilst the employment situation is also stable, the Board and Assessor & ERO must give the obligations of an employer sufficient prominence.

6. Mainstreaming

Mainstreaming simply means integrating equality into the day-to-day operations of the service – considering equality in everything that is done as an employer and when planning and providing services. Senior managers must provide clear and consistent messages with the equality duties embedded within all strategy. Co-workers should be able to recognise the relevance of the equality duties to their own role and should consider it in carrying out their work. Equality therefore becomes fully integrated within structures, behaviours and culture rather than an adjunct to these aspects of the service.

Evidence is an important aspect of mainstreaming and includes monitoring service users and service activity as regards all of the protected characteristics and then analysing outcomes. Monitoring and annual reporting on workforce composition, recruitment, development

and retention of its employees with respect to protected characteristics will also assist the mainstreaming process.

6.1 Progress in mainstreaming in the workplace

Workforce monitoring demonstrates that there have been some changes in the overall balance of the workforce since 31 March 2015 – see comments under Equal Pay Statement below.

During the last two years the service has continued to accommodate requests to move to part-time working or to change the pattern of part-time working in order to allow the workforce to meet their out-of-employment social and family responsibilities.

Further detail of the service's approach to address equality outcome 3 is provided below.

6.2 Progress in mainstreaming in our services

The Assessor and ERO service has had an extremely busy two year period dealing with the demands of the introduction of individual electoral registration, a series of elections/referenda and the delivery of the 2017 non-domestic rating revaluation.

The principle focus over the past two years has been to ensure that vulnerable individuals were not disadvantaged by the move from household to individual registration. Additionally, the permanent extension of the franchise to 16 and 17 year olds in relation to Scottish Parliamentary and local government elections required a particular focus on engagement with young people.

7. Equality Outcomes

Equality Outcome 1

Maximise the opportunities for young citizens to register to vote and therefore enable them to participate in the democratic process

The registration of young voters (under 18) for the referendum will mirror the demographic profile of Grampian. Registration statistics will demonstrate progress against census outputs and other sources of young person data. In turn, the early engagement with young citizens should prove beneficial in assisting to establish a culture of engagement in mid-late teens that may be maintained into adulthood.

Activities

- Consult with partner authorities and education providers
- Canvass and publicity plan
- Integration of the equalities element with the Electoral Commission performance standards regime
- Engagement with individual equalities groups to ensure removal of barriers to registration

Measurement

- Registration rates compared to census outputs
- Number of registration corrections and complaints

Progress to April 2017

Registration and voter engagement activities took place in advance of the 2016 Scottish Parliamentary and 2017 local government elections. These activities included providing presentations to Modern Studies teacher groups and school librarians, holding registration campaigns, running a promotional banner and leaflet design competition for school students and collaboration with local authorities including participation in mock elections in schools and manning stalls at engagement events.

During the 2016 and 2017 elections, there were no formal complaints or clerical error corrections required in relation to the registration of 16 and 17 year olds.

Specific work was conducted in partnership with the three local authorities to ensure that children in care, known as looked after children, had the opportunity to register to vote and were given the necessary guidance and assistance. The service also facilitated young voters with anonymous registration where personal safety, or that of another member of the household, was an issue.

Since the implementation of the Scottish Elections (Reduction of Voting Age) Act 2015, that reduced the franchise age from 18 to 16 for local government and Scottish parliamentary elections, the question of when a young person can register as an attainer, and to what register do they become an attainer and when has become quite complex. For example, from the 1 December 2016, any young person who met the usual residence and nationality criteria would be entitled to apply to register to vote providing that they would reach the age of 15 by 30 November 2017. However, the position as at the day immediately prior, the 30 November 2016, was that an applicant would on that day have had to be

15 on or before 30 November 2016. On revision of the registers by 1 December, only 17 year olds can be treated as attainers to the UK Parliamentary register and 15 year olds for the local government register, but from 1 December onwards, 16 year olds can also be treated as attainers to the UK Parliamentary register, and 14 year olds attainers to the local government register providing that they reach the age of 17 or 15 respectively by the 30 November next.

For this reason there is a move away from statistics relating to ‘attainers’ for the two main registers towards a more straightforward measure of how many 15, 16 and 17 year olds are currently registered to vote. In this respect there were 12,519 15, 16 and 17 year olds registered to vote as at 26 April 2017. This was an increase of 4,977 (66%) on the corresponding total of 7,542 as at 1 December 2015 but a more modest increase on the numbers registered for the Scottish Independence Referendum of 2014 when there were 11,894 16 and 17 year olds registered.

Post April 2017 priorities

We will continue to pursue and monitor this outcome. Although there has been an increase in numbers since the 2014 Referendum we continue to work with the education authorities to ensure that young people are given every encouragement to register.

Equality Outcome 2

Maximise registration amongst high mobility citizens such as occupiers of houses in multiple occupation and tenanted dwellings.

Research has shown that high mobility citizens and citizens in tenanted dwellings are under-represented in terms of electoral registration. Ethnicity and nationality may be influencing this under-registration.

Activities

- Consult with partner authorities and housing providers
- Canvass and publicity plan
- Integration of the equalities element with the Electoral Commission performance standards regime
- Engagement with individual equalities groups to ensure removal of barriers to registration
- Focus on improved materials using straightforward language tested by relevant groups in partnership with other EROs and the Electoral Commission.

Measurement

- Registration rates compared to census outputs
- Number of registration corrections and complaints

Progress to April 2017

Since April 2015 the service has focussed on students and the tenanted housing sector to deliver this outcome. However, the allocation of

resources to our key functions in respect of an unprecedented number of electoral events in a relatively short period meant that the level of activity on this outcome was not as originally planned.

Nevertheless, student registration promotion events have been held and the service has worked with student associations and tertiary education providers in order to promote registration. Student email and website services carried registration information during this period. Student registrations have increased by 11% over the two year period.

With regard to the tenanted housing sector work began towards the end of the period on a Cabinet Office funded pilot exercise to research the potential benefits of using private sector tenancy deposit scheme data. This research seeks to use of data from external agencies to establish whether we can improve canvass outcomes and subsequent registration levels. Our engagement with tenancy deposit scheme operators has also led to a national initiative in promoting registration to new tenants.

Post April 2017 Priorities

The online functionality of individual electoral registration provides an ideal opportunity to integrate registration with online student enrolment or information systems and the service is keen to work with tertiary education providers in order to link registration with these services.

As indicated in the 2015 interim report, future developments in terms of this equality outcome would be directed towards the tenanted housing sector in order to seek to link registration with new lettings. A number of Electoral Registration Officers (EROs) were invited to pilot alternative canvass models during 2017 across Great Britain (2 in Scotland). As a result, research into the potential benefits of using private tenancy

deposit scheme data is underway in Grampian with funding provided by the Cabinet Office. The potential of using other data sources will also be considered.

We will continue to identify and engage with under-represented groups.

Quantitative analysis to determine progress will focus on the 2017 and 2018 canvass results.

Equalities Outcome 3

To maximise opportunities for young people to enter the workforce

Youth employment is a key national priority, with the low percentage of employees recruited directly from school identified as a key issue. Whilst the service relies on a significant number of individuals who are required to have tertiary education and be working towards professional qualifications, analysis confirms that Under 25 year olds are under-represented in the service's workforce. Notwithstanding that recruitment is fairly minimal the opportunity nevertheless exists to enhance opportunities for young citizens.

Activities

- Promote work experience opportunities for Under 25 year olds
- Review recruitment advertising media
- Promote career progression schemes to encourage young people to make the service an employer of choice.

Measurement

- Annual workforce monitoring
- Annual work-experience monitoring

Progress to April 2017

In June 2013 the Grampian Valuation Joint Board approved a career grade scheme for clerical officers. Prior to June, career grade schemes that promoted professional development had existing for trainee chartered surveyors and surveying technicians; there was no dedicated career grade scheme for employees working on the administrative rather than technical side of the organisation. The introduction of the clerical officer career grade scheme ensured that career development opportunities were available across all three service strands of the organisation, valuation for rating, council tax assessment and electoral registration.

Recruitment advertising has been reviewed and the majority of opportunities are now advertised online.

There has been some success in achieving this outcome as the number of Under 25 year olds in the workforce has increased from one to three since 31 March 2015 through the recruitment of two young people to our clerical section. The introduction of the clerical officer career grade scheme has now had some take-up with two employees successfully gaining their certificate for qualification in electoral administration – an externally assessed and nationally recognised qualification that is a criterion for progression in our career development scheme.

Post April 2017 Priorities

Continue to pursue and monitor this outcome.

Work experience continues to be made available to Under 25s through our work with education authorities.

8. New Outcomes

Equalities Outcome 4

Our services meet the needs of all service users in our community.

Activities

- Monitor customer satisfaction across all service areas by the protected characteristics.

Measurement

- Detailed analysis of customer satisfaction surveys.

Equalities Outcome 5

The Board is seen as an equal opportunities employer where diversity is welcomed and all staff feel valued and respected.

Activities

- Issue and monitor regular staff questionnaires by the protected characteristics

Measurement

- Detailed analysis of staff questionnaires.

9. Policies and Practices

Policy and practice reviews are carried out within the terms of section 149(1) of the Equality Act 2010.

The Board's employs the human resources expertise of the Moray Council, one of its three constituent authorities, and the majority of policies are reviewed by them on a regular programme in line with the terms of the Equality Act and the Council's own policies.

Other policies and practices are reviewed on a regular basis through a rota of quarterly meetings of the Assessor's Management Team, Administration Group and Technical Group.

10. Gender Pay Gap

In view of employee numbers the Grampian Valuation Joint Board now has a duty to publish information on the percentage difference among its employees between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime).

The following information is based on the employees who were in post on 31 March 2017.

GVJB has 36 male employees with an average hourly rate of pay of £20.85 and 44 female employees with an average hourly pay of £12.79.

The mean (average) gender pay gap is therefore:

$$(20.85 - 12.79) / 20.85 \times 100 = 38.65\%$$

The median gender pay gap is obtained by arranging the hourly rates in descending order for both male and female employees and selecting the mid-point of each range.

The median gender pay gap calculation is:

$$(18.04 - 10.10) / 18.04 \times 100 = 44.01\%$$

Full time gender pay gap (29 female and 34 male employees): 35.23%

Part time gender pay gap (15 female and 2 male employees): 28.27%

Full time men/part time women pay gap (15 female and 34 male employees): 47.99%

Permanent staff gender pay gap (41 female and 33 male employees): 40.40%

Temporary staff gender pay gap (3 female and 3 male employees): 1.46%

11. Equal Pay Statement

The Grampian Valuation Joint Board is committed to equal pay for men and women doing the same or broadly similar work within the organisation.

As at 31 March 2017, the Board had 80 employees. 44 of these are employed in professional and technical posts and are predominantly male (70.45%). 36 employees are in clerical and administration posts and are predominantly female (86.11%). 83.33% of the administration and clerical posts are in Grades 1 & 2 whereas 97.83% of the professional and technical posts are on Grade 3 and above.

The difference in male and female pay is largely due to the degree of occupational segregation that exists in the organisation. The gender pay gap is higher than the national average. This is due in part to the predominance of Chartered Surveyors within higher grade posts. The surveying profession has traditionally been male dominated with only 8,000 out of 100,000 members being female as recently as 1999 according to RICS figures. The average age of our surveyors is 48 and 6 out of 24 (25%) are female. However the percentage is rising as 4 out of 6 (66.7%) of the organisation's surveyors under 40 and 4 out 5 (80%) under 35 are female. The number of male employees in Grade 1 & 2 administration and clerical posts has increased from 9.68% to 16.67% over the last two years.

12. Procurement

Regulation 9 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, imposes a duty on public bodies when considering award criteria and conditions in relation to public procurement, to have due regard to whether the award criteria should include considerations which will help it meet its Equality Duty. Any such award criteria should be related to and proportionate to the subject matter of the proposed agreement.

Currently the Board enters into very few procurement contracts directly. Contracts of any substance are normally procured on behalf of the Board by the Moray Council and are subject to their procurement procedures and in accordance with current procurement legislation. Any contracts that the Board does enter into directly are generally small in terms of the service procured and the monetary value of that service. Notwithstanding, the Board will have due regard to whether the award criteria should include considerations to enable us to better perform the Equality duty.

13. Conclusion

The Board will support the Assessor & ERO in mainstreaming equalities throughout the service and monitor progress on an annual basis in relation to the protected characteristics and the specific equality outcomes identified above.

The Board will publish a fresh mainstreaming report in April 2019 and formally report on the progress made to achieve the equality outcomes by 30 April 2021.

Fresh equality outcomes will be identified and reported by 30 April 2021.

Appendix 1:

Workforce Monitoring Statistics for year to 31 March 2016

	Work force Profile*	Training	Promotion	Leavers
Total number	80	13	4	14
Race				
White				
British	96.25%	92.3%	100%	100%
Other				
Irish				
Other white background	1.25%	7.7%		
Mixed				
Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian				
Indian				
Pakistani				
Bangladeshi				
Chinese	1.25%			
Other Asian background				
Black, Black Scottish, Black English, Black Welsh or other Black British				
Other ethnic background	1.25%			
Unidentified	-	-	-	-
Disability				
Yes	-	-	-	14.3%
No	100%	100%	100%	85.7%
Gender				
Female	55%	46%	100%	64.3%
Male	45%	54%	-	35.7%
Age				
16-24	3.75%	15.4%	-	-
25-29	6.25%	15.4%	-	-
30-34	7.5%	15.4%	-	-
35-39	2.5%	-	-	7.1%
40-44	3.75%	-	-	7.1%
45-49	18.75%	15.4%	25%	7.1%
50-54	26.25%	30.8%	50%	28.6%
55-59	21.25%	-	25%	7.1%
60-64	8.75%	7.6%	-	21.5%
65+	1.25%	-	-	21.5%
Unknown	-	-	-	-

*As at 31 March 2016

Appendix 2:

Workforce Monitoring Statistics for year to 31 March 2017

	Work force Profile*	Training	Promotion	Leavers
Total number	80	15		9
Race				
White				
British	97.5%	80%		88.9%
Other				
Irish				
Other white background		6.66%		11.1%
Mixed				
Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian				
Indian				
Pakistani				
Bangladeshi				
Chinese	1.25%	6.66%		
Other Asian background				
Black, Black Scottish, Black English, Black Welsh or other Black British				
Other ethnic background	1.25%	6.66%		
Unidentified				
Disability				
Yes	-	-		11.1%
No	100%	100%		88.9%
Unknown				
Gender				
Female	55%	40%		66.7%
Male	45%	60%		33.3%
Age				
16-24	3.75%	6.7%		11.1%
25-29	6.25%	13.3%		-
30-34	6.25%	26.7%		11.1%
35-39	2.5%	-		-
40-44	5%	-		-
45-49	16.25%	13.3%		11.1%
50-54	28.75%	20%		11.1%
55-59	22.5%	13.3%		-
60-64	7.5%	6.7%		55.6%
65+	1.25%	-		-
Unknown	-	-		-

*As at 31 March 2017

Appendix 3:

Workforce recruitment monitoring Statistics for 2 year period to 31 March 2017

	Applied (number)	Applied (%)	Shortlisted (Number)	Shortlisted (%)	Appointed (Number)	Appointed (%)
Total	319	100	53	100	9	100
Gender *:						
Male	34	10.6	12	22.6	2	22.2
Female	71	22.25	22	41.5	5	55.5
Married/Civil Partnership:						
Yes	87	27.3	16	30.2	1	11.1
No	132	41.4	18	34	3	33.3
Prefer not to say	2	0.6	0	0	0	0
Did not answer	98	30.7	19	35.8	5	55.6
Sexual Orientation:						
Bisexual	1	0.3	0	0	0	0
Heterosexual	244	76.5	37	69.8	6	66.7
Gay Woman/ Lesbian	0	0	0	0	0	0
Gay man	2	0.6	0	0	0	0
Prefer not to say	5	1.6	3	5.7	0	0
Did not answer	67	21	13	24.5	3	33.3
Age:						
16-24	46	14.5	5	9.4	2	22.2
25-29	50	15.7	9	17	0	0
30-34	43	13.5	5	9.4	0	0
35-39	30	9.4	5	9.4	0	0
40-44	30	9.4	4	7.5	1	11.1
45-49	21	6.6	3	5.7	0	0
50-54	23	7.2	4	7.5	2	22.2
55-59	8	2.5	2	3.8	1	11.1
60-64	4	1.2	2	3.8	0	0
Prefer not to say	2	0.6	3	5.7	0	0
Did not answer	62	19.4	11	20.7	3	33.3
Disability:						
Yes	18	5.7	5	9.4	0	0
No	232	73.0	38	71.7	6	66.7
Did not answer	18	21.3	10	18.9	3	33.3
Religion:						
Church of Scotland	0	0	0	0	0	0
Roman Catholic	0	0	0	0	0	0
Protestant	0	0	0	0	0	0
Christian	95	29.8	11	20.7	3	33.3
No religion or belief	144	45.2	25	47.2	3	33.3
Other	9	2.8	2	3.8	0	
Prefer not to say	71	22.2	15	28.3	3	33.3

Ethnicity:						
White:						
Scottish	163	51	28	52.9	6	66.7
English	16	5	0	0	0	0
Welsh	0	0	0	0	0	0
Irish	2	0.7	1	1.8	0	0
Northern Irish	1	0.3	0	0	0	0
Polish	8	2.5	0	0	0	0
Scottish: Polish	0	0	0	0	0	0
Scottish: Polish	0	0	0	0	0	0
Any other	49	15.5	6	11.34	0	0
Mixed:						
Any mixed background			0	0		0
Asian:					0	0
Indian	3	0.9	1	1.8	0	0
Pakistani	1	0.3	0	0	0	0
Bangladesh	0	0	0	0	0	0
Chinese	0	0	0	0	0	0
Any other	2	0.6	0	0	0	0
Black:	0	0	0	0	0	0
Caribbean	1	0.3	0	0	0	0
African	11	3.4	0	0	0	0
Any other	0	0	0	0	0	0
Any Other Ethnic:	0	0	0	0	0	0
Unidentified	62	19.4	17	32.1	3	33.3

* Gender data was only available for 109 of the total applicants as it was not sought on one vacancy which had 210 applicants.

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