

**QUESTION NO 3**

**By Councillor Howie for answer by the Convener of the Finance and Resources Committee at a meeting of the Council on 25 November 2021**

**Question** (1) According to our equalities data, what percentage of staff identify as disabled?

**Answer** (1)

**Question** (2) In terms of degree of disability, how many of these staff have been offered support to get Department of Work and Pensions Access to Work funding for assistance with their role?

**Answer** (2)

**Question** (3) What steps has the council taken to make the recruitment process easier for people who experience neurodivergence (e.g. on the autistic spectrum or with attention deficit disorder) but don't qualify as disabled?

**Answer** (3)

**Question** (4) For each of the past 3 years:

- How many, both in numbers and as a percentage of all applicants through myjobscotland.gov.uk indicated they identified as disabled and were eligible for the Guaranteed Interview Scheme and what percentage of those were Modern apprenticeships?
- How many of these were invited to an interview?
- How many of these required adjustments to attend the interview?
- How many of these adjustments were accommodated by us enabling them to attend?
- How many of these were offered the job?

**Answer (4)**

**Question (5)** Part time contracts (Temporary and permanent):

- Does the council operate a scheme whereby disabled people work part time and at the same time retain full benefits?
- If so, how many are employed on a temporary basis?
- If so, how many are employed are on a permanent basis?

**Answer (5)**

**Question (6)** Pay grades, career development, promotion:

- What grades are disabled employees on?
- How many disabled employees are offered career development opportunities?
- How many disabled employees occupy promoted positions?
- How many disabled employees are currently occupying grade 10 posts or above?

**Answer (6)**