

# Council-wide indicators

## Sickness absence

1. **The number of days lost through sickness absence expressed as a percentage of the total working days available, for**
  - **Chief officers, administrative, professional, technical and clerical employees**
  - **Craft and manual employees**
  - **Teachers**

### *What the indicator reports*

The indicator measures the extent of sickness absence within councils.

The employee groupings used in this indicator reflect the broad differences in the type of work undertaken and facilitate comparison between councils on a like for like basis.

### *Points to bear in mind*

The number of working days available may vary slightly between councils because of the number of public or local holidays, however, this will not unduly influence the overall percentage lost time.

'Sickness absence' is defined as an absence from the place of employment because of the employee's illness or injury for which sick leave entitlement is used. This may include self-certification, absence supported by a doctor's certificate, long-term sickness absence, and industrial injury. Absence that is not sickness absence, for example, compassionate leave, career leave and special leave/unpaid leave, maternity and paternity leave, and maternity support, is not included.

## Complaints

2. **a) The number of complaints accepted for enquiry by the Ombudsman which resulted in a local settlement.**  
**b) The number of complaints accepted for enquiry by the Ombudsman which were classified as maladministration.**

### *What the indicator reports*

Part a) shows the extent to which a local settlement occurs when, in response to complaints accepted for enquiry by the Ombudsman, the council offers to take action which the Ombudsman regards as satisfactorily resolving the matter.

Part b) measures the extent to which formal findings of maladministration are made against the council. A finding of maladministration is the last stage in the process of a complaint to the Ombudsman.

### *Points to bear in mind*

The number of complaints to the Ombudsman may be influenced by:

- the extent to which councils make information available regarding the existence and role of the Ombudsman.
- the standing of the Ombudsman in a particular area

## Council-wide

- a higher number of local settlements in relation to the number of complaints accepted for enquiry by the Ombudsman tends to indicate a willingness by the council to tackle issues raised by the Ombudsman.

Broadly speaking, a finding of maladministration indicates that the management procedures or practices within the council are not operating as they should, and that injustice has been caused to the complainant.

### Litigation claims

3. **The number and value of successful litigation actions against the authority settled in the financial year, in respect of the following services:**

Service	per 10,000 council dwellings	
	Number	£
Housing		
Service	per 10,000 population	
	Number	£
Roads		
All other services (excluding police and fire)		

#### ***What the indicator reports***

The indicator measures the number of actions raised against the authority in the Sheriff Court and the Court of Session (other than actions of judicial review), in respect of which an initiating writ has been served on the council, and an award is subsequently made by the court, or an out of court settlement is subsequently agreed, which goes against the council in whole or in part.

#### ***Points to bear in mind***

The 'value' is the aggregate monetary value of awards made, and of out of court settlements agreed, including interest and expenses. ('Expenses' is restricted to the expenses paid to the other party(s) and excludes the council's own cost of litigating). The value of any award in respect of a counterclaim by the authority should be ignored for the purpose of determining the value of an action.

Actions relating to 'housing services' are those against the council, which relate to its functions as housing authority. Actions relating to 'roads' are those against the council, which relate to its functions as roads authority. Actions relating to 'all other services' are those against the council other than in its capacity as housing, roads, police or fire authority.

All actions raised other than in the Sheriff Courts and the Court of Session are excluded.

A higher number may indicate that a council has weaknesses in the delivery of services in the area highlighted. However, it may also reflect a tendency by a council not to settle claims before court action is raised, or a greater litigiousness by local people.

Litigation is increasing generally and the indicator may appear worse year on year because of social trends rather than due to poorer performance.

## Council-wide

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### Equal opportunities policy

4. **The number and percentage of staff in each of the following staff bands who are women**

	Salary band A		Salary band B		Salary band C	
	Number	%	Number	%	Number	%
Chief officials						
General service employees						
Teachers						

***What the indicator reports***

This indicator shows the gender balance in employment in order to gauge under/over representation in the different salary bands. This will alert councils to potentially unfair or discriminatory practices as well as providing a baseline for measuring improvement over-time.

***Points to bear in mind***

The indicator shows the percentage of women employees in post at September each year - it is not full-time equivalent posts. All employees, including craft and manual employees, are included in the indicator.

General Service Employees include a wide range of staff from those in senior positions not recognised as chief officials to those undertaking a variety of traditional 'manual' tasks (eg grounds maintenance and refuse collection). The salary bandings in the indicator provide some guidance as to the relative seniority of the post.

## Council-wide

### Council Wide

Auditors appointed by the Accounts Commission have reviewed councils' arrangements for producing the performance information. In the table below, an 'x' is shown against an indicator where the auditor expressed doubts about the reliability of the authority's arrangements for producing the information.

Indicator Number	1			2			3			4		
	Sickness Absence			Complaints			Litigation Claims			Equal Opportunites Policy		
	00/01	01/02	02/03	00/01	01/02	02/03	00/01	01/02	02/03	00/01	01/02	02/03
Aberdeen City											X(part)	
Aberdeenshire												
Angus												
Argyll & Bute												
Clackmannanshire												
Dumfries & Galloway											X	
Dundee City												
East Ayrshire												
East Dunbartonshire										X	X	
East Lothian												
East Renfrewshire												
Edinburgh, City of												
Eilean Siar			X									
Falkirk												
Fife												
Glasgow City												
Highland	X		X (part)								X(part)	X (part)
Inverclyde												
Midlothian												
Moray												
North Ayrshire												
North Lanarkshire	X											
Orkney Islands												
Perth & Kinross												
Renfrewshire												
Scottish Borders												
Shetland Islands												
South Ayrshire												
South Lanarkshire												
Stirling												
West Dunbartonshire												
West Lothian												

## Council-wide

Council wide	Indicator 1					
	Total available days for chief officers, administrative, professional, technical and clerical employees			Total sick days for chief officers, administrative, professional, technical and clerical employees		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	781,117	691,759	<b>777,389</b>	42,419	36,129	<b>42,145</b>
Aberdeenshire	662,729	724,453	<b>798,210</b>	36,219	37,162	<b>31,041</b>
Angus	491,476	493,434	<b>537,017</b>	19,525	20,921	<b>24,053</b>
Argyll & Bute	393,147	393,176	<b>423,352</b>	17,801	18,872	<b>19,127</b>
Clackmannanshire	252,207	241,777	<b>247,466</b>	13,971	15,142	<b>13,595</b>
Dumfries & Galloway	571,531	583,306	<b>622,476</b>	23,410	26,349	<b>27,159</b>
Dundee City	1,050,015	1,093,447	<b>1,015,891</b>	49,704	53,734	<b>58,015</b>
East Ayrshire	497,517	528,094	<b>545,291</b>	28,495	30,224	<b>28,987</b>
East Dunbartonshire	412,074	415,983	<b>461,365</b>	22,154	23,622	<b>28,702</b>
East Lothian	370,734	404,132	<b>419,481</b>	20,729	20,903	<b>23,294</b>
East Renfrewshire	321,689	341,716	<b>383,961</b>	13,527	15,874	<b>17,851</b>
Edinburgh, City of	2,087,270	2,067,007	<b>2,139,118</b>	105,571	110,073	<b>116,095</b>
Eilean Siar	156,159	158,544	<b>196,216</b>	4,621	6,148	<b>6,010</b>
Falkirk	593,628	630,924	<b>654,456</b>	29,845	32,703	<b>35,870</b>
Fife	1,638,954	1,645,529	<b>1,866,249</b>	99,355	111,244	<b>124,266</b>
Glasgow City	3,086,615	3,122,280	<b>3,296,959</b>	168,530	163,714	<b>171,995</b>
Highland	<b>817,940</b>	971,496	<b>931,697</b>	<b>40,449</b>	39,044	<b>38,697</b>
Inverclyde	401,034	403,317	<b>455,352</b>	18,368	19,834	<b>22,981</b>
Midlothian	329,492	342,033	<b>351,727</b>	14,532	16,333	<b>17,434</b>
Moray	327,928	328,607	<b>371,035</b>	11,453	10,886	<b>11,909</b>
North Ayrshire	509,230	532,240	<b>577,575</b>	27,308	27,670	<b>26,567</b>
North Lanarkshire	<b>1,518,996</b>	1,670,552	<b>1,811,373</b>	<b>93,735</b>	101,369	<b>114,811</b>
Orkney Islands	146,527	Not Reported	<b>141,095</b>	6,635	Not Reported	<b>7,698</b>
Perth & Kinross	466,443	540,481	<b>542,464</b>	22,665	22,260	<b>20,951</b>
Renfrewshire	729,888	835,977	<b>883,653</b>	43,028	55,066	<b>54,167</b>
Scottish Borders	464,800	475,552	<b>491,246</b>	18,561	19,369	<b>19,522</b>
Shetland Islands	295,293	303,687	<b>255,140</b>	10,004	11,816	<b>13,099</b>
South Ayrshire	451,312	471,714	<b>500,963</b>	22,637	21,713	<b>24,301</b>
South Lanarkshire	1,267,550	1,441,341	<b>1,247,172</b>	61,431	70,335	<b>62,254</b>
Stirling	391,674	412,390	<b>422,988</b>	19,070	19,606	<b>22,678</b>
West Dunbartonshire	458,248	468,978	<b>517,105</b>	30,601	31,410	<b>31,691</b>
West Lothian	667,558	732,431	<b>798,679</b>	32,610	33,328	<b>37,374</b>
<b>Scotland</b>	<b>22,610,775</b>	<b>23,466,357</b>	<b>23,556,248</b>	<b>1,168,963</b>	<b>1,222,853</b>	<b>1,249,632</b>

## Council-wide

Council wide	Indicator 1					
	Percentage of days lost due to sickness for chief officers, administrative, professional, technical and clerical employees			Total available days for craft and manual employees		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	5.4%	5.2%	5.4%	761,376	627,820	673,853
Aberdeenshire	5.5%	5.1%	3.9%	824,388	944,561	957,932
Angus	4.0%	4.2%	4.5%	214,679	210,831	187,947
Argyll & Bute	4.5%	4.8%	4.5%	364,235	359,326	355,015
Clackmannanshire	5.5%	6.3%	5.5%	141,741	128,180	162,259
Dumfries & Galloway	4.1%	4.5%	4.4%	490,026	494,675	505,736
Dundee City	4.7%	4.9%	5.7%	513,107	481,858	385,170
East Ayrshire	5.7%	5.7%	5.3%	437,471	431,721	437,664
East Dunbartonshire	5.4%	5.7%	6.2%	242,662	273,586	279,558
East Lothian	5.6%	5.2%	5.6%	288,607	289,554	281,430
East Renfrewshire	4.2%	4.6%	4.6%	265,621	246,383	252,788
Edinburgh, City of	5.1%	5.3%	5.4%	1,313,429	1,272,691	1,194,129
Eilean Siar	3.0%	3.9%	3.1%	115,458	106,518	116,987
Falkirk	5.0%	5.2%	5.5%	568,542	548,784	582,972
Fife	6.1%	6.8%	6.7%	1,643,439	1,629,326	1,626,296
Glasgow City	5.5%	5.2%	5.2%	3,168,036	3,102,995	3,244,725
Highland	4.9%	4.0%	4.2%	665,045	700,713	669,343
Inverclyde	4.6%	4.9%	5.0%	387,018	371,279	366,462
Midlothian	4.4%	4.8%	5.0%	364,205	381,864	331,714
Moray	3.5%	3.3%	3.2%	303,782	301,947	319,448
North Ayrshire	5.4%	5.2%	4.6%	508,450	469,814	507,444
North Lanarkshire	6.2%	6.1%	6.3%	1,054,758	944,284	973,841
Orkney Islands	4.5%	Not Reported	5.5%	122,621	Not Reported	142,553
Perth & Kinross	4.9%	4.1%	3.9%	148,843	173,123	165,644
Renfrewshire	5.9%	6.6%	6.1%	633,834	562,535	548,454
Scottish Borders	4.0%	4.1%	4.0%	171,392	415,416	414,945
Shetland Islands	3.4%	3.9%	5.1%	241,683	237,842	126,903
South Ayrshire	5.0%	4.6%	4.9%	440,700	402,933	415,443
South Lanarkshire	4.8%	4.9%	5.0%	1,219,769	1,085,293	1,193,835
Stirling	4.9%	4.8%	5.4%	305,935	310,210	295,466
West Dunbartonshire	6.7%	6.7%	6.1%	407,535	451,596	450,762
West Lothian	4.9%	4.6%	4.7%	492,379	422,054	380,834
<b>Scotland</b>	<b>5.2%</b>	<b>5.2%</b>	<b>5.3%</b>	<b>18,820,766</b>	<b>18,379,712</b>	<b>17,761,222</b>

## Council-wide

Council wide	Indicator 1					
	Total sick days for craft and manual employees			Percentage of days lost due to sickness for craft and manual employees		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	59,486	43,105	<b>43,976</b>	7.8%	6.9%	<b>6.5%</b>
Aberdeenshire	50,731	53,088	<b>51,554</b>	6.2%	5.6%	<b>5.4%</b>
Angus	10,969	11,289	<b>11,878</b>	5.1%	5.4%	<b>6.3%</b>
Argyll & Bute	18,412	18,289	<b>17,497</b>	5.1%	5.1%	<b>4.9%</b>
Clackmannanshire	10,218	9,035	<b>10,404</b>	7.2%	7.0%	<b>6.4%</b>
Dumfries & Galloway	25,212	27,619	<b>33,430</b>	5.1%	5.6%	<b>6.6%</b>
Dundee City	27,481	28,710	<b>26,252</b>	5.4%	6.0%	<b>6.8%</b>
East Ayrshire	28,906	29,168	<b>30,899</b>	6.6%	6.8%	<b>7.1%</b>
East Dunbartonshire	19,577	19,412	<b>17,847</b>	8.1%	7.1%	<b>6.4%</b>
East Lothian	19,529	17,386	<b>18,045</b>	6.8%	6.0%	<b>6.4%</b>
East Renfrewshire	14,439	16,710	<b>18,203</b>	5.4%	6.8%	<b>7.2%</b>
Edinburgh, City of	82,388	86,915	<b>88,626</b>	6.3%	6.8%	<b>7.4%</b>
Eilean Siar	5,296	5,185	<b>6,598</b>	4.6%	4.9%	<b>5.6%</b>
Falkirk	32,665	42,366	<b>38,147</b>	5.7%	7.7%	<b>6.5%</b>
Fife	122,621	124,969	<b>129,635</b>	7.5%	7.7%	<b>8.0%</b>
Glasgow City	196,130	180,002	<b>167,271</b>	6.2%	5.8%	<b>5.2%</b>
Highland	<b>34,650</b>	37,804	<b>40,410</b>	<b>5.2%</b>	5.4%	<b>6.0%</b>
Inverclyde	33,973	28,346	<b>25,941</b>	8.8%	7.6%	<b>7.1%</b>
Midlothian	22,317	23,617	<b>21,352</b>	6.1%	6.2%	<b>6.4%</b>
Moray	8,907	16,969	<b>16,205</b>	2.9%	5.6%	<b>5.1%</b>
North Ayrshire	42,788	40,031	<b>36,032</b>	8.4%	8.5%	<b>7.1%</b>
North Lanarkshire	<b>84,203</b>	63,604	<b>69,472</b>	<b>8.0%</b>	6.7%	<b>7.1%</b>
Orkney Islands	5,246	Not Reported	<b>8,447</b>	4.3%	Not Reported	<b>5.9%</b>
Perth & Kinross	11,552	8,454	<b>8,417</b>	7.8%	4.9%	<b>5.1%</b>
Renfrewshire	48,019	43,883	<b>42,171</b>	7.6%	7.8%	<b>7.7%</b>
Scottish Borders	5,836	22,003	<b>23,482</b>	3.4%	5.3%	<b>5.7%</b>
Shetland Islands	11,168	10,338	<b>9,278</b>	4.6%	4.3%	<b>7.3%</b>
South Ayrshire	30,229	31,428	<b>24,757</b>	6.9%	7.8%	<b>6.0%</b>
South Lanarkshire	72,402	59,973	<b>62,493</b>	5.9%	5.5%	<b>5.2%</b>
Stirling	17,005	21,036	<b>19,367</b>	5.6%	6.8%	<b>6.6%</b>
West Dunbartonshire	30,308	35,755	<b>35,105</b>	7.4%	7.9%	<b>7.8%</b>
West Lothian	34,704	29,147	<b>23,248</b>	7.0%	6.9%	<b>6.1%</b>
<b>Scotland</b>	<b>1,217,367</b>	<b>1,185,636</b>	<b>1,129,431</b>	<b>6.5%</b>	<b>6.5%</b>	<b>6.4%</b>

## Council-wide

Council wide	Indicator 1					
	Total available days for teachers			Total sick days for teachers		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	324,855	291,259	<b>332,534</b>	13,422	11,738	<b>12,789</b>
Aberdeenshire	528,699	523,835	<b>544,282</b>	17,010	17,411	<b>16,129</b>
Angus	243,439	250,111	<b>248,658</b>	8,899	8,891	<b>10,842</b>
Argyll & Bute	209,324	199,772	<b>201,852</b>	6,732	7,023	<b>9,193</b>
Clackmannanshire	102,337	103,189	<b>108,611</b>	5,653	5,102	<b>7,574</b>
Dumfries & Galloway	327,050	331,285	<b>337,022</b>	12,846	14,571	<b>13,335</b>
Dundee City	312,292	328,965	<b>319,820</b>	15,557	15,771	<b>15,892</b>
East Ayrshire	279,043	282,566	<b>292,731</b>	12,870	9,205	<b>9,562</b>
East Dunbartonshire	273,894	267,204	<b>281,069</b>	11,180	11,112	<b>11,754</b>
East Lothian	166,360	173,516	<b>182,013</b>	8,278	8,439	<b>8,753</b>
East Renfrewshire	223,883	217,108	<b>225,255</b>	7,285	7,241	<b>6,983</b>
Edinburgh, City of	781,616	789,325	<b>841,734</b>	24,696	24,701	<b>21,978</b>
Eilean Siar	84,391	85,722	<b>114,951</b>	2,936	2,781	<b>4,825</b>
Falkirk	303,030	346,320	<b>351,975</b>	11,475	13,140	<b>12,926</b>
Fife	727,605	735,258	<b>747,806</b>	33,926	32,826	<b>36,098</b>
Glasgow City	1,311,991	1,254,823	<b>1,226,019</b>	52,250	49,285	<b>45,532</b>
Highland	<b>526,652</b>	562,446	<b>483,765</b>	<b>13,056</b>	14,698	<b>12,836</b>
Inverclyde	199,884	185,754	<b>202,154</b>	9,851	10,211	<b>10,142</b>
Midlothian	179,949	187,841	<b>186,777</b>	6,556	7,075	<b>7,436</b>
Moray	170,635	178,446	<b>184,454</b>	6,888	7,697	<b>6,174</b>
North Ayrshire	324,590	315,645	<b>330,224</b>	15,035	13,024	<b>12,389</b>
North Lanarkshire	<b>740,941</b>	781,566	<b>820,127</b>	<b>32,304</b>	36,975	<b>41,151</b>
Orkney Islands	80,503	Not Reported	<b>66,495</b>	2,100	Not Reported	<b>2,251</b>
Perth & Kinross	271,245	296,987	<b>243,030</b>	9,167	12,860	<b>10,536</b>
Renfrewshire	374,995	376,507	<b>408,783</b>	18,572	17,302	<b>15,912</b>
Scottish Borders	223,860	226,170	<b>232,545</b>	7,138	8,452	<b>8,744</b>
Shetland Islands	95,053	95,070	<b>84,917</b>	2,709	1,842	<b>2,581</b>
South Ayrshire	222,553	223,759	<b>218,886</b>	11,804	9,851	<b>9,387</b>
South Lanarkshire	650,724	653,222	<b>682,643</b>	23,529	29,231	<b>27,368</b>
Stirling	158,254	166,703	<b>169,596</b>	6,253	8,140	<b>8,005</b>
West Dunbartonshire	229,212	210,353	<b>223,214</b>	12,632	9,078	<b>9,464</b>
West Lothian	346,319	347,597	<b>354,983</b>	13,965	12,830	<b>14,632</b>
<b>Scotland</b>	<b>10,995,178</b>	<b>10,988,324</b>	<b>11,133,974</b>	<b>436,574</b>	<b>438,503</b>	<b>438,348</b>



## Council-wide

Council wide	Indicator 1			Indicator 2		
	Percentage of days lost due to sickness for teachers			Number of complaints accepted for enquiry by the Ombudsman which resulted in a local settlement		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	4.1%	4.0%	<b>3.8%</b>	3	2	<b>1</b>
Aberdeenshire	3.2%	3.3%	<b>3.0%</b>	3	0	<b>2</b>
Angus	3.7%	3.6%	<b>4.4%</b>	2	0	<b>0</b>
Argyll & Bute	3.2%	3.5%	<b>4.6%</b>	0	3	<b>3</b>
Clackmannanshire	5.5%	4.9%	<b>7.0%</b>	3	1	<b>0</b>
Dumfries & Galloway	3.9%	4.4%	<b>4.0%</b>	4	4	<b>5</b>
Dundee City	5.0%	4.8%	<b>5.0%</b>	6	2	<b>0</b>
East Ayrshire	4.6%	3.3%	<b>3.3%</b>	3	7	<b>3</b>
East Dunbartonshire	4.1%	4.2%	<b>4.2%</b>	11	2	<b>3</b>
East Lothian	5.0%	4.9%	<b>4.8%</b>	0	1	<b>4</b>
East Renfrewshire	3.3%	3.3%	<b>3.1%</b>	8	7	<b>5</b>
Edinburgh, City of	3.2%	3.1%	<b>2.6%</b>	18	19	<b>8</b>
Eilean Siar	3.5%	3.2%	<b>4.2%</b>	0	0	<b>0</b>
Falkirk	3.8%	3.8%	<b>3.7%</b>	11	7	<b>2</b>
Fife	4.7%	4.5%	<b>4.8%</b>	1	6	<b>12</b>
Glasgow City	4.0%	3.9%	<b>3.7%</b>	10	11	<b>11</b>
Highland	<b>2.5%</b>	2.6%	<b>2.7%</b>	7	4	<b>3</b>
Inverclyde	4.9%	5.5%	<b>5.0%</b>	2	3	<b>3</b>
Midlothian	3.6%	3.8%	<b>4.0%</b>	1	3	<b>1</b>
Moray	4.0%	4.3%	<b>3.3%</b>	0	3	<b>2</b>
North Ayrshire	4.6%	4.1%	<b>3.8%</b>	5	3	<b>6</b>
North Lanarkshire	<b>4.4%</b>	4.7%	<b>5.0%</b>	8	3	<b>1</b>
Orkney Islands	2.6%	Not Reported	<b>3.4%</b>	0	0	<b>0</b>
Perth & Kinross	3.4%	4.3%	<b>4.3%</b>	0	3	<b>3</b>
Renfrewshire	5.0%	4.6%	<b>3.9%</b>	12	14	<b>12</b>
Scottish Borders	3.2%	3.7%	<b>3.8%</b>	2	0	<b>1</b>
Shetland Islands	2.8%	1.9%	<b>3.0%</b>	0	0	<b>0</b>
South Ayrshire	5.3%	4.4%	<b>4.3%</b>	2	1	<b>2</b>
South Lanarkshire	3.6%	4.5%	<b>4.0%</b>	5	6	<b>3</b>
Stirling	4.0%	4.9%	<b>4.7%</b>	4	1	<b>6</b>
West Dunbartonshire	5.5%	4.3%	<b>4.2%</b>	2	5	<b>2</b>
West Lothian	4.0%	3.7%	<b>4.1%</b>	6	5	<b>10</b>
<b>Scotland</b>	<b>4.0%</b>	<b>4.0%</b>	<b>3.9%</b>	<b>139</b>	<b>126</b>	<b>114</b>

## Council-wide

Council wide	Indicator 2			Indicator 3		
	Number of complaints accepted for enquiry by the Ombudsman which were classified as maladministration			Number of litigation actions for housing		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	0	0	0	0	0	1
Aberdeenshire	0	0	0	1	0	1
Angus	0	0	0	1	2	0
Argyll & Bute	0	0	0	0	0	0
Clackmannanshire	0	0	0	0	0	0
Dumfries & Galloway	0	0	0	5	2	2
Dundee City	0	0	0	0	0	2
East Ayrshire	0	0	0	1	1	1
East Dunbartonshire	0	0	0	0	1	2
East Lothian	0	0	0	0	0	0
East Renfrewshire	0	0	0	0	1	2
Edinburgh, City of	1	0	0	3	8	9
Eilean Siar	0	0	0	0	0	0
Falkirk	0	0	1	3	9	0
Fife	0	0	0	0	6	5
Glasgow City	0	0	0	96	10	46
Highland	0	1	1	0	1	2
Inverclyde	0	0	0	1	3	8
Midlothian	0	0	0	0	0	0
Moray	0	0	0	0	0	1
North Ayrshire	1	0	0	1	0	6
North Lanarkshire	2	0	0	33	35	22
Orkney Islands	0	0	0	Not Reported	0	0
Perth & Kinross	0	0	1	0	1	1
Renfrewshire	0	1	0	2	1	2
Scottish Borders	0	0	0	0	0	1
Shetland Islands	0	0	0	0	0	0
South Ayrshire	0	0	0	0	2	0
South Lanarkshire	1	0	0	6	13	4
Stirling	0	0	0	3	1	3
West Dunbartonshire	0	0	0	3	6	4
West Lothian	0	0	0	0	1	2
<b>Scotland</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>159</b>	<b>104</b>	<b>127</b>

## Council-wide

Council wide	Indicator 3					
	Number of litigation actions per 10,000 dwellings for housing			Total value of all successful litigation actions per 10,000 dwellings for housing		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	0.0	0.0	<b>0.4</b>	£0	£0	<b>£3,277</b>
Aberdeenshire	0.6	0.0	<b>0.7</b>	£3,710	£0	<b>£1,337</b>
Angus	1.0	2.1	<b>0.0</b>	£1,227	£7,238	<b>£0</b>
Argyll & Bute	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
Clackmannanshire	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
Dumfries & Galloway	3.9	1.6	<b>1.7</b>	£19,627	£5,734	<b>£7,809</b>
Dundee City	0.0	0.0	<b>1.2</b>	£0	£0	<b>£965</b>
East Ayrshire	0.6	0.6	<b>0.6</b>	£458	£1,487	<b>£374</b>
East Dunbartonshire	0.0	1.7	<b>3.7</b>	£0	£17,198	<b>£43,749</b>
East Lothian	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
East Renfrewshire	0.0	2.5	<b>5.3</b>	£0	£13,433	<b>£41,718</b>
Edinburgh, City of	1.1	3.0	<b>3.4</b>	£6,386	£41,705	<b>£26,623</b>
Eilean Siar	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
Falkirk	1.4	4.4	<b>0.0</b>	£10,412	£12,844	<b>£0</b>
Fife	0.0	1.6	<b>1.4</b>	£0	£8,678	<b>£9,724</b>
Glasgow City	10.9	1.2	<b>5.7</b>	£42,074	£15,004	<b>£30,674</b>
Highland	0.0	0.6	<b>1.2</b>	£0	£7,385	<b>£829</b>
Inverclyde	1.0	3.1	<b>8.6</b>	£192	£10,836	<b>£66,568</b>
Midlothian	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
Moray	0.0	0.0	<b>1.5</b>	£0	£0	<b>£11,677</b>
North Ayrshire	0.6	0.0	<b>3.8</b>	£4,430	£0	<b>£40,622</b>
North Lanarkshire	7.0	7.7	<b>5.1</b>	£43,662	£38,485	<b>£25,016</b>
Orkney Islands	Not Reported	0.0	<b>0.0</b>	Not Reported	£0	<b>£0</b>
Perth & Kinross	0.0	1.1	<b>1.1</b>	£0	£3,432	<b>£3,220</b>
Renfrewshire	1.0	0.6	<b>1.2</b>	£818	£907	<b>£5,987</b>
Scottish Borders	0.0	0.0	<b>1.5</b>	£0	£0	<b>£6,020</b>
Shetland Islands	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
South Ayrshire	0.0	2.0	<b>0.0</b>	£0	£3,978	<b>£0</b>
South Lanarkshire	0.5	1.0	<b>0.3</b>	£1,467	£24,746	<b>£33,976</b>
Stirling	3.8	1.3	<b>4.2</b>	£29,132	£6,426	<b>£24,053</b>
West Dunbartonshire	2.1	4.3	<b>3.0</b>	£11,253	£57,696	<b>£16,553</b>
West Lothian	0.0	0.6	<b>1.4</b>	£0	£360	<b>£6,902</b>
<b>Scotland</b>	<b>2.6</b>	<b>1.8</b>	<b>2.1</b>			

## Council-wide

Council wide	Indicator 3					
	Total value of all successful litigation actions per 10,000 population for roads			Number of litigation actions for all other services (excluding police and fire)		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	£0	£0	<b>£1,447</b>	3	0	<b>8</b>
Aberdeenshire	£244	£1,408	<b>£7,381</b>	7	7	<b>10</b>
Angus	£0	£411	<b>£709</b>	2	1	<b>3</b>
Argyll & Bute	£2,781	£92	<b>£0</b>	0	0	<b>1</b>
Clackmannanshire	£1,877	£995	<b>£0</b>	2	1	<b>2</b>
Dumfries & Galloway	£227	£2,739	<b>£3,657</b>	8	6	<b>1</b>
Dundee City	£305	£0	<b>£683</b>	0	2	<b>3</b>
East Ayrshire	£207	£0	<b>£3,875</b>	2	3	<b>3</b>
East Dunbartonshire	£90	£0	<b>£935</b>	0	2	<b>3</b>
East Lothian	£3,204	£750	<b>£4,679</b>	0	1	<b>1</b>
East Renfrewshire	£0	£971	<b>£6,826</b>	0	4	<b>2</b>
Edinburgh, City of	£1,974	£885	<b>£5,314</b>	5	12	<b>11</b>
Eilean Siar	£0	£4,104	<b>£0</b>	0	0	<b>0</b>
Falkirk	£382	£1,340	<b>£351</b>	3	9	<b>2</b>
Fife	£708	£1,259	<b>£1,459</b>	15	29	<b>30</b>
Glasgow City	£1,676	£1,871	<b>£4,263</b>	126	20	<b>57</b>
Highland	£20	£1,205	<b>£1,885</b>	3	4	<b>4</b>
Inverclyde	£703	£134	<b>£1,559</b>	1	3	<b>2</b>
Midlothian	£66	£1,583	<b>£600</b>	0	0	<b>12</b>
Moray	£0	£1,655	<b>£717</b>	1	1	<b>0</b>
North Ayrshire	£108	£350	<b>£1,830</b>	2	4	<b>6</b>
North Lanarkshire	£6,885	£9,060	<b>£11,293</b>	21	36	<b>35</b>
Orkney Islands	Not Reported	£0	<b>£0</b>	Not Reported	4	<b>0</b>
Perth & Kinross	£0	£0	<b>£738</b>	0	1	<b>3</b>
Renfrewshire	£2,314	£1,434	<b>£68</b>	1	1	<b>4</b>
Scottish Borders	£0	£2,433	<b>£0</b>	2	3	<b>1</b>
Shetland Islands	£0	£0	<b>£0</b>	0	0	<b>0</b>
South Ayrshire	£171	£216	<b>£907</b>	5	3	<b>4</b>
South Lanarkshire	£729	£3,284	<b>£2,239</b>	2	4	<b>14</b>
Stirling	£565	£4,367	<b>£4,051</b>	3	1	<b>6</b>
West Dunbartonshire	£353	£0	<b>£1,129</b>	3	2	<b>1</b>
West Lothian	£0	£20	<b>£2,119</b>	1	1	<b>3</b>
<b>Scotland</b>				<b>218</b>	<b>165</b>	<b>232</b>

## Council-wide

Council wide	Indicator 3					
	Number of litigation actions per 10,000 population for all other services (excluding police and fire)			Total value of all successful litigation actions per 10,000 population for all other services (excluding police and fire)		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	0.1	0.0	<b>0.4</b>	£4,911	£0	<b>£6,084</b>
Aberdeenshire	0.3	0.3	<b>0.4</b>	£5,367	£3,656	<b>£15,262</b>
Angus	0.2	0.1	<b>0.3</b>	£22,806	£923	<b>£3,895</b>
Argyll & Bute	0.0	0.0	<b>0.1</b>	£0	£0	<b>£896</b>
Clackmannanshire	0.4	0.2	<b>0.4</b>	£1,912	£1,083	<b>£1,960</b>
Dumfries & Galloway	0.5	0.4	<b>0.1</b>	£1,650	£2,931	<b>£446</b>
Dundee City	0.0	0.1	<b>0.2</b>	£0	£385	<b>£728</b>
East Ayrshire	0.2	0.2	<b>0.2</b>	£217	£1,152	<b>£8,360</b>
East Dunbartonshire	0.0	0.2	<b>0.3</b>	£0	£1,751	<b>£7,012</b>
East Lothian	0.0	0.1	<b>0.1</b>	£0	£2,978	<b>£2,845</b>
East Renfrewshire	0.0	0.4	<b>0.2</b>	£0	£7,034	<b>£5,086</b>
Edinburgh, City of	0.1	0.3	<b>0.2</b>	£1,821	£5,716	<b>£8,062</b>
Eilean Siar	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
Falkirk	0.2	0.6	<b>0.1</b>	£717	£5,506	<b>£5,367</b>
Fife	0.4	0.8	<b>0.9</b>	£7,814	£9,369	<b>£11,920</b>
Glasgow City	2.1	0.3	<b>1.0</b>	£8,249	£8,839	<b>£14,193</b>
Highland	0.1	0.2	<b>0.2</b>	£1,424	£2,182	<b>£1,626</b>
Inverclyde	0.1	0.4	<b>0.2</b>	£238	£1,901	<b>£338</b>
Midlothian	0.0	0.0	<b>1.5</b>	£0	£0	<b>£21,496</b>
Moray	0.1	0.1	<b>0.0</b>	£471	£1,945	<b>£0</b>
North Ayrshire	0.1	0.3	<b>0.4</b>	£719	£5,343	<b>£8,936</b>
North Lanarkshire	0.6	1.1	<b>1.1</b>	£7,374	£22,365	<b>£9,709</b>
Orkney Islands	Not Reported	2.1	<b>0.0</b>	Not Reported	£9,240	<b>£0</b>
Perth & Kinross	0.0	0.1	<b>0.2</b>	£0	£401	<b>£2,260</b>
Renfrewshire	0.1	0.1	<b>0.2</b>	£38	£309	<b>£1,058</b>
Scottish Borders	0.2	0.3	<b>0.1</b>	£5,127	£2,947	<b>£2,820</b>
Shetland Islands	0.0	0.0	<b>0.0</b>	£0	£0	<b>£0</b>
South Ayrshire	0.4	0.3	<b>0.4</b>	£3,778	£330	<b>£7,459</b>
South Lanarkshire	0.1	0.1	<b>0.5</b>	£297	£390	<b>£5,892</b>
Stirling	0.4	0.1	<b>0.7</b>	£1,735	£3,707	<b>£9,822</b>
West Dunbartonshire	0.3	0.2	<b>0.1</b>	£2,184	£4,755	<b>£1,339</b>
West Lothian	0.1	0.1	<b>0.2</b>	£1,687	£281	<b>£6,012</b>
<b>Scotland</b>	<b>0.4</b>	<b>0.3</b>	<b>0.5</b>			

## Council-wide

Council wide	Indicator 4					
	Number of chief officials in salary band A who are women			Percentage of chief officials in salary band A who are women		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	7	7	6	13.7%	14.0%	12.2%
Aberdeenshire	2	3	2	5.4%	6.8%	4.9%
Angus	5	4	3	10.2%	8.3%	6.4%
Argyll & Bute	4	4	4	12.9%	13.3%	13.3%
Clackmannanshire	4	3	4	21.1%	18.8%	22.2%
Dumfries & Galloway	3	3	2	10.0%	10.0%	6.7%
Dundee City	5	4	4	25.0%	20.0%	20.0%
East Ayrshire	4	2	2	14.8%	8.0%	8.0%
East Dunbartonshire	8	8	7	26.7%	40.0%	35.0%
East Lothian	3	3	3	15.0%	15.0%	15.8%
East Renfrewshire	9	8	9	28.1%	27.6%	30.0%
Edinburgh, City of	8	8	7	20.0%	22.2%	21.9%
Eilean Siar	1	1	1	4.2%	4.0%	4.2%
Falkirk	15	16	15	41.7%	45.7%	45.5%
Fife	10	9	7	10.6%	9.2%	8.3%
Glasgow City	4	4	5	11.4%	11.1%	13.2%
Highland	1	1	2	4.8%	5.0%	11.8%
Inverclyde	6	6	4	17.1%	18.8%	14.3%
Midlothian	0	0	0	0.0%	0.0%	0.0%
Moray	4	3	4	25.0%	20.0%	25.0%
North Ayrshire	4	6	6	19.0%	26.1%	26.1%
North Lanarkshire	6	6	5	20.0%	20.0%	17.2%
Orkney Islands	4	4	4	14.3%	14.8%	15.4%
Perth & Kinross	5	4	3	13.5%	11.4%	9.4%
Renfrewshire	9	8	8	24.3%	24.2%	22.9%
Scottish Borders	4	4	5	11.4%	11.4%	13.9%
Shetland Islands	3	3	4	14.3%	13.6%	17.4%
South Ayrshire	5	5	6	15.6%	18.5%	25.0%
South Lanarkshire	2	2	2	20.0%	22.2%	25.0%
Stirling	11	11	11	34.4%	34.4%	34.4%
West Dunbartonshire	3	4	4	33.3%	19.0%	22.2%
West Lothian	4	4	4	17.4%	16.7%	20.0%
<b>Scotland</b>	<b>163</b>	<b>147</b>	<b>153</b>	<b>16.8%</b>	<b>16.3%</b>	<b>16.8%</b>

## Council-wide

Council wide	Indicator 4					
	Number of general service employees in salary band A who are women			Percentage of general service employees in salary band A who are women		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	20	24	32	20.6%	24.2%	27.4%
Aberdeenshire	11	18	23	16.7%	18.4%	21.1%
Angus	14	14	14	31.1%	29.2%	29.8%
Argyll & Bute	4	9	9	28.6%	28.1%	23.7%
Clackmannanshire	12	10	13	25.5%	25.0%	25.5%
Dumfries & Galloway	6	7	7	11.5%	11.7%	15.6%
Dundee City	19	20	25	24.4%	25.3%	29.1%
East Ayrshire	4	5	8	10.8%	13.9%	18.6%
East Dunbartonshire	22	10	16	31.4%	37.0%	32.0%
East Lothian	7	7	8	24.1%	25.9%	29.6%
East Renfrewshire	7	13	16	26.9%	34.2%	43.2%
Edinburgh, City of	41	70	69	20.8%	28.8%	28.6%
Eilean Siar	0	0	0	0.0%	0.0%	0.0%
Falkirk	7	8	11	33.3%	34.8%	40.7%
Fife	37	38	51	29.1%	29.9%	28.5%
Glasgow City	60	90	99	17.6%	26.2%	27.1%
Highland	10	12	14	9.9%	10.3%	12.8%
Inverclyde	6	12	9	25.0%	33.3%	27.3%
Midlothian	8	10	10	14.0%	19.6%	18.9%
Moray	4	6	8	14.3%	17.1%	20.0%
North Ayrshire	4	17	23	11.4%	26.6%	32.4%
North Lanarkshire	31	28	32	28.4%	25.0%	31.7%
Orkney Islands	0	0	0	0.0%	0.0%	0.0%
Perth & Kinross	9	9	14	23.1%	22.0%	29.2%
Renfrewshire	13	15	10	21.0%	23.4%	16.9%
Scottish Borders	1	3	3	7.1%	17.6%	15.0%
Shetland Islands	3	3	3	16.7%	16.7%	14.3%
South Ayrshire	16	18	18	31.4%	31.0%	29.0%
South Lanarkshire	46	47	55	27.5%	28.3%	32.9%
Stirling	10	21	21	31.3%	36.2%	36.8%
West Dunbartonshire	34	14	14	60.7%	48.3%	46.7%
West Lothian	19	20	25	20.7%	23.0%	27.8%
<b>Scotland</b>	<b>485</b>	<b>561</b>	<b>660</b>	<b>22.7%</b>	<b>25.6%</b>	<b>27.1%</b>

## Council-wide

Council wide	Indicator 4					
	Number of general service employees in salary band B who are women			Percentage of general service employees in salary band B who are women		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	610	374	<b>428</b>	54.9%	46.8%	<b>49.5%</b>
Aberdeenshire	335	281	<b>414</b>	47.6%	37.2%	<b>51.4%</b>
Angus	159	191	<b>247</b>	43.8%	52.5%	<b>53.8%</b>
Argyll & Bute	242	250	<b>249</b>	43.2%	46.1%	<b>45.9%</b>
Clackmannanshire	90	89	<b>132</b>	45.2%	45.4%	<b>51.2%</b>
Dumfries & Galloway	205	<b>250</b>	<b>246</b>	39.0%	<b>44.2%</b>	<b>44.2%</b>
Dundee City	404	436	<b>426</b>	46.5%	48.2%	<b>46.9%</b>
East Ayrshire	244	253	<b>269</b>	46.7%	48.0%	<b>49.7%</b>
East Dunbartonshire	<b>127</b>	<b>137</b>	<b>184</b>	<b>46.2%</b>	<b>44.5%</b>	<b>49.9%</b>
East Lothian	162	176	<b>197</b>	50.6%	50.9%	<b>50.8%</b>
East Renfrewshire	151	171	<b>196</b>	47.2%	49.1%	<b>51.0%</b>
Edinburgh, City of	1,180	1,226	<b>1,147</b>	52.1%	55.8%	<b>53.4%</b>
Eilean Siar	47	50	<b>48</b>	30.5%	31.3%	<b>33.8%</b>
Falkirk	304	307	<b>308</b>	50.1%	50.2%	<b>50.8%</b>
Fife	662	727	<b>727</b>	46.9%	48.4%	<b>49.4%</b>
Glasgow City	1,493	1,715	<b>1,854</b>	44.5%	48.4%	<b>49.7%</b>
Highland	282	368	<b>459</b>	37.5%	43.6%	<b>46.9%</b>
Inverclyde	179	194	<b>209</b>	48.5%	49.6%	<b>51.4%</b>
Midlothian	176	176	<b>169</b>	49.9%	51.2%	<b>51.2%</b>
Moray	175	157	<b>183</b>	47.6%	46.6%	<b>50.0%</b>
North Ayrshire	218	277	<b>299</b>	46.8%	51.6%	<b>50.9%</b>
North Lanarkshire	563	601	<b>624</b>	45.6%	48.0%	<b>48.3%</b>
Orkney Islands	28	Not Reported	<b>40</b>	26.7%	Not Reported	<b>30.8%</b>
Perth & Kinross	199	220	<b>294</b>	49.8%	49.4%	<b>55.5%</b>
Renfrewshire	313	413	<b>445</b>	42.5%	49.7%	<b>50.9%</b>
Scottish Borders	189	193	<b>202</b>	43.3%	44.8%	<b>45.2%</b>
Shetland Islands	112	111	<b>143</b>	32.7%	32.5%	<b>31.3%</b>
South Ayrshire	183	221	<b>248</b>	40.9%	43.1%	<b>43.9%</b>
South Lanarkshire	571	662	<b>552</b>	45.6%	45.5%	<b>46.2%</b>
Stirling	159	236	<b>230</b>	54.3%	49.7%	<b>49.4%</b>
West Dunbartonshire	321	202	<b>203</b>	57.1%	44.8%	<b>45.0%</b>
West Lothian	318	319	<b>375</b>	50.6%	52.6%	<b>53.6%</b>
<b>Scotland</b>	<b>10,401</b>	<b>10,596</b>	<b>11,288</b>	<b>46.6%</b>	<b>48.1%</b>	<b>49.1%</b>



## Council-wide

Council wide	Indicator 4					
	Number of general service employees in salary band C who are women			Percentage of general service employees in salary band C who are women		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	5,558	6,744	<b>8,434</b>	69.6%	75.4%	<b>74.3%</b>
Aberdeenshire	6,465	6,264	<b>6,623</b>	78.9%	79.6%	<b>80.0%</b>
Angus	2,116	2,181	<b>2,353</b>	73.7%	74.9%	<b>75.7%</b>
Argyll & Bute	2,461	2,529	<b>2,688</b>	71.7%	73.3%	<b>73.0%</b>
Clackmannanshire	1,194	1,465	<b>1,185</b>	70.1%	74.6%	<b>73.5%</b>
Dumfries & Galloway	3,690	<b>3,740</b>	<b>3,856</b>	74.5%	<b>73.2%</b>	<b>72.9%</b>
Dundee City	3,139	3,287	<b>3,339</b>	61.2%	62.5%	<b>62.1%</b>
East Ayrshire	2,839	2,986	<b>3,047</b>	70.8%	70.9%	<b>70.5%</b>
East Dunbartonshire	<b>1,348</b>	<b>1,580</b>	<b>2,068</b>	<b>64.3%</b>	<b>66.8%</b>	<b>71.5%</b>
East Lothian	2,109	2,133	<b>2,134</b>	71.3%	71.5%	<b>71.3%</b>
East Renfrewshire	1,678	1,748	<b>1,847</b>	73.3%	73.5%	<b>74.1%</b>
Edinburgh, City of	9,019	8,375	<b>8,657</b>	70.3%	68.1%	<b>67.9%</b>
Eilean Siar	1,567	1,660	<b>2,351</b>	79.2%	75.9%	<b>83.6%</b>
Falkirk	3,594	3,552	<b>3,589</b>	73.4%	72.9%	<b>71.9%</b>
Fife	10,088	9,744	<b>10,196</b>	71.0%	71.4%	<b>69.8%</b>
Glasgow City	15,656	15,787	<b>16,016</b>	61.5%	61.1%	<b>61.6%</b>
Highland	3,265	<b>3,721</b>	<b>6,112</b>	64.0%	<b>83.4%</b>	<b>76.4%</b>
Inverclyde	2,365	2,587	<b>2,476</b>	71.6%	73.5%	<b>73.1%</b>
Midlothian	2,149	2,213	<b>2,206</b>	72.7%	73.4%	<b>72.4%</b>
Moray	2,490	2,312	<b>2,747</b>	77.0%	76.7%	<b>77.8%</b>
North Ayrshire	3,260	3,157	<b>3,253</b>	71.6%	73.1%	<b>72.1%</b>
North Lanarkshire	8,220	8,309	<b>9,142</b>	70.2%	71.0%	<b>77.6%</b>
Orkney Islands	596	Not Reported	<b>1,037</b>	64.2%	Not Reported	<b>73.0%</b>
Perth & Kinross	1,990	2,144	<b>2,318</b>	72.3%	73.1%	<b>74.7%</b>
Renfrewshire	4,053	4,242	<b>4,364</b>	70.0%	71.1%	<b>71.0%</b>
Scottish Borders	2,329	2,612	<b>2,608</b>	69.5%	68.9%	<b>71.1%</b>
Shetland Islands	1,501	1,526	<b>1,456</b>	70.0%	70.0%	<b>73.9%</b>
South Ayrshire	2,983	3,047	<b>3,057</b>	69.9%	70.9%	<b>70.3%</b>
South Lanarkshire	7,034	7,182	<b>6,660</b>	67.1%	69.4%	<b>70.4%</b>
Stirling	1,888	1,888	<b>1,880</b>	65.5%	71.2%	<b>71.2%</b>
West Dunbartonshire	2,554	3,022	<b>3,080</b>	70.0%	70.8%	<b>71.5%</b>
West Lothian	3,275	3,132	<b>3,300</b>	72.1%	71.0%	<b>71.3%</b>
<b>Scotland</b>	<b>122,473</b>	<b>115,828</b>	<b>134,079</b>	<b>69.3%</b>	<b>70.1%</b>	<b>71.1%</b>

## Council-wide

Council wide	Indicator 4			
	Number of secondary school teachers in salary band A who are women		Percentage of secondary school teachers in salary band A who are women	
	2001/2002	2002/2003	2001/2002	2002/2003
Aberdeen City	8	19	36.4%	35.2%
Aberdeenshire	16	29	19.8%	29.6%
Angus	3	3	18.8%	18.8%
Argyll & Bute	3	5	15.0%	15.6%
Clackmannanshire	5	5	20.8%	27.8%
Dumfries & Galloway	3	6	8.3%	17.6%
Dundee City	9	6	26.5%	21.4%
East Ayrshire	7	5	35.0%	27.8%
East Dunbartonshire	5	Not Reported	25.0%	Not Reported
East Lothian	3	4	27.3%	28.6%
East Renfrewshire	2	2	14.3%	14.3%
Edinburgh, City of	37	38	32.5%	30.2%
Eilean Siar	2	10	7.4%	23.3%
Falkirk		1		6.3%
Fife		22		35.5%
Glasgow City	65	56	33.9%	32.2%
Highland	13	23	21.7%	30.3%
Inverclyde	11	10	29.7%	27.0%
Midlothian	5	3	35.7%	23.1%
Moray	9	10	26.5%	28.6%
North Ayrshire	2	11	9.5%	21.6%
North Lanarkshire	14	13	27.5%	25.0%
Orkney Islands	0	1	0.0%	11.1%
Perth & Kinross	24	23	54.5%	52.3%
Renfrewshire	7	14	24.1%	42.4%
Scottish Borders	4	5	10.0%	31.3%
Shetland Islands	4	5	23.5%	27.8%
South Ayrshire	2	6	11.1%	26.1%
South Lanarkshire	77	77	46.1%	46.1%
Stirling	4	4	28.6%	28.6%
West Dunbartonshire	1	5	14.3%	33.3%
West Lothian		7		29.2%
<b>Scotland</b>	<b>345</b>	<b>428</b>	<b>29.6%</b>	<b>31.2%</b>

## Council-wide

Council wide	Indicator 4			
	Number of primary school teachers in salary band A who are women		Percentage of primary school teachers in salary band A who are women	
	2001/2002	2002/2003	2001/2002	2002/2003
Aberdeen City	80	131	79.2%	83.4%
Aberdeenshire	206	194	84.8%	82.9%
Angus	58	60	70.7%	74.1%
Argyll & Bute	81	80	81.8%	83.3%
Clackmannanshire	36	38	81.8%	80.9%
Dumfries & Galloway	108	83	73.0%	69.7%
Dundee City	67	64	77.9%	78.0%
East Ayrshire	78	76	81.3%	86.4%
East Dunbartonshire	60	Not Reported	93.8%	Not Reported
East Lothian	44	41	77.2%	75.9%
East Renfrewshire	47	46	92.2%	92.0%
Edinburgh, City of	160	164	81.6%	80.4%
Eilean Siar	32	38	86.5%	80.9%
Falkirk		80		87.9%
Fife		195		85.2%
Glasgow City	248	212	88.6%	83.8%
Highland	172	173	79.6%	80.8%
Inverclyde	38	42	80.9%	89.4%
Midlothian	41	43	74.5%	74.1%
Moray	60	59	78.9%	79.7%
North Ayrshire	75	92	76.5%	82.9%
North Lanarkshire	199	192	89.6%	89.3%
Orkney Islands	15	14	68.2%	77.8%
Perth & Kinross	80	45	76.2%	54.9%
Renfrewshire	93	85	90.3%	89.5%
Scottish Borders	72	74	80.0%	81.3%
Shetland Islands	11	21	64.7%	77.8%
South Ayrshire	54	51	78.3%	77.3%
South Lanarkshire	221	224	88.8%	90.0%
Stirling	59	64	90.8%	90.1%
West Dunbartonshire	43	62	93.5%	91.2%
West Lothian		108		85.7%
<b>Scotland</b>	<b>2290</b>	<b>2678</b>	<b>83.2%</b>	<b>82.9%</b>

## Council-wide

Council wide	Indicator 4					
	Number of teachers in salary band A who are women			Percentage of teachers in salary band A who are women		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	63	88	150	52.9%	71.5%	71.1%
Aberdeenshire	149	222	223	67.7%	68.5%	67.2%
Angus	57	61	63	57.0%	62.2%	64.9%
Argyll & Bute	89	84	85	68.5%	70.6%	66.4%
Clackmannanshire	37	41	43	64.9%	60.3%	66.2%
Dumfries & Galloway	103	111	89	54.8%	60.3%	58.2%
Dundee City	74	76	70	58.3%	63.3%	63.6%
East Ayrshire	82	85	81	71.9%	73.3%	76.4%
East Dunbartonshire	235	65	Not Reported	87.0%	77.4%	Not Reported
East Lothian	44	47	45	66.7%	69.1%	66.2%
East Renfrewshire	54	49	48	76.1%	75.4%	75.0%
Edinburgh, City of	197	197	202	62.1%	63.5%	61.2%
Eilean Siar	52	34	48	51.0%	53.1%	53.3%
Falkirk	82	82	81	74.5%	73.9%	75.7%
Fife	233	240	217	71.5%	72.1%	74.6%
Glasgow City	562	313	268	73.1%	66.3%	62.8%
Highland	177	185	196	63.0%	67.0%	67.6%
Inverclyde	66	49	52	81.5%	58.3%	61.9%
Midlothian	47	46	46	68.1%	66.7%	64.8%
Moray	70	69	69	61.4%	62.7%	63.3%
North Ayrshire	73	77	103	67.6%	64.7%	63.6%
North Lanarkshire	278	213	205	69.7%	78.0%	76.8%
Orkney Islands	17	15	15	63.0%	55.6%	55.6%
Perth & Kinross	78	104	68	62.4%	69.8%	54.0%
Renfrewshire	85	100	99	71.4%	75.8%	77.3%
Scottish Borders	64	76	79	65.3%	58.5%	73.8%
Shetland Islands	16	15	26	43.2%	44.1%	57.8%
South Ayrshire	83	56	57	59.7%	64.4%	64.0%
South Lanarkshire	285	298	301	70.2%	71.6%	72.4%
Stirling	53	63	68	77.9%	79.7%	80.0%
West Dunbartonshire	43	44	67	61.4%	83.0%	80.7%
West Lothian	112	113	115	76.7%	75.3%	76.7%
<b>Scotland</b>	<b>3,660</b>	<b>3,054</b>	<b>3,083</b>	<b>68.1%</b>	<b>68.5%</b>	<b>68.1%</b>

## Council-wide

Council wide	Indicator 4			
	Number of secondary school teachers in salary band B who are women		Percentage of secondary school teachers in salary band B who are women	
	2001/2002	2002/2003	2001/2002	2002/2003
Aberdeen City	607	<b>779</b>	66.8%	<b>70.8%</b>
Aberdeenshire	970	<b>967</b>	73.9%	<b>67.8%</b>
Angus	361	<b>408</b>	59.1%	<b>61.7%</b>
Argyll & Bute	294	<b>284</b>	56.2%	<b>55.5%</b>
Clackmannanshire	158	<b>171</b>	64.2%	<b>66.0%</b>
Dumfries & Galloway	465	<b>644</b>	54.8%	<b>61.2%</b>
Dundee City	670	<b>687</b>	63.3%	<b>64.1%</b>
East Ayrshire	449	<b>415</b>	59.1%	<b>56.8%</b>
East Dunbartonshire	383	<b>Not Reported</b>	59.6%	<b>Not Reported</b>
East Lothian	248	<b>268</b>	58.6%	<b>59.4%</b>
East Renfrewshire	386	<b>413</b>	63.4%	<b>64.0%</b>
Edinburgh, City of	911	<b>985</b>	59.5%	<b>60.7%</b>
Eilean Siar	120	<b>98</b>	55.6%	<b>56.3%</b>
Falkirk		<b>400</b>		<b>57.8%</b>
Fife		<b>1256</b>		<b>61.7%</b>
Glasgow City	1952	<b>1668</b>	66.5%	<b>62.8%</b>
Highland	871	<b>807</b>	56.9%	<b>60.0%</b>
Inverclyde	240	<b>258</b>	55.4%	<b>58.6%</b>
Midlothian	374	<b>375</b>	61.5%	<b>65.1%</b>
Moray	312	<b>392</b>	59.7%	<b>64.1%</b>
North Ayrshire	396	<b>397</b>	57.1%	<b>59.7%</b>
North Lanarkshire	1104	<b>1109</b>	53.8%	<b>56.5%</b>
Orkney Islands		<b>79</b>		<b>56.4%</b>
Perth & Kinross	342	<b>390</b>	55.0%	<b>59.1%</b>
Renfrewshire	830	<b>728</b>	80.1%	<b>62.7%</b>
Scottish Borders	356	<b>371</b>	60.4%	<b>60.1%</b>
Shetland Islands	124	<b>124</b>	55.6%	<b>55.1%</b>
South Ayrshire	428	<b>433</b>	58.5%	<b>57.0%</b>
South Lanarkshire	1122	<b>1121</b>	60.0%	<b>60.2%</b>
Stirling	230	<b>234</b>	57.6%	<b>56.9%</b>
West Dunbartonshire	234	<b>305</b>	55.5%	<b>57.4%</b>
West Lothian		<b>544</b>		<b>60.4%</b>
<b>Scotland</b>	<b>13482</b>	<b>16303</b>	<b>61.4%</b>	<b>61.3%</b>

## Council-wide

Council wide	Indicator 4			
	Number of primary school teachers in salary band B who are women		Percentage of primary school teachers in salary band B who are women	
	2001/2002	2002/2003	2001/2002	2002/2003
Aberdeen City	552	<b>1158</b>	94.8%	<b>90.0%</b>
Aberdeenshire	1223	<b>1329</b>	96.9%	<b>96.2%</b>
Angus	581	<b>509</b>	91.6%	<b>92.9%</b>
Argyll & Bute	426	<b>454</b>	96.8%	<b>97.0%</b>
Clackmannanshire	234	<b>215</b>	94.0%	<b>96.0%</b>
Dumfries & Galloway	679	<b>569</b>	91.8%	<b>93.7%</b>
Dundee City	649	<b>649</b>	93.1%	<b>92.6%</b>
East Ayrshire	604	<b>678</b>	96.3%	<b>95.6%</b>
East Dunbartonshire	508	<b>Not Reported</b>	95.0%	<b>Not Reported</b>
East Lothian	563	<b>463</b>	90.8%	<b>93.7%</b>
East Renfrewshire	485	<b>511</b>	95.1%	<b>95.2%</b>
Edinburgh, City of	1857	<b>1942</b>	89.8%	<b>89.6%</b>
Eilean Siar	106	<b>168</b>	96.4%	<b>87.5%</b>
Falkirk		<b>891</b>		<b>89.5%</b>
Fife		<b>1620</b>		<b>93.8%</b>
Glasgow City	2963	<b>2536</b>	90.9%	<b>85.9%</b>
Highland	1302	<b>1277</b>	95.0%	<b>92.1%</b>
Inverclyde	412	<b>409</b>	94.3%	<b>91.9%</b>
Midlothian	433	<b>404</b>	95.2%	<b>88.6%</b>
Moray	454	<b>396</b>	97.0%	<b>97.1%</b>
North Ayrshire	815	<b>738</b>	93.6%	<b>92.5%</b>
North Lanarkshire	1884	<b>1838</b>	91.9%	<b>91.5%</b>
Orkney Islands		<b>166</b>		<b>88.8%</b>
Perth & Kinross	721	<b>752</b>	93.9%	<b>93.4%</b>
Renfrewshire	618	<b>810</b>	70.2%	<b>95.0%</b>
Scottish Borders	467	<b>522</b>	92.5%	<b>93.2%</b>
Shetland Islands	201	<b>185</b>	91.8%	<b>94.9%</b>
South Ayrshire	574	<b>602</b>	94.6%	<b>94.8%</b>
South Lanarkshire	1509	<b>1505</b>	95.9%	<b>95.2%</b>
Stirling	374	<b>381</b>	92.8%	<b>93.4%</b>
West Dunbartonshire	530	<b>450</b>	90.8%	<b>93.9%</b>
West Lothian		<b>903</b>		<b>95.7%</b>
<b>Scotland</b>	<b>19985</b>	<b>23753</b>	<b>92.2%</b>	<b>92.2%</b>

## Council-wide

Council wide	Indicator 4					
	Number of teachers in salary band B who are women			Percentage of teachers in salary band B who are women		
	2000/2001	2001/2002	2002/2003	2000/2001	2001/2002	2002/2003
Aberdeen City	1,805	1,159	1,937	81.1%	77.7%	81.1%
Aberdeenshire	1,979	2,193	2,296	76.2%	85.2%	81.8%
Angus	972	942	917	77.1%	75.7%	75.8%
Argyll & Bute	771	720	738	76.1%	74.8%	75.3%
Clackmannanshire	360	392	386	78.8%	79.2%	79.9%
Dumfries & Galloway	1,400	1,144	1,213	74.5%	72.0%	73.1%
Dundee City	1,268	1,319	1,336	76.6%	75.1%	75.4%
East Ayrshire	962	1,053	1,093	73.0%	75.9%	76.0%
East Dunbartonshire	854	891	Not Reported	85.8%	75.6%	Not Reported
East Lothian	804	811	731	77.7%	77.8%	77.4%
East Renfrewshire	853	871	924	78.0%	77.8%	78.2%
Edinburgh, City of	2,700	2,768	2,927	74.9%	76.9%	77.2%
Eilean Siar	248	226	266	72.1%	69.3%	72.7%
Falkirk	1,221	1,220	1,291	76.4%	76.5%	76.5%
Fife	2,663	2,674	2,876	74.8%	75.3%	76.4%
Glasgow City	4,474	4,915	4,204	76.9%	79.3%	75.0%
Highland	1,765	2,173	2,084	74.2%	74.9%	76.3%
Inverclyde	739	652	667	73.5%	74.9%	75.4%
Midlothian	713	807	779	76.3%	75.9%	75.5%
Moray	782	766	788	76.8%	77.3%	77.3%
North Ayrshire	990	1,211	1,135	70.1%	77.4%	77.6%
North Lanarkshire	2,910	2,988	2,947	73.2%	72.8%	74.2%
Orkney Islands	199	Not Reported	245	71.6%	Not Reported	74.9%
Perth & Kinross	1,056	1,063	1,142	78.2%	76.5%	78.0%
Renfrewshire	1,443	1,448	1,538	75.3%	75.6%	76.4%
Scottish Borders	875	823	893	74.8%	75.2%	75.9%
Shetland Islands	328	325	309	74.0%	73.5%	73.6%
South Ayrshire	1,254	1,002	1,035	76.3%	74.9%	74.2%
South Lanarkshire	2,580	2,631	2,626	76.3%	76.4%	76.3%
Stirling	472	604	615	68.8%	75.3%	75.1%
West Dunbartonshire	959	764	755	75.5%	75.9%	74.8%
West Lothian	1,370	1,482	1,447	77.4%	78.4%	78.5%
<b>Scotland</b>	<b>41,769</b>	<b>38,843</b>	<b>40,056</b>	<b>75.8%</b>	<b>76.7%</b>	<b>76.5%</b>

## Council-wide

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