

**REPORT TO: TAYSIDE VALUATION JOINT BOARD – 19 JUNE 2023**

**REPORT ON: MAINSTREAMING EQUALITY REPORT - UPDATE**

**REPORT BY: ASSESSOR**

**REPORT NO: TVJB 10-2023**

## **1 PURPOSE OF REPORT**

1.1 The purpose of this report is to present the biennial update to the Mainstreaming Equality Report to the Joint Board and to report on progress made towards achieving equality outcomes.

## **2 RECOMMENDATIONS**

2.1 It is recommended that the Joint Board notes the updated Mainstreaming Equality Report attached as an Appendix to this report.

## **3 FINANCIAL IMPLICATIONS**

3.1 None.

## **4 POLICY IMPLICATIONS**

4.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environment Assessment, Anti-Poverty and Equality Impact Assessment. There are no major issues.

## **5 BACKGROUND**

5.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a specific duty on public authorities to:

- Publish a report on the progress it has made to make the equality duty integral to the exercise of its functions so to better perform that duty.
- Assess the impact of proposed new or revised policies and practice against the needs of the general equality duty.
- Publish a set of equality outcomes which it considers will enable it to better perform the Equality Duty (the Board will publish new equality outcomes every 4 years).
- Publish a report on the composition, recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees.
- Publish gender pay gap information. Tayside Valuation Joint Board has more than 20 employees and therefore must comply with this duty with effect from April 2017.
- Publish a statement on equal pay and occupational segregation. Tayside Valuation Joint Board has between 20 and 150 employees and is therefore obliged to publish a statement on equal pay in respect of sex, race and disability from April 2021.
- Consider award criteria and conditions in relation to public procurement.
- Publish its equality reports in a manner that is accessible to the public.
- Report biennially on the progress made to achieve the equality outcomes.

- 5.2 The Joint Board last approved a Mainstreaming Equality Report at the meeting on 21 June 2021.
- 5.3 An update to the Mainstreaming Equality Report is attached as an Appendix to this report. This includes details of the progress made towards achieving equality outcomes. Statistical information concerning gender pay gap analysis and the breakdown of the employees in grade as at 31 March 2023, together with detailed analysis of applicants and successful candidates for positions advertised during the years 2021 - 2023 are also included.
- 5.4 The Assessor will continue to analyse, monitor and publish equalities information as required and will present a new Mainstreaming Equalities Report to the Board in June 2025.

## **6 CONSULTATIONS**

- 6.1 The Clerk and Treasurer to the Board, and the Head of Human Resources, Dundee City Council, have been consulted in the preparation of this report.

## **7 BACKGROUND PAPERS**

- 7.1 None.

**ROY CHRISTIE**  
Assessor

**June 2023**

## *TAYSIDE VALUATION JOINT BOARD*



## **MAINSTREAMING EQUALITY REPORT 2023 UPDATE**

### **1 INTRODUCTION**

Tayside Valuation Joint Board (the Board) and the Assessor for Tayside Valuation Joint Board (the Assessor) continue to be fully committed to embracing and implementing the principles 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 provides all electors, rate payers, council tax payers and its own staff a service provision, culture and working environment which is free from unlawful discrimination, harassment, victimisation and where all members of our community have equal opportunities and treat each other with dignity and respect.

This report is the biennial update to identify progress in mainstreaming equalities as identified in the Board's Mainstreaming Equality Report as approved by the Board on 21 June 2021, which covered the period from April 2021 to March 2025.

The Equality Act 2010 (the Act) placed a general equality duty on public authorities to pay due regard to the need to:

- eliminate discrimination;
- advance equality; and
- foster good relations across the range of protected characteristics.

The general equality duty expanded the range of those protected under equality legislation to include characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The equality duty also covers marriage and civil partnerships with regard to eliminating unlawful discrimination in employment.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a specific duty on public authorities to:

- Publish a report on the progress it has made to make the equality duty integral to the exercise of its functions so to better perform that duty.
- Publish a set of equality outcomes which it considers will enable it to better perform the Equality Duty.
- Assess the impact of proposed new or revised policies and practice against the needs of the general equality duty.
- Publish a report on the composition, recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees.

- Publish gender pay gap information before 30 April each year. Tayside Valuation Joint Board has more than 20 employees and therefore must comply with this duty.
- Publish a statement on equal pay and occupational segregation between men and women employees. Tayside Valuation Joint Board has between 20 and 150 employees and is therefore obliged to publish a statement on equal pay in respect of, race and disability.
- Consider award criteria and conditions in relation to public procurement.
- Publish its equality reports in a manner that is accessible to the public.
- Report biennially on the progress made to achieve the equality outcomes.

## **2 MAINSTREAMING THE EQUALITIES DUTY**

The Board continues to work towards achievement of the following aims:

- to analyse the disability, gender and race profile of the current workforce and to implement an action plan to redress any imbalances found,
- to ensure that all employees are trained in how to implement this scheme as is relevant and appropriate to their jobs,
- to assess and consult on the likely impact of the Board's policies on the promotion of equality,
- to monitor the Board's existing and proposed policies for any adverse impact on the promotion of equality, and
- to ensure public access to information and services

### **How the equality priorities and functions have been set**

The Board has in place arrangements for monitoring, by reference to disability, sex, race and age, and other protected characteristics, the numbers of staff in post, and by race sex and disability the number of applicants for employment, training and promotion.

The Board currently fulfils its responsibility to monitor the required areas and the results will continue to be published biennially by the Assessor.

The Clerk and the Treasurer to the Board and their respective staff are employees of Dundee City Council and will be subject to its monitoring processes.

The functions of the Board and Assessor are acknowledged to be of a limited nature as prescribed by legislation.

The core service functions of maintenance of the Valuation Roll and the Council Tax List have outcomes that are related to the inspection and valuation of property and therefore have no direct impact on the need to eliminate discrimination, advance equality and foster good relations across the range of protected characteristics. As Electoral Registration Officer for Angus and Perth & Kinross Councils the Assessor reports annually to the Electoral Commission against the performance standards the Commission has set.

The Assessor conducts an annual review of customer satisfaction. The forms that are used ask customers to comment, among other things, on the accessibility of information and the ease of access to the Board's premises. As part of this process the Assessor seeks information from the customers as to their age, gender, disability, race and ethnic origin in order to identify any equality issues relating to service provision.

### **Complaints**

In its scrutiny role, the Board is required to keep itself informed as to the manner in which the Assessor deals with operational matters and to this end it receives periodic reports from the Assessor on matters relating to policies and operations of the organisation and its performance, including any complaints received.

### **Appointments**

A Recruitment and Selection procedure was introduced in 2010. This was updated in line with current legislation in 2016 and includes a section on equality employment legislation.

The Board operates a guaranteed job interview scheme for people with a disability who meet the requirements of the person specification for the particular post applied for.

### **The Board's Policies**

The Board believes that its policies in relation to standing orders, financial regulations and agreed procedures are applied in a fair and consistent manner and are in no sense inherently unfair. All policies continue to be screened for adverse impact on equality groups and a full Equality Impact Assessment (EQIA) completed where appropriate.

### **Equalities Monitoring**

Tayside Valuation Joint Board are continuing to monitor its staff and applicants for posts, in relation to selection and recruitment, promotion, grievances, disciplinary action, ceasing employment, applying for and receiving training in respect of ethnic origin, gender, disability and age. The Tayside Valuation Joint Board will continue to work towards improving the level of responses by existing and new staff by engaging with staff representatives and communities of interest to identify barriers and make recommendations for action.

### **Training**

The Board has identified and put in place arrangements for training its employees in relation to its duties to promote positive attitudes to equality issues.

All staff in post in February 2023 have been given access to and have undertaken Dundee City Council's online equality courses to maintain staff awareness of the key issues.

Previous reference in the report concerning the need to refresh training in the use of evacuation chairs at William Wallace House have been superseded by the impending relocation to the ground floor in the same building.

All managers involved in the recruitment and selection procedure attended a two day course delivered by Personnel Department of Dundee City Council in February 2010 and this was extended to include new staff in relevant roles in 2015. All management who have been appointed since then have either undertaken this same training or are scheduled to do in the near future.

\*The induction programme for new staff includes information on equality issues and all new starts undertake the Equality and Diversity Awareness e-learning programme.

### **Involving Communities of Interest in Developing the Report**

The Board has previously sought the views of people with disabilities by means of questionnaires issued in person, by email, and by post to individuals and organisations representing people with disabilities. Due to the lack of contact with the public during 2020 and to date, these have not been issued most recently.

From the questionnaires returned in the past, no specific actions were identified as being required. The Board, however, recognises the need for regular review and in this respect, in addition to consulting with Dundee City Council's Equality and Diversity Co-ordinator, the equalities monitoring carried out in conjunction with the ingathering of information through the customer questionnaires is reviewed to ensure that the Board considers all protected categories and continues to develop the report.

In developing its Mainstreaming Report, the Board acknowledges its small size which makes consultation exercises difficult. Steps have therefore been taken to involve the Tayside Valuation Joint Board with Dundee City Council's Equality and Diversity Co-ordinator to facilitate community consultation ensuring equality good practice and avoiding unnecessary duplication of work for those organisations and individuals asked to participate in the consultation exercise.

### **Publicity**

The Board is required to identify the arrangements it will make to publish the results of any assessments, consultations and monitoring carried out to establish whether its policies have any impact on equality. The Board is bound by and complies with the requirements of the Local Government etc. (Scotland) Act 1994, and the Freedom of Information (Scotland) Act 2002 in respect of access to information. Anything that might reasonably be regarded as a new policy will be the subject of a public report to the Board, as will the results of any monitoring of the impact of policies.

The Board is also required to identify the arrangements it will make for ensuring public access to the information and services it provides. The Board has drawn upon the expertise of its constituent authorities in this matter and promotes action to improve public awareness.

This Report will be published and circulated to all members and officers. It will also be brought to the attention of all employees and will be made available to them through the Board's internal intranet. Copies will be available from the Assessor at William Wallace House, Orchard Loan, Orchardbank Business Park, Forfar DD8 1WH. The Scheme will also be placed on the Board's web-site at [www.tayside-vjb.gov.uk](http://www.tayside-vjb.gov.uk). Translations may be obtained using the services of locally identified translators or through services accessed outwith the area.

The document will also be available in alternative formats, e.g. Easy to Read, Large Print, Braille, audio tape, on request.

### **Duration and Review**

This report covers the period 2023 to 2025. The Board may, if considered appropriate, review the Report and Equality Outcomes or any part of them at an earlier date in response to comments made from individuals or organisations or consultations with other bodies.

## **3 EMPLOYEE EQUALITY MONITORING**

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires all listed public authorities to take steps to gather information on the composition of the authority's workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The public sector equality duty covers the following characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The purpose of the legislation is to ensure that public authorities:

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

Appendices 1-3 to this report detail the employee information collected in respect of job applicants and staff in post during 2021 - 2023. Appendix 4 details additional information on the protected characteristics obtained from a March 2023 survey of all employees.

#### **4 PROGRESS MADE TO ACHIEVE EQUALITY OUTCOMES SINCE 2021**

***The gender segregation in our staff Professional/Technical roles is improved.***

##### ***Action Plan***

The plan remains to encourage more applications from male applicants for clerical and administrative roles and, vice versa, to encourage more applications from female applicants for professional and technical roles. In each instance, whilst recognising that a female bias towards clerical and administrative roles and a male bias towards professional & technical roles is reflective of society in general, the action plan is to:-

- 1 Work with staff to remove stereotypical views of gender suitability for these roles.
- 2 Consult with appropriate bodies and investigate ways of attracting more men and women respectively to these roles.

##### ***Aim***

The aim is to address the imbalance in clerical and administrative roles and employ more women in professional & technical roles and more men in clerical roles. In measuring progress to achieving this aim it must be recognised that Tayside Valuation Joint Board is a relatively small organisation with an establishment amounting to 70 staff in total. Turnover of staff is limited and the aim remains a medium to long term development.

##### **Report on Outcome 1**

In 2021 when last reported there were 66.5 FTE members of staff, split 44.3% male and 55.6% female. This has moved downward and as at 31 March 2023 there are 64.7 FTE members of staff with the overall balance being stable at 44% male and 56% female.

The Clerical and Administration staff gender balance and numbers employed remains biased towards female staff as there has, again, been little movement in staff during the period, although such movement as has occurred has slightly redressed the balance. The balance among clerical staff is now 85% female, down from 90% in 2021. As reported in 2021 for the purpose of illustration, short term temporary clerical staff employed during the period of Covid to assist with election duties were employed at a rate of 40% male and 60% female, and the contrast between those numbers reflects the extent to which the gender imbalance in the permanent staff in this section represents a largely unchanged workforce.

With the exception of temporary staff appointed in 2021, and reported in the 2021 Mainstreaming Equalities report in 2021 (see Appendix 2), there have been five

vacancies advertised of which four have been filled. These vacancies were all advertised on the My Job Scotland website with a link on the Board's website. All advertisements clearly state Tayside Valuation Joint Board's commitment to Equal Opportunities. As part of management restructuring three were appointed internally and thus had no impact on the overall male / female balance.

The movement towards gender equality continues to be within the professional and technical staff, and the ratios in that section have, during the period since the last reporting, moved towards a more balanced structure. Whereas in 2021 the professional and technical roles were filled 71% male and 29% female, the current position reflects 66% male and 34% female FTE in professional and technical roles.

As regards clerical and administrative posts the balance remains predominantly towards female. As previously addressed this reflects, to an extent, the applications which are received, and rebalancing in this section remains a long term goal. However, the previously reported balance in this section of 90% female has moved slightly and now shows 86% female.

Appendix 1 shows the breakdown of the numbers of applicants for each post by ethnic origin, including the successful candidates. Appendix 2 shows the breakdown of the numbers of applicants for each post by gender and disability, including the successful candidates.

Progress reflected by the total numbers suggests advances remain a long term aim. However, the profile of temporary staff and the balance of success rates in staff appointed compared to applicant profile, gives cause for optimism that, as changes in the workforce continue that we can continue to redress the balance.

## **Report on Outcome 2**

### ***To ensure our services meet the needs of all protected characteristic communities.***

Following the end of the pandemic we have returned to issuing customer questionnaires to as many customers as possible. The results are analysed on an annual basis and reported to the Board in August of each year.

The reports produced since the last equality outcomes were published continue to show a high degree of customer satisfaction with the service provided. There have been no criticisms, complaints or negative feedback identified that are attributable to failure to meet the needs of customers in protected characteristics categories. I am confident that we are continuing to provide an appropriate service to all communities.

Accessibility of offices, having been partly redressed by the relocation of East Division in 2018 will be further improved by the impending relocation to the ground floor in William Wallace House.

In response to feedback we have moved away from using gendered terms of address in our correspondence and policy is now to use names where known, or where not known to use neutral terms such as 'The Occupier'.

TVJB provides the Electoral Registration service for Angus and Perth & Kinross Councils. In this role TVJB's performance is monitored on a regular basis by the Electoral Commission (EC). The EC ingather statistical information which is matched against a set of performance standards and reports are published as appropriate.

Our duty is to register all persons in the community who are eligible. Particular initiatives target groups who are traditionally under represented on the electoral register and some of these groups will be people who fall within protected characteristic



categories. Following the passing of the pandemic we have continued to work with colleges, and have sent representatives to appropriate open days again. We continue to work with care homes and ethnic minority support groups. Active participation in citizenship ceremonies to encourage registration and/or update of status shows engagement to encourage engagement in ethnic minority communities We have used press releases, radio advertising, website messages and Twitter to encourage electoral registration and return of the annual canvass form.

In response to feedback, and where we have been made aware, we have taken steps to address identified individual needs by issuing electoral correspondence on yellow paper. This has assisted a registered voter affected by dyslexia.

Whilst the recent issue of universal household notifications encouraging postal voting in advance of the 2021 Elections to the Scottish Parliament addressed issues of accessibility peculiar to the current global pandemic, they may also, in the longer term, encourage greater participation among voters for whom accessibility, is or may become, an issue.

We have actively promoted, through our social media, and through our website, the recent widening of the electoral franchise in Scotland to include foreign nationals and certain categories of prisoners as a supplement to the publicity issued through central authorities.

The Board's website offers updated translation services and provides user advice on accessibility of the website for the visually impaired.

I believe that the standards to which TVJB operates go a long way to meeting equality outcome 2, but that positive progress can continue to be made.

## **5 EMPLOYEE PAY GAP INFORMATION**

### **5.1 GENDER PAY GAP**

Tayside Valuation Joint Board 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 2023.

TVJB has 28.5 male employees with an average hourly rate of pay of £22.25 and 36.2 female employees with an average hourly pay of £16.04.

The mean (average) gender pay gap is therefore:

$$£22.25 - £16.04 = £6.21$$

$$£6.21 / £22.25 = 0.279 \times 100 = 27.9\%$$

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:

$$£18.93 - £13.61 = £5.32$$

$$£5.32 / £18.93 = 0.281 \times 100 = 28.1\%$$

When the hourly rates of all employees are ranked in descending order the division of male and female employees across each quartile range is as follows:

Upper Quartile – male 71%, female 29%

Upper Middle Quartile – male 47%, female 53%

Lower Middle Quartile – male 35%, female 65%

Lower Quartile – male 18%, female 82%

## **5.2 ETHNIC PAY GAP**

The average hourly pay by ethnic origin is divided as follows. The figures are based on ethnicity as understood at time of employment. Equalities questionnaires are returned anonymously and any discrepancy cannot therefore be accounted for in calculating the pay gap.

Non-white employees average hourly pay is £20.26 per hour which compares to the average hourly pay of £18.75 for all employees (the figure is £18.73 for white employees) and is above the overall median of £16.52.

Being above the median this level of pay is within the second top quartile ordering hourly pay from lowest to highest.

The mean (average) ethnicity pay gap is therefore:

$$£18.73 - £20.26 = £-1.53$$

$$£-1.53/18.73 = - 8.2\%$$

Median is not presented due to the small sample size.

## **5.3 DISABILITY PAY GAP**

The average hourly pay among staff who have notified as having a disability is as follows. The figures are based on disabilities as understood at time of employment or declared to management since as a result of changing circumstances. Staff equalities questionnaires are returned anonymously and therefore any discrepancies cannot be accounted for in calculating the pay gap.

Overall average hourly pay among staff with a disability is £14.18 per hour which compares to the average hourly pay of £19.12 for all employees who have not identified as disabled. The median among staff with a disability is £10.34 compared with the overall median of £15.57 among those without.

The mean (average) disability pay gap is therefore:

$$£19.10 - £15.19 = £3.91$$

$$£3.91/£19.12 = 20.5\%$$

The median disability pay gap calculation is:

$$£16.91 - £14.16 = £2.75$$

$$£2.75/£16.91 = 16.3\%$$

## 6 STATEMENT ON EQUAL PAY

TVJB is committed to equal pay for men and women doing the same or broadly similar work within the organisation.

The differences in male and female pay, as highlighted in section 5 above, remains largely due to the degree of occupational segregation that persists in the Assessor's service, and the resolution of which will continue to be a long term rebalancing. I am pleased to report that the mean gender pay gap has continued to narrow since March 2021 and that the median pay gap has also continued to reduce. The distribution among pay scales by sex has also improved particularly with female pay continuing to be better represented, and in advance of male pay in the top middle quartile.

The ethnic pay gap, reported for the first time in 2021, is positive, and by comparison with the reported figure in 2021 which showed parity, this represents advancement. This again compares favourably with statistics for Scotland as a whole as published by the ONS.

Disability – The pay gap in this category was also reported for the first time in 2021 and although the gap remains large it has, nevertheless, closed substantially since 2021. It is an aim that a more even balance can be achieved going forward to the next mainstreaming report.

As at 31 March 2023, the Board had 64.7 FTE employees. 36.9 of these are employed on professional grades and are predominantly, though decreasingly male (66% against 70% in 2021). 27.8 FTE employees are on clerical and administration grades and are predominantly (85%) female, though with a slight movement away from the female / male imbalance since 2021 which showed 90%.

Although it is acknowledged that there is still ample room for progress on two of the three measures of equal pay, TVJB has improved and will continue to seek improvement moving forward.

Roy Christie  
Assessor and Electoral Registration Officer  
Tayside Valuation Joint Board

**TAYSIDE VALUATION JOINT BOARD  
APPLICATIONS RECEIVED AND SUCCESSFUL CANDIDATE BY ETHNIC ORIGIN – 2021**

Division	No of Application Forms rec'd	No of Equal Opportunity Forms rec'd	APPLICANTS							SUCCESSFUL CANDIDATE						
			* Ethnic Origin							* Ethnic Origin						
			A	B	C	D	E	F	G	A	B	C	D	E	F	G
<b>Post Title</b>																
Clerical Officer (Temporary), East 4 posts	46	46	43		1	1			1	4						
Clerical Officer (Temporary), West 6 posts	46	46	44						2	6						

\* Ethnic Origin  
A White  
B Mixed of Multiple Ethnic Group  
C Asian (including Scottish/British)  
D African  
E Caribbean or Black  
F Arab  
G Prefer not to answer

**TAYSIDE VALUATION JOINT BOARD**  
**APPLICATIONS RECEIVED AND SUCCESSFUL CANDIDATE BY ETHNIC ORIGIN - 2022**

Division	No of Application Forms rec'd	No of Equal Opportunity Forms rec'd	APPLICANTS							SUCCESSFUL CANDIDATE						
			* Ethnic Origin							* Ethnic Origin						
			A	B	C	D	E	F	G	A	B	C	D	E	F	G
<b>Post Title</b>																
Assessor & Electoral Registration Officer	2	2	2							1						
Assistant Assessor & ERO	5	5	2						3	1						
Principal Valuer	2	2	2							1						
Valuer/Senior Valuer	0	0														

- \* **Ethnic Origin**  
A White  
B Mixed of Multiple Ethnic Group  
C Asian (including Scottish/British)  
D African  
E Caribbean or Black  
F Arab  
G Prefer not to answer

**TAYSIDE VALUATION JOINT BOARD**  
**APPLICATIONS RECEIVED AND SUCCESSFUL CANDIDATE BY ETHNIC ORIGIN - 2023**

Division	No of Application Forms rec'd	No of Equal Opportunity Forms rec'd	APPLICANTS							SUCCESSFUL CANDIDATE						
			* Ethnic Origin							* Ethnic Origin						
			A	B	C	D	E	F	G	A	B	C	D	E	F	G
<b>Post Title</b>																
Graduate Trainee Valuer (Internal)	1	1	1							1						

\* Ethnic Origin  
A White  
B Mixed of Multiple Ethnic Group  
C Asian (including Scottish/British)  
D African  
E Caribbean or Black  
F Arab  
G Prefer not to answer









## Appendix 3

### EMPLOYEES IN GRADE BY ETHNIC ORIGIN, GENDER AND DISABILITY (as at 31 March 2023)

Division: TAYSIDE VALUATION JOINT BOARD

RACIAL GROUP	CLERICAL/ADMIN			PROFESSIONAL/TECHNICAL			CHIEF OFFICERS			TOTAL		
	M	F	Disability	M	F	Disability	M	F	Disability	M	F	Disability
<i>White:</i>												
Scottish	3	19	5	12	7	0	3	1	0	18	27	5
English												
Welsh												
Other British				1	1	0				1	1	0
Irish				1	1	0				1	1	0
Any other White background												
<i>Mixed:</i>												
Any Mixed background												
<i>Asian, Asian Scottish, Asian English, Asian Welsh or other Asian British:</i>												
Indian												
Pakistani												
Bangladeshi												
Chinese												
Any other Asian background												
<i>Black, Black Scottish, Black English, Black Welsh or other Black British:</i>												
Caribbean												
African												
Any other Black background												
<i>Other Ethnic background:</i>				1	1	1				1	1	1
<i>No answer</i>				1						1		

**Appendix 4**

**Results from Employee Equality & Diversity Monitoring Survey - March 2023  
Tayside Valuation Joint Board Employees broken down by**

**Age**

Age	2023 Return	
	Tayside Valuation Joint Board	%
< 20	0	0%
21 - 30	4	8%
31 - 40	7	13%
41 - 50	9	17%
51 - 60	25	48%
61 - 70	5	10%
No Entry	2	4%

**Disability**

Disability	2023 Return	
	Tayside Valuation Joint Board	%
Yes	6	12%
Physical or Motor Impairment	1	2%
Mental Health Problem		
Learning Difficulties/Disabilities	1	
Hearing Impairment - Full/Partial		
Visual Impairment - Full/Partial		
Multiple Disabilities		
Other Chronic Condition or Disability	4	8%
Unspecified		
Yes - No Entry		
No	44	85%
No Entry	2	4%

## Ethnic Origin

Ethnic Origin	2023 Return	
	Tayside Valuation Joint Board	%
White	50	96%
Indian		
Pakistani		
Bangladeshi		
Other Asian		
Chinese		
Black		
Any Mixed Background		
Other Ethnic Group	2	4%
No Entry		
Unspecified		

## Gender

Gender	2023 Return	
	Tayside Valuation Joint Board	%
Male	22	42%
Female	29	56%
Transgender	0	0%
No Entry	1	2%

## Religious Belief

Religious Belief	2023 Return	
	Tayside Valuation Joint Board	%
No Religion	21	40%
Church of Scotland	24	46%
Roman Catholic	3	6%
Other Christian	0	
Buddhist	0	
Hindu	0	
Humanist	0	
Jewish	0	
Muslim	0	
Sikh	0	
Another Religion	0	
No Entry	1	2%
Prefer not to Answer	3	6%

## Sexual Orientation

Sexual Orientation	2023 Return	
	Tayside Valuation Joint Board	%
Bisexual	0	0
Gay	0	
Heterosexual/Straight	48	92%
Lesbian	0	
No Answer	4	8%