



RESEARCH REPORT

scotland's councillors 2007

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April 2008



ACKNOWLEDGEMENTS

Many thanks are due to the councillors who took the time out of their busy schedules to complete the survey on which this report is based.

Our thanks also to Louise Appleton and Gillian Urquhart (Scottish Government), and Anil Gupta (COSLA), with whom we worked in partnership on this project. Finally, many thanks to Susan Reid, a former Improvement Service employee, who undertook a considerable amount of work to design the survey and manage the project.

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EXECUTIVE SUMMARY

This report presents the findings of a survey of all councillors elected in May 2007. The main aim of the survey was to develop a comprehensive picture of Scottish councillors, including gender, age, educational level, employment status, household income, and caring responsibilities. In addition, the survey explored wider issues such as why the councillors stood for election, and their training and development experiences. Similar, but not identical, surveys of newly elected and re-elected councillors were conducted in 1999 and 2003 by COSLA and the then Scottish Executive.

Key Findings

- The average councillor is a white, married, middle-aged (54), home-owning, well educated male drawn from professional or senior managerial occupations.

Age and Tenure of Council Service

- The average age of councillors is 54 (55 in 2003 and 53 in 1999) and only 2.6% of councillors are under 30 (1% in 2003 and 2% in 1999).
- 54.1% of councillors in 2007 had previously served as councillors. The average tenure of their previous service is 10 years.
- Comparing the newly elected councillors with their re-elected peers indicates that the newly elected councillors are slightly younger. 15.9% of new councillors are below 40 whereas only 5.3% of re-elected councillors are in this age group.

Gender and Marital Status

- 22.4% of councillors responding to the survey were women (21.8% in 2003 and 22.6% in 1999).
- The majority of councillors are married or in a civil partnership (73%).

Religion and Ethnicity

- Just under two-thirds of councillors claim they belong to Christian denominations (66.2%), whilst under a third do not consider themselves to be affiliated to any religious group (30.8%).
- Just under 2% of councillors are from ethnic minority groups (1% in 2003 and 0.5% in 1999) compared to 2.2% of the Scottish population (2005/2006).

Income and Home Ownership

- Almost a quarter of councillors have gross household incomes in excess of £40,000 (23.3%) whilst 16% of councillors have gross household income below £10,000 (excluding councillor remuneration or expenses).
- The majority of councillors are home owners (88.1%) and only 4.2% live in local authority/housing association properties. In contrast, 66% of the Scottish population are home owners and 25% rent from local authorities/housing associations¹.

Education and Occupation

- Almost half of councillors have a degree or equivalent, or a professional qualification (46.8%). The figure for the Scottish population is 24.0%².

- A quarter of councillors are in full-time employment (25.2%) and a quarter are retired (25.5%).
- 63.7% of councillors' current or most recent job was a professional/senior managerial occupation.
- Female councillors are more likely to be engaged in clerical occupations - 21.3% compared to 6.8% of men.
- Forty-seven per cent of councillors' current or most recent job was in the private sector (47.8% in 2003).
- Councillors are over four times more likely to be self-employed than their constituents (20.3% councillors: 5.0% of the Scottish population).
- It is clear that council duties attract citizens from specific occupational backgrounds (professional and managerial) and is much less attractive to clerical or manual workers.

Councillor Duties

- Just under half councillors in paid employment (excluding self-employment) are granted some paid leave to undertake their council duties (30% in 2003). A further 25.3% were permitted time off for council business without pay.
- Councillors re-elected in 2007 estimate that they had previously spent an average of 34 hours per week on council business (34 in 2003 and 37 in 1999). Newly elected councillors anticipate spending 30 hours per week on council business.

Health and Caring Responsibilities

- Eighteen percent of councillors said that they suffer from long-term health problems or disabilities that limit their activities in some way. (Nine per cent of councillors in 2003 said they had a disability or a long-term health problem).
- Thirteen percent of councillors act as carers for someone who is sick, disabled or elderly. Over half of those who are carers are looking after their parents or in-laws (54.7%).
- Twenty-three per cent of councillors said that they have child care responsibilities.

Election Count

- Nearly all councillors attended the local government election count (94.6%) and 40.2% believe that a candidate's position on the ballot paper had a significant effect on the number of votes a candidate received.
- 85.6% of councillors stood for election because of their interest in the community, 79.9% wanted to improve services and/or the local area and 60% out of a sense of duty/public service.

Training and Development Experiences

- 73.6% of newly elected councillors believed that the local induction programmes that they were offered were adequate and 68.2% of new and returning councillors were aware of the availability of the 2007 Councillors Induction Pack: A Reference Handbook.

¹ Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

² *ibid*

1. INTRODUCTION

Following the council elections in May 2007, a survey of newly elected and re-elected councillors was conducted. The Improvement Service, COSLA and the Scottish Government identified a common need to better understand the profile of elected members. This information would then be used to inform the supports offered to elected members and policy development. There was also a desire to understand how councillors elected in 2007 compare with the overall Scottish population and with the profile of councillors in previous years, particularly given the introduction of a new electoral system, the introduction of salaries for elected members and the severance payment for elected members offered to those who stood down from office in 2007.

The Improvement Service, COSLA and the Scottish Government designed the project in partnership and it was managed by the Improvement Service. Data entry was undertaken by Advanced Data Services Limited (ADS) and William Maloney from the University of Newcastle undertook the data analysis and drafted the majority of this report. In addition to this report on the profile of councillors elected in 2007, the Scottish Government conducted a parallel study into those who stood for election in May 2007 but were not elected. Where possible questions were tailored in both surveys to allow for direct comparisons to be made. This report does not comment on un-elected candidates but such comparisons are to be found in the Scottish Government report³.

In order to develop a picture of Scotland's councillors a survey was mailed to all 1222 Scottish councillors elected to represent their constituents across the 32 Scottish councils. The survey was mailed by post, though respondents were given the option of completing the survey online. The questionnaire focused largely on developing a comprehensive picture of Scottish councillors, asking questions about:

- Gender
- Age
- Ethnicity
- Education
- Employment status
- Household income
- Disability or long-standing health problems
- Caring responsibilities
- Political affiliation

In addition, questions were asked about wider issues such as why the councillors stood for election and their training and development experiences following the elections. A full list of survey questions is available in appendix 1 of this report.

In 2003 a similar, but not identical, survey of newly elected and re-elected Scottish councillors was conducted jointly by COSLA and the Scottish Executive. Where possible the 2003 results are juxtaposed with the 2007 findings. Surveys of Scottish councillors were also conducted in 1995 and 1999 by the, now disbanded, Scottish Local Government Information Unit.

³The Improvement Service has also undertaken research into the experiences of councillors, entitled Learning from experience: Results of a survey of Scottish elected members who stood down in 2007, www.improvementservice.org.uk/component/option,com_docman/Itemid,43/task,doc_download/gid,1433/

⁴Scottish Government (2008) National Survey of Local

2. RESPONSE RATES

2.1 Response rate

The response rate for the 2007 elected members' survey was 61.8% (755 useable responses from 1222). This was a slight increase on the 2003 (60.5%) and 1999 (56.6%) surveys. Table 1 below shows the distribution of the responses across the 32 Scottish councils and the response rates per council. The highest response came from East Lothian Council (82.6%) with Moray Council not far behind on 80.8%. The lowest came from Stirling Council, which generated the lowest percentage response rate and the lowest number of absolute responses (40.9% and nine responses) even though there are five councils with a smaller number of councillors. In total nine councils had response rates at 75% or above (Aberdeen, East Lothian, East Renfrewshire, Edinburgh, Inverclyde, Moray, Orkney, Scottish Borders and Shetland) and six councils had response rates below 50% (Dundee, East Ayrshire, East Dunbartonshire, North Lanarkshire, Stirling and West Dunbartonshire).

Table 1: Survey response rate and response rate by council

	2007 Survey Response Rate**	Councillors per Council	2007 Response Rate by Council	2003 Response Rate by Council**
Aberdeen City Council	4.4% (33)	43	76.7% (33)	58.1% (25)
Aberdeenshire Council	5.9% (44)	68	64.7% (44)	64.7% (44)
Angus Council	2.7% (20)	29	69.0% (20)	79.3% (23)
Argyll & Bute Council	3.3% (25)	36	69.4% (25)	66.7% (24)
Clackmannanshire Council	1.6% (12)	18	66.7% (12)	88.9% (16)
Comhairle Nan Eilean Siar	2.7% (20)	31	64.5% (20)	58.1% (18)
Dumfries & Galloway Council	3.5% (26)	47	55.3% (26)	48.9% (23)
Dundee City Council	1.9% (14)	29	48.3% (14)	62.1% (18)
East Ayrshire Council	2.0% (15)	32	46.9% (15)	50.0% (16)
East Dunbartonshire Council	1.5% (11)	24	45.8% (11)	62.5% (15)
East Lothian Council	2.5% (19)	23	82.6% (19)	65.2% (15)
East Renfrewshire Council	2.0% (15)	20	75.0% (15)	60.0% (12)
Edinburgh City Council	5.9% (44)	58	75.9% (44)	63.8% (37)
Falkirk Council	2.4% (18)	32	56.3% (18)	37.5% (12)
Fife Council	5.9% (44)	78	56.4% (44)	60.3% (47)
Glasgow City Council	5.6% (42)	79	53.2% (42)	59.5% (47)
Highland Council	6.4% (48)	80	60.0% (48)	58.8% (47)
Inverclyde Council	2.0% (15)	20	75.0% (15)	65.0% (13)
Midlothian Council	1.3% (10)	18	55.6% (10)	66.7% (12)
Moray Council	2.8% (21)	26	80.8% (21)	73.1% (19)
North Ayrshire Council	2.4% (18)	30	56.3% (18)	70.0% (21)
North Lanarkshire Council	4.4% (33)	70	47.1% (33)	51.4% (36)
Orkney Council	2.1% (16)	21	76.2% (16)	76.2% (16)
Perth & Kinross Council	3.5% (26)	41	63.4% (26)	58.5% (24)
Renfrewshire Council	3.2% (24)	40	60.0% (24)	45.0% (18)
Scottish Borders Council	3.5% (26)	34	76.5% (26)	64.7% (22)
Shetland Council	2.3% (17)	22	77.3% (17)	45.5% (10)
South Ayrshire Council	2.7% (20)	30	66.7% (20)	66.7% (20)
South Lanarkshire Council	4.8% (36)	67	53.7% (36)	56.7% (38)
Stirling Council	1.2% (9)	22	40.9% (9)	54.5% (12)
West Dunbartonshire Council	1.3% (10)	22	45.5% (10)	59.1% (13)
West Lothian Council	2.3% (17)	32	53.1% (17)	56.3% (18)
Unidentified	(7)	n/a	(7)	(8)
Total	100% (748)*	1222	61.8% (755)	60.5% (739)

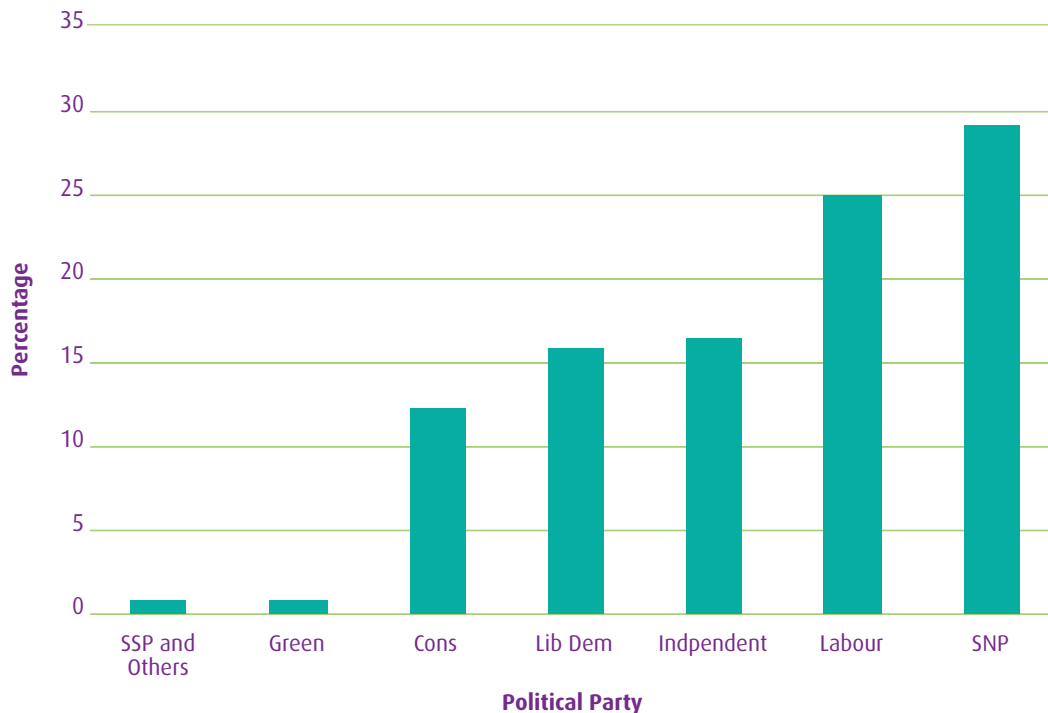
*Excludes 7 unidentified responses.

** Source: COSLA (2003) Scotland's Councillors 2003 (Edinburgh) available at <http://www.cosla.gov.uk/attachments/publications/cllrsurvey2003.pdf>

2.2 Political affiliation

Over half of the respondents come from the two leading parties (SNP 29.1% and Labour 24.9%) with Independents (16.4%) forming the third largest group followed by Liberal Democrats (15.8%) and the Conservatives (12.3%), as indicated in Figure 1.

Figure 1: Response rate by political affiliation



In terms of political affiliation, the councillors who responded to the survey are broadly proportionate to the actual councillor profile, illustrated in Table 2. The Conservatives, Independents and Others, and Liberal Democrats are slightly over-represented while the Labour party is slightly under-represented. Finally, the Greens and SSP are fully proportionate and the SNP is very close to being proportionate.

Table 2: Political representativeness of the sample

	Elected members response rates (n=748)	The percentage (and number) of councillors elected in 2007	Response rates by political affiliation
Independent and others	17.1% (128)	15.8% (193)	66.3%
Scottish Conservative	12.3% (92)	11.7% (143)	64.3%
Scottish Green Party	0.7% (5)	0.7% (8)	62.5%
Scottish Labour Party	24.9% (186)	28.5% (348)	53.4%
Scottish Liberal Democrat Party	15.8% (118)	13.6% (166)	71.1%
Scottish National Party	29.1% (218)	29.7% (363)	60.1%
Scottish Socialist Party	0.1% (1)	0.1% (1)	100%

The response rate for all political parties was over 50%. The Liberal Democrats councillors were most likely to respond (71.1%) and Labour councillors the least likely (53.4%).

3. DEMOGRAPHIC PROFILE AND MARITAL STATUS

3.1 Age

Of the survey respondents, the youngest councillor is 21 and the oldest is 79 (there are two councillors at this age). Table 3 shows the age distribution of survey respondents and the Scottish adult population. Councillors differ significantly from the general population: 5.1% of councillors who responded to the survey are under 35 while a quarter of the population are in this age range. Councillors are predominately aged over 45 years old (82.1%). The data is consistent with the general pattern of political participation and involvement, i.e. the youngest and the oldest groups of citizens find political involvement less appealing than the middle-aged. The 2007 cohort of councillors appear broadly similar to the 2003 intake (Scotland's Councillors, 2003). The average age of the 2003 cohort at the point of their election was 55 and 84% of councillors were over 45 years old.

Table 3: The age profile of councillors

	Councillors in 2007 (n=740)	Councillors in 2003** (n=609)	Scottish population**
16-24	0.9% (7)	0.0% (0)	11%
25-34	4.2% (32)	4.3% (26)	14%
35-44	11.2% (83)	12.6% (77)	19%
45-59	48.2% (358)	49.3% (300)	26%
60-74	33.9% (252)	32.2% (196)	21%
+75	1.1% (8)	1.6% (10)	10%
Average	54	55	
Youngest	21 (1)	25 (1)	
Oldest	79 (2)	85 (1)	

Source: *Data from 2003 Data set. Age categories reported differently in Scotland's Councillors 2003 (Edinburgh: COSLA).

** Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

Table 4 below shows the average age of councillors by party affiliation between 1983 and 2007 and indicates that this has changed very little. The exception is the SNP. The nationalists matured from an average age of 42 to 50 in the 1983-1999 period, remaining relatively stable since 1999. The Greens are a relatively youthful party (average age 42), but they have very few elected representatives.

Table 4: The average age of councillors by party affiliation 1983-2007

	1983*	1999*	2003*	2007
Independent	58	57	58	57 (n=120)
Scottish Conservative	56	55	57	56 (n=91)
Scottish Green Party				42 (n=5)
Scottish Labour Party	49	54	53	54 (n=182)
Scottish Liberal Democrat Party	54	51	54	55 (n=117)
Scottish National Party	42	50	53	52 (n=213)
Scottish Socialist Party				59 (n=1)
Other				59 (n=5)

*Source: COSLA (2003) *Scotland's Councillors 2003* (Edinburgh).

The newly elected group of councillors are slightly younger than their re-elected peers (see Table 5). 15.9% of new councillors are below 40 whereas only 5.3% of re-elected councillors are in this age group. 57.8% of new councillors are between 40 and 59 years old while only 51.9% of returning councillors are in this age range. The major difference is in the 60 plus age group: 42.8% of returning councillors are 60 or over whilst only 26.3% of new councillors are in this age group.

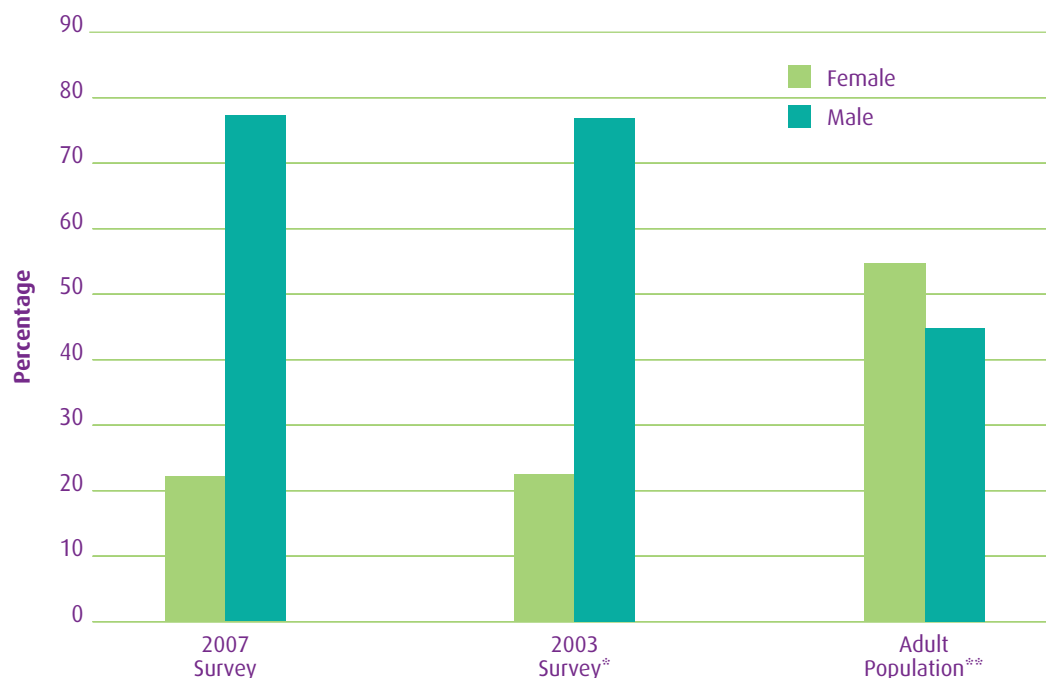
Table 5: Age of returning and newly elected councillors

	Returning (n=397)	New (n=339)
21-29	0.8% (3)	5.3% (18)
30-39	4.5% (18)	10.6% (36)
40-49	17.4% (69)	21.3% (72)
50-59	34.5% (137)	36.5% (124)
60-69	36.8% (146)	23.6% (80)
70-79	6.0% (24)	2.7% (9)
Mean	57	52
Youngest	29	21
Oldest	79	77

3.2 Gender

Seventy-nine percent of councillors elected in 2007 were men, 21% were women. Survey respondents were broadly proportionate to the actual gender profile of councillors: 77.6% of survey respondents were male and 22.4% were female. This is almost identical to the 2003 survey (77.4% male and 22.6% female). It is also interesting to note that in 2007, 81% (26) of council leaders are male and 19% (6) are female; all the female leaders and 22 of the 26 male leaders responded to the survey. Of course, compared to the gender distribution of the adult population, councillors are unrepresentative. The 2006 Scottish Household Survey reported the gender distribution as 55% female and 45% male.

Figure 2: Percentage Response Rate by Gender



Sources: * COSLA (2003) Scotland's Councillors 2003 (Edinburgh).

** Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

Across the political parties, the female to male ratios are roughly comparable for most parties, e.g. 12% of female councillors are Conservative and 12.4% are male; 21.6% of female councillors are Labour Party representative and 25.9% are male. The exception to this is the Liberal Democrats, as they comprise 24% of all female representatives and only 13.4% of male.

Table 6: Gender of councillors by party affiliation: across political parties

	Female	Male
Independent	14.4% (24)	16.9% (98)
Scottish Conservative	12.0% (20)	12.4% (72)
Scottish Green Party	1.2% (2)	0.5% (3)
Scottish Labour Party	21.6% (36)	25.9% (150)
Scottish Liberal Democrat Party	24.0% (40)	13.4% (78)
Scottish National Party	26.3% (44)	30.0% (174)
Scottish Socialist Party	0.0%	0.2% (1)
Other	0.6% (1)	0.7% (4)
	100% (n=167)	100% (n=580)

Within political parties, if we exclude the parties that have five or less elected representatives, the Liberal Democrats clearly have the highest percentage of female councillors, (33.9% of Liberal Democrat councillors are female), for the rest of the parties (and independents) the proportion of female councillors is around 20%.

Table 7: Gender of councillors by party affiliation: within political parties

	Female (n=167)	Male (n=580)	Total
Independent	19.7% (24)	80.3% (98)	100% (122)
Scottish Conservative	21.7% (20)	78.3% (72)	100% (92)
Scottish Green Party	40% (2)	60% (3)	100% (5)
Scottish Labour Party	19.4% (36)	80.6% (150)	100% (186)
Scottish Liberal Democrat Party	33.9% (40)	66.1% (78)	100% (118)
Scottish National Party	20.2% (44)	79.8% (174)	100% (218)
Scottish Socialist Party	0.0%	100% (1)	100% (1)
Other	20% (1)	80% (4)	100% (5)

3.3 Ethnicity and religious denomination

The overwhelming majority of councillors (88%) described their ethnic group as Scottish (White) and this is roughly proportionate to the size of this group within the Scottish population (85%). Table 8 shows the data on the ethnic origin and religious denomination of councillors. Some ethnic minorities are under-represented and some are slightly over-represented, but the proportions of these groups in Scottish society are relatively small. For example, 0.9% of councillors described themselves as coming from a (non-white) mixed ethnic background – whereas their proportion in the general population is 0.1%. Of the remaining ethnic groups, the Indian and Pakistani communities are marginally under-represented, while Bangladeshi, Chinese, other Asian, African, and citizens from other black backgrounds have no representatives from their communities on Scottish local authorities.

Table 8: Councillors ethnic background and religious denomination

Ethnic group (n=746)		
	Councillors	Scottish Pop.*
Scottish	87.8% (655)	85.3%
Other British	7.6% (57)	4.4%
Irish	1.5% (11)	0.8%
Other White	1.2 (9)	2.0%
Any Mixed background	0.9% (7)	0.1%
Indian	0.3% (2)	0.4%
Pakistani	0.4% (3)	0.6%
Bangladeshi	0%	0.1%
Chinese	0%	0.2%
Any Other Asian background	0%	0.3%
African	0%	0.2%
Any other background	0.3% (2)	0.1%
Religious denomination (n=715)		
None	30.8% (220)	34.0%
Church of Scotland	44.1% (315)	41.0%
Roman Catholic	14.1% (101)	15.0%
Other Christian	8.0% (57)	7.0%
Muslim	0.3% (2)	1.0%
Jewish	0.3% (2)	0%
Sikh	0.3% (2)	0%
Another religion	2.2% (16)	1.0%

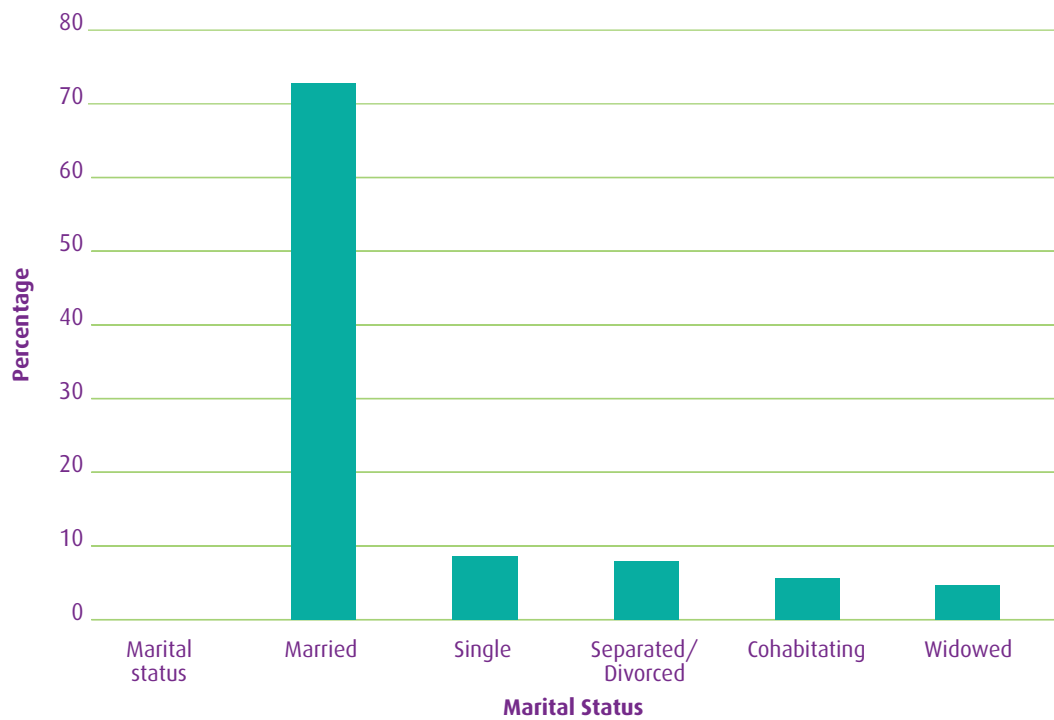
*Source: Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

Two-thirds of councillors (66.2%) belong to Christian denominations (Church of Scotland, Roman Catholic and other Christian) and almost one-third (30.8%) do not belong to any religious group. The Muslim community is under-represented – 0.3% of councillors are Muslim and their proportion in the Scottish population is 1%.

3.4 Marital status

Seventy-three percent of councillors are married or in a civil partnership, 8.6% are single, 8.1% are separated, divorced or in a dissolved civil partnership and 5.6% are cohabitating.

Figure 3: Marital Status



4. EDUCATION AND EMPLOYMENT

4.1 Education

Overall councillors are a highly educated group, as indicated in Table 9. 46.8% of councillors hold a professional qualification or a university degree or equivalent and 6% of councillors also have a postgraduate qualification. This compares with 24% of the Scottish population who are professionally or university educated.

Table 9: Highest educational qualification of councillors and the Scottish population

	Councillors (n=714)	Scottish Population*
None/**none of these	9.8% (70)	25.0%**
O/Standard Grade, GSCE	11.9% (85)	19.0%
Higher/A Level	15.4% (110)	22.0%
HNC/HND	13.2% (94)	10.0%
Degree/Equivalent/Professional	46.8% (334)	24.0%

*Source: Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

**The question in the 2007 councillors' survey asked respondents to indicate if they had no qualifications, whereas the population survey invited respondents to report if they had "none of the above".

Female councillors have higher educational attainment levels compared to their male counterparts: 55.4% of female councillors have a degree or equivalent and the male percentage is 44.6%. The difference between female citizens with a university education and their councillor counterparts is over 30% (55.4% female councillors: 23% female citizens). The male differences are also significant, but narrower than the female gap (44.6% male councillors: 24% male citizens). Additionally, 9% of female councillors have a postgraduate qualification compared to 5% of their male counterparts. Table 11 illustrates the educational gender differences between councillors elected in May 2007 and the Scottish population.

Table 10: Highest educational qualification by gender

	Councillors		Scottish Population*	
	Female (n=160)	Male (n=554)	Female**	Male**
None/**none of these	3.8% (6)	11.6% (64)	26.0%	24.0%
O/Standard Grade, GSCE	7.5% (12)	13.2% (73)	22.0%	17.0%
Higher/A Level	19.4% (31)	14.3% (79)	20.0%	25.0%
HNC/HND	11.9% (19)	13.5% (75)	10.0%	11.0%
Degree or Equivalent	55.4% (87)	44.6% (247)	23.0%	24.0%

*Source: Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

**The question in the 2007 councillors' survey asked respondents to indicate if they had no qualifications, whereas the population survey invited respondents to report if they had "none of the above".

4.2 Employment status

The survey asked councillors to indicate their employment status and occupational type. The results indicate that around two-fifths (39.6%) of councillors are employed (on a part or full-time basis), one-fifth (20.3%) are self-employed and a quarter (25.5%) are retired. 25.2% of councillors are in full-time employment, the number of councillors in full-time employment has generally fallen over the last 25 years or so, with a slight increase in the 2007 sample. The number of part-time employees continues to grow, while the number of self-employed is relatively stable. In 2007 there was a significant increase in the number of councillors who had retired from their previous full-time employment: rising from 18.7% in 2003 to 25.5% in 2007. This increase may mean that more councillors will be able to spend more time on council and constituent business.

Table 11: Employment status of councillors 1983-2007

	1983*	1995*	1999*	2003*	2007 (n=715)
Full-time Employee	41.4%	38.8%	25.7%	22.7%	25.2% (180)
Part-time Employee	3.2%	8.2%	10.1%	10.0%	14.4% (103)
Self-employed	20.7%	16.4%	17.5%	19.4%	20.3% (145)
Retired	21.4%	20.8%	18.6%	18.7%	25.5% (182)

Source: *Scotland's Councillors 2003 (Edinburgh: COSLA).

One potential explanation for the notable increase in the number of councillors that have retired from employment might be the introduction of salaries that may make council duties financially attractive as an income supplement to pensions. Thus we might hypothesise that the gross household incomes of councillors that have retired from employment might be less than that of councillors generally: i.e. they might be less affluent and the new salary would be particularly appealing. However, when we look at the household income distribution of councillors that have retired from employment then it is broadly similar to councillors in general. For example, 16% of all councillors report having household incomes below £10,000, 21.4% are in the £10,001-£20,000 range and 17.7% are in the £30,001-£40,000 group (see Table 16). The corresponding figures for retired councillors are 16.0%, 22.7% and 16.0% respectively.

The figures for councillors in part-time employment or retired are roughly similar to the Scottish population. However, there are large differences in the full-time and self-employed categories (see below, Table 12). One-quarter (25.2%) of councillors are in full-time (non-council) employment compared to over one-third (36%) of the population, 1.5% of councillors are unemployed (compared to 3% of the Scottish population) and it is of little surprise that only 0.3% of councillors are in full-time education – the figure for the population is 5%. Arguably the most interesting finding relates to self-employment: councillors are over four times more likely to be self-employed than their constituents (20.3% councillors: 5.0% of the Scottish population). Table 12 also shows the employment patterns of female and male councillors and the Scottish population. Unsurprisingly, female councillors are more prevalent in the part-time group and dominate in the looking after the family category.

Table 12: Employment status of female and male councillors and the Scottish population

	Female (n=155)	Male (n=558)	ALL councillors (n=715)	Scottish population*
Full-time Employee	20.5% (32)	26.5% (148)	25.2% (180)	36.0%
Part-time Employee	19.9% (31)	12.9% (72)	14.4% (103)	11.0%
Self-employed	14.7% (23)	21.7% (121)	20.3% (145)	5.0%
Retired	21.8% (34)	26.5% (148)	25.5 (182)	27.0%
Looking After Family	15.5% (24)	1.3% (7)	4.3% (31)	7.0%
Unemployed	0.7% (1)	1.8% (10)	1.5% (11)	3%
Full-Time Education	0.0% (0)	0.4% (2)	0.3% (2)	5%

*Source: Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

4.3 Occupational type

Over 60% of councillors categorized themselves as being in professional or senior managerial positions. Compared to the Scottish population these results are unrepresentative, however, they are in line with previous research on councillors' occupational positions, such as the 2003 councillor survey. The data on occupations are not directly comparable with data collected about the Scottish population due to different categorizations. However, some comparisons can be drawn. While approximately 63.9% of councillors are in professional/senior managerial occupation categories and 8% can be classified as routine manual/semi-routine workers, the figures for the general population are 41% and 30% respectively. Table 13 below provides data on the current or most recent occupation category of councillors.

Table 13: Occupational status of female and male councillors.*

	Female (n=155)	Male (n=532)	ALL Councillors (n=688)
Modern Professional	36.8% (57)	26.5% (141)	28.9% (199)
Traditional Professional	7.1% (11)	18.2% (97)	15.7% (108)
Senior Manager	19.4% (30)	19.2% (102)	19.1% (132)
Clerical	21.3% (33)	6.8% (36)	10.0% (69)
Technical	0.6% (1)	10.0% (53)	7.8 (54)
Semi-routine/Routine	7.1% (11)	8.2% (44)	8.0% (55)
Middle or Junior Manager	5.2% (8)	8.6% (46)	7.8% (54)

*Excludes n/a

Table 13 indicates that a higher proportion of female representatives are employed in modern professional occupations and their male counterparts are more heavily represented in the traditional professional sector. However, aggregating the professional and senior managerial categories, we see that 63.3% of female councillors can be classified as belonging to this sector and 63.9% of men. Women are also more likely to be employed in clerical positions compared to their male peers.

Just under half of councillors are currently or were most recently employed in the private sector (47%). The percentage engaged in public sector employment in 2003 and 2007 was identical at 43.3% (assuming in both instances that those engaged in the educational sector are in state employment). Voluntary sector representation has fallen a little since 2003 and the private sector has remained stable. Within the private sector, the most highly represented employment area is 'Finance/Business Services' (23%), followed by 'Manufacturing' (13.7%), 'Construction' (10.2%) and 'Transport/Communication' (11.4%) (data reported in Appendix 1, Question 8).

	2003	2007 (n=653)
Private Sector	47.8%	47.0% (307)
Local Government	11.6%	14.5% (95)
Central Government	8.2%	7.8% (51)
NHS	5.3%	4.0% (26)
Education	7.4%	9.0 (59)
Other Public Sector	10.8%	8.0% (52)
Voluntary Sector	9.0%	6.7% (44)

5. INCOME AND HOUSEHOLD TENURE

5.1 Household income

The survey asked councillors to indicate their gross household income. Sixteen percent of respondents have a household income (excluding councillor remuneration or expenses) of less than £10,000, and a further 21.4% fall in the £10,000-£20,000 range. At the opposite end of the spectrum, 17.7% of councillors have an income between £30,000-£40,000 and 23.2% had a household income of above £40,000 (8% of councillors actually had annual household incomes in excess of £60,000).

Figure 4: Councillors' gross household income



*The income categories are simplified in the diagram. The actual categories are: £0-£10,000; £10,001-£20,000; £20,001-£30,000; £30,001-£40,000; £40,001-£50,000; £50,001-£60,000; +£60,000.

5.2 Housing tenure

Eighty-eight percent of councillors are owner occupiers (either they have completely paid off their mortgages or they are currently paying a mortgage against their homes). Very few live in local authority or housing association properties (4%). This deviates somewhat from the Scottish population: 65% are owner occupiers and 25% rent from a local authority/housing association.

	Councillors (n=739)	Scottish population*
Own my home outright	44.5% (329)	29.0%
Own my home with a mortgage	43.6% (322)	36.0%
Pay rent and part mortgage	0.7% (5)	n/a
Rent from Local Authority	2.8% (21)	17.0%
Rent from a Housing Association	1.6% (12)	8.0%
Rent from a Private Landlord	3.8% (28)	7.0%
Live with Relatives	1.6% (12)	n/a
Other	1.4% (10)	2.0%

*Source: Scottish Executive (2007) Scotland's People: Annual Report: Results from 2005/2006 Scottish Household Survey

6. COUNCILLORS' SERVICE

6.1 Tenure of council service

The survey results reveal that in 2007 the elected members cohort is split between new (45.9%) and re-elected (54.1%) councillors. The average tenure of returning councillors is just over 10 years and the two longest serving councillors have been local representatives for over 40 years.

Previously served as a councillor (n=751)	
Yes	54.1% (406)
No	45.9% (345)
If YES, years served as a councillor (n=395)	
1-4	29.6% (117)
5-9	32.2% (127)
10-14	13.9% (55)
15-19	11.9% (47)
20-24	7.3% (29)
25-29	2.8% (11)
30-34	1.3% (5)
36	0.5% (2)
41	0.5% (2)
Average	10.3
Most recent	1 year (8)
Longest serving	41 years (2)

6.2 Encouraging Others to Stand

Councillors were asked to indicate what measures could be taken to encourage more candidates to come forward. This was an open question but three key issues emerged, including salary, electoral system and childcare facilities. By far the most frequently cited issue was salary.

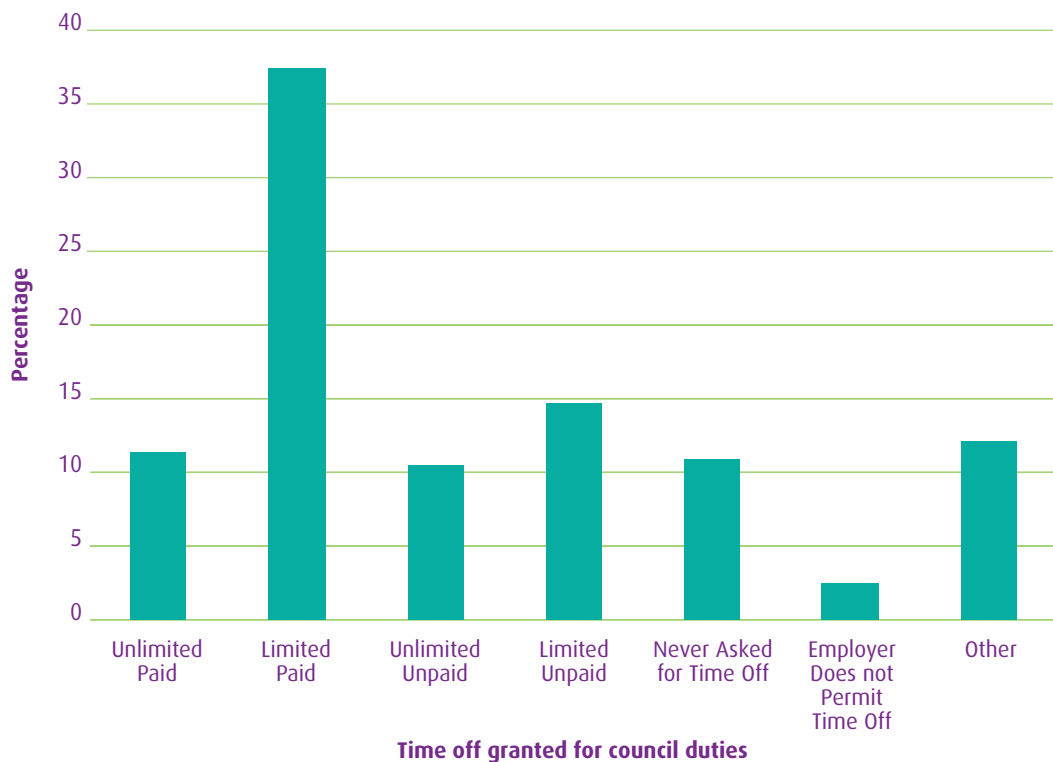
- i. Salary:** "a better salary package", "a decent wage, £15,000 is a disincentive", "a more realistic pay-scale", "a decent salary level – at least another £10,000"; "higher payments would attract better candidates".
- ii. The electoral system:** "abolish STV (single transferable vote) and return to first past the post".
- iii. Childcare:** "any measures short of cash incentives that would encourage more women to stand e.g. crèches at council offices", "childcare to get more young women", "child care facilities in councils to attract more female elected members".

7. COUNCILLORS' PUBLIC AND PRIVATE TIME COMMITMENTS

7.1 Time-off from private employment for council duties

Forty-nine percent of all councillors in employment (excluding self-employment) are granted some paid leave from their employment to undertake council duties and a further 25.3% were permitted time off without pay by their employers for council business. Very few employers did not allow councillors leave – either paid or unpaid – to deal with their elected member responsibilities.

Figure 5: Time off from Paid Employment for Council Duties



7.2 Councillors' average working week

The average number of hours in paid employment reported by councillors each week is 27.7 hours, with the range running from 0 to 80 hours (see Table 17). It appears that over half of councillors are working at, or close to, full-time capacity: e.g. 53.2% work over 30 hours per week on non-council business.

Table 17: Hours per week councillors spend in paid employment (excluding all council related business) (n=368)

0-10	8.4% (31)
10-19	17.7% (65)
20-29	20.7% (76)
30-39	35.3% (130)
40-49	14.1% (52)
50-59	2.4% (9)
60-69	0.8% (3)
70-79	0.3% (1)
+80	0.3% (1)
Mean	27.7
Min.	0 hours (1)
Max.	80 hours (1)

Table 18 provides data on the amount of time re-elected councillors spent on council business in the average week in the 12 months before the May 2007 election and the hours per week that newly elected members anticipate spending on council duties in the post-May 2007 period. The actual and anticipated time commitments of both sets of councillors are broadly similar. It is also clear that time commitments of the "average councillor", based on the estimates of re-elected councillors, is very high indeed. The average amount of hours re-elected councillors reported spending on council duties before the 2007 election was 33.9 hours per week – if we combine the self-reported figures (for time spent in employment and council business) with the average of 27.7 hours per week that councillors devoted to their non-council employment then councillors are working almost 62 hours per week on council business and private employment. This calculation does not include any party political meetings or caring responsibilities which could significantly increase the time commitments for some councillors.

Most re-elected councillors spent many hours per week on council business. 9.5% reported working less than 20 hours per week, 53.6% claimed to work between 20 and 39 hours per week and the remaining 36.9% were devoting over 40 hours per week to serving the community. It is also interesting to note that newly elected councillors anticipate devoting relatively long hours to council business. The responses in both columns show a similar pattern: 11% of newly-elected councillors anticipate spending less than 20 hours per week on council business, 32.5% believe it will be somewhere between 30-39 hours and 4.2% estimate it between 60-69 hours per week.

Table 18: Hours per week councillors spend on council duties

	Re-elected councillors	Newly elected councillors
	Hours per week you spent on council duties previously (last 12 months) (n=358)	Hours per week you anticipate spending on council duties (n=320)
0-10	1.1% (4)	1.6% (5)
10-19	8.4% (30)	9.4% (30)
20-29	23.7% (85)	34.0% (109)
30-39	29.9% (107)	32.5% (104)
40-49	20.4% (73)	14.7% (47)
50-59	9.5% (34)	3.7% (12)
60-69	5.6% (20)	4.1% (13)
70-75	1.4% (5)	0.0%
Mean	33.9	29.6
Min.	6 hours (1)	10 hours (5)
Max.	75 hours (1)	65 hours (1)

8. COUNCILLORS' CARE RESPONSIBILITIES

8.1 Child care responsibilities

The survey results (Table 19) indicate that 23% of councillors have child care responsibilities and 37.9% of these intend to make or have previously made special arrangements in order to carry out their council duties.

Responsibility for children (n=744)	
Yes	23.0% (171)
No	77.0% (573)
The percentage that have or will make special child care arrangements in order to carry out their council duties (n=169)	
Yes	37.9% (64)
No	62.1% (105)

8.2 Care Duties for the sick, disabled or elderly

Thirteen percent of councillors also act as carers, largely looking after their parents or partners/spouse. Most of these councillors tend or intend to carry out their carer tasks without making any special care arrangements when they are undertaking their council duties. Only 17% of this group reported either having to make or that they were expecting to make special care arrangements in order to carry out their council duties.

The percentage of councillors that provide regular help or care to someone because they are sick, disabled or elderly (n=747)	
Yes	12.7% (95)
No	87.3% (652)
The person the care is provided for (n=95)	
Wife/Husband/Partner	25.3% (24)
Parents (including in-laws)	54.7% (52)
Son/Daughter	6.3% (6)
Other Relative	11.6% (11)
Other unrelated person	8.4% (8)
The percentage that have or will make special care arrangements in order to carry out their council duties (n=94)	
Yes	17% (16)
No	83% (78)

8.3 Councillors with long-term illness, health problems or disabilities

17.9% of councillors themselves suffer from some long-term illness, health problems or disability. 32.1% of those reporting such problems say that it limits their activities in some way (see Table 21).

Table: 21 Councillors with long-term illness, health problems or disability and the percentage that report that these problem limit their activities in some way		
	Councillors that suffer from long-term illness, health problems or disability (n=744)	Councillors that say long-term illness, health problems or disability limit their activities (n=131)
Yes	17.9% (133)	32.1% (42)
No	82.1% (611)	67.9% (89)

9. COUNCILLORS' VIEWS ON THE LOCAL GOVERNMENT COUNT PROCESS

Almost all councillors attended the local government election count (94.6%). Over 70% said that the outcome of the election result was properly explained to them at the end of the local government count. However, only 50% of them believed that they were given enough information during the count process about what was going on.

Councillors were asked whether they felt that a candidate's position on the ballot affected the number of votes received. Approximately three-quarters (72.8%) believed that a candidate's position on the ballot had some impact ("a lot" or "a little") and just over one-fifth (22.0%) said it had no impact at all. When we break down the responses to each political party we see a diverse pattern. Independents were less likely than those with political party affiliations to believe that the position of a candidate on the ballot paper had a large effect on the number of votes received. Labour party candidates were most likely to believe that the position on the ballot paper was important: 63.9% said that it mattered "a lot" and a further 27.2% claimed that it mattered "a little". This was almost double the number of other political parties (35.2% of Conservatives, 37.2% of Liberal Democrats and 33.2% of SNP councillors).

Table 22: The extent to which councillors believe that a candidate's position on the ballot paper affected the number of votes that candidate received*

	ALL Respondents (n=727)	Indep (n=118)	Cons (n=91)	Lab (n=180)	Lib Dems (n=113)	SNP (n=211)
A lot	40.2% (292)	24.6% (29)	35.2% (32)	63.9% (115)	37.2% (42)	33.2% (70)
A little	32.6% (237)	33.9% (40)	27.5% (25)	27.2% (49)	40.7% (46)	33.6% (71)
Not at all	22.0% (160)	31.4% (37)	33.0% (30)	6.1% (11)	17.7% (20)	28.4% (60)
Don't Know	5.2% (38)	10.2% (12)	4.4% (4)	2.8% (5)	4.4% (5)	4.7% (10)

*The Green Party, SSP and Other responses have been excluded because there was a limited number of cases: Greens and Others 5 each and the SSP 1.

Councillors were also asked to state how their experience of the election process could have been improved. The most frequently cited responses related to: better communication or information at the count; holding the count on the next day; separating the local government and parliamentary elections; and a return to the previous electoral system. For example:

- i. Better communication or information at the count** - "more communication at count"; "more information on what is going on".
- ii. Holding the count on the next day** - "count held next day instead of following close of ballot", "count next day not overnight"; "don't count all night".
- iii. Separating the local government and parliamentary elections** - "de-couple from parliamentary election", "do not have both local & Scottish elections on same day", "local government elections need to be held on a separate day from Scottish Parliament", "move Scottish Parliament elections on different day or year".
- iv. A return to the previous electoral system** - "go back to first past the post", "return to first past the post - get rid of PR system".

10. TRAINING AND INDUCTION EXPERIENCES

Almost three-quarters (73.6%) of newly elected councillors believed that the local induction programmes that they were offered were adequate (Table 23). It is worth noting that this research was conducted just after the election, so not all councillors would have finished their induction programmes when they were asked for their views.

Table 23: The adequacy of local induction programmes for newly elected councillors

(If you were elected for the first time in May 2007, do you think that the local induction programmes that you are being offered are adequate?) (n=379)	
Yes	73.6% (279)
No	17.9% (68)
Don't Know	8.4% (32)

Councillors were asked to indicate whether they were aware of a nationally produced induction pack for councillors, produced by the Improvement Service and COSLA⁶. 68.2% of all councillors were aware of the availability of the 2007 Councillors Induction Pack, see table 24.

Table 24: Awareness of the availability of the 2007 Councillors Induction Pack

(Are you aware of the availability of the 2007 Councillors Induction Pack) (n=726)	
Yes	68.2% (495)
No	29.8% (216)
Don't Know	2.1% (15)

When new and returning councillors were asked (in an open question) if there was any additional training or guidance that would be beneficial to newly elected councillors there were a wide variety of responses. Several respondents asking for: more training in general; time management; longer induction programmes; training in public speaking; and greater training on planning and licensing laws. However, the most frequently cited responses related to greater training on financial and budgetary issues, information technology, and council procedures and protocol:

- i. **Finance** - "how financial statistics work so that members fully understand the financial impact"; "better financial training"; "local government finance"; "more training in financial affairs"
- ii. **Information Technology** - "IT training (to a very significant extent)"; "more computer training would help"
- iii. **Council Procedures and Protocols** - "council meeting procedures"; "council procedure/protocol in relation to the chamber"; "overview of dos and don'ts in the council"; "role play session in council chambers to familiarise each new councillor as to procedures and general cut and thrust of the job"

⁶Improvement Service and COSLA (2007) Councillor Induction Pack: A Reference Handbook for New and Returning Councillors

11. COUNCIL ROLES

Nearly one-third (29.0%) of the councillors elected in 2007 hold no council office. The majority of councillors have some positions of responsibility be it at the upper echelons of the council as Leader (3.7%) or less senior positions such as Committee Chair/Convenor (20.7%) or Scrutiny Committee Member (20.3%).

Table 25: Councillors holding appointed positions in the council before and after the 2007 election

	Posts held in the 12 months preceding re-election in May 2007 (n=406)	Posts held After the May 2007 election (n=755)
Appointment not yet agreed	n/a	3.6% (27)
Leader/Convenor of the council	3.7% (15)	3.7% (28)
Depute Leader/Convenor	4.9% (20)	3.4% (26)
Lord Provost/Provost	1.2% (5)	1.3% (10)
Depute Lord Provost/Depute Provost	1.0% (4)	2.4% (18)
Executive/Cabinet Member	8.9% (36)	11.3% (85)
Opposition Leader/Official Spokesperson	12.6% (51)	9.8% (74)
Committee Chair/Convenor	27.6% (112)	20.7% (156)
Scrutiny Panel/Committee Chair	4.9% (20)	6.4% (48)
Scrutiny Panel/Committee Member	12.8% (52)	20.3% (153)
Councillor with no office bearing position	24.6% (100)	29.0% (219)
Other	9.6% (39)	11.3% (85)

Table 26 shows the gender distribution of office holders before and after the May 2007 election. In the pre- and post-2007 councils we can see that women councillors hold office roughly proportionately to their male counterparts. After the May 2007 election, slightly more women hold no office and marginally fewer women are Committee Chairs or Convenors compared to their male counterparts.

Table 26: Female and male councillors holding appointed positions in the council before and after the 2007 election

	Positions held in the 12 months preceding your re-election.		Positions appointed to after the May 2007 election.	
	Female (n=164)	Male (n=576)	Female (n=169)	Male (n=585)
Leader/Convenor of the council	1.2% (2)	2.3% (13)	3.6% (6)	3.8% (22)
Depute Leader/Convenor	1.8% (3)	3.0% (17)	3.6% (6)	3.4% (20)
Lord Provost/Provost	0.6% (1)	0.7% (4)	1.2% (2)	1.4% (8)
Depute Lord Provost/Depute Provost	1.2% (2)	0.5% (3)	2.4% (4)	2.4% (14)
Executive/Cabinet Member	5.5% (9)	4.7% (27)	12.4% (21)	10.9% (64)
Opposition Leader/Official Spokesperson	7.3% (12)	6.8% (39)	10.1% (17)	9.7% (57)
Committee Chair/Convenor	11.6% (19)	16.1% (93)	16.6% (28)	21.9% (128)
Scrutiny Panel/Committee Chair	3.0% (5)	2.6% (15)	6.5% (11)	6.3% (37)
Scrutiny Panel/Committee Member	7.9% (13)	6.8% (39)	18.9% (32)	20.7% (121)
Councillor with no office bearing position	15.9% (26)	13.0% (75)	32.0% (54)	28.0% (164)

*data on "Other Council Position" not reported.

12. ELECTORAL MOTIVATIONS

The main reasons councillors gave for standing for election to local government were overwhelmingly civic-minded. 85.6% of all councillors said they stood because of their "interest in the community"; 79.7% said they wanted to help "improve the services and/or the local area"; 60.0% did so out of a sense of "duty/public service"; and 56.7% wanted "to make changes to the council or the way the council is run". Half of the respondents sought to "promote (political) party objectives", but very few stood for election for personal advancement: only 10.5% saw it as a means for "career/personal development" and 9.5% because the "position of councillor is paid".

Table 27: Reasons for standing for election to local government in 2007

	Female (n=169)	Male (n=585)	All Councillors (n=755)
Interest in the community	85.8% (145)	85.5% (500)	85.6% (646)
Duty/Public service	56.8% (96)	60.9% (356)	60.0% (453)
To improve services and/or local area	85.2% (144)	78.3% (458)	79.9% (603)
To improve a single issue	5.3% (9)	4.4% (26)	4.6% (35)
Career/personal development	14.2% (24)	9.4% (55)	10.5% (79)
To promote party objectives	50.9% (86)	48.9% (286)	49.3% (372)
To provide an choice/an opportunity to vote for a party	23.1% (39)	15.2% (89)	17.0% (128)
To make changes to the council/the way the council is run	53.3% (90)	57.8% (338)	56.7% (428)
To defeat the incumbent councillor	5.9% (10)	4.4% (26)	4.8% (36)
I was asked to stand	23.1% (39)	19.7% (115)	20.5% (155)
Encouraged by public information campaign	1.8% (3)	1.4% (8)	1.5% (11)
The position of councillor is paid	9.5% (16)	9.6% (56)	9.5% (72)
The position of councillor is part-time	9.5% (16)	6.7% (39)	7.3% (55)

When we examine the motivations of female and male councillors for standing for election then very few differences emerge (see Table 27). For example, approximately 86% of female and male respondents sought election because of their "interest in the community", 85.2% of women and 78.3% of men sought to "improve the services and/or the local area"; 56.8% of women and 60.9% of men became electoral candidates out of a sense of "duty/public service" and 53.3% of women and 57.8% of men wanted "to make changes to the council or the way the council is run". 50.9% of women and 48.9% of men sought to advance political party objective. Finally, a relatively small number put themselves forward for local office for personal advancement: approximately 10% of both male and female respondents were attracted to the position of councillor because it is paid and 14.2% of women and 9.4% of men believed that being a councillor would enhance their personal development or career prospects.

It is clear from the survey results that women are socio-demographically under-represented on Scottish councils. There may be problems whereby women find the elected representative role less attractive than their male peers, in addition to other barriers to their participation. There is also a supply-side dimension to participation; that is, women being asked to join political organisations or to stand for election is an important part of explaining why some people participate and why others do not. Table 27 has some interesting data on those who were asked to stand as candidates: 20.5% of all councillors said they sought election because they were "asked to stand". Interestingly, similar numbers of female and male councillors reported that they were encouraged to stand, 23.1% of women and 19.7% of men.

Table 28: Reasons for standing for election to local government in 2007 by party affiliation.

	Indep (n=123)	Cons (n=92)	Lib Dem (n=118)	Lab (n=186)	SNP (n=218)
Interest in the community	93.5% (115)	82.6% (92)	89.8% (106)	86.6% (161)	80.7% (176)
Duty/Public service	61.8% (76)	63.0% (58)	66.9% (79)	58.1% (108)	57.3% (125)
To improve services and/or local area	78.9% (97)	73.9% (68)	88.1% (104)	84.9% (158)	75.7% (165)
To improve a single issue	11.4% (14)	1.1% (1)	3.4% (4)	3.8% (7)	3.2% (7)
Career/personal development	9.8% (12)	5.4% (5)	11.0% (13)	14.0% (26)	10.1% (22)
To promote party objectives	0.0%(0)	32.6% (30)	41.5% (49)	65.6% (122)	73.9% (161)
To provide an choice/an opportunity to vote for a party	4.1% (5)	16.3% (15)	19.5% (23)	14.5% (27)	24.8% (54)
To make changes to the council/the way the council is run	43.9% (54)	63.0% (58)	66.1% (78)	44.1% (82)	67.0% (146)
To defeat the incumbent councillor	4.9% (6)	3.3% (3)	2.5% (3)	5.9% (11)	6.0% (13)
I was asked to stand	28.5% (35)	22.8% (21)	19.5% (23)	14.0% (26)	22.5% (49)
Encouraged by public information campaign	4.1% (5)	3.3% (3)	0.8% (1)	0.0% (0)	0.9% (2)
The position of councillor is paid	13.8% (17)	9.8% (9)	15.3% (18)	5.9% (11)	7.8% (17)
The position of councillor is part-time	4.9% (6)	15.2% (14)	13.6% (16)	4.3% (8)	5.0% (11)

Finally, when look at the motivations across the parties and independents there is much congruity in the responses, but there are also some noteworthy differences (see Table 28). Over 80% of all respondents claimed that "interest in the community" was a significant motivating factor in seeking to become an elected representative. Over 70% claimed that improving local services or the local area was important and over half said that they stood for election out of a sense of public duty or public service. There were significant differences in responses to other reasons for seeking election. Interestingly, Conservative councillors appear to be the least ideologically motivated and SNP councillors the greatest: 32.6% of Conservative councillors said they stood for election to promote party objectives and 73.9 of SNP councillors agreed with this proposition. Labour councillors (65.6%) were closer to the SNP position and Liberal Democrats to their Conservative peers (41.5%). Approximately two-thirds of Conservative, Liberal Democrats and SNP councillors said that they wanted to make changes to the council or to make changes to the way the council was run. This was important for only 44.1% of Labour councillors. 15.3% of Liberal Democrat councillors said that the fact that the position of councillor is paid, was a reason for standing. This was only relevant to 5.9% of their Labour counterparts. Finally, the part-time position of councillors was of greatest relevance to Conservatives councillors (15.2%) and less important for Labour and SNP councillors (4.3% and 5.0% respectively).

APPENDIX 1 – SURVEY RESPONSES

(NOTE: Some of the questions are abridged and simply exclude the specific instructions given to the respondents to answer the question and the prompts/more detailed descriptions of the response categories. See Appendix 2 for the full question wording.)

Q.1 Are you: (n=754)	
Male	77.6% (585)
Female	22.4% (169)

Q.2 Please enter below the name of your council:			
	2007 survey response rate*	Councillors per council	2007 response rate by council
Aberdeen City Council	4.4% (33)	43	76.7% (33)
Aberdeenshire Council	5.9% (44)	68	64.7% (44)
Angus Council	2.7% (20)	29	69.0% (20)
Argyll & Bute Council	3.3% (25)	36	69.4% (25)
Clackmannanshire Council	1.6% (12)	18	66.7% (12)
Comhairle Nan Eilean Siar	2.7% (20)	31	64.5% (20)
Dumfries & Galloway Council	3.5% (26)	47	55.3% (26)
Dundee City Council	1.9% (14)	29	48.3% (14)
East Ayrshire Council	2.0% (15)	32	46.9% (15)
East Dunbartonshire Council	1.5% (11)	24	45.8% (11)
East Lothian Council	2.5% (19)	23	82.6% (19)
East Renfrewshire Council	2.0% (15)	20	75.0% (15)
Edinburgh City Council	5.9% (44)	58	75.9% (44)
Falkirk Council	2.4% (18)	32	56.3% (18)
Fife Council	5.9% (44)	78	56.4% (44)
Glasgow City Council	5.6% (42)	79	53.2% (42)
Highland Council	6.4% (48)	80	60.0% (48)
Inverclyde Council	2.0% (15)	20	75.0% (15)
Midlothian Council	1.3% (10)	18	55.6% (10)
Moray Council	2.8% (21)	26	80.8% (21)
North Ayrshire Council	2.4% (18)	30	56.3% (18)
North Lanarkshire Council	4.4% (33)	70	47.1% (33)
Orkney Council	2.1% (16)	21	76.2% (16)
Perth & Kinross Council	3.5% (26)	41	63.4% (26)
Renfrewshire Council	3.2% (24)	40	60.0% (24)
Scottish Borders Council	3.5% (26)	34	76.5% (26)
Shetland Council	2.3% (17)	22	77.3% (17)
South Ayrshire Council	2.7% (20)	30	66.7% (20)
South Lanarkshire Council	4.8% (36)	67	53.7% (36)
Stirling Council	1.2% (9)	22	40.9% (9)
West Dunbartonshire Council	1.3% (10)	22	45.5% (10)
West Lothian Council	2.3% (17)	32	53.1% (17)
Unidentified	n/a	n/a	(7)
Total	100% (748)*	1222	61.8% (755)

*Excludes 7 unidentified responses.

Q.3 What age were you on your last birthday? (n=740)

21-29	2.6% (21)
30-39	7.4% (54)
40-49	19.0% (141)
50-59	35.5% (264)
60-69	30.4% (226)
70-79	4.6% (34)
Mean	54
Median	56
Mode	59
Youngest	21 (1)
Oldest	79 (2)

Q.4 What is your current marital or civil partnership status? (n=752)

Single	8.6% (65)
Cohabiting	5.6% (42)
Married	73.0% (549)
Separated	3.2% (24)
Divorced	4.9% (37)
Widowed	4.7% (35)

Q.5 Which of the following best describes your current employment status? (n=715)

Full-time Employee	25.2% (180)
Part-time Employee	14.4% (103)
Self-employed	20.3% (145)
Unemployed	1.5% (11)
Retired	25.5% (182)
Full-time Education	0.3% (2)
Long-term Sick	1.0% (7)
Looking After Family	4.3% (31)
Short-term Sick	0.3% (2)
Other	7.3 (52)

Q.6 Please tick one box to show which best describes the sort of work you do (n=688)

Modern Professional	28.9% (199)
Traditional Professional	15.7% (108)
Clerical	10.0% (69)
Senior Manager	19.1% (132)
Technical	7.8% (54)
Semi-routine	5.8% (40)
Routine Manual	2.2% (15)
Middle or Junior Manager	7.8% (54)
N/A	2.5% (17)

Q.7 Which category best describes your employment sector? (n=653)

Private Sector	47.0% (307)
Local Government	14.5% (95)
Central Government	7.8% (51)
NHS	4.0% (26)
Education	9.0% (59)
Other Public Sector	8.0% (52)
Voluntary Sector	6.7% (44)
Other	2.9% (19)

Q.8 If your current, or most recent, employment was in the private sector which of the following best describes the industry you work/worked in? (n=315)

Agriculture/Fishing	9.8% (31)
Energy/Water	7.0% (22)
Manufacturing	13.7% (43)
Construction	10.2% (32)
Distribution/Hotels/Restaurants	7.3% (23)
Transport/Communications	11.4% (36)
Finance and Business Services	22.5% (71)
Other	18.1% (57)

Q.9 Are you currently in paid employment or self-employed in addition to your councillor duties? (n=704)

Yes – Paid Employment	35.4% (249)
Yes – Self-employed	19.9% (140)
No	44.7% (315)

Q.10 In relation to taking time off from your paid employment to conduct your councillor duties, which of the following best describes your situation? (n=237)

Unlimited paid time off	11.4% (27)
Limited paid time off	37.6% (89)
Unlimited unpaid time off	10.5% (25)
Limited unpaid time off	14.8% (35)
Never asked for time off for council business	11.0% (26)
My employer will not allow time off for council business	2.5% (6)
Other	12.2% (29)

Q.11 Please enter below how many hours per week, on average, you work in your paid (non council) employment (not including hours spent on council/ward/party duties)? (n=368)

-10	8.4% (31)
10-19	17.7% (65)
20-29	20.7% (76)
30-39	35.3% (130)
40-49	14.1% (52)
50-59	2.4% (9)
60-69	0.8% (3)
70-79	0.3% (1)
+80	0.3% (1)
Mean	27.7
Median	30
Mode	30
Min.	0 hours (1)
Max.	80 hours (1)

Q.12 Not including your councillor remuneration or expenses, what is the total income of your household from all other sources before tax? (n=686)

£0-£5,000	7.1% (49)
£5,001-£10,000	8.9% (61)
£10,001-£15,000	10.5% (72)
£15,001-£20,000	10.9% (75)
£20,001-£25,000	11.8% (81)
£25,001-£30,000	9.8% (67)
£30,001-£35,000	10.3% (71)
£35,001-£40,000	7.4% (51)
£40,001-£45,000	4.8% (33)
£45,001-£50,000	4.1% (28)
£50,001-£55,000	2.5% (17)
£55,001-£60,000	3.6% (25)
+£60,000	8.2% (56)

Q.13 Which of the following represents your situation in relation to your main residence? (n=739)

Own my home outright	44.5% (329)
Own my home with a mortgage	43.6% (322)
Pay rent and part mortgage	0.7% (5)
Rent from local authority	2.8% (21)
Rent from a housing association	1.6% (12)
Rent from a private landlord	3.8% (28)
Live with relatives	1.6% (12)
Other	1.4% (10)

Q.14 What is your highest educational qualification (n=714)

None	9.8% (70)
O/Standard Grade, GSCE	11.9% (85)
Higher/A Level	15.4% (110)
HNC/HND	13.2% (94)
Degree or equivalent	26.5% (189)
Postgraduate	5.7% (41)
Professional	14.6% (104)
Other	2.9% (21)

Q.15 Do you have any long-standing illness, health problem or disability? (n=744)

Yes	17.9% (133)
No	82.1% (611)

Q.16 If yes, do any of these illnesses or disabilities limit your activities in any way? (n=131)

Yes	32.1% (42)
No	67.9% (89)

Q.17 Do you provide help or care on a regular basis to anyone because they are sick, disabled or elderly? (n=747)

Yes	12.7% (95)
No	87.3% (652)

Q.18 If yes, which of the following best describes who you provide care for? (n=95)

Wife/Husband/Partner	25.3% (24)
Parents (including in-laws)	54.7% (52)
Son/Daughter	6.3% (6)
Other relative	11.6% (11)
Other unrelated person	8.4% (8)

Q.19 Will you/have you had to make any special care arrangements in order to carry out your council business? (n=94)

Yes	17.0% (16)
No	83.0% (78)

Q.20 Please enter below details of these special care arrangements

Q.21 Do you live with, or have any responsibility for, any children (0-16)? (n=744)

Yes	23.0% (171)
No	77.0% (573)

Q.22 If yes, how many children of each age group do you either live with you or have an on-going caring responsibility for?

AGE	Number of children			
	0	1	2	3
0-4 (n=169)	76.3% (129)	20.1% (34)	3.0% (5)	0.6% (1)
5-11 (n=170)	57.6% (98)	28.2% (48)	11.2% (19)	3.0% (5)
12-16 (n=169)	39.0% (67)	49.7% (84)	9.5% (16)	1.2% (2)

Q.23 Will you/have you had to make any special childcare arrangements in order to carry out your council business? (n=169)

Yes	37.9% (64)
No	62.1% (105)

Q.24 Please enter below details of these special childcare arrangements.

Q.25 What is your ethnic group? (n=746)

A. White	
Scottish	87.8% (655)
English	4.4% (33)
Other British	3.2% (24)
Irish	1.5% (11)
Other European	0.0% (0)
Any other White background	1.2% (9)
B. Mixed	
Any Mixed background	0.9% (7)
C. Asian, Asian Scottish or Asian British	
Indian	0.3% (2)
Pakistani	0.4% (3)
Bangladeshi	0.0% (0)
Chinese	0.0% (0)
Any other Asian background	0.0% (0)
D. Black, Black Scottish or Black British	
Caribbean	0.0% (0)
African	0.0% (0)
Any other Black background	0.0% (0)
E. Other ethnic group	
Any other background	0.3% (2)

Q.26 What religion, religious denomination or body do you belong to? (n=715)

None	30.8% (220)
Church of Scotland	44.1% (315)
Roman Catholic	14.1% (101)
Other Christian	8.0% (57)
Buddhist	0%
Hindu	0%
Muslim	0.3% (2)
Jewish	0.3% (2)
Sikh	0.3% (2)
Another religion	2.2% (16)

Q.27 In the local government election which type of candidate did you stand as? (n=748)

Independent	16.4% (123)
Scottish Conservative	12.3% (92)
Scottish Green Party	0.7% (5)
Scottish Labour Party	24.9% (186)
Scottish Liberal Democrat Party	15.8% (118)
Scottish National Party	29.1% (218)
Scottish Socialist Party	0.1% (1)
Solidarity Scotland	0.0%
Other	0.7% (5)

Q.28 Was there more than one candidate from your party standing in your ward (n=746)

Yes	50.5% (377)
No	39.9% (298)
Not applicable – independent	9.5% (71)

Q.29 Have you previously served as a councillor? (n=751)

Yes	54.1% (406)
No	45.9% (345)

Q. 30 If yes, please state below the council(s) and the dates of your terms of office.

NOTE: THE RESPONSES BELOW RELATE SOLELY TO THE PERIOD WHEN THE RESPONDENT HAD THEIR FIRST ELECTORAL SUCCESS (n=385)

1961-1969	1.3% (5)
1970-1979	4.7% (18)
1980-1989	15.1% (58)
1990-1999	47.3% (182)
2000-2006	31.7% (122)
Longest serving councillor	1961 (1)
Most recent councillors	2006 (6)

Q.31 Please enter below the number of years, in total, you have served as a councillor. (n=395)

1-4	29.6% (117)
5-9	32.2% (127)
10-14	13.9% (55)
15-19	11.9% (47)
20-24	7.3% (29)
25-29	2.8% (11)
30-34	1.3% (5)
36	0.5% (2)
41	0.5% (2)
Mean	10.3
Median	8
Mode	4
Most recent	1 year (8)
Longest serving	41 years (2)

Q.32 If you have been re-elected, which of the following position did you hold in the 12 months preceding the election? (n=406)

Leader/Convenor of the council	3.7% (15)
Depute Leader/Convenor	4.9% (20)
Lord Provost/Provost	1.2% (5)
Depute Lord Provost/Depute Provost	1.0% (4)
Executive/Cabinet Member	8.9% (36)
Opposition Leader/Official Spokesperson	12.6% (51)
Committee Chair/Convenor	27.6% (112)
Scrutiny Panel/Committee Chair	4.9% (20)
Scrutiny Panel/Committee Member	12.8% (52)
Councillor with no office bearing position	24.6% (100)
Other	9.6% (39)

Q.33 If you have been re-elected, please indicate which of the following training and development opportunities have you had in the last 12 months. (n=406)

Received a Personal Development Plan	6.4% (26)
Completed a training needs questionnaire	22.4% (91)
Attended seminars/conferences	61.1% (248)
Received mentoring/coaching	5.9% (24)
Attended member development programmes	36.9% (150)
Received skills training (IT, Chairing ...)	23.6% (96)
None	15.0% (61)
Other learning	3.2% (13)

Q.34 If you have been re-elected, please enter below how many hours per week, on average, you spent in the last 12 months on council duties. (n=358)

-10	1.1% (4)
10-19	8.4% (30)
20-29	23.7% (85)
30-39	29.9% (107)
40-49	20.4% (73)
50-59	9.5% (34)
60-69	5.6% (20)
70-75	1.4% (5)
Mean	33.9
Median	30
Mode	30
Min.	6 hours (1)
Max.	75 hours (1)

Q.35 If you were elected for the first time in May 2007, do you think that the local induction programmes that you are being offered are adequate? (n=379)

Yes	73.6% (279)
No	17.9% (68)
Don't Know	8.4% (32)

Q.36 Are you aware of the availability of the 2007 Councillors Induction Pack: A Reference Handbook for New & Returning Councillors? (n=726)

Yes	68.2% (495)
No	29.8% (216)
Don't Know	2.1% (15)

Q.37 What additional training or guidance, if any, do you think would be beneficial to newly elected councillors?

Q.38 Please state your reason(s) for standing for election to local government in 2007. (n=755)

Interest in the community	85.6% (646)
Duty/Public service	60.0% (453)
To improve services and/or local area	79.9% (603)
To improve a single issue	4.6% (35)
Career/personal development	10.5% (79)
To promote party objectives	49.3% (372)
To provide an choice/an opportunity to vote for a party	17.0% (128)
To make changes to the council/the way the council is run	56.7% (428)
To defeat the incumbent councillor	4.8% (36)
Because I was asked to stand	20.5% (155)
Encouraged by public information campaign	1.5% (11)
The position of councillor is paid	9.5% (72)
The position of councillor is part-time	7.3% (55)
Other	2.1% (16)

Q.39 Please enter below how many hours per week you anticipate spending on council duties in your newly elected role. (n=692)

-10	1.2% (8)
10-19	8.5% (59)
20-29	26.2% (181)
30-39	31.5% (218)
40-49	19.5% (135)
50-59	8.4% (58)
60-69	4.2% (29)
70-75	0.6% (4)
Mean	32.2
Median	30
Mode	30
Min.	0 hours (3)
Max.	75 hours (1)

Q.40 Following the May 2007 election which of the following positions have you been appointed to in your council? (n=755)

Appointment not yet agreed	3.6% (27)
Leader/Convenor of the council	3.7% (28)
Depute Leader/Convenor	3.4% (26)
Lord Provost/Provost	1.3% (10)
Depute Lord Provost/Depute Provost	2.4% (18)
Executive/Cabinet Member	11.3% (85)
Opposition Leader/Official Spokesperson	9.8% (74)
Committee Chair/Convenor	20.7% (156)
Scrutiny Panel/Committee Chair	6.4% (48)
Scrutiny Panel/Committee Member	20.3% (153)
Councillor with no office bearing position	29.0% (219)
Other	11.3% (85)
Leader/Convenor of the council	3.6% (27)

Q.41 If it were available, would you like to have the opportunity to gain a more formal qualification or recognition of the work you undertake as a councillor? (n=730)

Yes	48.5% (354)
No	37.7% (275)
Don't Know	13.8% (101)

Q.42 (If YES) What level would you like the qualification to be set at? (n=326)

A credit towards a Higher level/SVQ 3 or equivalent	8.9% (29)
A credit towards an undergraduate degree or equivalent	17.8% (58)
A credit towards an postgraduate degree – Masters/SQV 5 or equivalent	15.0% (49)
A stand alone independent qualification	45.7% (149)
Don't know	12.0% (39)
Other	0.6% (2)

Q.43 What do you think are the key areas of importance to local government on which COSLA and the Local Government Improvement Service should focus over the next four years?

Q.44 To what extent do you think that the position of a candidate's names on the ballot paper affected the number of votes they received? (n=727)

A lot	40.2% (292)
A little	32.6% (237)
Not at all	22.0% (160)
Don't Know	5.2% (38)

Q.45 Did you attend the local government election count? (n=731)

Yes	96.4% (705)
No	3.6% (26)

Q.46 If yes, do you feel you were given enough information during the count process about what was going on? (n=700)

Yes	49.6% (347)
No	50.4% (353)

Q.47 Do you feel that the results were properly explained to you at the end of the local government count? (n=702)

Yes	71.2% (500)
No	28.8% (202)

Q.48 If applicable, please state below how your experience of the election process could have been improved.

Q.49 Were you aware of any public information campaigns designed to encourage people to stand for election, for example on the radio or in the newspapers (n=702)

Yes	70.9% (512)
No	29.1% (210)

Q.50 Based on your experience, what other measures could be taken to encourage more candidates to come forward?

APPENDIX 2 - SURVEY QUESTIONS

NATIONAL SURVEY OF ELECTED MEMBERS 2007

We are carrying out this survey to find out about the people who are elected as councillors in Scotland. For example, it is useful to know how many have a full-time job or caring responsibilities on top of their councillor workload. This information is not collected by anyone else so we need to carry out a survey like this to collect a complete picture.

If you would like to complete the survey online go to www.improvementservice.org.uk/electedmembersurvey and enter your reference number which appears at the top of this page and on the accompanying letter.

Please note that for the purposes of analysis this survey is anonymous. If you do not want to answer a particular question please just move on to the next one, the survey is still very useful even if some answers are missing. If you have any questions about the survey please contact Susan Reid on 01506 775558 or email susan.reid@improvementservice.org.uk.

Once completed, please return in the pre-paid envelope to Susan Reid, The Improvement Service, Westerton House, Westerton Road, East Mains Industrial Estate, Broxburn, EH52 5AU.

About You

Q1 Are you:

- Male
- Female

Q2 Please enter below the name of your council:

Q4 What is your current marital or civil partnership status? Please select the first one on the list that reflects your current situation e.g. if you have divorced and remarried, select married. Please tick ONE box only.

- Single/never been married
- Cohabiting/living together
- Married/in a civil partnership
- Separated
- Divorced/dissolved civil partnership
- Widowed/bereaved civil partner

The following questions relate to any work that you might do in addition to your councillor duties. In these questions the terms paid work and paid employment refer to work beyond your work as a councillor.

Q5 Which of the following best describes your current employment status?

Please tick ONE box only.

- Full-time employee
- Part-time employee
- Self-employed
- Unemployed and seeking work
- Permanently retired from work
- In full-time education
- Permanently sick or disabled
- Looking after the home or family
- Unable to work due to short-term ill health
- Other
- Please specify

Q6 Please tick one box to show which best describes the sort of work you do. (If you are not working now, please tick a box to show what you did in your last paid employment). Please tick ONE box only.

Modern professional occupations

e.g. teacher - nurse - physiotherapist - social worker - welfare officer - artist - musician - police officer (sergeant or above) - software designer

Traditional professional occupations

e.g. accountant - solicitor - medical practitioner - scientist - civil/mechanical engineer

Clerical and intermediate occupations

e.g. secretary - personal assistant - clerical worker - office clerk - call centre agent - nursing

Senior Managers or Administrators

(usually responsible for planning, organising and co-ordinating work and for finance) e.g. finance manager - chief executive

Technical and craft occupations

e.g. motor mechanic - fitter - inspector - plumber - printer - tool maker - electrician - gardener - train driver

Semi-routine manual and service occupations

e.g. postal worker - machine operative - security guard - caretaker - farm worker - catering assistant - receptionist - sales assistant

Routine manual and service occupations

e.g. HGV driver - van driver - cleaner - porter - packer - sewing machinist - messenger - labourer - waiter/waitress - bar staff

Middle or junior managers

e.g. office manager - retail manager - bank manager - restaurant manager - warehouse manager - publican

Not applicable - Go to Q12

never been in paid employment

Q7 Which category best describes your employment sector (from your current or most recent employment)? Please tick ONE box only.

Private sector - Go to Q8

Local government - Go to Q9

Central government - Go to Q9

NHS - Go to Q9

Education - Go to Q9

Other public sector - Go to Q9

Voluntary sector - Go to Q9

Other - Go to Q9

Please specify

Q8 If your current, or most recent, employment was in the private sector which of the following best describes the industry you work/worked in? Please tick ONE box only.

Agriculture/Fishing

Energy/Water

Manufacturing

Construction

Distribution/Hotels/Restaurants

Transport/Communications

Finance and Business Services

Other

Please specify

Q9 Are you currently in paid employment or self-employed in addition to your councillor duties?

Yes - paid employment - Go to Q10

Yes - self-employed - Go to Q11

No - Go to Q12

Q10 In relation to taking time off from your paid employment to conduct your councillor duties, which of the following best describes your situation?

Please tick ONE box only.

My employer allows me unlimited paid time off for council business	<input type="checkbox"/>
My employer allows me limited paid time off for council business	<input type="checkbox"/>
My employer allows me unlimited unpaid time off for council business	<input type="checkbox"/>
My employer allows me limited unpaid time off for council business	<input type="checkbox"/>
I have never asked for time off for council business	<input type="checkbox"/>
My employer will not allow me time off for council business	<input type="checkbox"/>
Other	<input type="checkbox"/>
Please specify	

Q11 Please enter below how many hours per week, on average, you work in your paid (non council) employment (not including hours spent on council/ward/party duties)?

Q12 Not including your councillor remuneration or expenses, what is the total income of your household from all other sources before tax? Please include earnings, benefits, savings income etc.

£0 - £5,000	<input type="checkbox"/>
£5,001 - £10,000	<input type="checkbox"/>
£10,001 - £15,000	<input type="checkbox"/>
£15,001 - £20,000	<input type="checkbox"/>
£20,001 - £25,000	<input type="checkbox"/>
£25,001 - £30,000	<input type="checkbox"/>
£30,001 - £35,000	<input type="checkbox"/>
£35,001 - £40,000	<input type="checkbox"/>
£40,001 - £45,000	<input type="checkbox"/>
£45,001 - £50,000	<input type="checkbox"/>
£50,001 - £55,000	<input type="checkbox"/>
£55,001 - £60,000	<input type="checkbox"/>
Over £60,000	<input type="checkbox"/>

Q13 Which of the following represents your situation in relation to your main residence? Please tick ONE BOX only.

- | | |
|--|--------------------------|
| I own my home outright | <input type="checkbox"/> |
| I own my home with a mortgage | <input type="checkbox"/> |
| I pay part rent and part mortgage (shared ownership) | <input type="checkbox"/> |
| I rent from a local authority | <input type="checkbox"/> |
| I rent from a Housing Association | <input type="checkbox"/> |
| I rent from a private landlord | <input type="checkbox"/> |
| I live with relatives in their home | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |
| Please specify | |

Q14 What is your highest educational qualification? Please tick ONE box only.

- | | |
|---|--------------------------|
| None | <input type="checkbox"/> |
| 'O'/Standard Grade, GCSE, SVQ/NVQ 1/2 or equivalent | <input type="checkbox"/> |
| Higher/A level, SVQ/NVQ 3 or equivalent | <input type="checkbox"/> |
| HNC/HND, SVQ/NVQ 4 or equivalent | <input type="checkbox"/> |
| Degree or equivalent | <input type="checkbox"/> |
| Postgraduate qualification, SVQ/NVQ 5 or equivalent | <input type="checkbox"/> |
| Professional qualification e.g. teaching, accountancy | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |
| Please specify | |

Q15 Do you have any long-standing illness, health problem or disability?

- | | |
|-----------------|--------------------------|
| Yes - Go to Q16 | <input type="checkbox"/> |
| No - Go to Q17 | <input type="checkbox"/> |

Q16 If yes, do any of these illnesses or disabilities limit your activities in any way?

- | | |
|-----|--------------------------|
| Yes | <input type="checkbox"/> |
| No | <input type="checkbox"/> |

Q17 Do you provide help or care on a regular basis to anyone because they are sick, disabled or elderly?

- | | |
|-----------------|--------------------------|
| Yes - Go to Q18 | <input type="checkbox"/> |
| No - Go to Q21 | <input type="checkbox"/> |

Q18 If yes, which of the following best describes who you provide care for? Please include people you provide care for who live with you as well as people you regularly care for who live elsewhere. Please tick ALL that apply.

Wife/husband/partner	<input type="checkbox"/>
Parent(s) (inc in-laws)	<input type="checkbox"/>
Son/daughter (inc in-laws)	<input type="checkbox"/>
Other relative	<input type="checkbox"/>
Other unrelated person (e.g. friend or neighbour)	<input type="checkbox"/>

Q19 Will you/have you had to make any special care arrangements in order to carry out your council business?

Yes - Go to Q20	<input type="checkbox"/>
No - Go to Q21	<input type="checkbox"/>

Q20 Please enter below details of these special care arrangements.

Q21 Do you live with, or have any responsibility for, any children (0-16)?

Yes - Go to Q22a	<input type="checkbox"/>
No - Go to Q25	<input type="checkbox"/>

Q22 If yes, how many children of each age group do you either live with or have on-going caring responsibility for? (Please enter a number for each category where applicable).

	Number of Children
Children 0 - 4	<input type="text"/>
Children 5 - 11	<input type="text"/>
Children 12 - 16	<input type="text"/>

Q23 Will you/have you had to make any special childcare arrangements in order to carry out your council business?

Yes - Go to Q24	<input type="checkbox"/>
No - Go to Q25	<input type="checkbox"/>

Q24 Please enter below details of these special childcare arrangements.

Q25 What is your ethnic group? Choose ONE section from A to E, then tick the appropriate box to indicate your ethnic background.

A White

- Scottish
- English
- Other British
- Irish
- Other European
- Any other White background
- Please specify

B Mixed

- Any Mixed background
- Please specify

C Asian, Asian Scottish or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background
- Please specify

D Black, Black Scottish or Black British

- Caribbean
- African
- Any other Black background
- Please specify

E Other ethnic group

- Any other background
- Please specify

Q26 What religion, religious denomination or body do you belong to?

None	<input type="checkbox"/>
Church of Scotland	<input type="checkbox"/>
Roman Catholic	<input type="checkbox"/>
Other Christian	<input type="checkbox"/>
Buddhist	<input type="checkbox"/>
Hindu	<input type="checkbox"/>
Muslim	<input type="checkbox"/>
Jewish	<input type="checkbox"/>
Sikh	<input type="checkbox"/>
Another religion	<input type="checkbox"/>
Please specify	<input type="checkbox"/>

About Your Role as a Councillor

Q27 In the local government election which type of candidate did you stand as?

- Independent
- Scottish Conservative and Unionist Party
- Scottish Green Party
- Scottish Labour Party
- Scottish Liberal Democrat Party
- Scottish National Party
- Scottish Socialist Party
- Solidarity Scotland
- Other
- Please specify

Q28 Was there more than one candidate from your party standing in your ward?

- Yes
- No
- Not applicable - independent

Q29 Have you previously served as a councillor?

- Yes - Go to Q30a
- No - Go to Q35

Q30 If yes, please state below the council(s) and dates of your term(s) of office. (If more than one council or term of office, please provide details of all terms of office).

	Council	Start Date	End Date
1	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>	<input type="text"/>

Q31 Please enter below the number of years, in total, you have served as a councillor. Please include all periods of office that you have served as a councillor.

Q32 If you have been re-elected, which of the following positions did you hold in the 12 months preceding the election? Please tick ALL that apply.

Leader/Convenor of the council	<input type="checkbox"/>
Depute Leader/Convenor	<input type="checkbox"/>
Lord Provost/Provost	<input type="checkbox"/>
Depute Lord Provost/Depute Provost	<input type="checkbox"/>
Executive/Cabinet Member	<input type="checkbox"/>
Opposition Leader/Official Spokesperson	<input type="checkbox"/>
Committee Chair/Convenor	<input type="checkbox"/>
Scrutiny Panel/Committee Chair	<input type="checkbox"/>
Scrutiny Panel/Committee Member	<input type="checkbox"/>
Councillor with no office bearing position	<input type="checkbox"/>
Other	<input type="checkbox"/>
Please specify	<input type="checkbox"/>

Q33 If you have been re-elected, please indicate which of the following training and development opportunities you have had in the last 12 months. Please tick ALL that apply.

Received a personal development plan	<input type="checkbox"/>
Completed a training needs questionnaire	<input type="checkbox"/>
Attended seminars/conferences	<input type="checkbox"/>
Received mentoring/coaching	<input type="checkbox"/>
Attended other member development programmes	<input type="checkbox"/>
Received skills training e.g. IT, chairing, speed reading etc.	<input type="checkbox"/>
None	<input type="checkbox"/>
Other learning	<input type="checkbox"/>
Please specify	<input type="checkbox"/>

Q34 If you have been re-elected, please enter below how many hours per week, on average, you spent in the last 12 months on council duties.

Go to Q36

Q35 If you were elected for the first time in May 2007, do you think that the local induction programme that you are being offered is adequate?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Don't know	<input type="checkbox"/>

Q36 Are you aware of the availability of the 2007 Councillor Induction Pack: A Reference Handbook for New & Returning Councillors?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Don't know	<input type="checkbox"/>

Q37 What additional training or guidance, if any, do you think would be beneficial to newly elected councillors? Please enter below.

Q38 Please state your reason(s) for standing for election to local government in 2007.
Please tick ALL that apply.

Interest in community	<input type="checkbox"/>
Duty/public service	<input type="checkbox"/>
To improve services and/or local area	<input type="checkbox"/>
To resolve a single issue e.g. school closure	<input type="checkbox"/>
Career/personal development	<input type="checkbox"/>
To promote party objectives	<input type="checkbox"/>
To provide a choice/an opportunity to vote for a party	<input type="checkbox"/>
To make changes to council/way council is run	<input type="checkbox"/>
To defeat the incumbent councillor	<input type="checkbox"/>
Because I was asked to stand	<input type="checkbox"/>
Encouraged by public information campaign	<input type="checkbox"/>
The position of councillor is paid	<input type="checkbox"/>
The position of councillor is part-time	<input type="checkbox"/>
Other	<input type="checkbox"/>
Please specify	<input type="checkbox"/>

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Q39 Please enter below how many hours per week you anticipate spending on council duties in your new elected role.

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Q40 Following the May 2007 elections which of the following positions have you been appointed to in your council? Please tick ALL that apply.

Appointments not yet agreed	<input type="checkbox"/>
Leader/Convenor of the council	<input type="checkbox"/>
Depute Leader/Convenor	<input type="checkbox"/>
Lord Provost/Provost	<input type="checkbox"/>
Depute Lord Provost/Depute Provost	<input type="checkbox"/>
Executive/Cabinet Member	<input type="checkbox"/>
Opposition Leader/Official Spokesperson	<input type="checkbox"/>
Committee Chair/Convenor	<input type="checkbox"/>
Scrutiny Panel/Committee Chair	<input type="checkbox"/>
Scrutiny Panel/Committee Member	<input type="checkbox"/>
Councillor with no office bearing position	<input type="checkbox"/>
Other	<input type="checkbox"/>
Please specify	<input type="checkbox"/>

Q41 If it were available, would you like to have the opportunity to gain a more formal qualification or recognition of the work you undertake as a councillor?

Yes - Go to Q42	<input type="checkbox"/>
No - Go to Q43	<input type="checkbox"/>
Don't know - Go to Q43	<input type="checkbox"/>

Q42 What level would you like the qualification to be set at?

A credit towards a Higher level/SVQ 3 or equivalent	<input type="checkbox"/>
A credit towards an undergraduate degree or equivalent	<input type="checkbox"/>
A credit towards a postgraduate degree - Masters/SVQ 5 or equivalent	<input type="checkbox"/>
A stand alone independent qualification	<input type="checkbox"/>
Don't know	<input type="checkbox"/>
Other	<input type="checkbox"/>
Please specify	<input type="checkbox"/>

Your Contact Details

The Improvement Service would like to keep in contact with councillors to up-date them on the work we are doing and invite you to events we organise. We would like to keep your details on our database. Your contact details will only be used by The Improvement Service, or a third party acting on our behalf e.g. to organise events or conduct research.

We will separate any contact details you provide from the answers you have given to this survey.

Please provide us with as much information as you are happy for us to retain on our database.

NAME
ADDRESS
DAYTIME TEL. NO.
E-MAIL ADDRESS

How would you prefer to receive information?

Email	<input type="checkbox"/>
Post	<input type="checkbox"/>
Both email and post	<input type="checkbox"/>

Please tick if you do NOT wish to be contacted through the following channels:

By e-mail	<input type="checkbox"/>
By post	<input type="checkbox"/>
By phone	<input type="checkbox"/>

The Improvement Service currently sends out a monthly bulletin by email on its different programmes and related news. Would you like to receive this monthly bulletin?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>



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Improvement Service is devoted to improving the efficiency, quality and accountability of public services in Scotland through learning and sharing information and experiences.