

**OFFICIAL**

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL  
AS AT 31 DECEMBER 2020**

The table below has been simplified to provide a summary of the council's workforce by sexual orientation. The detailed information to support this is provided on pages 2 and 3. Page 2 shows all council employees excluding teachers and page 3 shows teachers information only.

To receive this information in alternative formats please email Thom Hughes, Senior HR Officer, Corporate HR at [thom.hughes@glasgow.gov.uk](mailto:thom.hughes@glasgow.gov.uk)

Grade	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	46	0.4%	5,249	40.3%	45	0.3%	21	0.2%	7,640	58.8%	13001
Grade 5 - 7 Total	22	0.3%	2,423	34.4%	65	0.9%			4,546	64.4%	7059
Grade 8 Total			196	30.1%					449	69.0%	651
Grade 9 - 15 Total			89	30.4%					199	67.9%	293
Other Non Pay & Grading Structure			351	73.7%					118	24.8%	476
Teaching	31	0.5%	1,970	31.2%	61	1.0%			4,250	67.3%	6313
<b>Total Workforce</b>	<b>103</b>	<b>0.4%</b>	<b>10,278</b>	<b>37.0%</b>	<b>184</b>	<b>0.6%</b>	<b>26</b>	<b>0.1%</b>	<b>17,202</b>	<b>61.9%</b>	<b>27793</b>
<b>Total Full Time Workforce</b>	73	0.4%	5,933	36.1%	146	0.9%	18	0.1%	10,276	62.5%	16446
<b>Total Part Time Workforce</b>	30	0.3%	4,345	38.3%	38	0.3%			6,926	61.0%	11347

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

ALEOs	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
City Building*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2,008	100.0%	2008
Glasgow Life	25	0.9%	896	33.2%	42	1.6%			1,730	64.1%	2698
City Parking			16	11.8%			0	0.0%	117	86.0%	136
City Property	0	0.0%	18	20.7%			0	0.0%	67	77.0%	87
Clyde Gateway*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	26	100.0%	26
Jobs & Business Glasgow			43	20.3%	0	0.0%	0	0.0%	166	78.3%	212
<b>Total Workforce</b>	<b>29</b>	<b>0.5%</b>	<b>973</b>	<b>18.4%</b>	<b>46</b>	<b>0.9%</b>			<b>4,114</b>	<b>78.0%</b>	<b>5,167</b>

Note: information for ALEOs not included in sheets 2 and 3.

\* Information not collected on staff sexual orientation.

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**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 DECEMBER 2020**

<b>GCC OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	<b>Bi-Sexual</b>	<b>%</b>	<b>Heterosexual</b>	<b>%</b>	<b>Lesbian / Gay</b>	<b>%</b>	<b>Other</b>	<b>%</b>	<b>Not Disclosed</b>	<b>%</b>	<b>Totals</b>
Grade 1-4 F/T	23	0.5%	1,650	34.9%	17	0.4%	13	0.3%	3,031	64.0%	<b>4,734</b>
Grade 1-4 P/T	23	0.3%	3,599	43.5%	28	0.3%			4,609	55.8%	<b>8,267</b>
<b>Grade 1-4 Total</b>	<b>46</b>	<b>0.4%</b>	<b>5,249</b>	<b>40.4%</b>	<b>45</b>	<b>0.3%</b>			<b>7,640</b>	<b>58.8%</b>	<b>13,001</b>
Grade 5-7 F/T	17	0.3%	1,974	36.3%	59	1.1%			3,392	62.3%	<b>5,445</b>
Grade 5-7 P/T			449	27.8%			0	0.0%	1,154	71.5%	<b>1,614</b>
<b>Grade 5-7 Total</b>			<b>2,423</b>	<b>34.3%</b>					<b>4,546</b>	<b>64.4%</b>	<b>7,059</b>
Grade 8 F/T	0	0.0%	182	31.6%			0	0.0%	389	67.5%	<b>576</b>
Grade 8 P/T	0	0.0%	12	17.1%	0	0.0%	0	0.0%	58	82.9%	<b>70</b>
<b>Grade 8 Total</b>	<b>0</b>	<b>0.0%</b>	<b>194</b>	<b>30.0%</b>			<b>0</b>	<b>0.0%</b>	<b>447</b>	<b>69.2%</b>	<b>646</b>
Grade ACZ 8 F/T	0	0.0%					0	0.0%			
Grade ACZ 8 P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
<b>Grade ACZ 8 Total</b>	<b>0</b>	<b>0.0%</b>					<b>0</b>	<b>0.0%</b>			
Grade 9-15 F/T			81	30.5%			0	0.0%	180	67.7%	<b>266</b>
Grade 9-15 P/T	0	0.0%			0	0.0%	0	0.0%	15	83.3%	<b>18</b>
<b>Grade 9-15 Total</b>							<b>0</b>	<b>0.0%</b>	<b>195</b>	<b>68.7%</b>	<b>284</b>
Grade ACZ 9-15 F/T	0	0.0%			0	0.0%	0	0.0%			
Grade ACZ 9-15 P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
<b>Grade ACZ 9-15 Total</b>	<b>0</b>	<b>0.0%</b>			<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>			
Other Non Pay & Grading Structure F/T			282	72.7%					100	25.8%	<b>388</b>
Other Non Pay & Grading Structure P/T	0	0.0%	69	78.4%			0	0.0%	18	20.5%	<b>88</b>
<b>Other Non P&amp;G Structure Total</b>			<b>351</b>	<b>73.7%</b>					<b>118</b>	<b>24.8%</b>	<b>476</b>
<b>Total Workforce F/T</b>	<b>44</b>	<b>0.4%</b>	<b>4,176</b>	<b>36.6%</b>	<b>88</b>	<b>0.8%</b>	<b>17</b>	<b>0.1%</b>	<b>7,097</b>	<b>62.1%</b>	<b>11,422</b>
<b>Total Workforce P/T</b>	<b>28</b>	<b>0.3%</b>	<b>4,132</b>	<b>41.1%</b>	<b>35</b>	<b>0.3%</b>			<b>5,855</b>	<b>58.2%</b>	<b>10,058</b>
<b>Total Workforce</b>	<b>72</b>	<b>0.3%</b>	<b>8,308</b>	<b>38.7%</b>	<b>123</b>	<b>0.6%</b>			<b>12,952</b>	<b>60.3%</b>	<b>21,480</b>

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**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
TEACHERS ONLY  
AS AT 31 DECEMBER 2020**

<b>TEACHERS OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	<b>Bi-Sexual</b>	<b>%</b>	<b>Heterosexual</b>	<b>%</b>	<b>Lesbian / Gay</b>	<b>%</b>	<b>Other</b>	<b>%</b>	<b>Not Disclosed</b>	<b>%</b>	<b>Totals</b>
Teacher F/T	26	0.7%	1,336	38.1%	41	1.2%	0	0.0%	2,102	60.0%	3,505
Teacher P/T			185	16.7%			0	0.0%	918	82.9%	1,108
<b>Teacher Total</b>			<b>1,521</b>	<b>33.0%</b>			<b>0</b>	<b>0.0%</b>	<b>3,020</b>	<b>65.5%</b>	<b>4,613</b>
Principal Teacher F/T			268	28.4%					666	70.5%	945
Principal Teacher P/T	0	0.0%			0	0.0%	0	0.0%	94	89.5%	105
<b>Principal Teacher Total</b>									<b>760</b>	<b>72.4%</b>	<b>1,050</b>
Depute Head Teacher F/T	0	0.0%	87	27.4%			0	0.0%	224	70.4%	318
Depute Head Teacher P/T	0	0.0%	10	22.2%	0	0.0%	0	0.0%	35	77.8%	45
<b>Depute Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>97</b>	<b>26.7%</b>			<b>0</b>	<b>0.0%</b>	<b>259</b>	<b>71.3%</b>	<b>363</b>
Head Teacher F/T			50	23.9%			0	0.0%	156	74.6%	209
Head Teacher P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
<b>Head Teacher Total</b>			<b>50</b>	<b>23.4%</b>			<b>0</b>	<b>0.0%</b>			
Quality Improvement Officer/Manager F/T	0	0.0%			0	0.0%	0	0.0%	13	86.7%	15
Quality Improvement Officer/Manager P/T	0	0.0%			0	0.0%	0	0.0%			
<b>Quality Improvement Officer/Manager Total</b>	<b>0</b>	<b>0.0%</b>			<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>			
Psychologist F/T	0	0.0%	14	43.8%	0	0.0%	0	0.0%	18	56.3%	32
Psychologist P/T	0	0.0%			0	0.0%	0	0.0%	15	71.4%	21
<b>Psychologist Total</b>	<b>0</b>	<b>0.0%</b>			<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>33</b>	<b>62.3%</b>	<b>53</b>
<b>Total Workforce F/T</b>	<b>29</b>	<b>0.6%</b>	<b>1,757</b>	<b>35.0%</b>	<b>58</b>	<b>1.2%</b>			<b>3,179</b>	<b>63.3%</b>	<b>5,024</b>
<b>Total Workforce P/T</b>			<b>213</b>	<b>16.5%</b>			<b>0</b>	<b>0.0%</b>	<b>1,071</b>	<b>83.1%</b>	<b>1,289</b>
<b>Total Workforce</b>			<b>1,970</b>	<b>31.2%</b>					<b>4,250</b>	<b>67.3%</b>	<b>6,313</b>

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