

OFFICIAL

**WORKFORCE PROFILE BY SEXUAL ORIENTATION
ALL COUNCIL
AS AT 31 MARCH 2021**

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 Corporate HR Officer, Corporate HR at 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	45	0.3%	5,427	41.2%	55	0.4%	22	0.2%	7,616	57.9%	13165
Grade 5 - 7 Total	23	0.3%	2,511	35.3%	67	1.0%			4,514	63.4%	7119
Grade 8 Total			200	30.0%			0	0.0%	460	69.0%	667
Grade 9 - 15 Total			90	30.6%			0	0.0%	199	67.7%	294
Other Non Pay & Grading Structure			349	74.3%			0	0.0%	115	24.5%	470
Teaching	31	0.5%	1,994	31.6%	62	1.0%			4,226	66.9%	6314
Total Workforce	103	0.4%	10,571	37.7%	198	0.7%	27	0.1%	17,130	61.1%	28029
Total Full Time Workforce	74	0.5%	6,068	36.7%	156	0.9%	19	0.1%	10,216	61.8%	16533
Total Part Time Workforce	29	0.3%	4,503	39.2%	42	0.4%			6,914	60.1%	11496

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%	1,986	100.0%	1986
Glasgow Life	25	0.9%	886	33.2%	41	1.5%			1,715	64.2%	2672
City Parking			17	12.4%			0	0.0%	117	85.4%	137
City Property	0	0.0%	18	20.9%			0	0.0%	66	76.7%	86
Clyde Gateway*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	24	100.0%	24
Jobs & Business Glasgow			40	19.7%	0	0.0%	0	0.0%	161	79.3%	203
Total Workforce	28	0.5%	961	18.8%	45	0.9%			4,069	79.7%	5,108

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 MARCH 2021**

GCC OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Grade 1-4 F/T	23	0.5%	1,691	35.5%	22	0.5%	14	0.3%	3,013	63.3%	4,763
Grade 1-4 P/T	22	0.3%	3,736	44.5%	33	0.4%			4,603	54.8%	8,402
Grade 1-4 Total	45	0.3%	5,427	41.2%	55	0.4%			7,616	57.9%	13,165
Grade 5-7 F/T	18	0.3%	2,053	37.3%	62	1.1%			3,365	61.2%	5,502
Grade 5-7 P/T			458	28.3%			0	0.0%	1,149	71.1%	1,617
Grade 5-7 Total			2,511	35.3%					4,514	63.4%	7,119
Grade 8 F/T	0	0.0%	184	31.1%			0	0.0%	402	67.9%	592
Grade 8 P/T	0	0.0%	14	20.0%	0	0.0%	0	0.0%	56	80.0%	70
Grade 8 Total	0	0.0%	198	29.9%			0	0.0%	458	69.2%	662
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%			
Grade ACZ 8 Total	0	0.0%					0	0.0%			
Grade 9-15 F/T			83	31.0%			0	0.0%	180	67.2%	268
Grade 9-15 P/T	0	0.0%			0	0.0%	0	0.0%	15	88.2%	17
Grade 9-15 Total					0	0.0%	0	0.0%	195	68.4%	285
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%			
Grade ACZ 9-15 Total	0	0.0%			0	0.0%	0	0.0%			
Other Non Pay & Grading Structure F/T			273	72.6%			0	0	98	26.1%	376
Other Non Pay & Grading Structure P/T	0	0.0%	76	80.9%			0	0.0%	17	18.1%	94
Other Non P&G Structure Total			349	74.3%			0	0	115	24.5%	470
Total Workforce F/T	45	0.4%	4,291	37.3%	97	0.8%	18	0.2%	7,063	61.3%	11,514
Total Workforce P/T	27	0.3%	4,286	42.0%	39	0.4%			5,841	57.3%	10,201
Total Workforce	72	0.3%	8,577	39.5%	136	0.6%			12,904	59.4%	21,715

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

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**WORKFORCE PROFILE BY SEXUAL ORIENTATION
TEACHERS ONLY
AS AT 31 MARCH 2021**

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T	25	0.7%	1,350	38.5%	42	1.2%	0	0.0%	2,091	59.6%	3,508
Teacher P/T			192	17.2%			0	0.0%	919	82.3%	1,116
Teacher Total			1,542	33.3%			0	0.0%	3,010	65.1%	4,624
Principal Teacher F/T			275	29.3%					650	69.4%	937
Principal Teacher P/T	0	0.0%			0	0.0%	0	0.0%	91	91.9%	99
Principal Teacher Total									741	71.5%	1,036
Depute Head Teacher F/T	0	0.0%	84	26.2%			0	0.0%	231	72.0%	321
Depute Head Teacher P/T	0	0.0%	11	22.0%	0	0.0%	0	0.0%	39	78.0%	50
Depute Head Teacher Total	0	0.0%	95	25.6%			0	0.0%	270	72.8%	371
Head Teacher F/T			51	24.9%			0	0.0%	150	73.2%	205
Head Teacher P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
Head Teacher Total			51	24.2%			0	0.0%			
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%			
Quality Improvement Officer/Manager Total	0	0.0%			0	0.0%	0	0.0%			
Psychologist F/T	0	0.0%	15	45.5%	0	0.0%	0	0.0%	18	54.5%	33
Psychologist P/T	0	0.0%			0	0.0%	0	0.0%	14	73.7%	19
Psychologist Total	0	0.0%			0	0.0%	0	0.0%	32	61.5%	52
Total Workforce F/T	29	0.6%	1,777	35.4%	59	1.2%			3,153	62.8%	5,019
Total Workforce P/T			217	16.8%			0	0.0%	1,073	82.9%	1,295
Total Workforce			1,994	31.6%					4,226	66.9%	6,314

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