

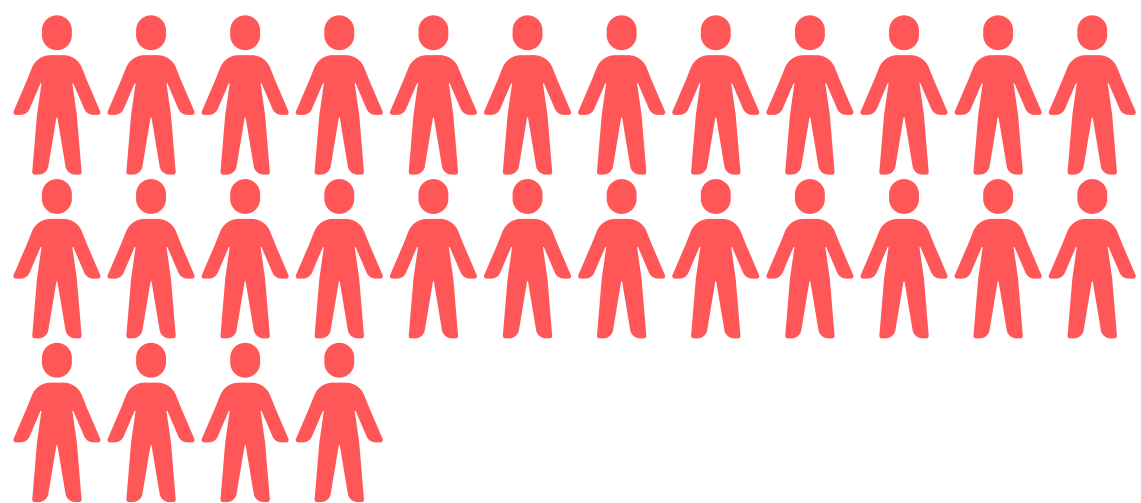
Our Workforce

At 31st March 2021 the Council had 28,029 employees, an increase of **1.85%** from March of the previous year. Of the total workforce in March 2021 58.9% were employed full time, which is consistent with the 59% of full time employees recorded in March 2020.

March 2021

28,029

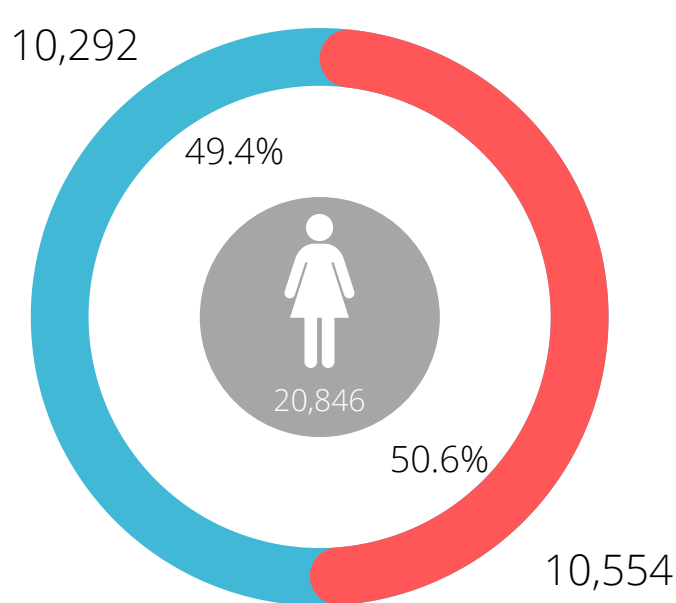
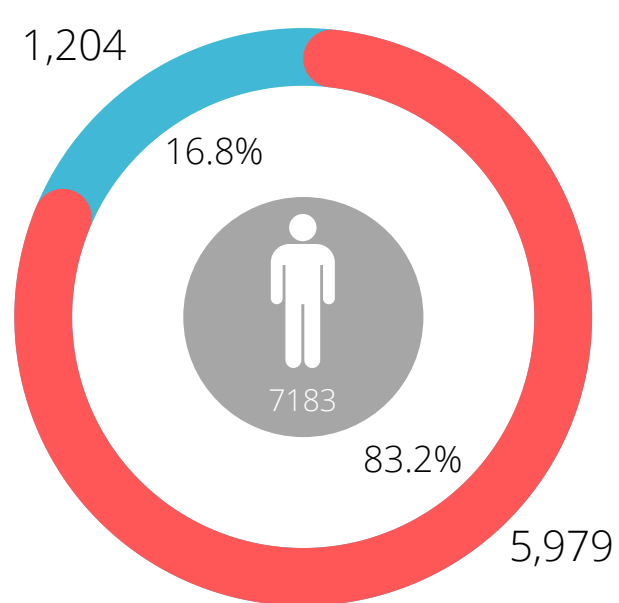
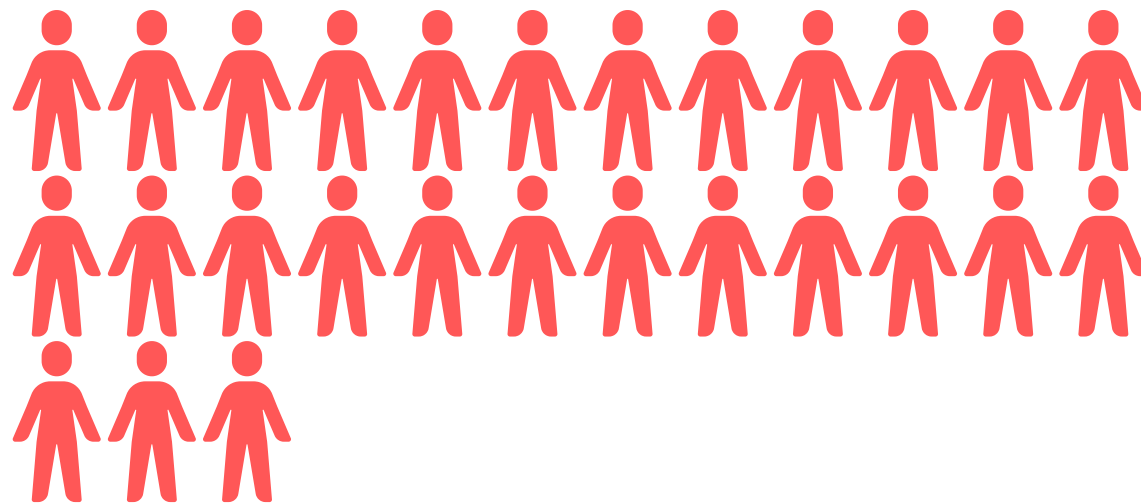
Total people



March 2020



27,509

Total people

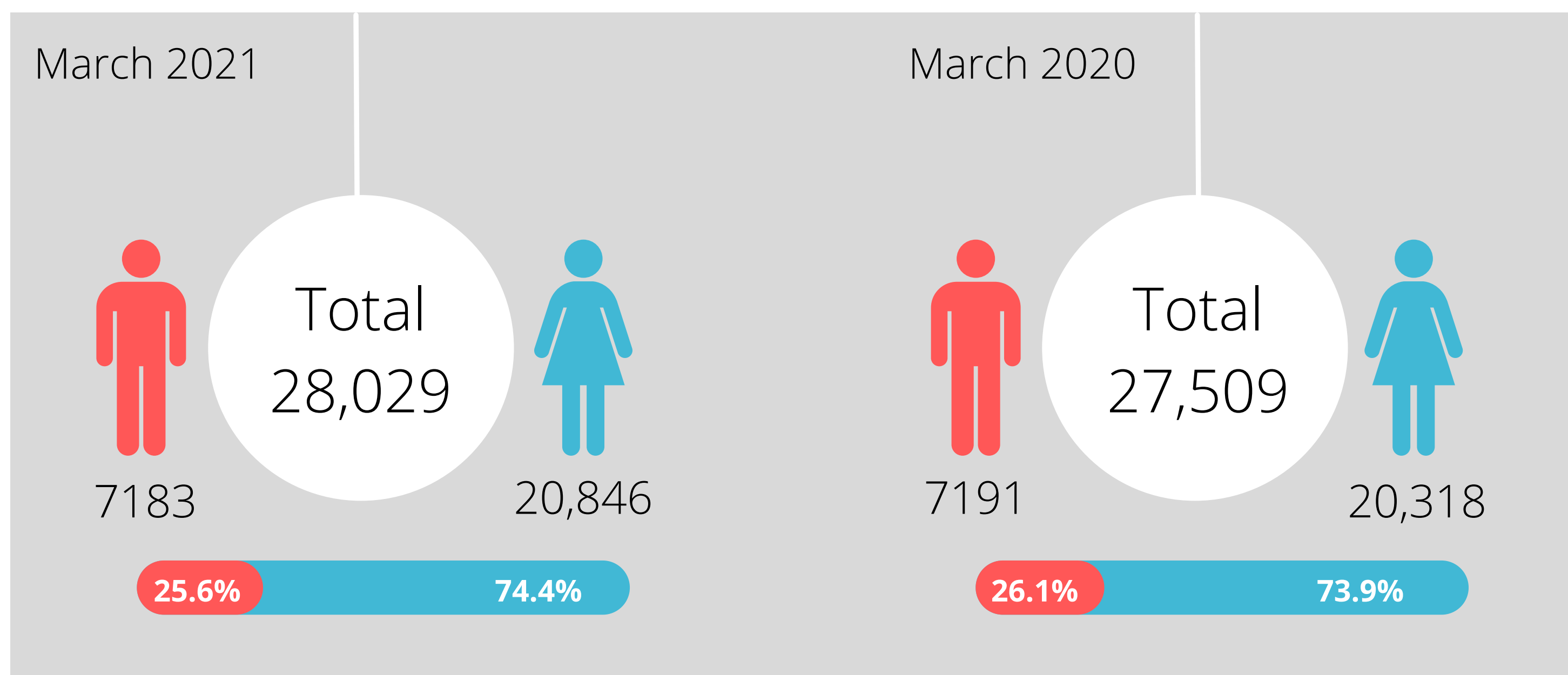


Full Time/Part Time

Of the total workforce 59% were full time workers. Of those full time workers 36.2% had self identified as Male, and 63.8% had self identified as Female. Between March 2020 and March 2021 there was a **1.43% increase** in the number of full time workers, and a **2.45% increase** in the number of part time workers. In male employees the number of full time workers fell by less than 1% between 2020 and 2021, where as the number of part time workers increased by 3.5%. In the number of female employees full time workers increased by 2.8%, and part time workers increased by 2.4%.

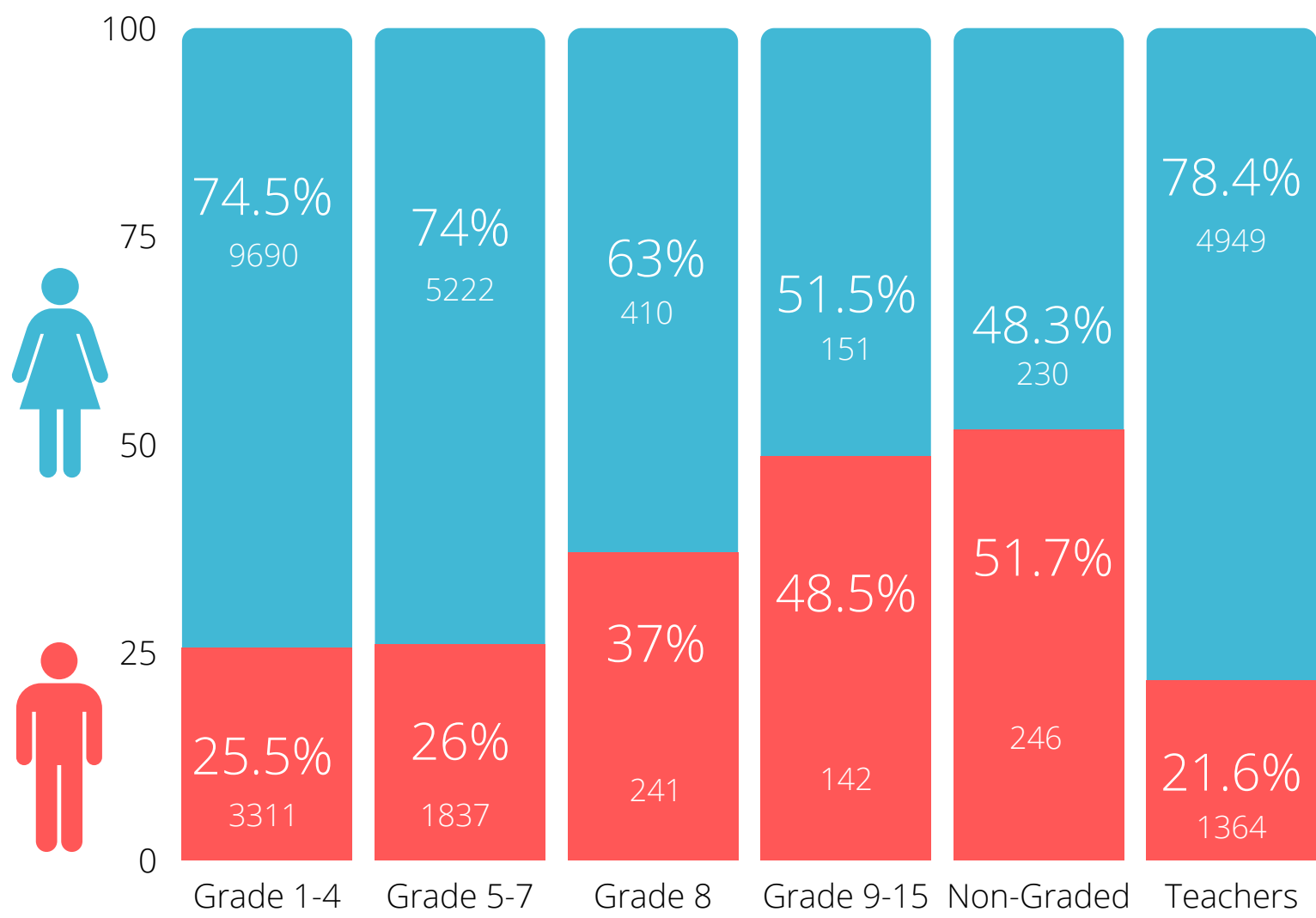
-  Full Time Workers Male (36.2%) Female (63.8%)
-  Part Time Workers Male (10.5%) Female (89.5%)

Gender

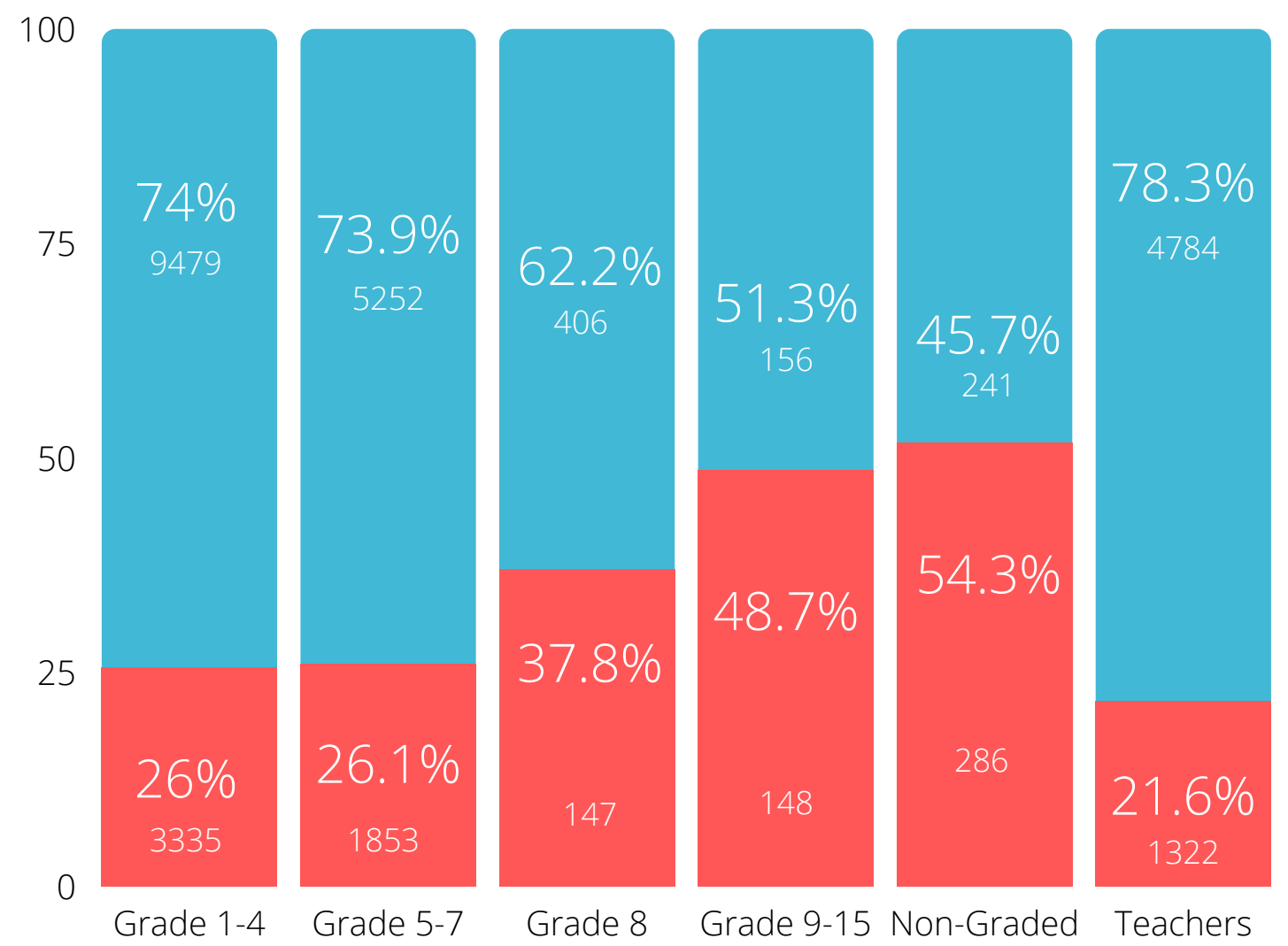


Gender Split by Grade:

March 2021

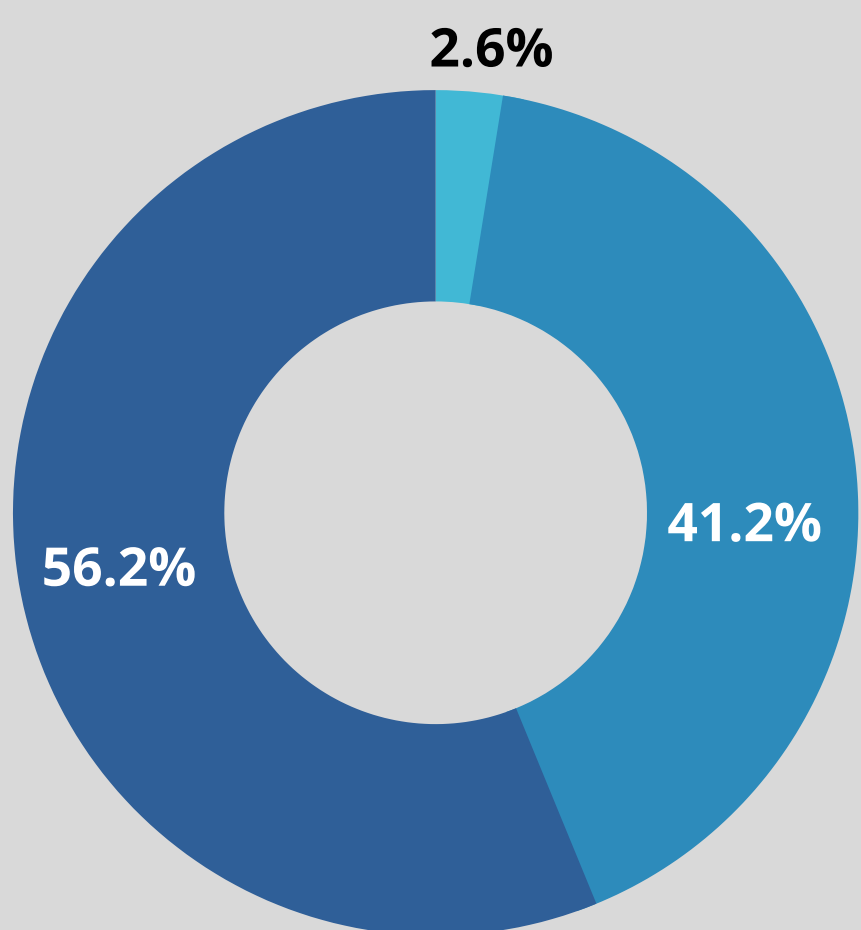


March 2020

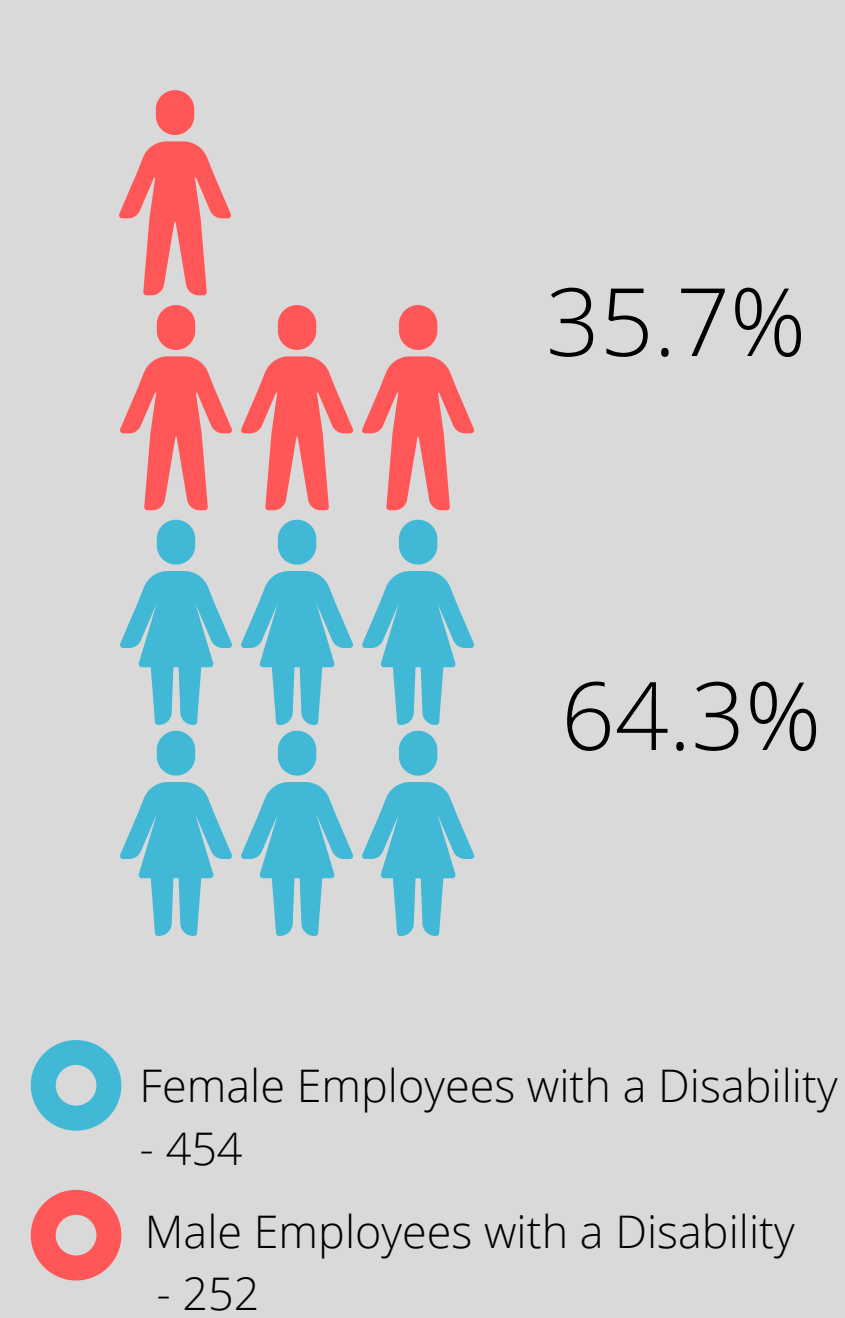


Disability

Total Workforce:

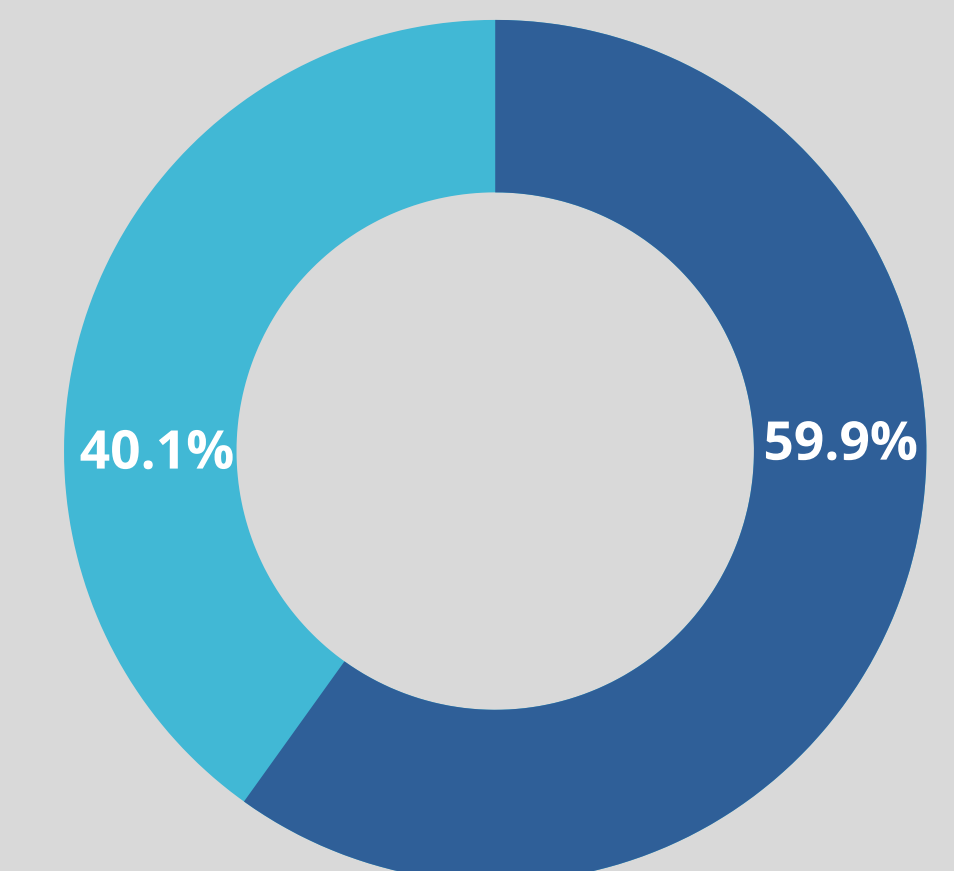


Gender Split:

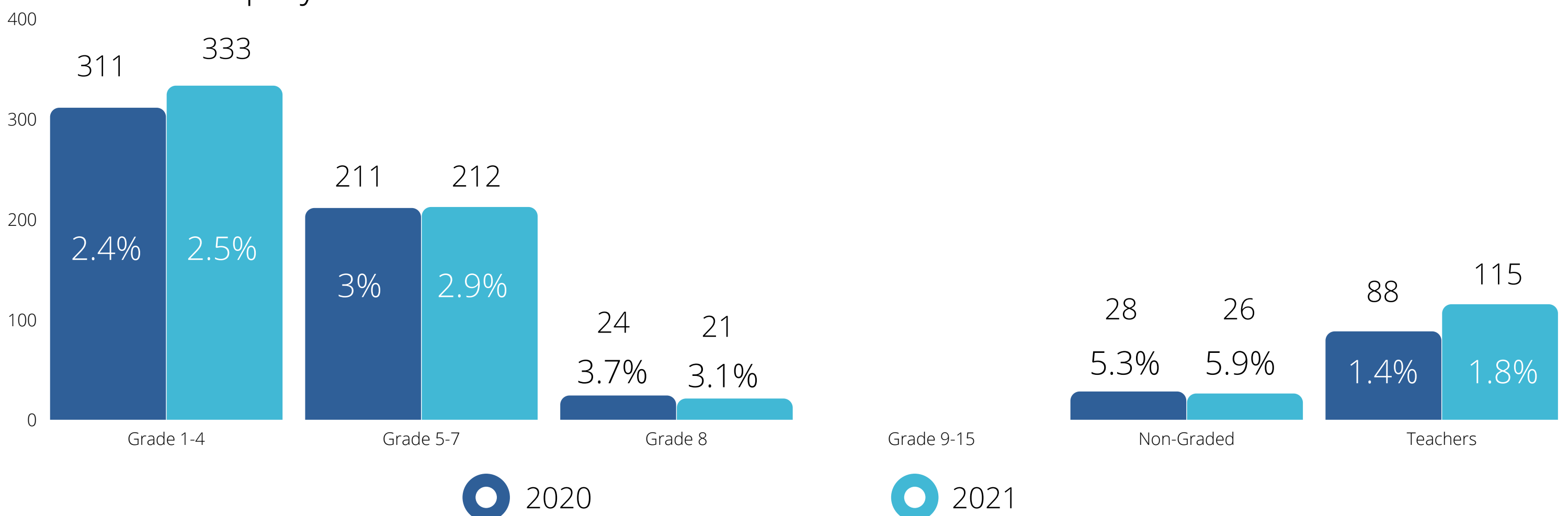


Full Time/Part Time:

(Excluding Teachers)*

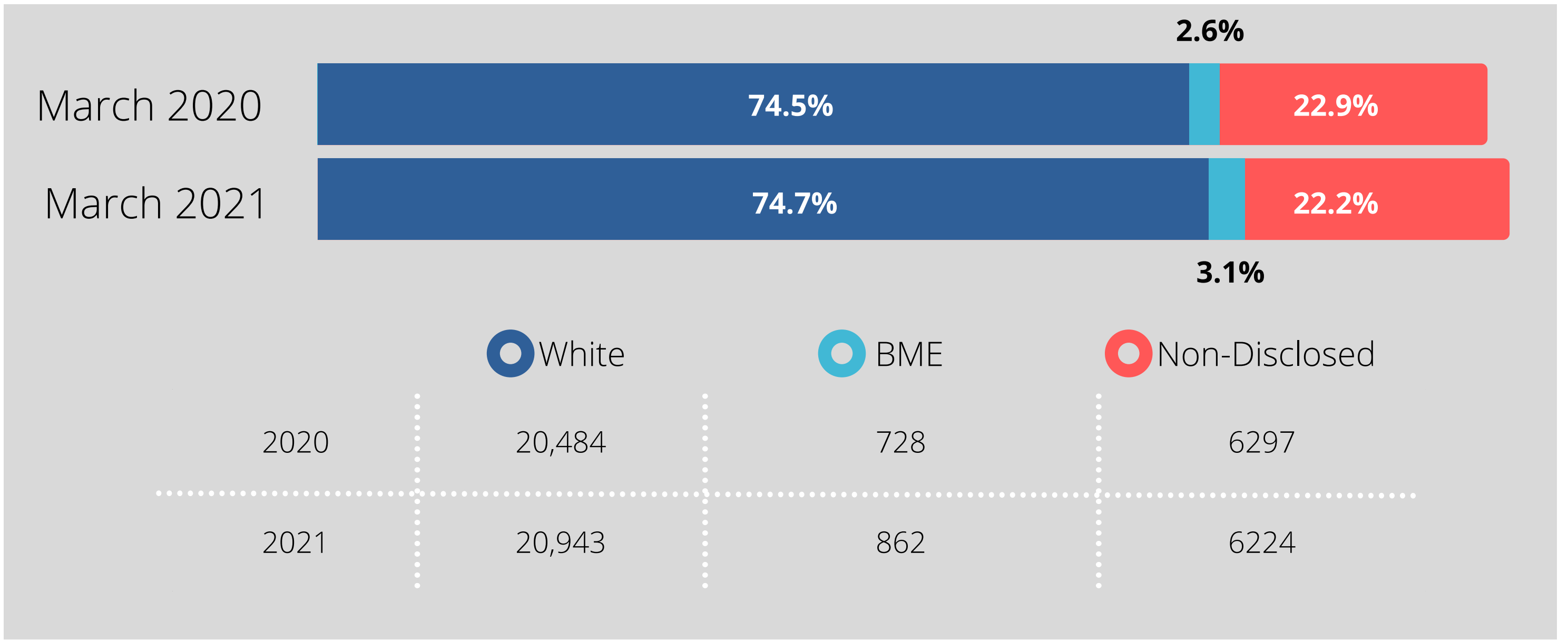


Disabled Employees across Grades

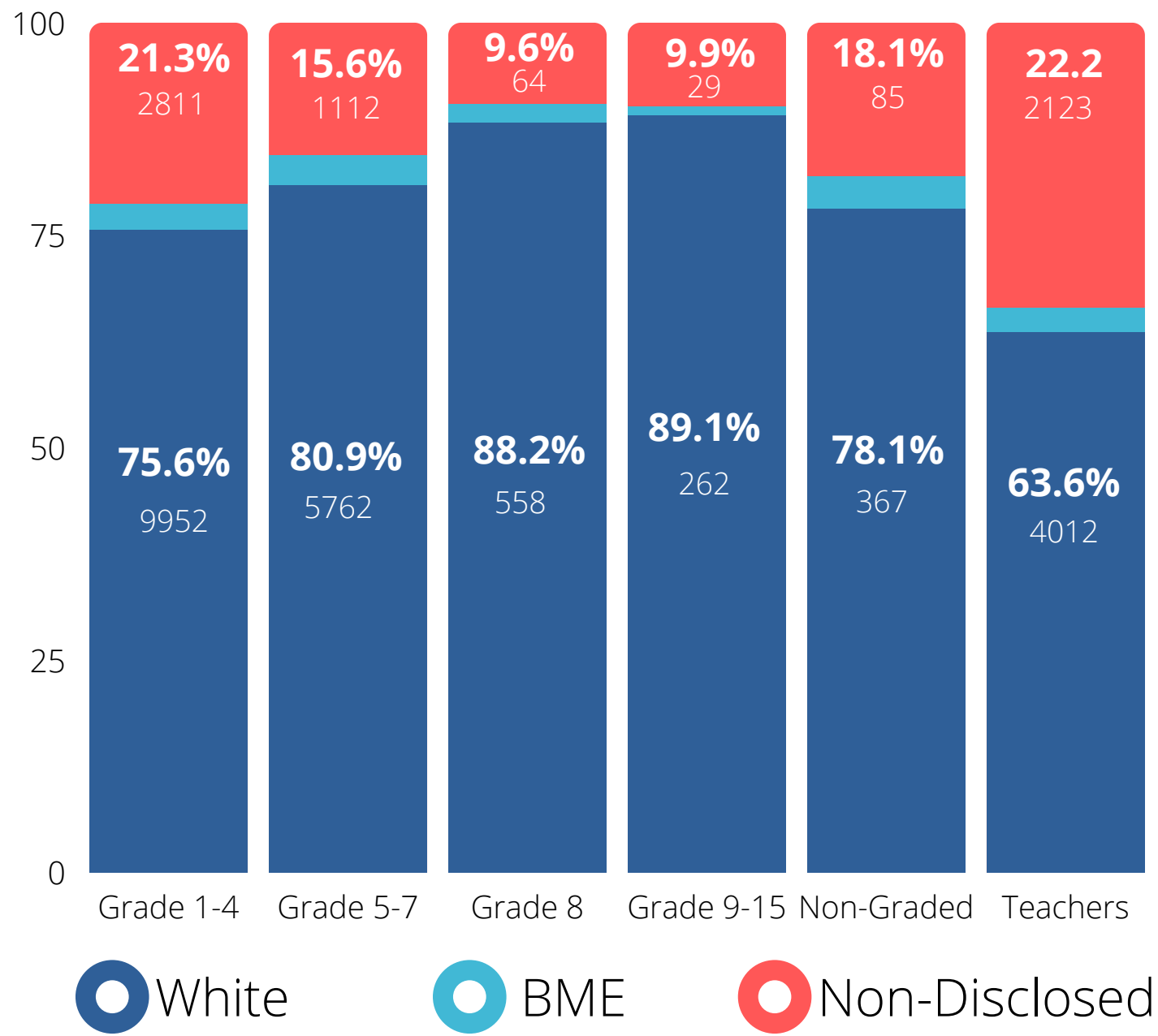


*To ensure that employees can't be identified we have removed numbers where it is lower than 10

Ethnicity



Ethnicity Split across Grades:



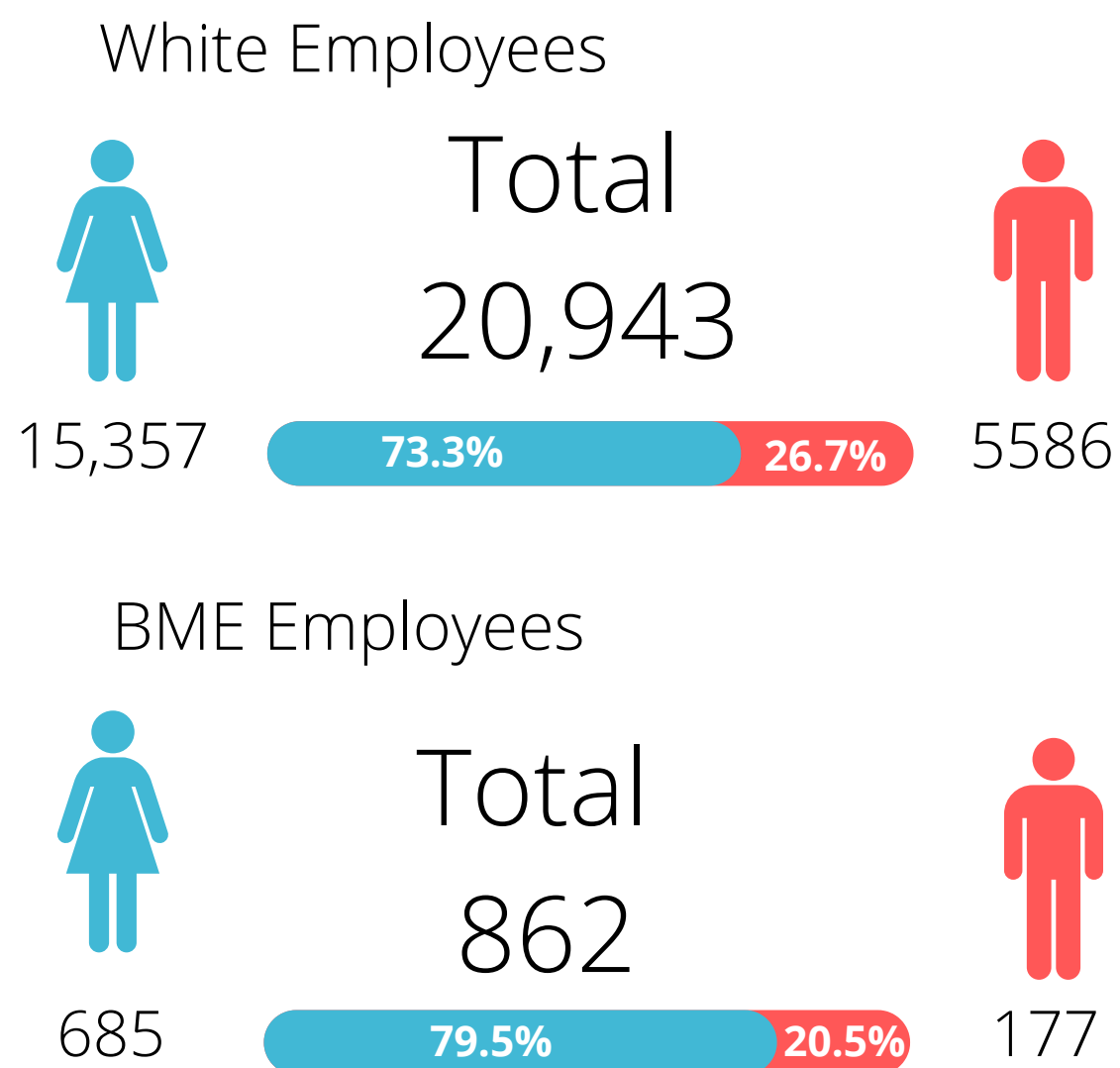
BME Employees

| Category | Number | % |
|------------|--------|------|
| Grade 1-4 | 402 | 3.1% |
| Grade 5-7 | 245 | 3.5% |
| Grade 8 | 15 | 2.2% |
| Grade 9-15 | - | - |
| Non-Graded | 18 | 3.8% |
| Teachers | 179 | 2.8% |

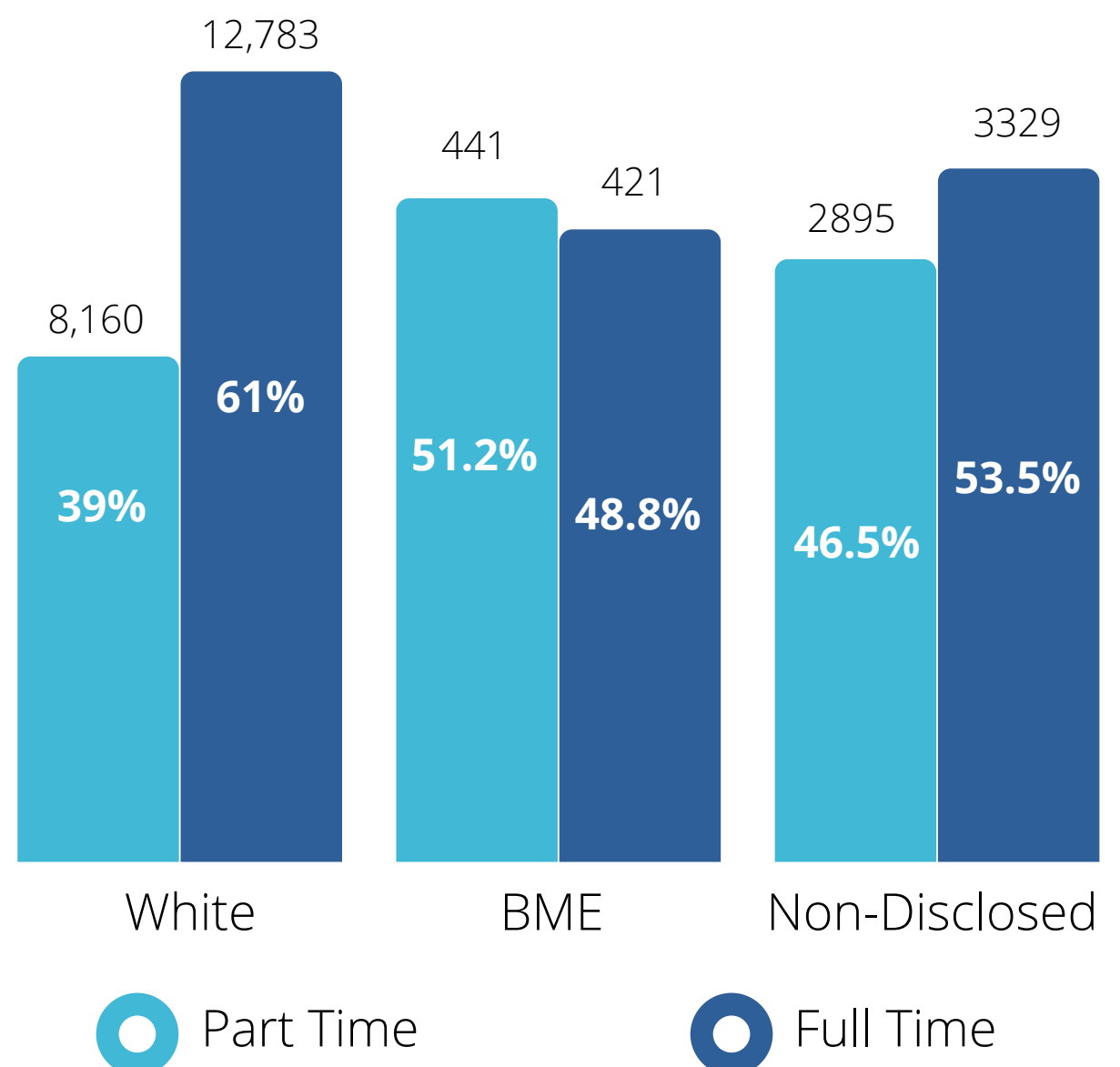
*To ensure that employees can't be identified we have removed numbers where it is lower than 10

Gender Split:

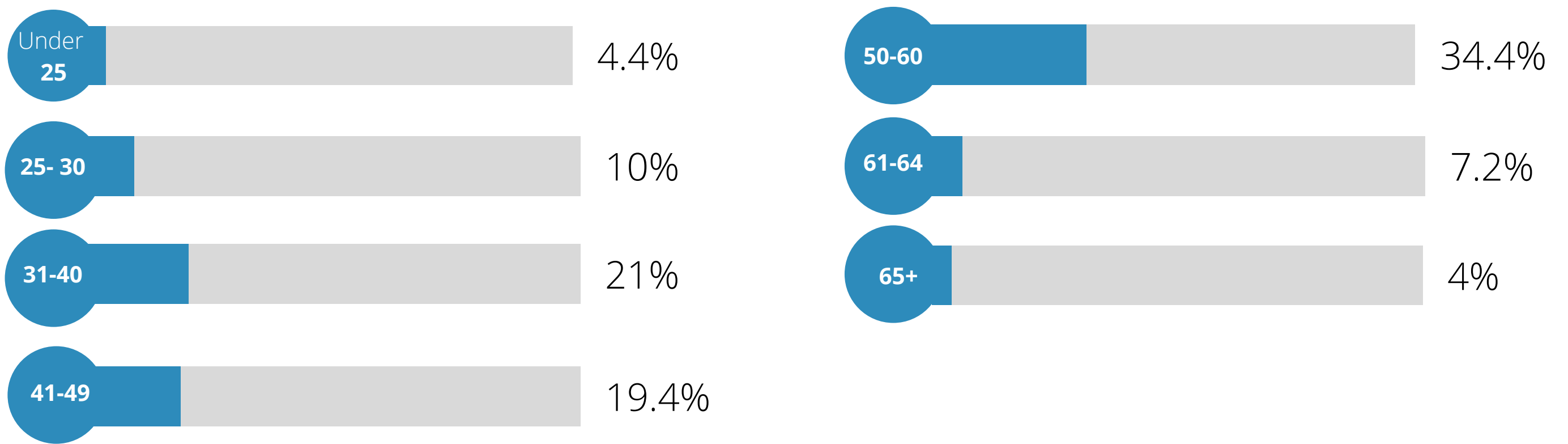
*Taking into account that the council has a 22.2% Non-Disclosure Rate for Ethnicity



Full Time/Part Time:

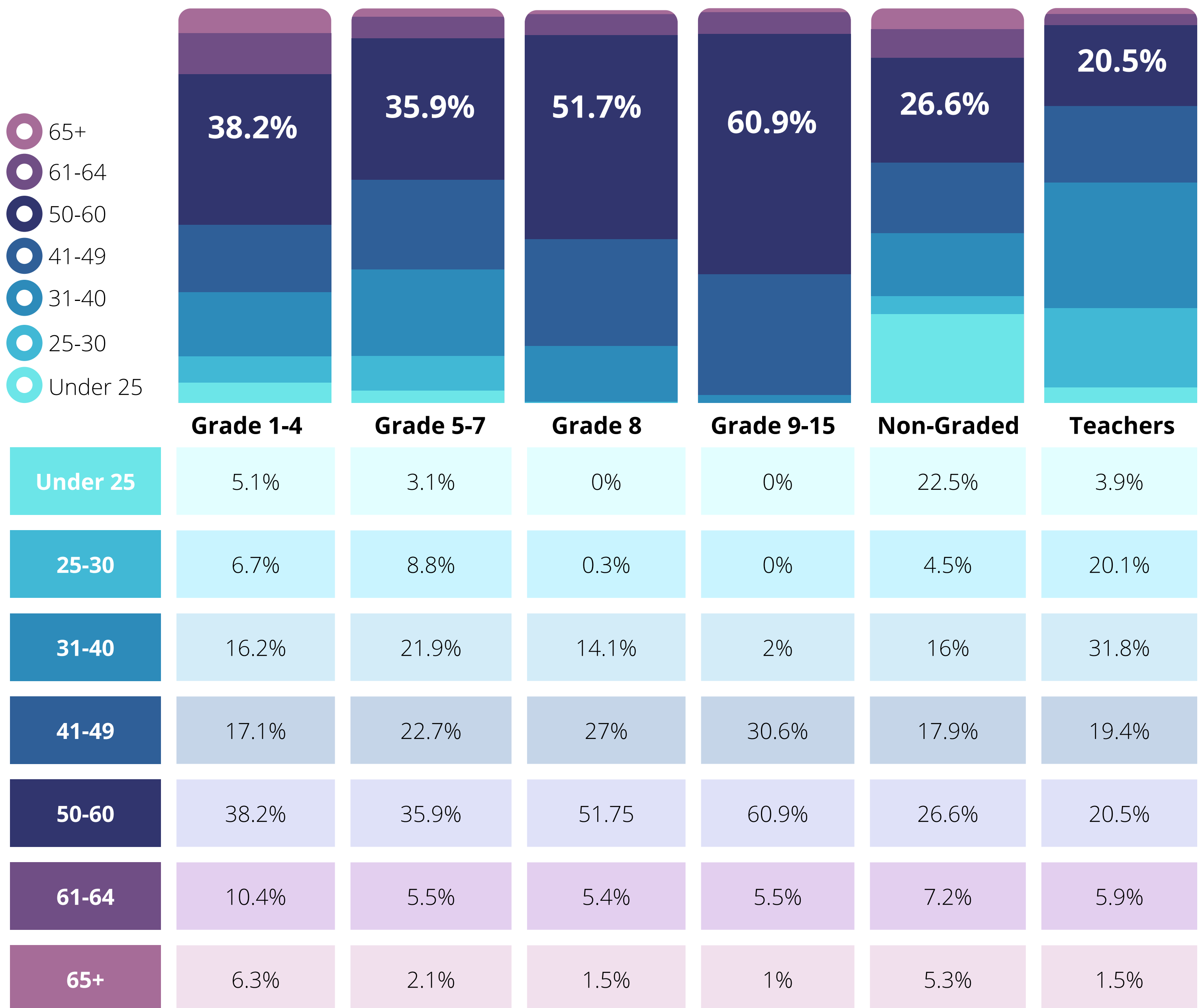


Age



Age Distribution across Grades:

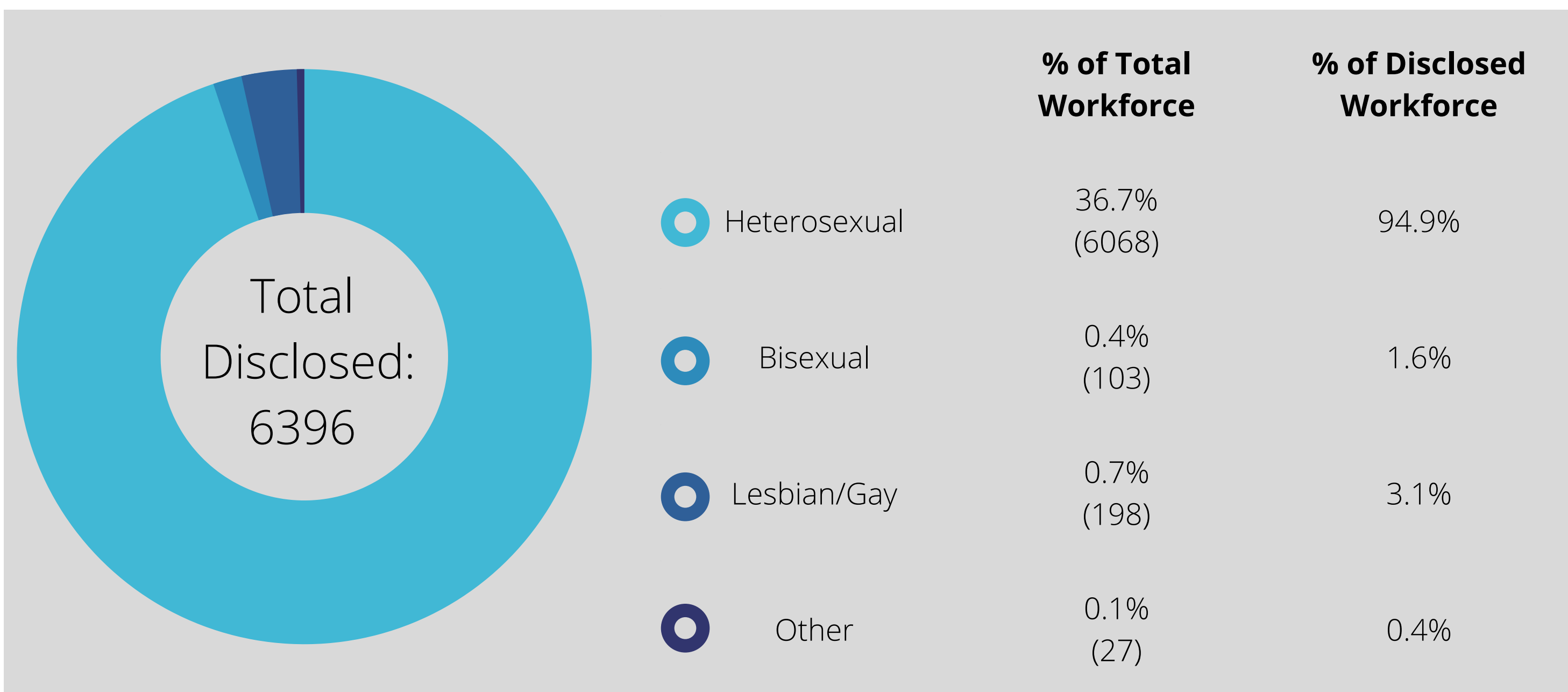
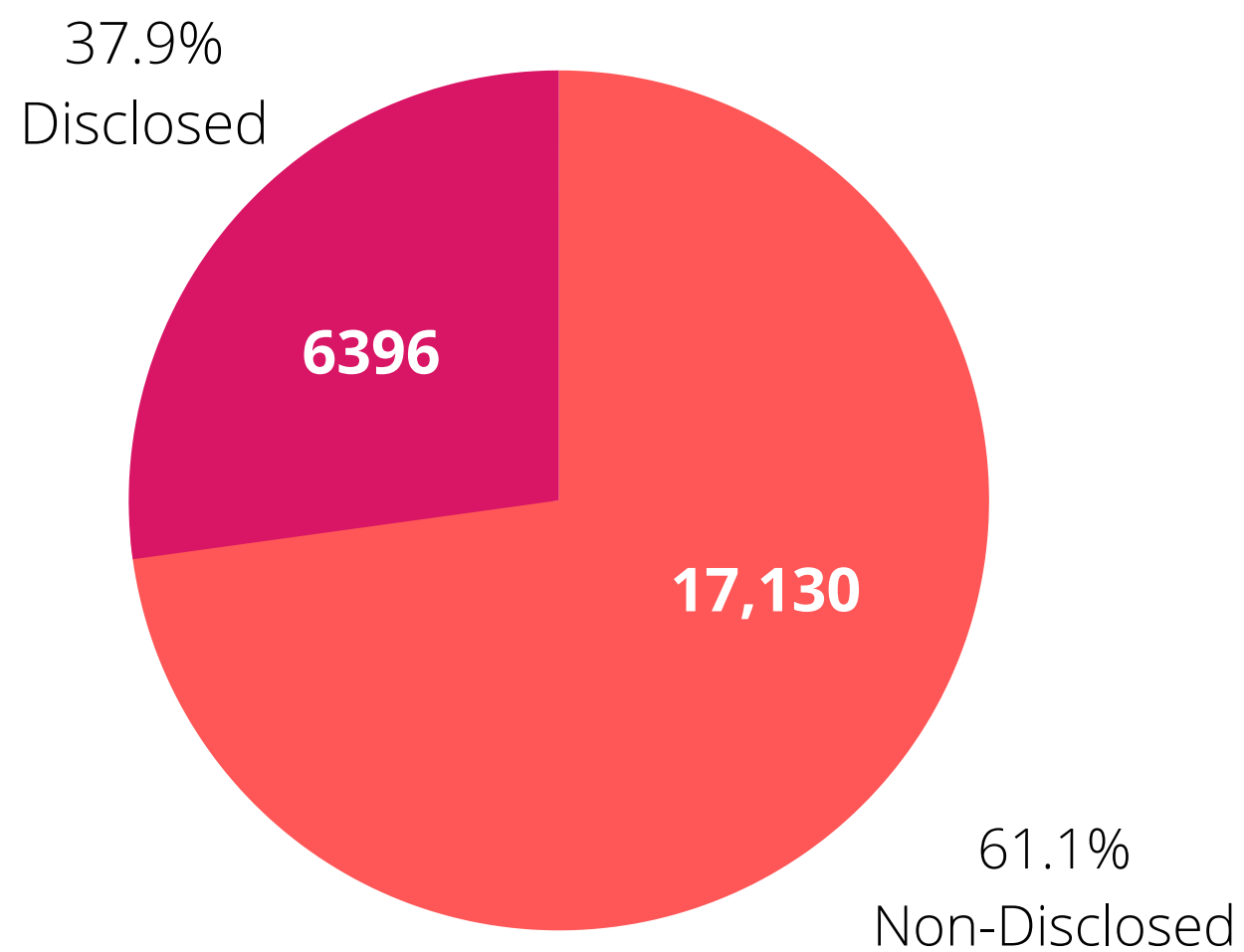
The 50-60 age bracket is the most represented across the Council's workforce, with a majority in Grades 1-9+. While the percentage of 50-60s dips in Non-Graded positions they are still the most heavily represented age group, followed by employees under the age of 25. In Teaching positions however, the majority is made up of the 31-40 age bracket. The figures represented here are indicative of the Council Workforce Profile as at March 2021, and figures have changed by less than 1% in each case in comparison to the previous year.



Sexual Orientation

Disclosure Rate:

The disclosure rate for Employees of Glasgow City Council in regards to Sexual Orientation is less than half. The rate of disclosure tends to be similar across paygrades, with a non disclosure rate of between 57.9% and 69% from paygrades 1-9+. Similarly, the disclosure rate for teachers stands at 66% for teachers. Non-Graded positions presented the only significant outlier with a non-disclosure rate of 24%.



Religion or Belief

Disclosure Rate:

As with Sexual Orientation, the disclosure rate for Religion or Belief was less than half, with non-disclosure rates ranging from 55.2% to 69.7% across grades 1-9+. Once again, non-disclosure rates for teachers were similar at 60.1%, while Non-Graded positions held the lowest non-disclosure rate of 26.2%

