

**OFFICIAL**

**WORKFORCE PROFILE BY  
SEXUAL ORIENTATION ALL  
COUNCIL  
AS AT 31 MARCH 2024**

The table below has been simplified to provide a summary of the council's workforce by age. 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, HR Manager Corporate 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	73	0.6%	5,727	45.9%	80	0.6%	33	0.3%	6,575	52.6%	12488
Grade 5 - 7 Total	37	0.5%	2,852	40.8%	81	1.2%		0.0%	4,020	57.5%	6993
Grade 8 Total		0.1%	253	35.7%		1.0%	0	0.0%	448	63.2%	709
Grade 9 - 15 Total		0.3%	107	34.2%		2.9%	0	0.0%	196	62.6%	313
Other Non Pay & Grading Structure		2.1%	285	66.8%		0.9%		0.5%	127	29.7%	427
Teaching	73	1.1%	2,544	39.5%	87	1.4%		0.1%	3,724	57.9%	6432
<b>Total Workforce</b>	<b>194</b>	<b>0.7%</b>	<b>11,768</b>	<b>43.0%</b>	<b>268</b>	<b>1.0%</b>	<b>42</b>	<b>0.2%</b>	<b>15,090</b>	<b>55.1%</b>	<b>27362</b>
<b>Total Full Time Workforce</b>	135	0.8%	6,868	41.9%	208	1.3%	23	0.1%	9,169	55.9%	16403
<b>Total Part Time Workforce</b>	59	0.5%	4,900	44.7%	60	0.6%	19	0.2%	5,921	54.0%	10959

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%		0.1%	0	0.0%	0	0.0%	1,809	99.9%	1811
Glasgow Life	49	2.1%	834	35.5%	48	2.0%		0.4%	1,411	60.0%	2351
City Property	0	0.0%	26	32.5%		1.3%	0	0.0%	53	63.3%	80
Clyde Gateway*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	24	100.0%	24
Jobs & Business Glasgow		0.0%	16	16.0%	0	0.0%	0	0.0%	83	83.0%	100
<b>Total Workforce</b>	<b>50</b>	<b>1.2%</b>	<b>878</b>	<b>20.1%</b>	<b>49</b>	<b>1.1%</b>		<b>0.2%</b>	<b>3,380</b>	<b>77.4%</b>	<b>4,366</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 MARCH 2024**

<b>GCC OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	<b>Totals</b>
Grade 1-4 F/T	30	0.7%	1,808	39.3%	35	0.8%	14	0.3%	2,717	59.0%	<b>4,604</b>
Grade 1-4 P/T	43	0.5%	3,919	49.7%	45	0.6%	19	0	3,858	48.9%	<b>7,884</b>
<b>Grade 1-4 Total</b>	<b>73</b>	<b>0.6%</b>	<b>5,727</b>	<b>45.9%</b>	<b>80</b>	<b>0.6%</b>	<b>33</b>	<b>0</b>	<b>6,575</b>	<b>52.7%</b>	<b>12,488</b>
Grade 5-7 F/T	30	0.5%	2,334	42.3%	74	1.3%		0	3,073	55.7%	<b>5,514</b>
Grade 5-7 P/T		0	518	35.0%		0	0	0.0%	947	64.0%	<b>1,479</b>
<b>Grade 5-7 Total</b>	<b>37</b>	<b>0</b>	<b>2,852</b>	<b>40.8%</b>	<b>81</b>	<b>0</b>		<b>0</b>	<b>4,020</b>	<b>57.5%</b>	<b>6,993</b>
Grade 8 F/T		0.2%	238	37.2%		0	0	0.0%	394	61.6%	<b>640</b>
Grade 8 P/T	0	0.0%	14	21.9%	0	0.0%	0	0.0%	50	78.1%	<b>64</b>
<b>Grade 8 Total</b>		<b>0.1%</b>	<b>252</b>	<b>35.8%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>444</b>	<b>63.1%</b>	<b>704</b>
Grade ACZ 8 F/T	0	0.0%		0	0	0	0	0.0%			
Grade ACZ 8 P/T	0	0.0%	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</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>			
Grade 9-15 F/T		0	104	35.1%		0	0	0.0%	183	61.8%	<b>296</b>
Grade 9-15 P/T	0	0.0%	0	0	0	0.0%	0	0.0%		100.0%	
<b>Grade 9-15 Total</b>		<b>0</b>	<b>104</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>192</b>	<b>63.0%</b>	<b>305</b>
Grade ACZ 9-15 F/T	0	0.0%		0		12.5%	0	0.0%			
Grade ACZ 9-15 P/T	0	0.0%	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>12.5%</b>	<b>0</b>	<b>0.0%</b>			
Other Non Pay & Grading Structure F/T		0	211	63.6%		0		0	108	32.5%	<b>332</b>
Other Non Pay & Grading Structure P/T		1.1%	74	77.9%		0	0	0.0%	19	20.0%	<b>95</b>
<b>Other Non P&amp;G Structure Total</b>		<b>0</b>	<b>285</b>	<b>66.7%</b>		<b>0</b>		<b>0</b>	<b>127</b>	<b>29.7%</b>	<b>427</b>
<b>Total Workforce F/T</b>	<b>70</b>	<b>0.6%</b>	<b>4,699</b>	<b>41.2%</b>	<b>128</b>	<b>1.1%</b>	<b>19</b>	<b>0.2%</b>	<b>6,483</b>	<b>56.9%</b>	<b>11,399</b>
<b>Total Workforce P/T</b>	<b>51</b>	<b>0.5%</b>	<b>4,525</b>	<b>47.5%</b>	<b>53</b>	<b>0.6%</b>	<b>19</b>	<b>0</b>	<b>4,883</b>	<b>51.2%</b>	<b>9,531</b>
<b>Total Workforce</b>	<b>121</b>	<b>0.6%</b>	<b>9,224</b>	<b>44.1%</b>	<b>181</b>	<b>0.9%</b>	<b>38</b>	<b>0</b>	<b>11,366</b>	<b>54.3%</b>	<b>20,930</b>

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WORKFORCE PROFILE BY  
SEXUAL ORIENTATION  
TEACHERS ONLY  
AS AT 31 MARCH 2024**

<b>TEACHERS OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T	62	1.8%	1,680	48.0%	58	1.7%		0.1%	1,698	48.5%	3,501
Teacher P/T		0.6%	322	26.2%		0	0	0.0%	892	72.6%	1,228
<b>Teacher Total</b>	<b>69</b>	<b>1.5%</b>	<b>2,002</b>	<b>42.3%</b>	<b>65</b>	<b>0</b>		<b>0.1%</b>	<b>2,590</b>	<b>54.8%</b>	<b>4,729</b>
Principal Teacher F/T		0.3%	295	32.5%	13	0		0	595	65.6%	907
Principal Teacher P/T		0.8%	29	0	0	0.0%	0	0.0%	101	77.1%	131
<b>Principal Teacher Total</b>		<b>0.4%</b>	<b>324</b>	<b>0</b>	<b>13</b>	<b>0</b>		<b>0</b>	<b>696</b>	<b>67.1%</b>	<b>1,038</b>
Depute Head Teacher F/T	0	0.0%	110	33.0%		0	0	0.0%	218	65.5%	333
Depute Head Teacher P/T	0	0.0%	10	28.6%	0	0.0%	0	0.0%	25	71.4%	35
<b>Depute Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>120</b>	<b>32.6%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>243</b>	<b>66.0%</b>	<b>368</b>
Head Teacher F/T	0	0.0%	67	31.2%		0	0	0.0%	144	67.0%	215
Head Teacher P/T	0	0.0%		22.2%	0	0.0%	0	0.0%		1%	
<b>Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>69</b>	<b>30.8%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>151</b>	<b>1%</b>	<b>224</b>
Quality Improvement Officer/Manager F/T	0	0.0%		0	0	0.0%	0	0.0%	15	88.2%	17
Quality Improvement Officer/Manager P/T	0	0.0%	0	0	0	0.0%	0	0.0%		1%	
<b>Quality Improvement Officer/Manager Total</b>	<b>0</b>	<b>0.0%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>17</b>	<b>1%</b>	<b>19</b>
Psychologist F/T	0	0.0%	15	48.4%	0	0.0%	0	0.0%	16	51.6%	31
Psychologist P/T	0	0.0%	12	1%	0	0.0%	0	0.0%	11	47.8%	23
<b>Psychologist Total</b>	<b>0</b>	<b>0.0%</b>	<b>27</b>	<b>1%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>27</b>	<b>50.0%</b>	<b>54</b>
<b>Total Workforce F/T</b>	<b>65</b>	<b>1.3%</b>	<b>2,169</b>	<b>43.3%</b>	<b>80</b>	<b>1.6%</b>		<b>0</b>	<b>2,686</b>	<b>53.7%</b>	<b>5,004</b>
<b>Total Workforce P/T</b>		<b>0.6%</b>	<b>375</b>	<b>26.3%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>1,038</b>	<b>72.7%</b>	<b>1,428</b>
<b>Total Workforce</b>	<b>73</b>	<b>1.1%</b>	<b>2,544</b>	<b>39.6%</b>	<b>87</b>	<b>0</b>		<b>0</b>	<b>3,724</b>	<b>57.9%</b>	<b>6,432</b>

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