

OFFICIAL

**WORKFORCE PROFILE BY SEXUAL ORIENTATION
ALL COUNCIL
AS AT 31 MARCH 2022**

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%	5,651	43.4%	62	0.5%	26	0.2%	7,239	55.6%	13023
Grade 5 - 7 Total	27	0.4%	2,641	36.8%	70	1.0%			4,435	61.7%	7177
Grade 8 Total	0	0	220	31.3%			0	0.0%	473	67.4%	702
Grade 9 - 15 Total			101	32.9%			0	0.0%	200	65.2%	307
Other Non Pay & Grading Structure			317	68.6%			0	0.0%	137	29.6%	462
Teaching	46	0.7%	2,246	34.8%	78	1.2%			4,080	63.2%	6452
Total Workforce	123	0.4%	11,176	39.7%	228	0.8%	32	0.1%	16,564	59.0%	28123
Total Full Time Workforce	91	0.5%	6,430	38.3%	177	1.1%	20	0.1%	10,059	60.0%	16777
Total Part Time Workforce	32	0.3%	4,746	41.8%	51	0.4%	12	0.1%	6,505	57.4%	11346

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%	2,028	100.0%	2028
Glasgow Life	26	1.1%	763	32.0%	34	1.4%			1,553	65.2%	2382
City Property	0	0.0%	21	26.6%			0	0.0%	57	72.2%	79
Clyde Gateway*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	100.0%	27
Jobs & Business Glasgow			44	23.7%			0	0.0%	137	73.7%	186
Total Workforce	29	0.6%	828	17.2%	37	0.8%			3,802	79.0%	4,702

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 2022**

GCC OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Grade 1-4 F/T	20	0.4%	1,719	36.0%	22	0.5%	14	0.3%	3,000	62.8%	4,775
Grade 1-4 P/T	25	0.3%	3,932	47.7%	40	0.5%	12	0.1%	4,239	51.4%	8,248
Grade 1-4 Total	45	0.3%	5,651	43.4%	62	0.5%	26	0.2%	7,239	55.6%	13,023
Grade 5-7 F/T	25	0.4%	2,154	38.7%	66	1.2%			3,321	59.6%	5,570
Grade 5-7 P/T			487	30.3%			0	0.0%	1,114	69.3%	1,607
Grade 5-7 Total			2,641	36.8%					4,435	61.8%	7,177
Grade 8 F/T	0	0.0%	208	32.9%			0	0.0%	418	66.0%	633
Grade 8 P/T	0	0.0%	12	17.9%			0	0.0%	54	80.6%	67
Grade 8 Total	0	0.0%	220	31.4%			0	0.0%	472	67.4%	700
Grade ACZ 8 F/T	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%			
Grade ACZ 8 Total	0	0.0%	0	0			0	0.0%			
Grade 9-15 F/T			94	33.0%			0	0.0%	185	64.9%	285
Grade 9-15 P/T	0	0.0%			0	0.0%	0	0.0%	10	66.7%	15
Grade 9-15 Total							0	0.0%	195	65.0%	300
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			243	69.8%			0	0	101	29.0%	348
Other Non Pay & Grading Structure P/T			74	64.9%			0	0.0%	36	31.6%	114
Other Non P&G Structure Total			317	68.6%			0	0	137	29.7%	462
Total Workforce F/T	49	0.4%	4,420	38.0%	102	0.9%	18	0.2%	7,030	60.5%	11,619
Total Workforce P/T	28	0.3%	4,510	44.9%	48	0.5%	12	0.1%	5,454	54.3%	10,052
Total Workforce	77	0.4%	8,930	41.2%	150	0.7%	30	0.1%	12,484	57.6%	21,671

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 2022**

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T	39	1.1%	1,547	43.1%	53	1.5%			1,947	54.3%	3,587
Teacher P/T			197	17.9%			0	0.0%	898	81.5%	1,102
Teacher Total			1,744	37.2%					2,845	60.7%	4,689
Principal Teacher F/T			295	30.2%	12	1.2%			667	68.2%	978
Principal Teacher P/T	0	0.0%	21	0	0	0.0%	0	0.0%	97	82.2%	118
Principal Teacher Total			316	28.8%	12	0			764	69.7%	1,096
Depute Head Teacher F/T	0	0.0%	98	29.6%			0	0.0%	227	68.6%	331
Depute Head Teacher P/T	0	0.0%			0	0.0%	0	0.0%	37	80.4%	46
Depute Head Teacher Total	0	0.0%					0	0.0%	264	70.0%	377
Head Teacher F/T	0	0.0%	54	25.4%			0	0.0%	155	72.8%	213
Head Teacher P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
Head Teacher Total	0	0.0%	54	24.7%			0	0.0%			
Quality Improvement Officer/Manager F/T	0	0.0%			0	0.0%	0	0.0%	15	83.3%	18
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%	13	41.9%	0	0.0%	0	0.0%	18	58.1%	31
Psychologist P/T	0	0.0%			0	0.0%	0	0.0%	11	57.9%	19
Psychologist Total	0	0.0%			0	0.0%	0	0.0%	29	58.0%	50
Total Workforce F/T	42	0.8%	2,010	39.0%	75	1.5%			3,029	58.7%	5,158
Total Workforce P/T			236	18.2%			0	0.0%	1,051	81.2%	1,294
Total Workforce			2,246	34.8%					4,080	63.2%	6,452

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