

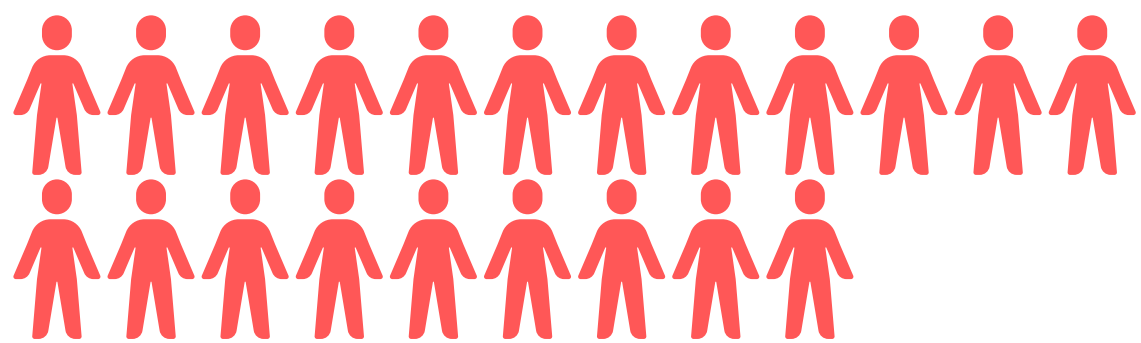
# Workforce Excluding Teachers

At 31st March 2022 the Council had 21,671 employees excluding teachers, a decrease of **0.2%** from March of the previous year. Of the workforce excluding teachers in March 2022 53.6% were employed full time, which is consistent with the 53% of full time employees recorded in March 2021.

## March 2022

**21,671**

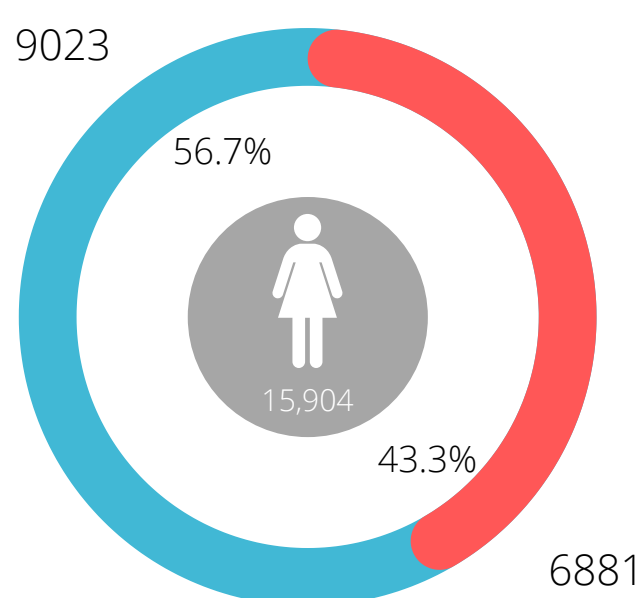
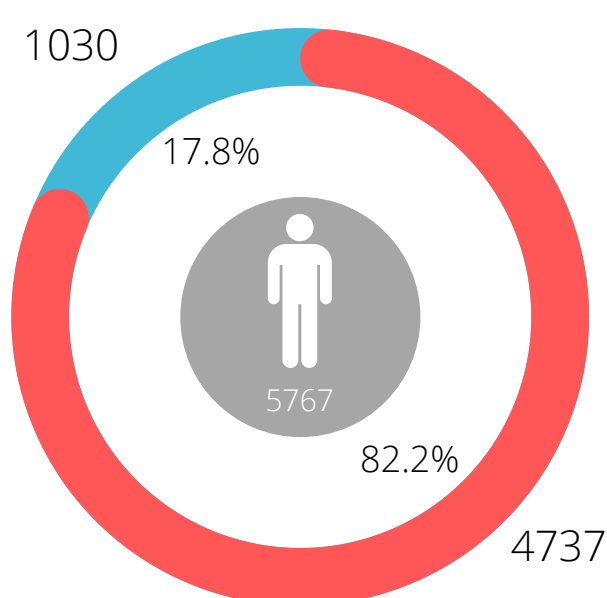
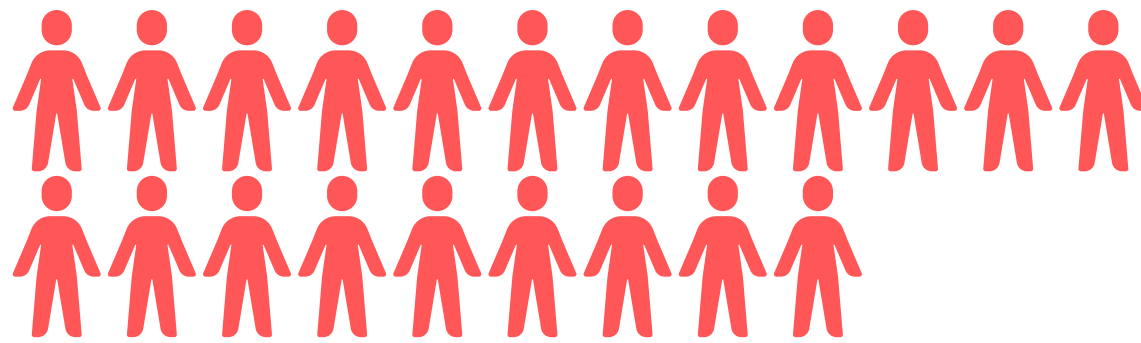
Total people



## March 2021

**21,715**

Total people



- Full Time Workers Male (40.8%) Female (59.2%)
- Part Time Workers Male (10.2%) Female (89.8%)

## Full Time/Part Time

Of the workforce excluding teachers, 56.3% were full time workers. Of those full time workers 40.8% had self identified as Male, and 59.2% had self identified as Female. Between March 2021 and March 2022 there was a **0.9% increase** in the number of full time workers, and a **1.45% decrease** in the number of part time workers. In male employees the number of full time workers fell by less than 0.5% between 2021 and 2022, where as the number of part time workers fell by by 3%. In the number of female employees full time workers increased by 1.7%, and part time workers fell by 1.3%.

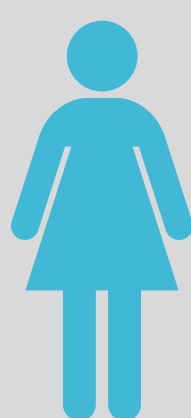
## Gender

March 2022



5767

Total  
21,671



15,904

26.6%

73.4%

March 2021



5811

Total  
21,715



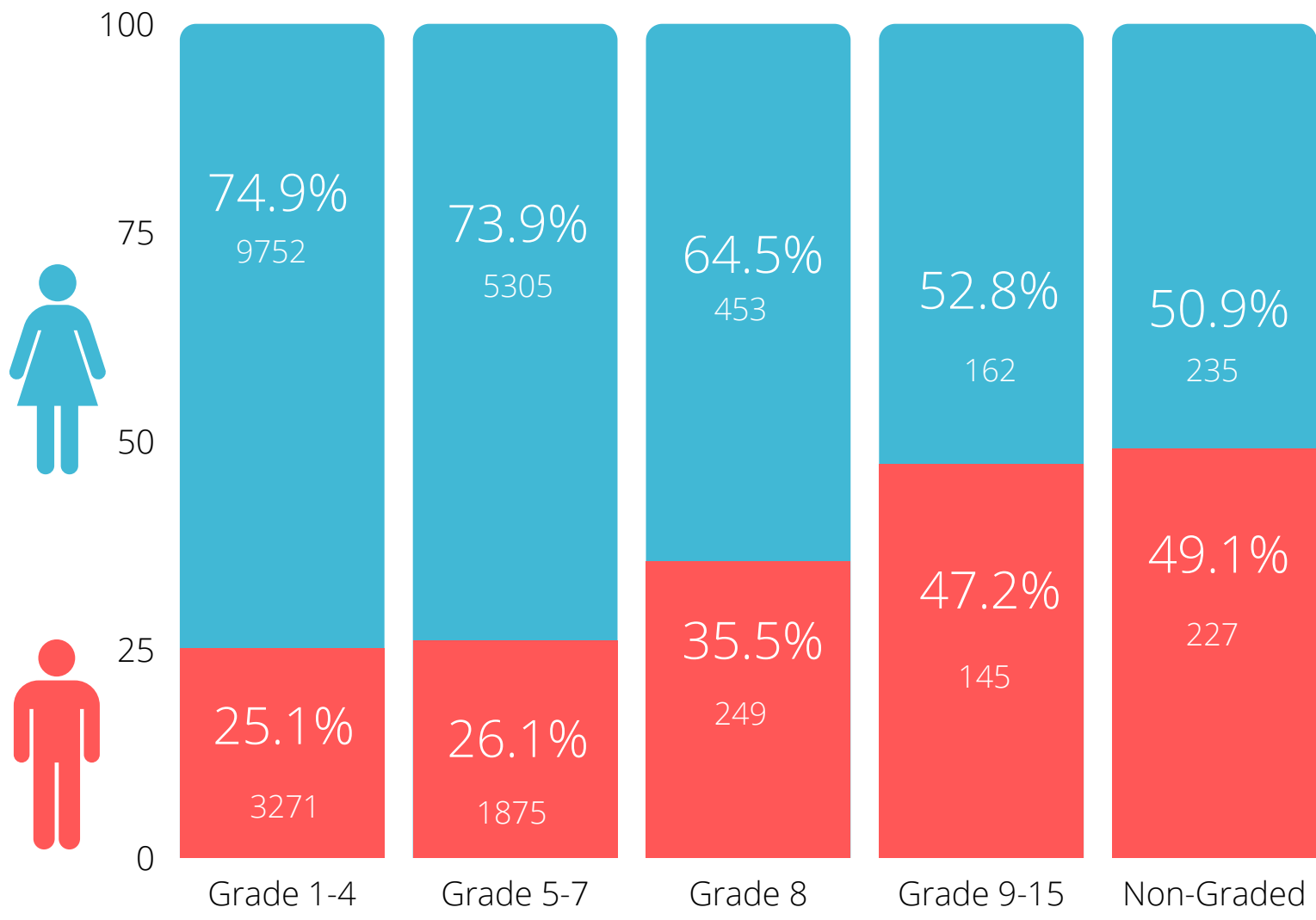
15,904

26.7%

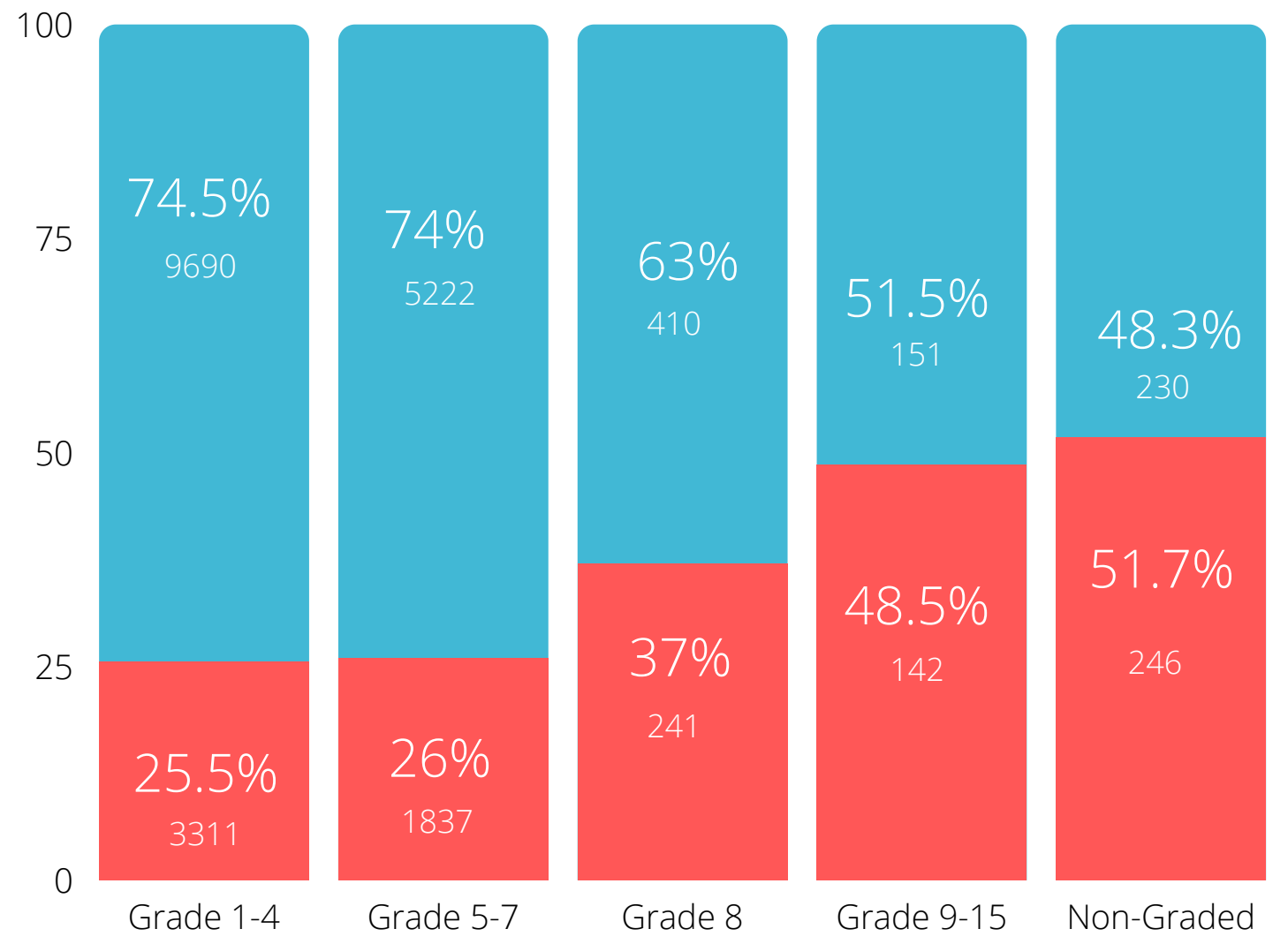
73.3%

## Gender Split by Grade:

March 2022

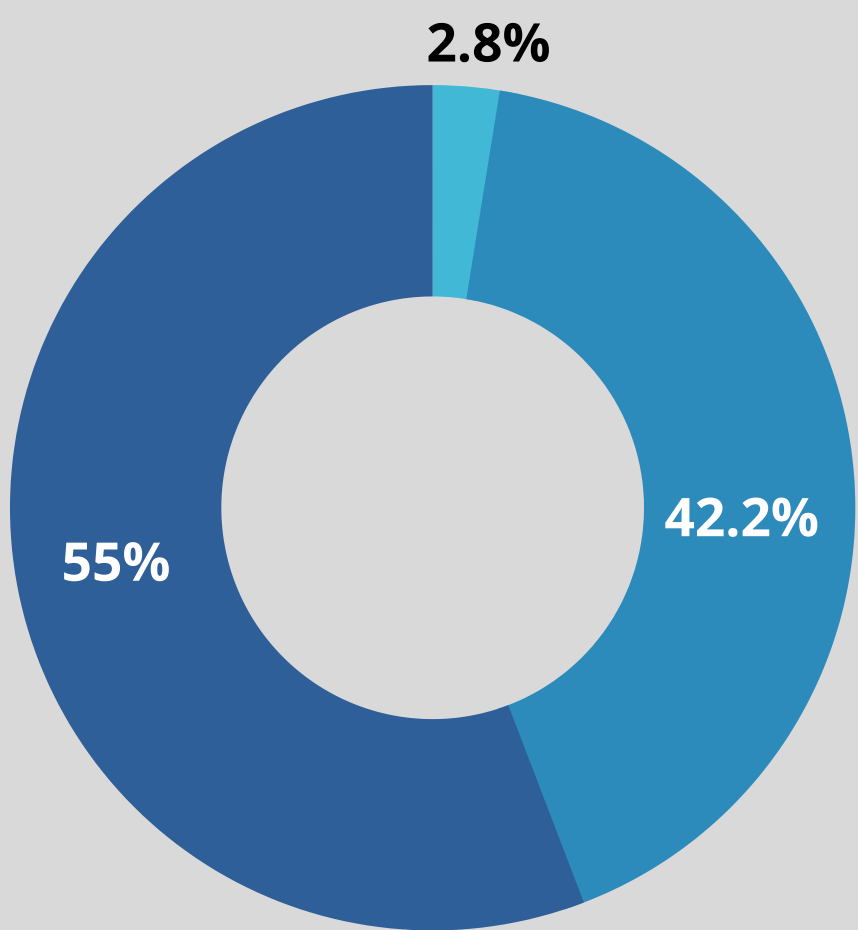


March 2021



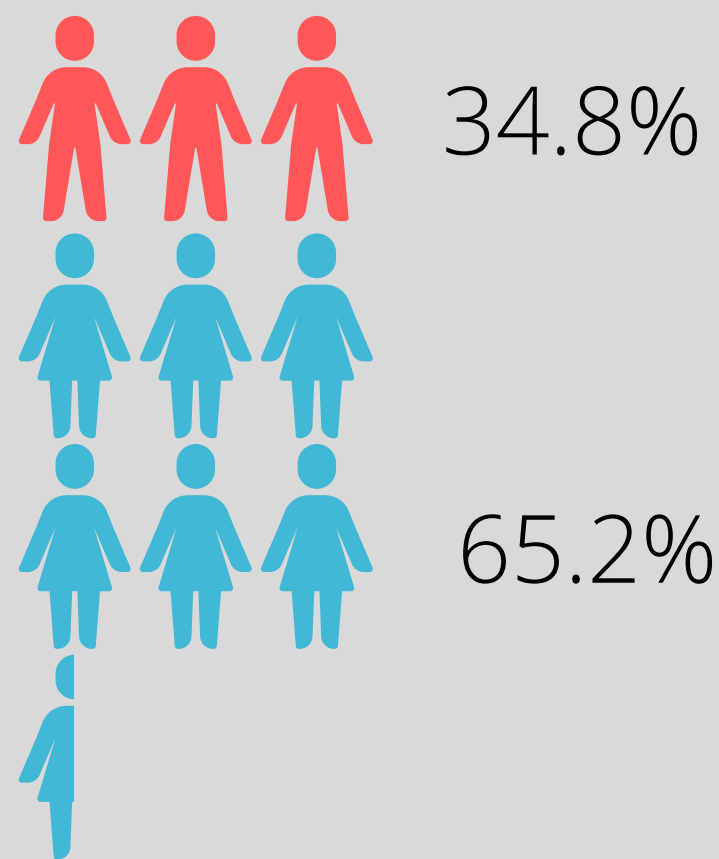
## Disability

Total Workforce:



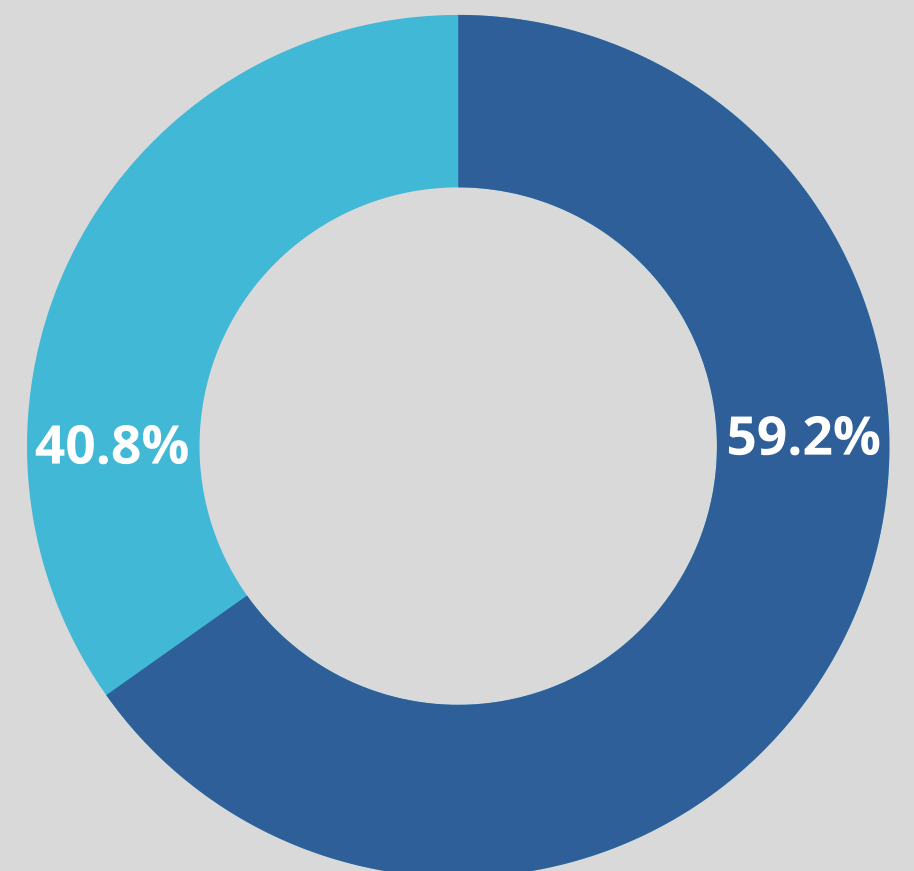
- Disabled - 598
- Non- Disabled - 9155
- Non- Disclosed - 11,918

Gender Split:



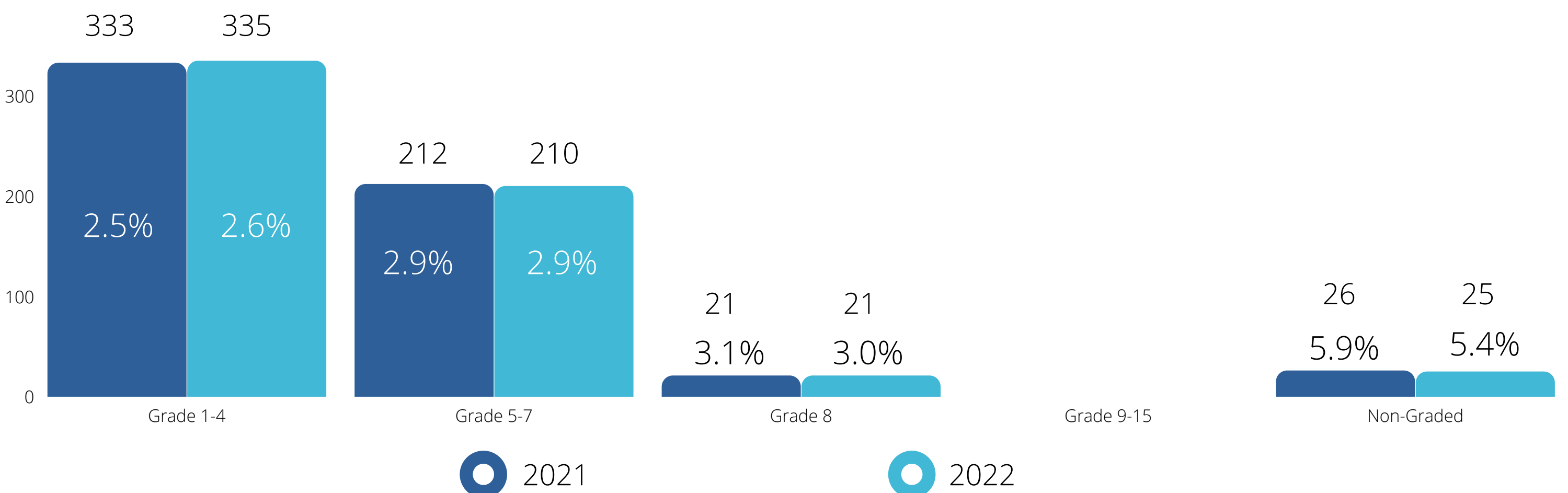
- Female Employees with a Disability - 390
- Male Employees with a Disability - 208

Full Time/Part Time:



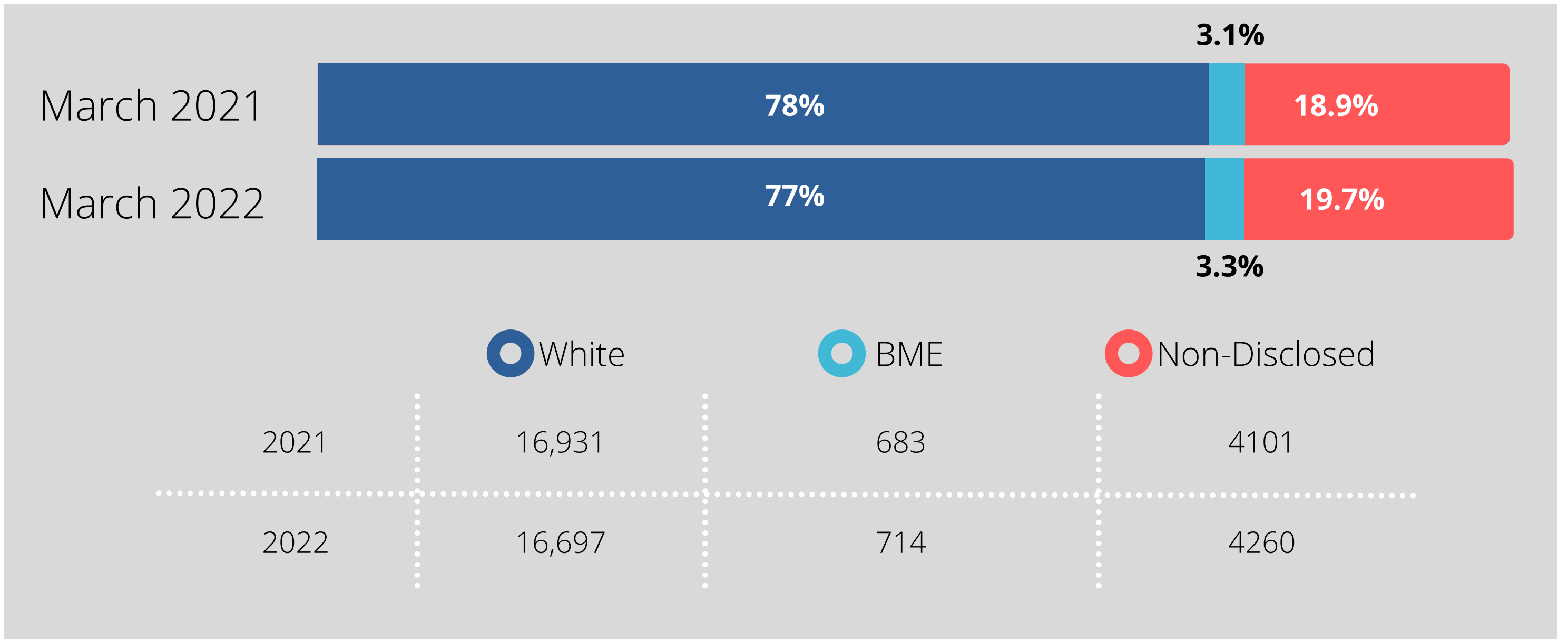
- Part Time Employees with a Disability - 244
- Full Time Employees with a Disability - 354

## Disabled Employees across Grades

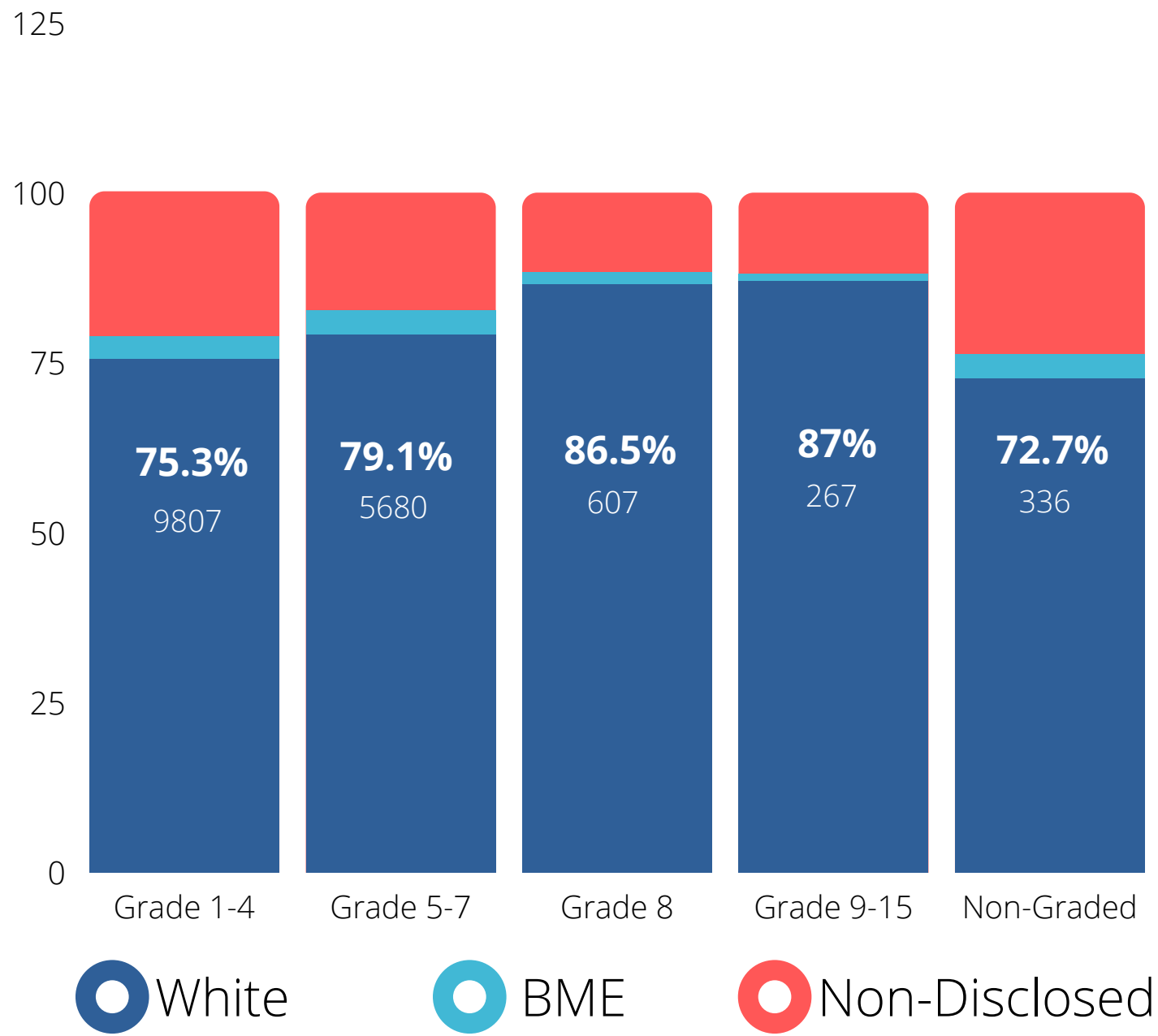


\*To ensure that employees can't be identified we have removed numbers where it is lower than 10

# Ethnicity



## Ethnicity Split across Grades:



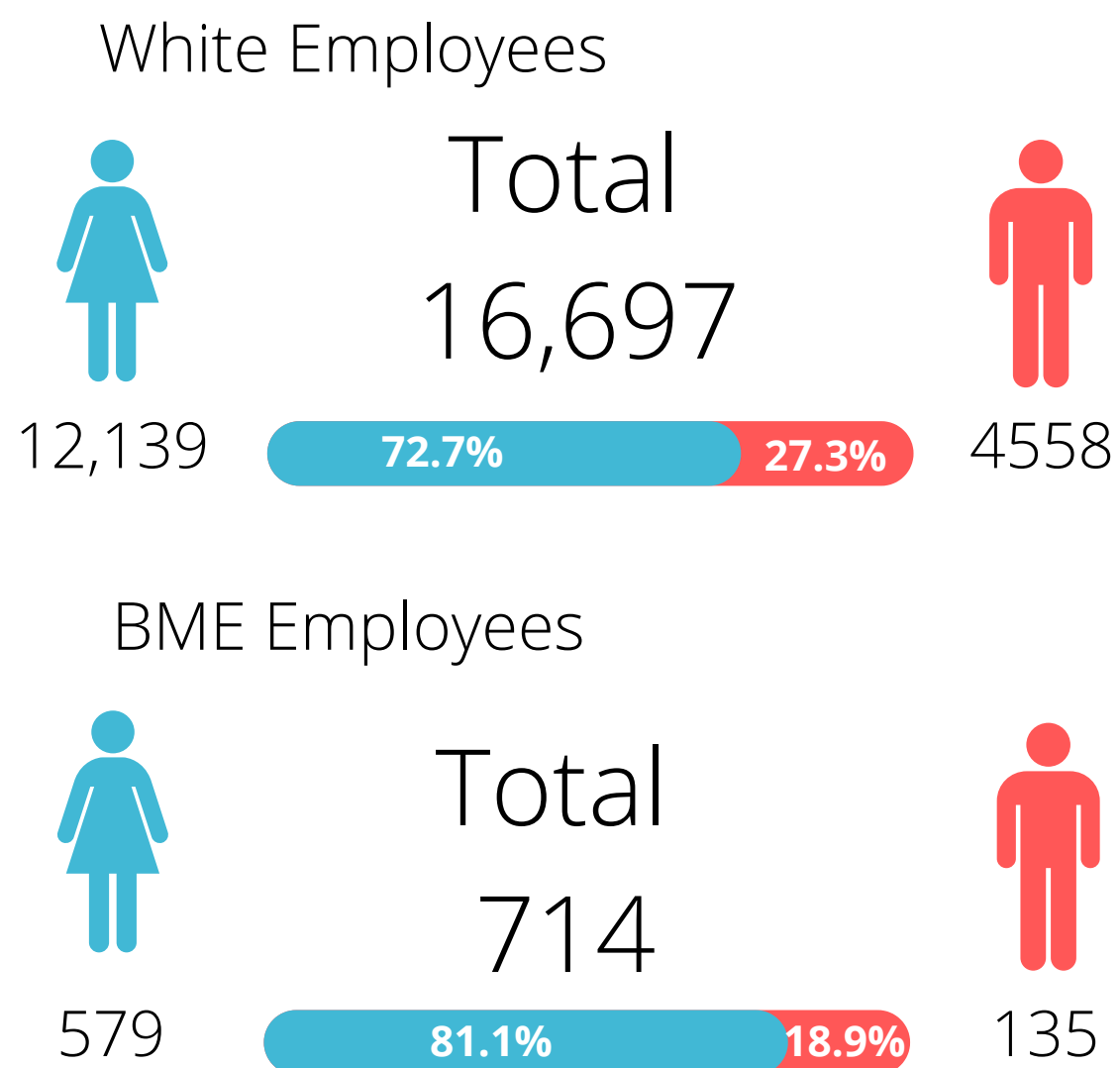
## BME Employees

	Number	%
Grade 1-4	428	3.3%
Grade 5-7	254	3.6%
Grade 8	13	1.8%
Grade 9-15		
Non-Graded	16	3.5%

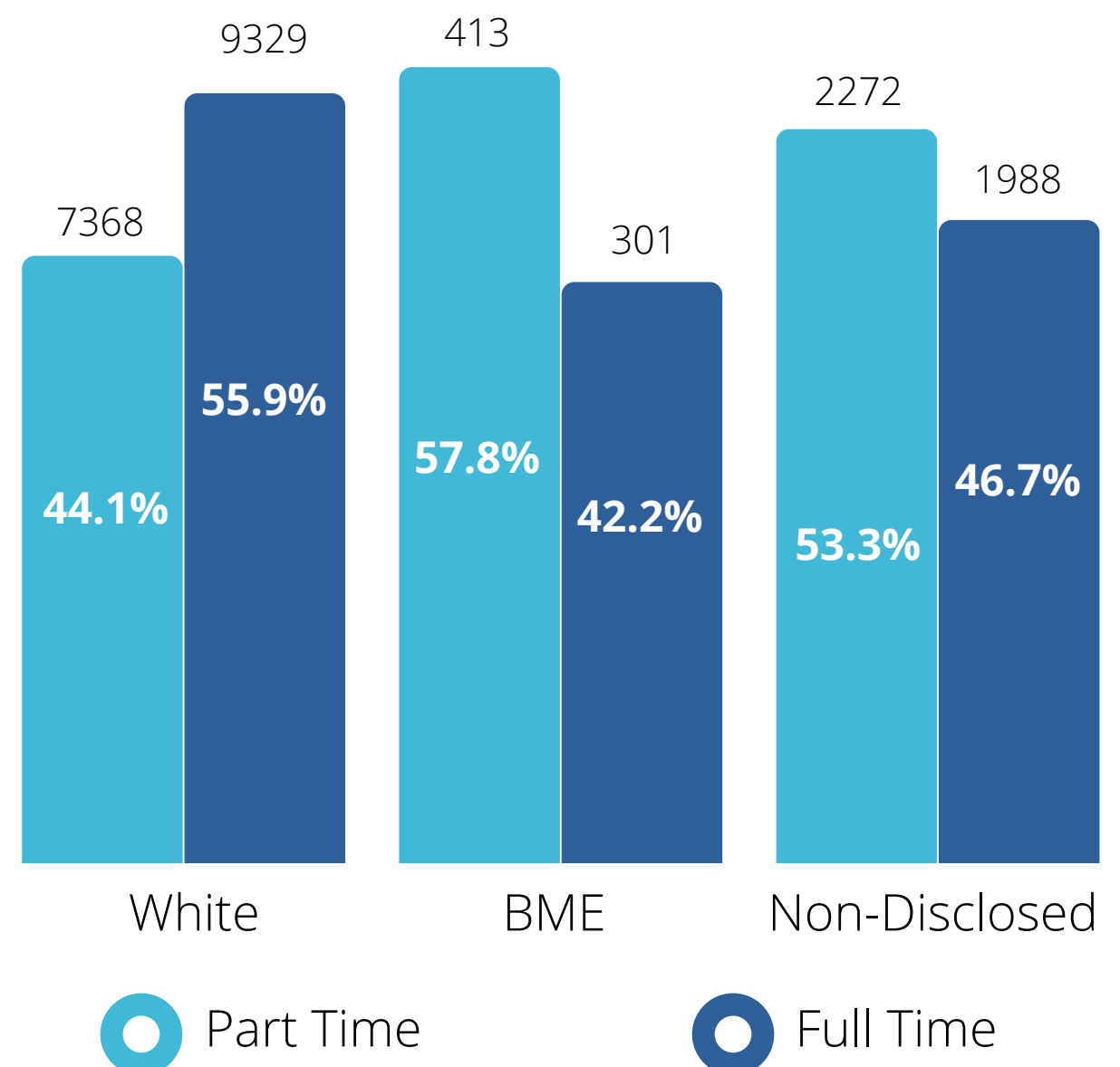
\*To ensure that employees can't be identified we have removed numbers where it is lower than 10

## Gender Split:

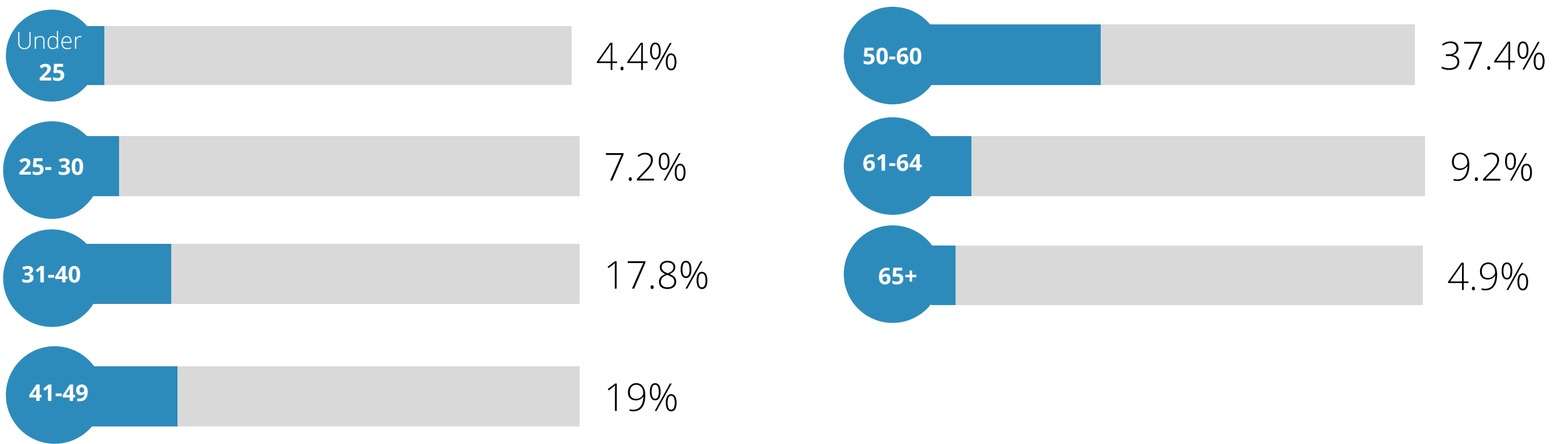
\*Taking into account that the council has a 22.2% Non-Disclosure Rate for Ethnicity



## Full Time/Part Time:

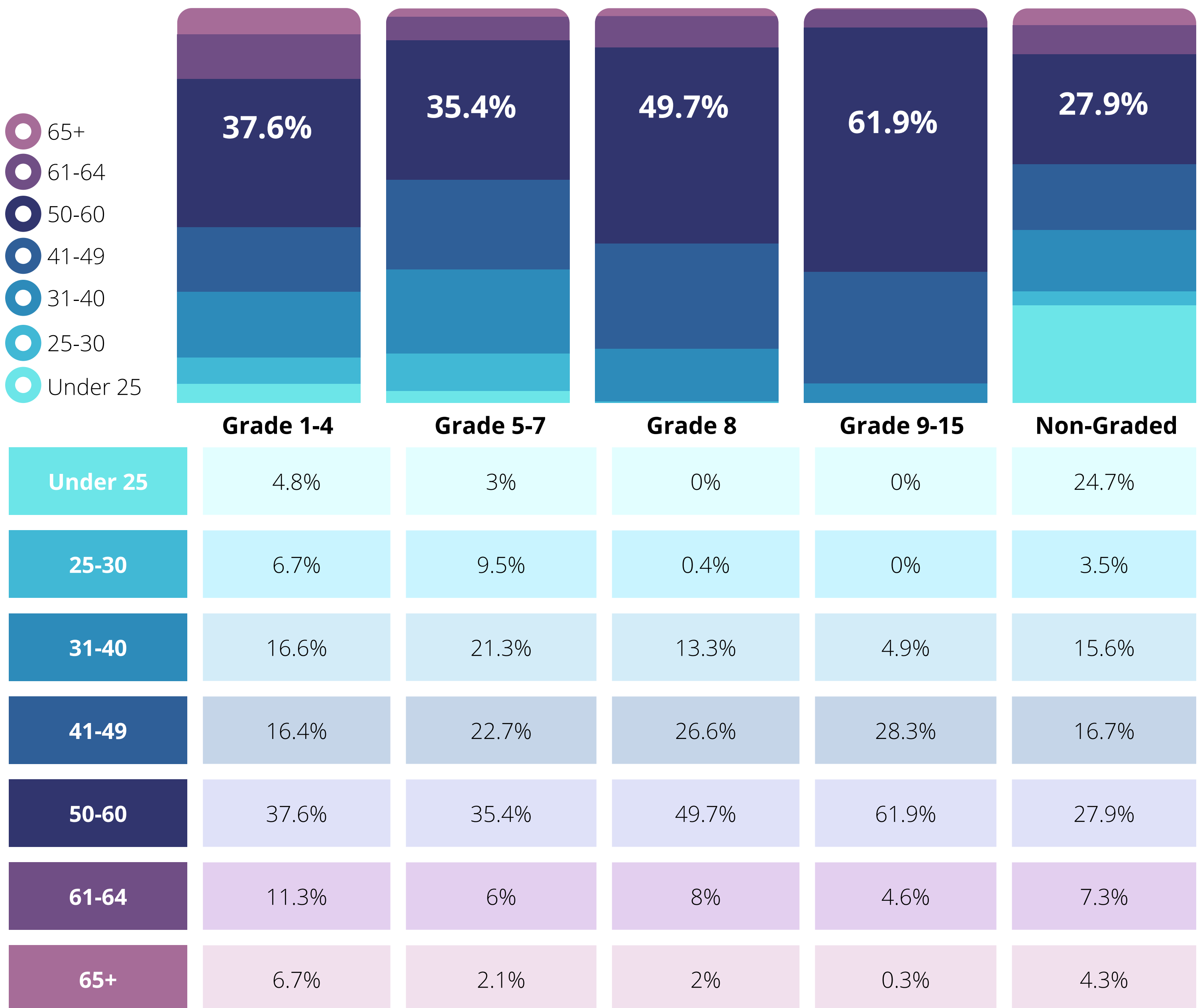


# Age



## Age Distribution across Grades:

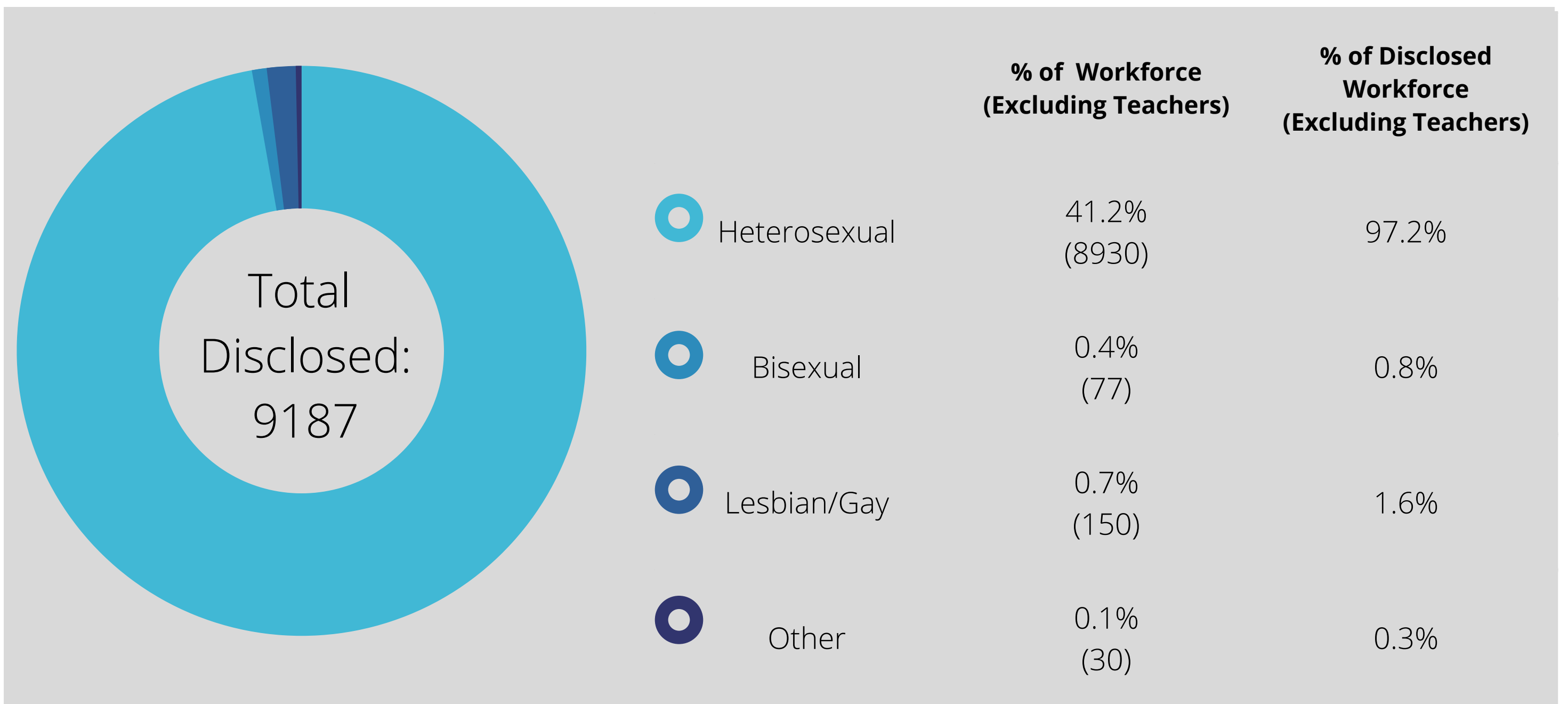
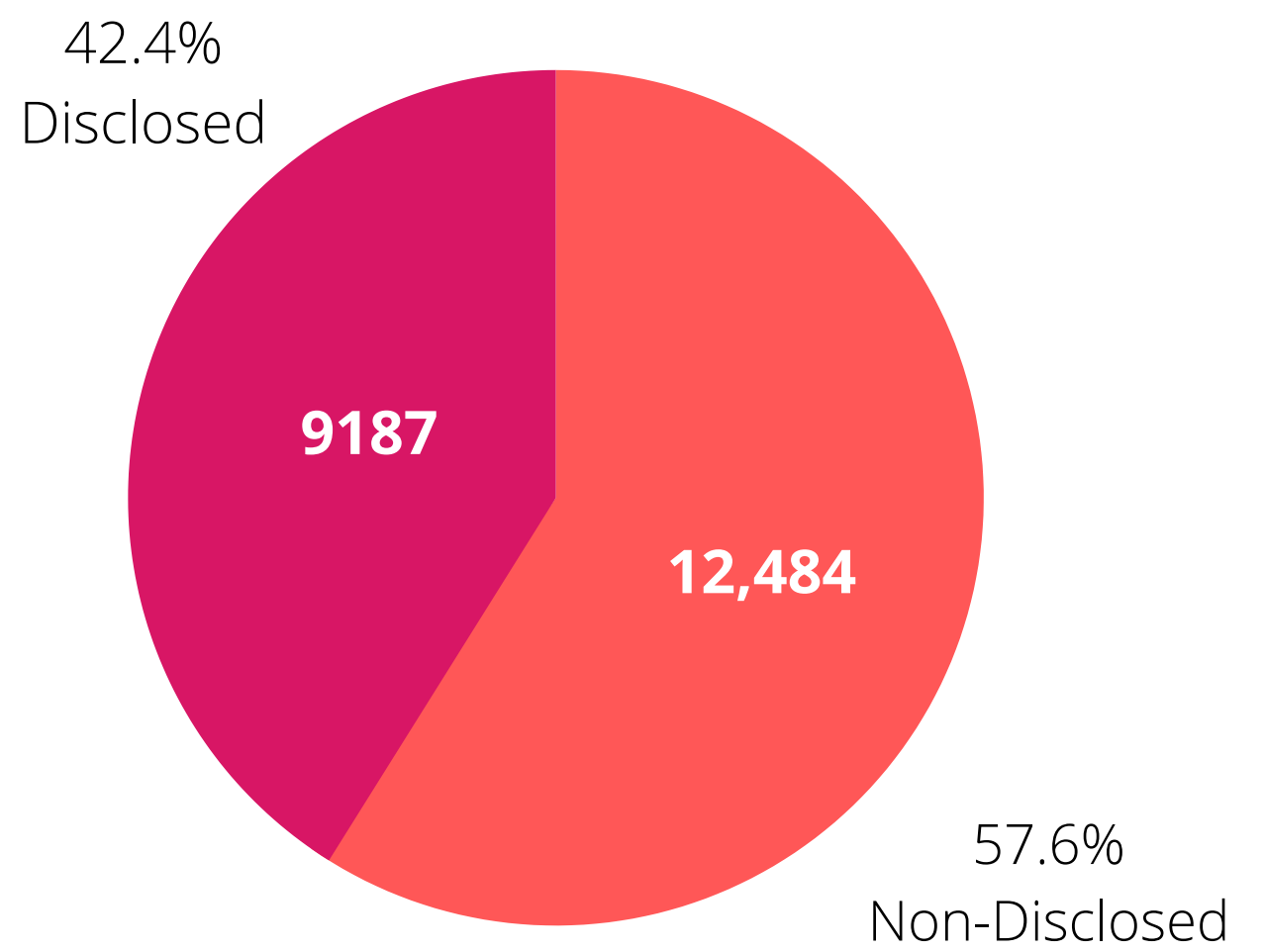
The 50-60 age bracket is the most represented across the Council's workforce, with a majority in Grades 1-9+. While the percentage of 50-60s dips in Non-Graded positions they are still the most heavily represented age group, followed by employees under the age of 25. In Teaching positions however, the 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 is consistently less than half across paygrades, with a non disclosure rate of between 51.4% and 80.6% from paygrades 1-9+. Similarly, the non-disclosure rate for teachers stands at 63.2%. Non-Graded positions presented the only significant outlier with a non-disclosure rate of 29.7%.



# 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 53.1% to 67.7% across grades 1-9+. Once again, non-disclosure rates for teachers were similar at 63.9%, while Non-Graded positions held the lowest non-disclosure rate of 31.4%.

