

**OFFICIAL**

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL  
AS AT 31 MARCH 2023**

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](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	54	0.4%	5,739	44.7%	74	0.6%	29	0.2%	6,938	54.1%	12834
Grade 5 - 7 Total	37	0.5%	2,783	39.0%	75	1.1%		0.0%	4,238	59.4%	7136
Grade 8 Total	0	0.0%	241	34.3%		0.9%	0	0.0%	455	64.8%	702
Grade 9 - 15 Total		0.3%	103	32.8%		2.2%	0	0.0%	203	64.7%	314
Other Non Pay & Grading Structure		0.9%	311	69.9%		0.7%		0.4%	125	28.1%	445
Teaching	63	1.0%	2,420	37.6%	89	1.4%		0.0%	3,857	60.0%	6432
<b>Total Workforce</b>	<b>159</b>	<b>0.6%</b>	<b>11,597</b>	<b>41.6%</b>	<b>254</b>	<b>0.9%</b>	<b>37</b>	<b>0.1%</b>	<b>15,816</b>	<b>56.8%</b>	<b>27863</b>
<b>Total Full Time Workforce</b>	115	0.7%	6,743	40.1%	206	1.2%	21	0.1%	9,723	57.9%	16808
<b>Total Part Time Workforce</b>	44	0.4%	4,854	43.9%	48	0.4%	16	0.1%	6,093	55.1%	11055

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%		6.9%		1.0%	0	0.0%	94	92.2%	102
Glasgow Life	0	0.0%		0.1%	0	0.0%	0	0.0%	1,998	99.9%	2000
City Parking	36	1.5%	805	33.2%	42	1.7%		0.4%	1,536	63.3%	2428
City Property	0	0.0%	25	28.4%	2	2.3%	0	0.0%	61	69.3%	88
Clyde Gateway*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	24	100.0%	24
Jobs & Business Glasgow	2	0	35	21.6%		0.6%	0	0.0%	124	76.5%	162
<b>Total Workforce</b>	<b>38</b>	<b>0.8%</b>	<b>874</b>	<b>18.2%</b>	<b>46</b>	<b>1.0%</b>		<b>0.2%</b>	<b>3,837</b>	<b>79.9%</b>	<b>4804</b>

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**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2023**

<b>GCC OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	<b>Bi-Sexual</b>	<b>%</b>	<b>Heterosexual</b>	<b>%</b>	<b>Lesbian / Gay</b>	<b>%</b>	<b>Other</b>	<b>%</b>	<b>Not Disclosed</b>	<b>%</b>	<b>Totals</b>
Grade 1-4 F/T	18	0.4%	1,757	37.1%	33	0.7%	14	0.3%	2,920	61.6%	4,742
Grade 1-4 P/T	36	0.4%	3,982	49.2%	41	0.5%	15	0.2%	4,018	49.7%	8,092
<b>Grade 1-4 Total</b>	<b>54</b>	<b>0.4%</b>	<b>5,739</b>	<b>44.7%</b>	<b>74</b>	<b>0.6%</b>	<b>29</b>	<b>0.2%</b>	<b>6,938</b>	<b>54.1%</b>	<b>12,834</b>
Grade 5-7 F/T	33	0.6%	2,313	40.8%	72	1.3%		0.1%	3,247	57.3%	5,668
Grade 5-7 P/T		0.3%	470	32.0%	3	0.2%	0	0.0%	991	67.5%	1,468
<b>Grade 5-7 Total</b>	<b>37</b>	<b>0.5%</b>	<b>2,783</b>	<b>39.0%</b>	<b>75</b>	<b>1.1%</b>		<b>0.0%</b>	<b>4,238</b>	<b>59.4%</b>	<b>7,136</b>
Grade 8 F/T	0	0.0%	227	35.6%		0.9%	0	0.0%	405	63.5%	638
Grade 8 P/T	0	0.0%	13	22.0%	0	0.0%	0	0.0%	46	78.0%	59
<b>Grade 8 Total</b>	<b>0</b>	<b>0.0%</b>	<b>240</b>	<b>34.4%</b>		<b>0.9%</b>	<b>0</b>	<b>0.0%</b>	<b>451</b>	<b>64.7%</b>	<b>697</b>
Grade ACZ 8 F/T	0	0.0%	1	20.0%	0	0.0%	0	0.0%		80.0%	
Grade ACZ 8 P/T	0	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>1</b>	<b>0.2</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>80.0%</b>	<b>0</b>
Grade 9-15 F/T		0.3%	101	33.8%		2.3%	0	0.0%	190	63.5%	299
Grade 9-15 P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	100.0%	11
<b>Grade 9-15 Total</b>		<b>0.3%</b>	<b>101</b>	<b>0</b>		<b>2.3%</b>	<b>0</b>	<b>0.0%</b>	<b>201</b>	<b>64.8%</b>	<b>310</b>
Grade ACZ 9-15 F/T	0	0.0%		50.0%	0	0.0%	0	0.0%		50.0%	
Grade ACZ 9-15 P/T	0	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>50.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>50.0%</b>	
Other Non Pay & Grading Structure F/T		0.8%	241	67.5%		0.6%		0.3%	110	30.8%	357
Other Non Pay & Grading Structure P/T		1.1%	70	79.5%		1.1%		1.1%	15	17.0%	88
<b>Other Non P&amp;G Structure Total</b>		<b>0.9%</b>	<b>311</b>	<b>69.9%</b>		<b>0.7%</b>		<b>0.4%</b>	<b>125</b>	<b>28.1%</b>	<b>445</b>
<b>Total Workforce F/T</b>	<b>55</b>	<b>0.5%</b>	<b>4,642</b>	<b>39.6%</b>	<b>120</b>	<b>1.0%</b>	<b>18</b>	<b>0.2%</b>	<b>6,878</b>	<b>58.7%</b>	<b>11,713</b>
<b>Total Workforce P/T</b>	<b>41</b>	<b>0.4%</b>	<b>4,535</b>	<b>46.7%</b>	<b>45</b>	<b>0.5%</b>	<b>16</b>	<b>0.2%</b>	<b>5,081</b>	<b>52.3%</b>	<b>9,718</b>
<b>Total Workforce</b>	<b>96</b>	<b>0.4%</b>	<b>9,177</b>	<b>42.8%</b>	<b>165</b>	<b>0.8%</b>	<b>34</b>	<b>0.2%</b>	<b>11,959</b>	<b>55.8%</b>	<b>21,431</b>

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 2023

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T	56	1.6%	1,624	45.8%	62	1.7%		0.1%	1,801	50.8%	3,545
Teacher P/T		0.3%	269	23.3%		0.3%	0	0.0%	879	76.2%	1,154
<b>Teacher Total</b>	<b>59</b>	<b>1.3%</b>	<b>1,893</b>	<b>40.3%</b>	<b>65</b>	<b>1.4%</b>		<b>0.0%</b>	<b>2,680</b>	<b>57.0%</b>	<b>4,699</b>
Principal Teacher F/T		0.4%	299	31.0%	13	1.3%		0.1%	647	67.1%	964
Principal Teacher P/T	0	0.0%	25	22.3%	0	0.0%	0	0.0%	87	77.7%	112
<b>Principal Teacher Total</b>			<b>324</b>	<b>30.1%</b>	<b>13</b>	<b>1.2%</b>		<b>0.1%</b>	<b>734</b>	<b>68.2%</b>	<b>1,076</b>
Depute Head Teacher F/T	0	0.0%	102	31.9%	6	1.9%	0	0.0%	212	66.3%	320
Depute Head Teacher P/T	0	0.0%	12	28.6%	0	0.0%	0	0.0%	30	71.4%	42
<b>Depute Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>114</b>	<b>31.5%</b>	<b>6</b>	<b>1.7%</b>	<b>0</b>	<b>0.0%</b>	<b>242</b>	<b>66.9%</b>	<b>362</b>
Head Teacher F/T	0	0.0%	62	29.1%		1.4%	0	0.0%	148	69.5%	213
Head Teacher P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	5
<b>Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>62</b>	<b>28.4%</b>		<b>1.4%</b>	<b>0</b>	<b>0.0%</b>	<b>153</b>	<b>70.2%</b>	<b>218</b>
Quality Improvement Officer/Manager F/T	0	0.0%	3	13.0%	0	0.0%	0	0.0%	20	87.0%	23
Quality Improvement Officer/Manager P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0
<b>Quality Improvement Officer/Manager Total</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>13.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>20</b>	<b>87.0%</b>	<b>23</b>
Psychologist F/T	0	0.0%	11	36.7%		6.7%	0	0.0%	17	56.7%	30
Psychologist P/T	0	0.0%	13	54.2%	0	0.0%	0	0.0%	11	45.8%	24
<b>Psychologist Total</b>	<b>0</b>	<b>0.0%</b>	<b>24</b>	<b>0</b>		<b>3.7%</b>	<b>0</b>	<b>0.0%</b>	<b>28</b>	<b>51.9%</b>	<b>54</b>
<b>Total Workforce F/T</b>	<b>60</b>	<b>1.2%</b>	<b>2,101</b>	<b>41.2%</b>	<b>86</b>	<b>1.7%</b>		<b>0.1%</b>	<b>2,845</b>	<b>55.8%</b>	<b>5,095</b>
<b>Total Workforce P/T</b>		<b>0.2%</b>	<b>319</b>	<b>23.9%</b>		<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>1,012</b>	<b>75.7%</b>	<b>1,337</b>
<b>Total Workforce</b>	<b>63</b>	<b>1.0%</b>	<b>2,420</b>	<b>37.6%</b>	<b>89</b>	<b>1.4%</b>		<b>0.0%</b>	<b>3,857</b>	<b>60.0%</b>	<b>6,432</b>