

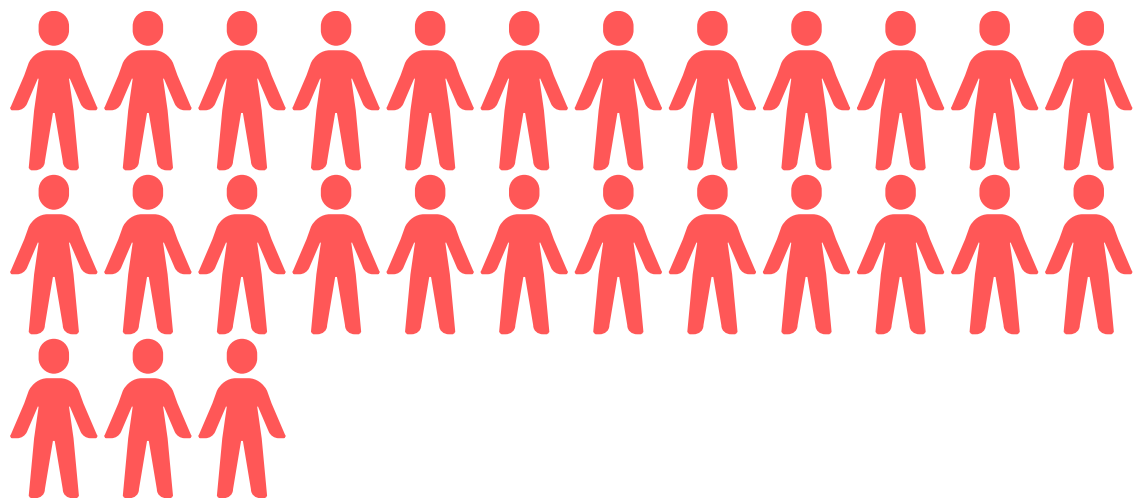
Our Workforce

At 31st March 2023 the Council had 27,863 employees, a decrease of **0.92%** from March of the previous year. Of the total workforce in March 2023 60.3% were employed full time, which is consistent with the 59.7% of full time employees recorded in March 2022.

March 2023

27,863

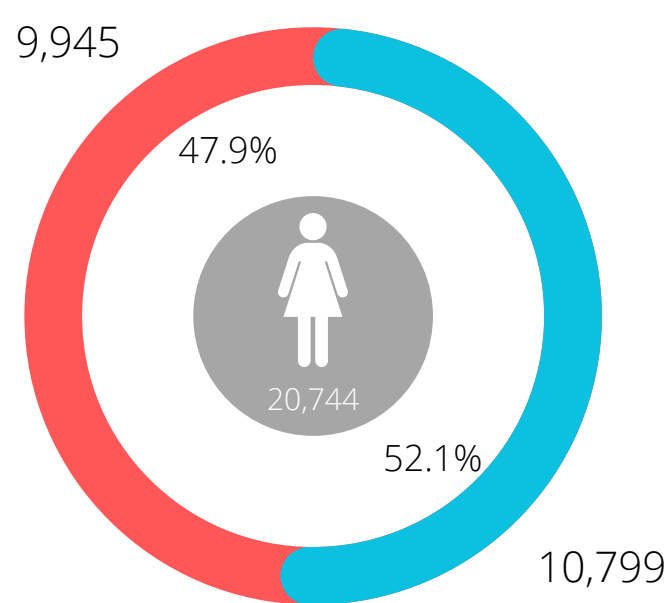
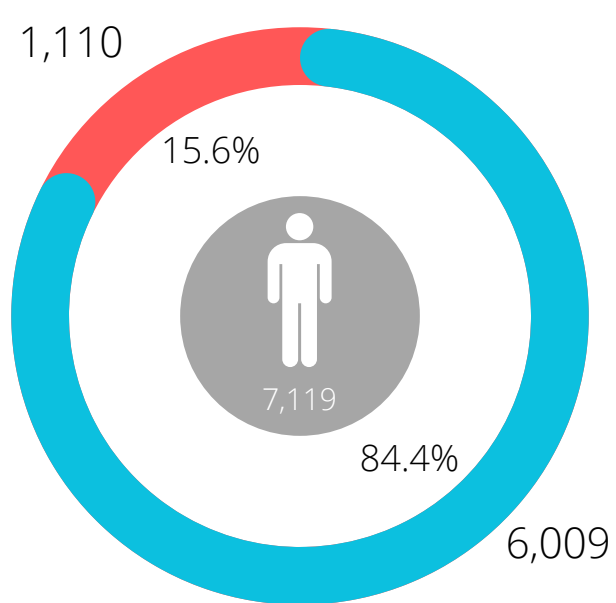
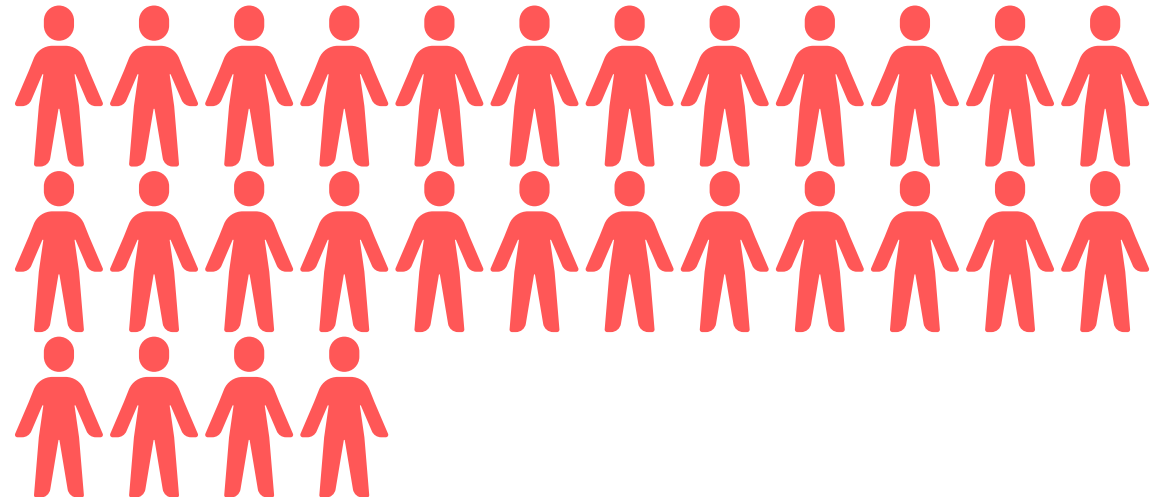
Total people



March 2022

28,123

Total people

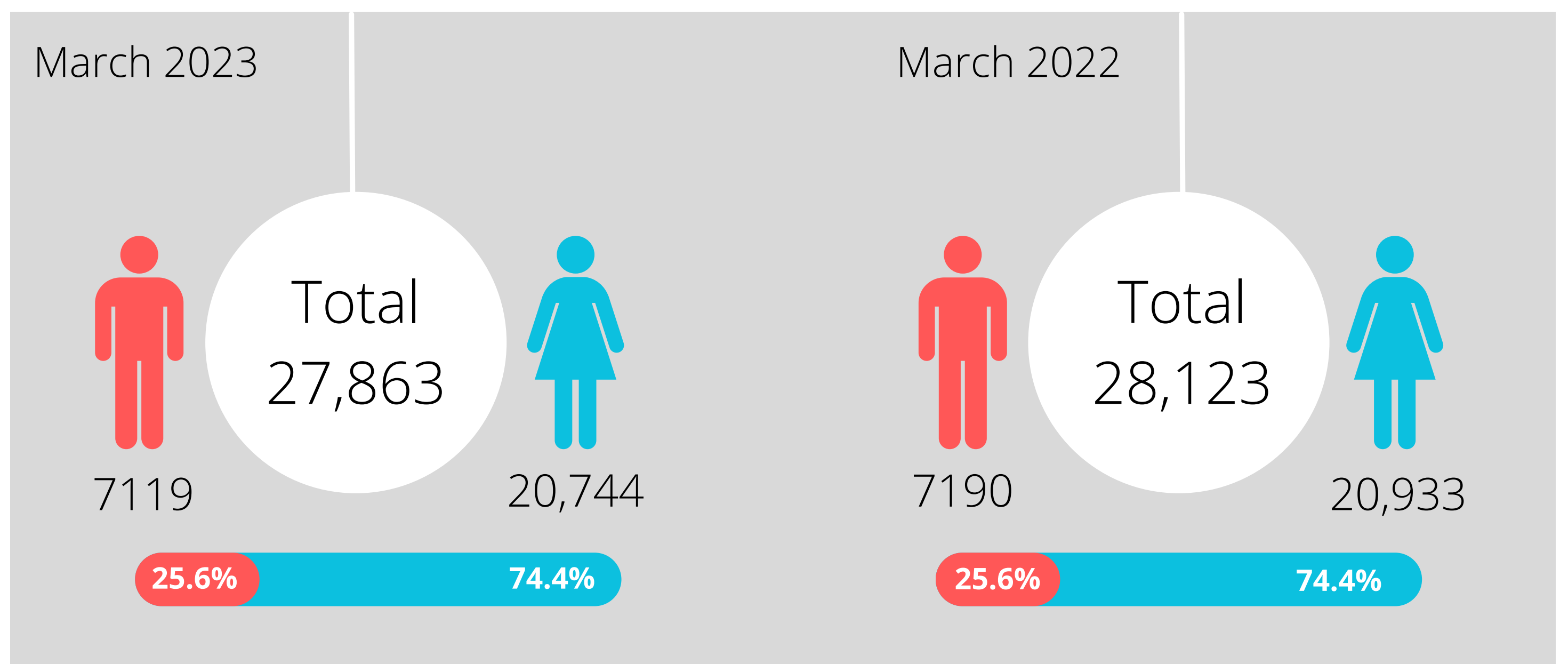


Full Time/Part Time

Of the total workforce 60.3% were full time workers. Of those full time workers 35.8% had self identified as Male, and 64.2% had self identified as Female. Between March 2022 and March 2023 there was a **0.2% increase** in the number of full time workers, and a **2.6% decrease** in the number of part time workers. In male employees the number of full time workers fell by less than 1% between 2022 and 2023. The number of part time workers fell by 4.8%. In the number of female employees full time workers rose by less than 1%, and part time workers rose by 2.3%.

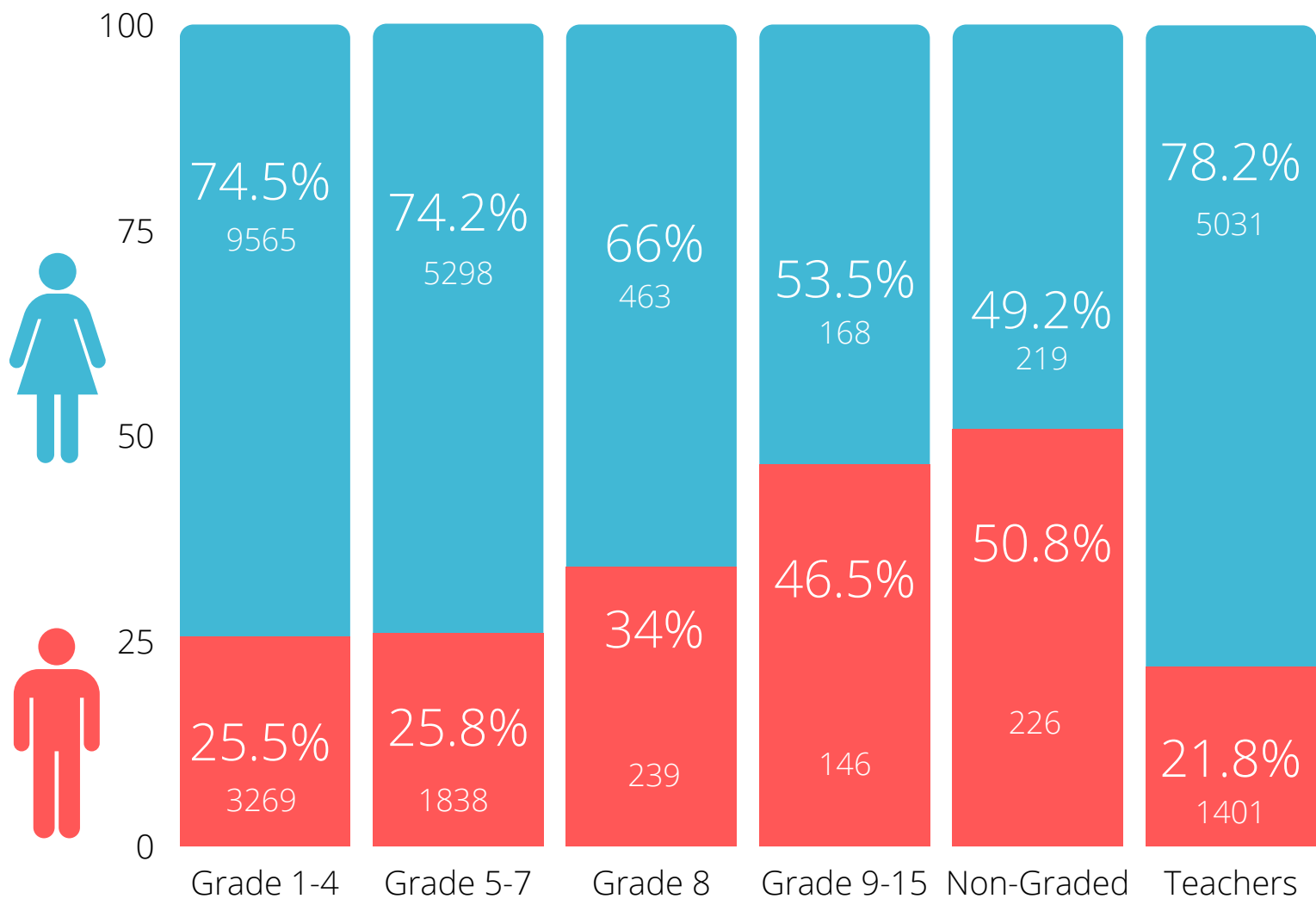
- Full Time Workers Male (35.8%) Female (64.2%)
- Part Time Workers Male (10%) Female (90%)

Gender

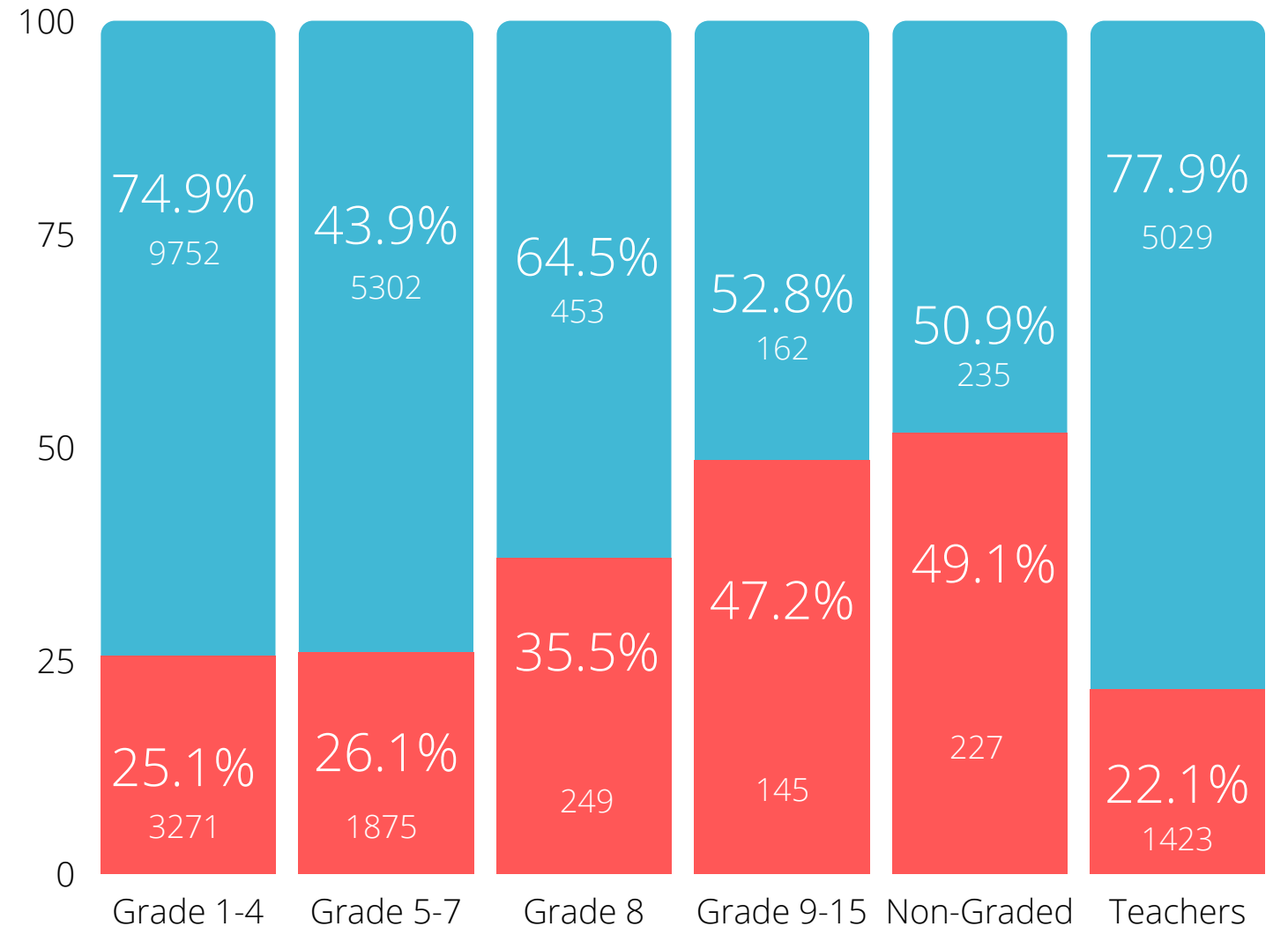


Gender Split by Grade:

March 2023

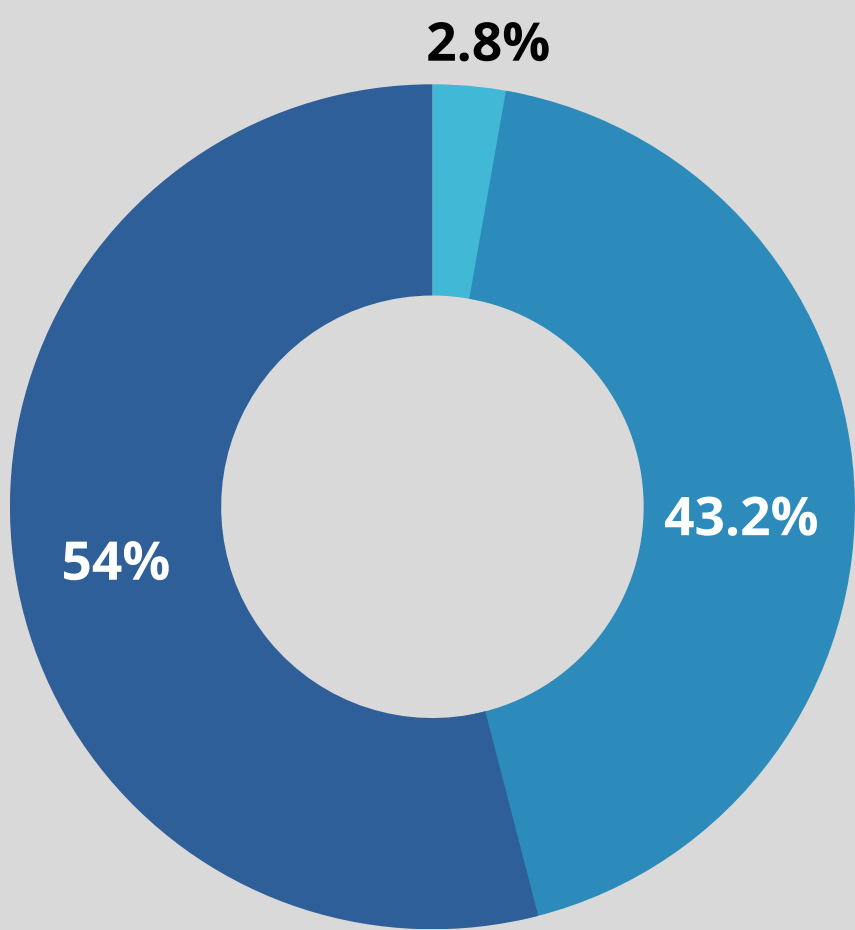


March 2022



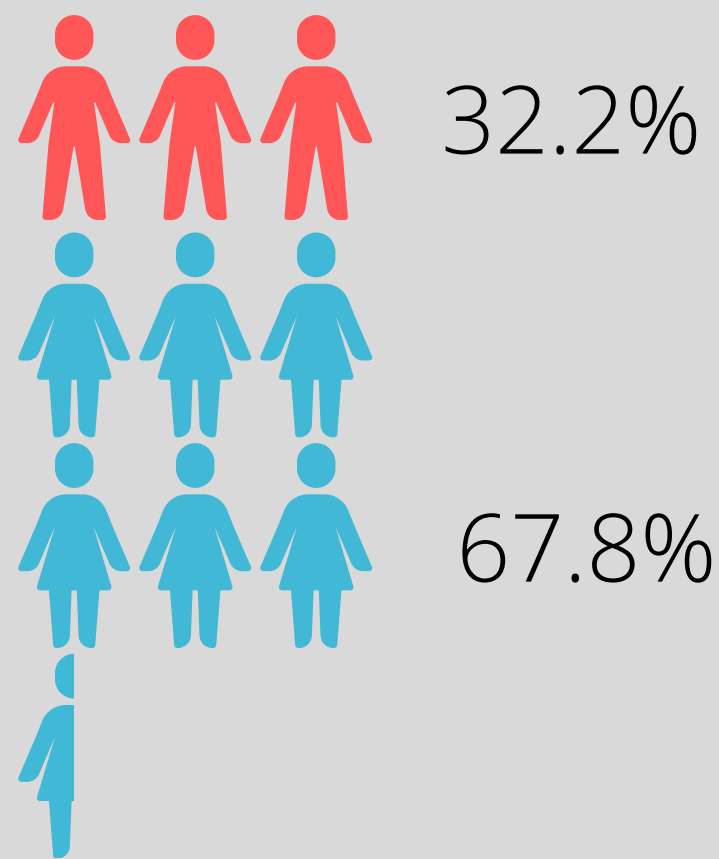
Disability

Total Workforce:



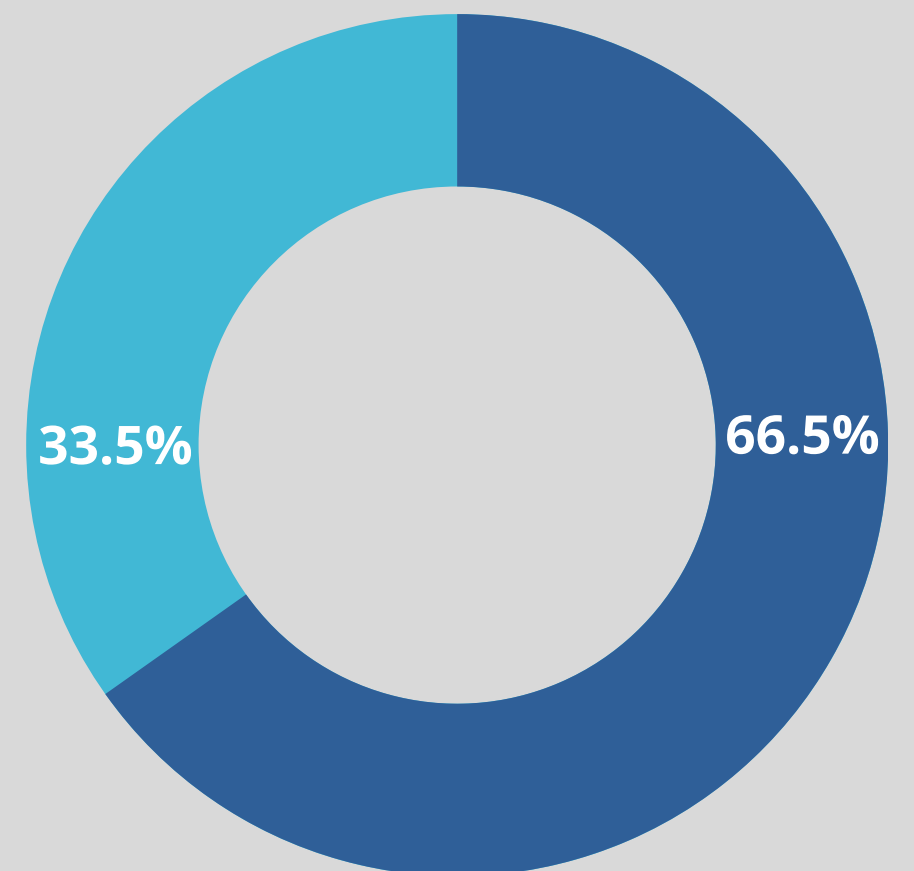
- Disabled - 776
- Non- Disabled - 12,033
- Non- Disclosed - 15,054

Gender Split:



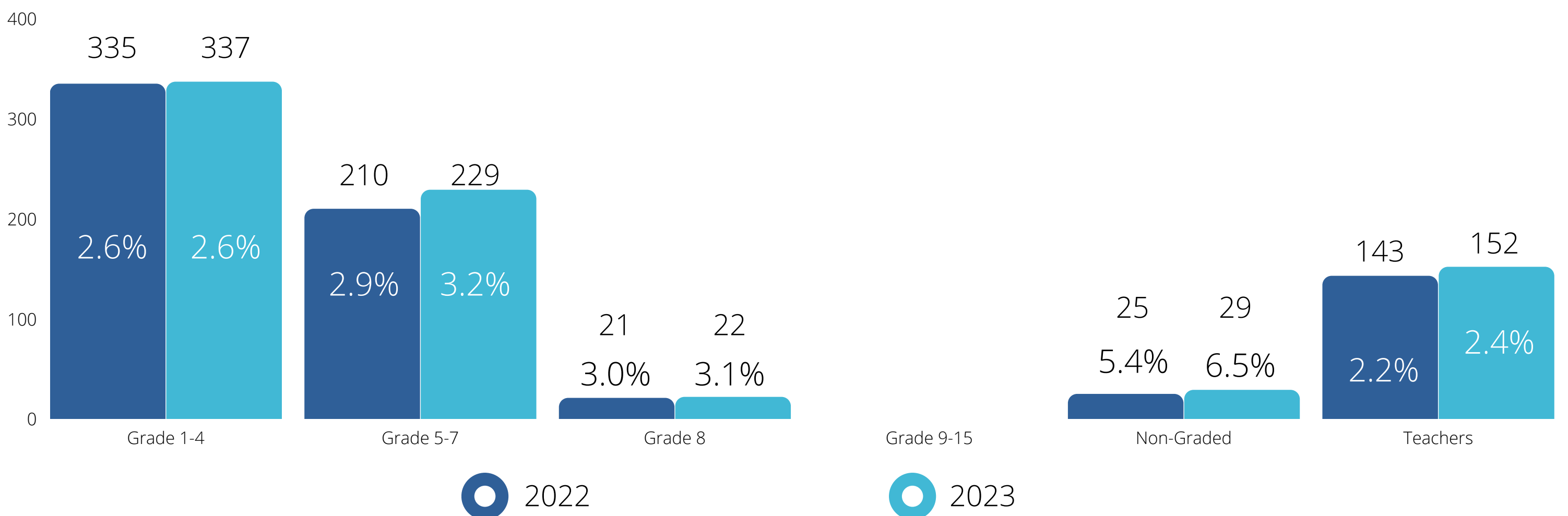
- Female Employees with a Disability - 526
- Male Employees with a Disability - 250

Full Time/Part Time:



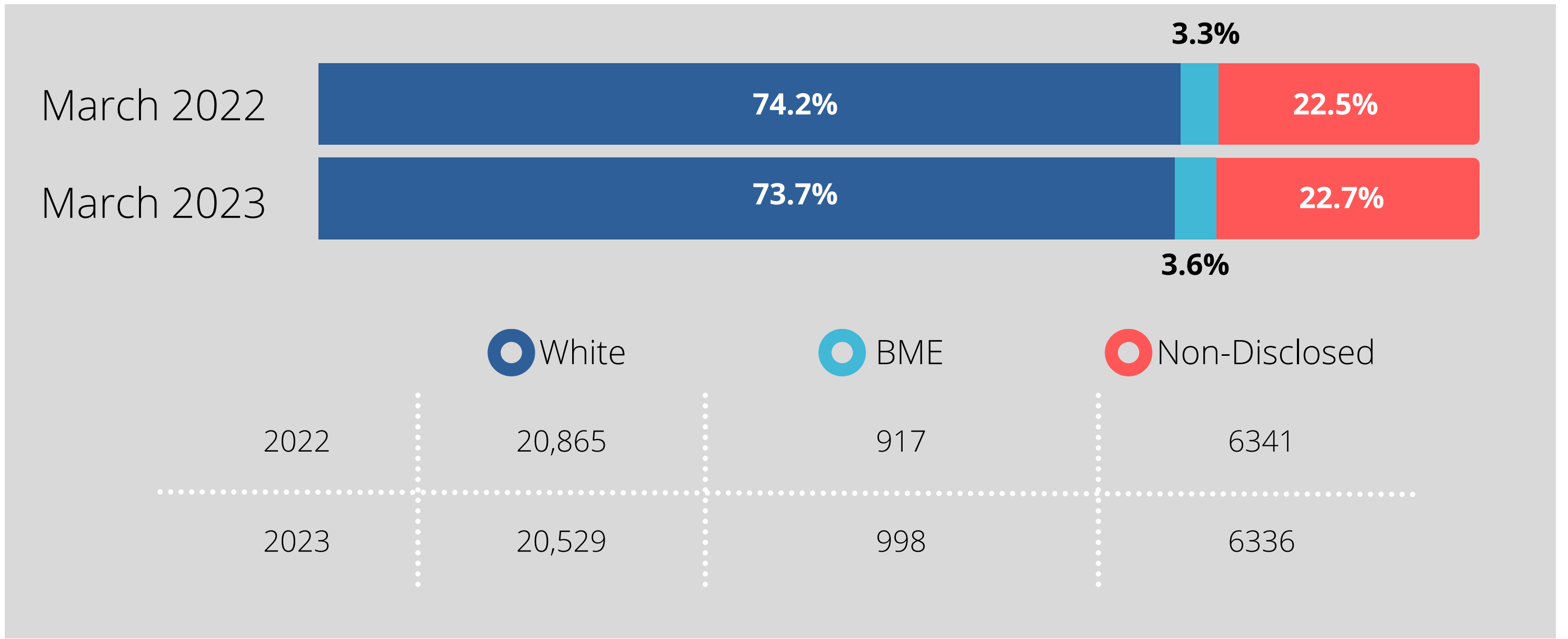
- Part Time Employees with a Disability - 260
- Full Time Employees with a Disability - 516

Disabled Employees across Grades

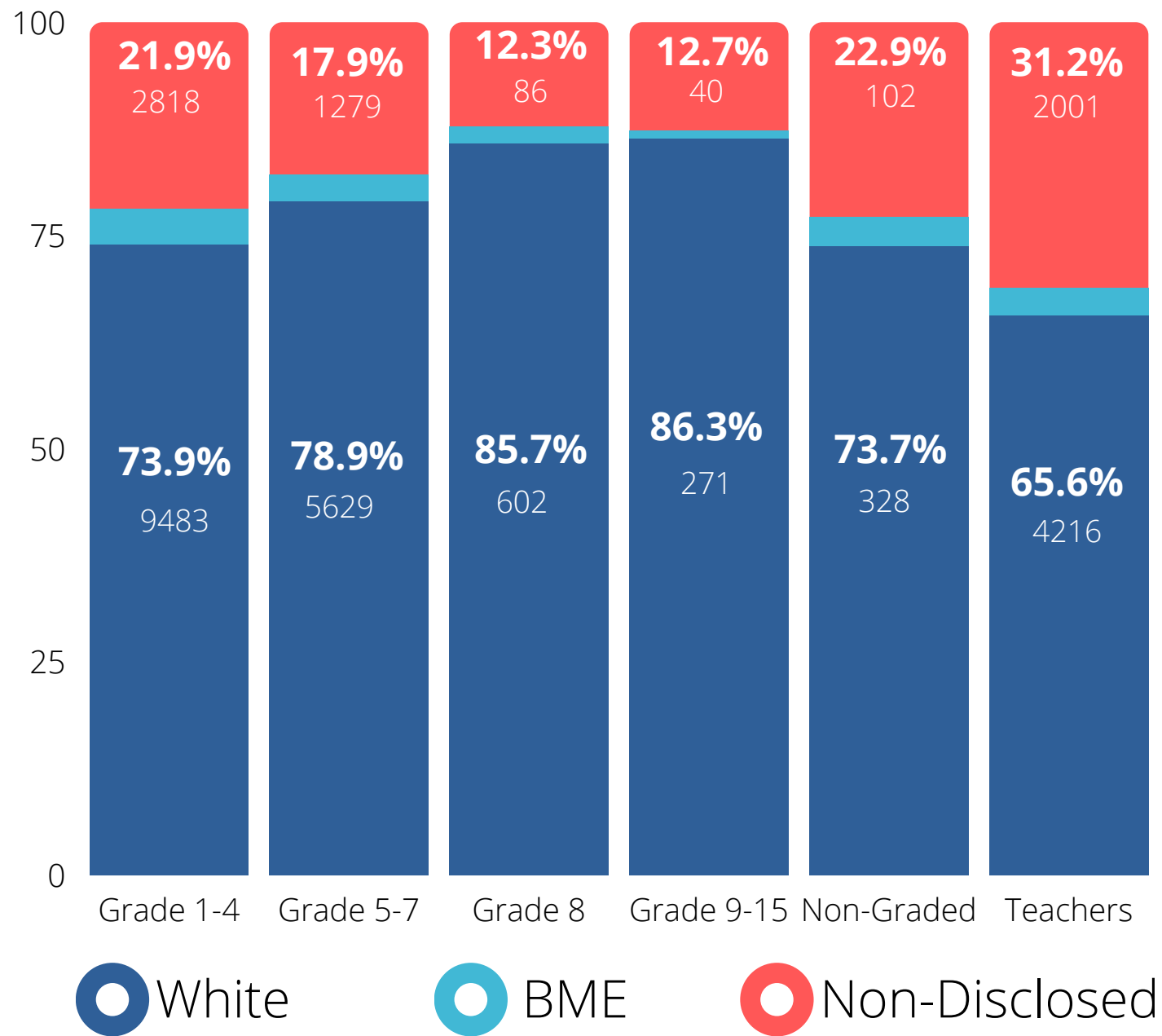


*To ensure that employees can't be identified we have removed numbers where it is lower than 10

Ethnicity



Ethnicity Split across Grades:



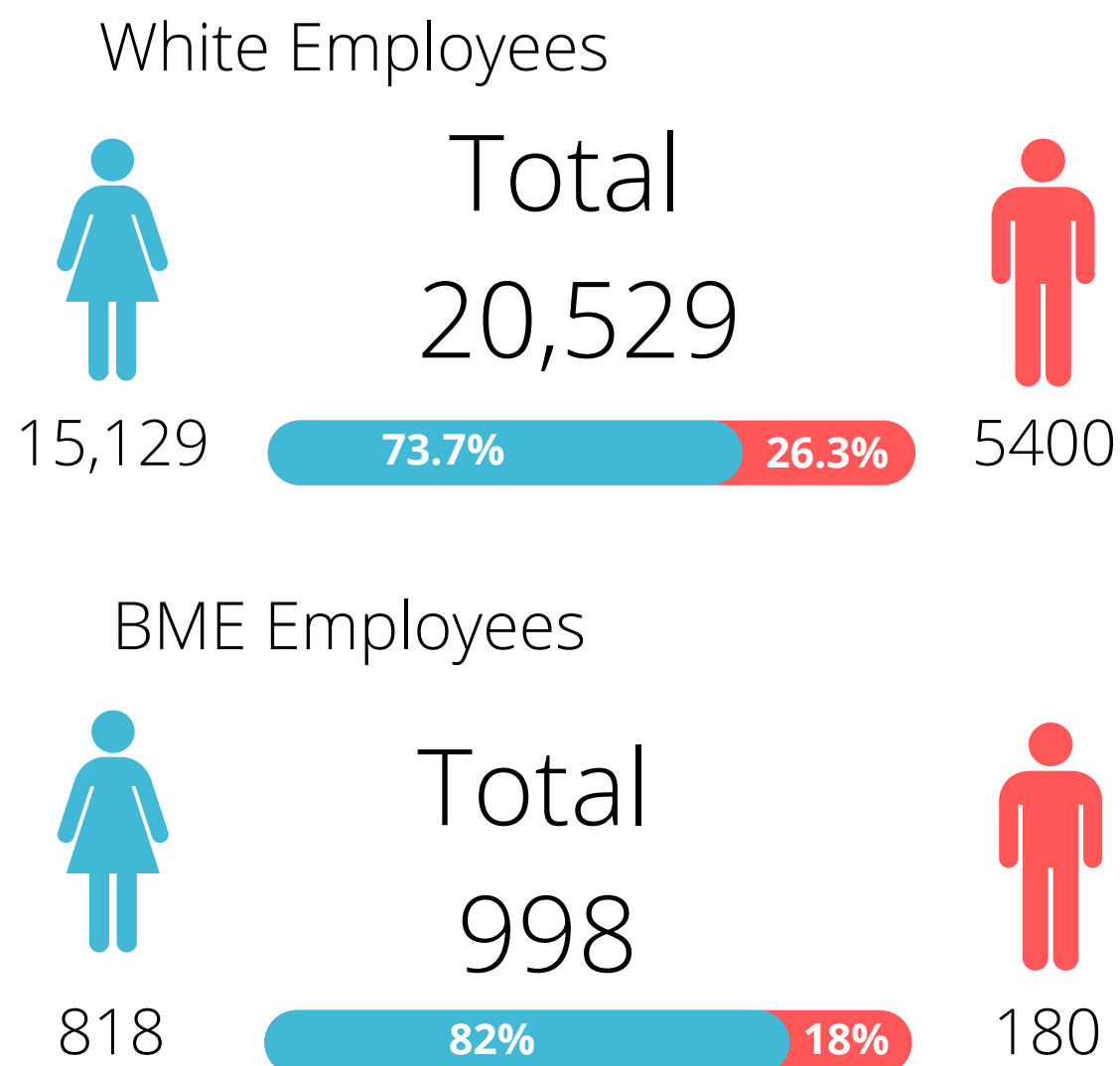
BME Employees

	Number	%
Grade 1-4	533	4.2%
Grade 5-7	228	3.2%
Grade 8	14	2%
Grade 9-15		
Non-Graded	15	3.4%
Teachers	205	3.2%

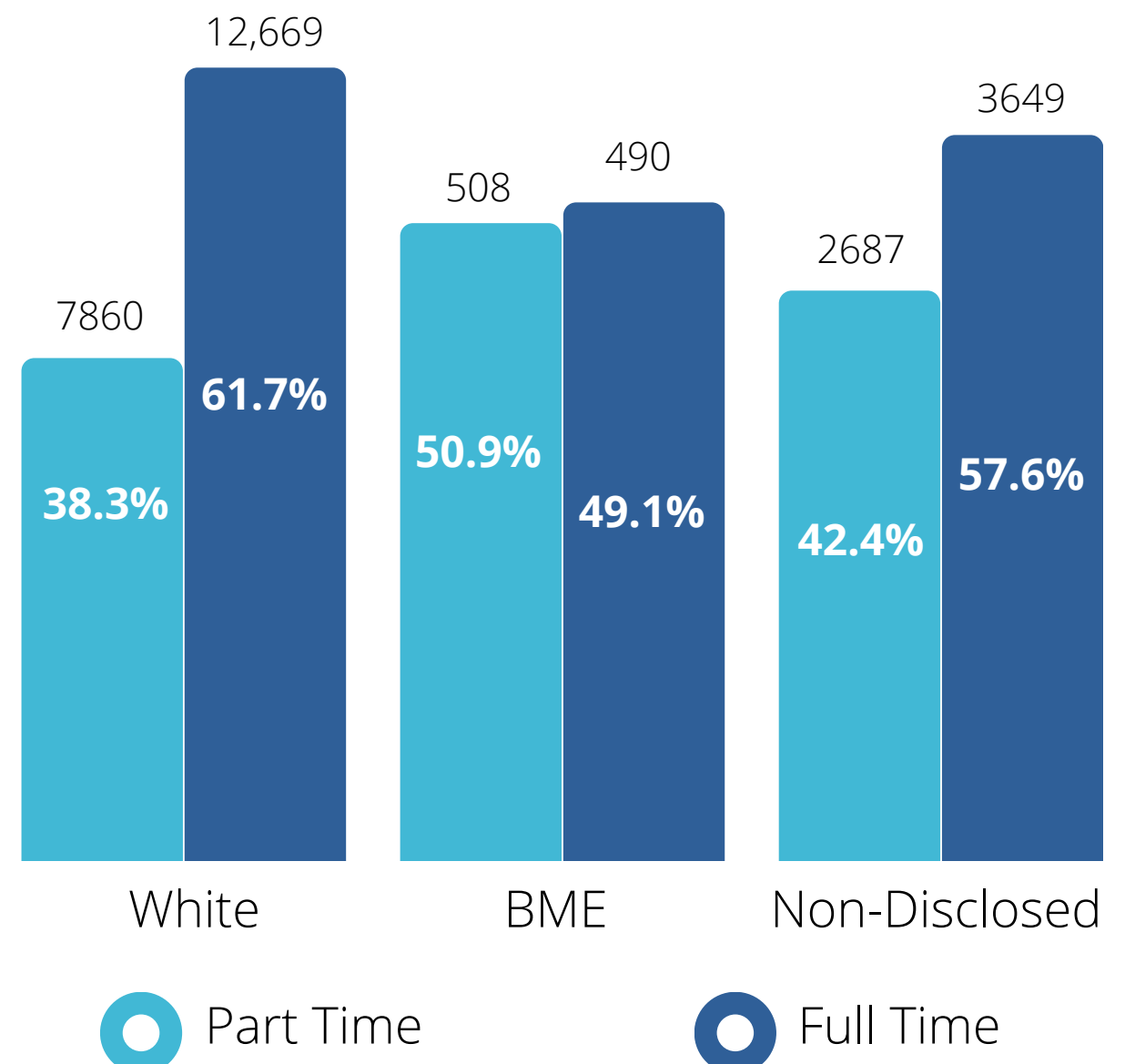
*To ensure that employees can't be identified we have removed numbers where it is lower than 10

Gender Split:

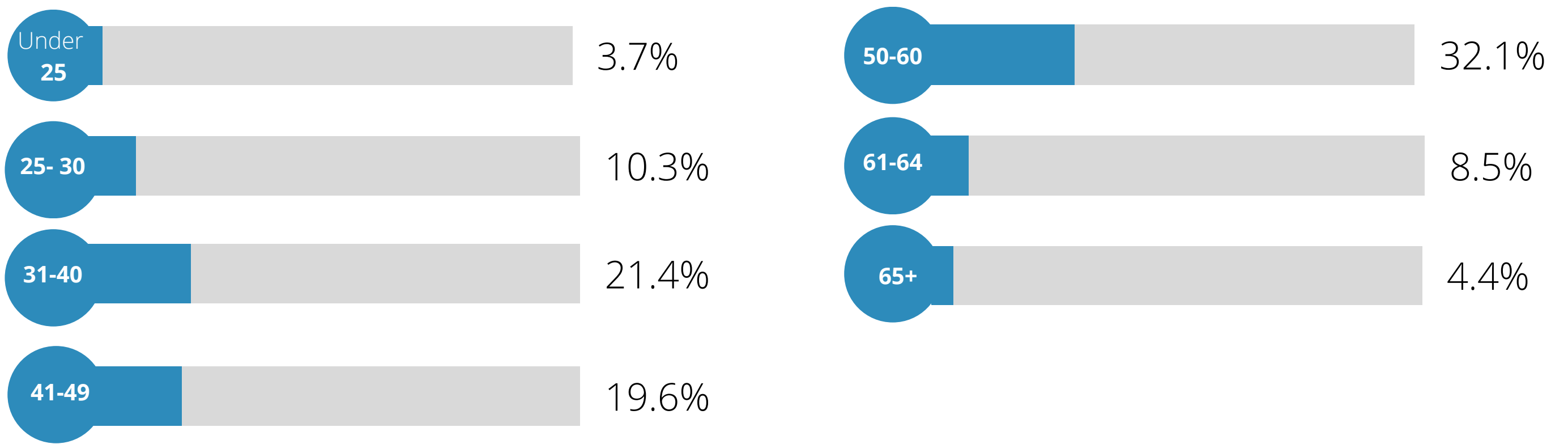
*Taking into account that the council has a 22.7% Non-Disclosure Rate for Ethnicity



Full Time/Part Time:

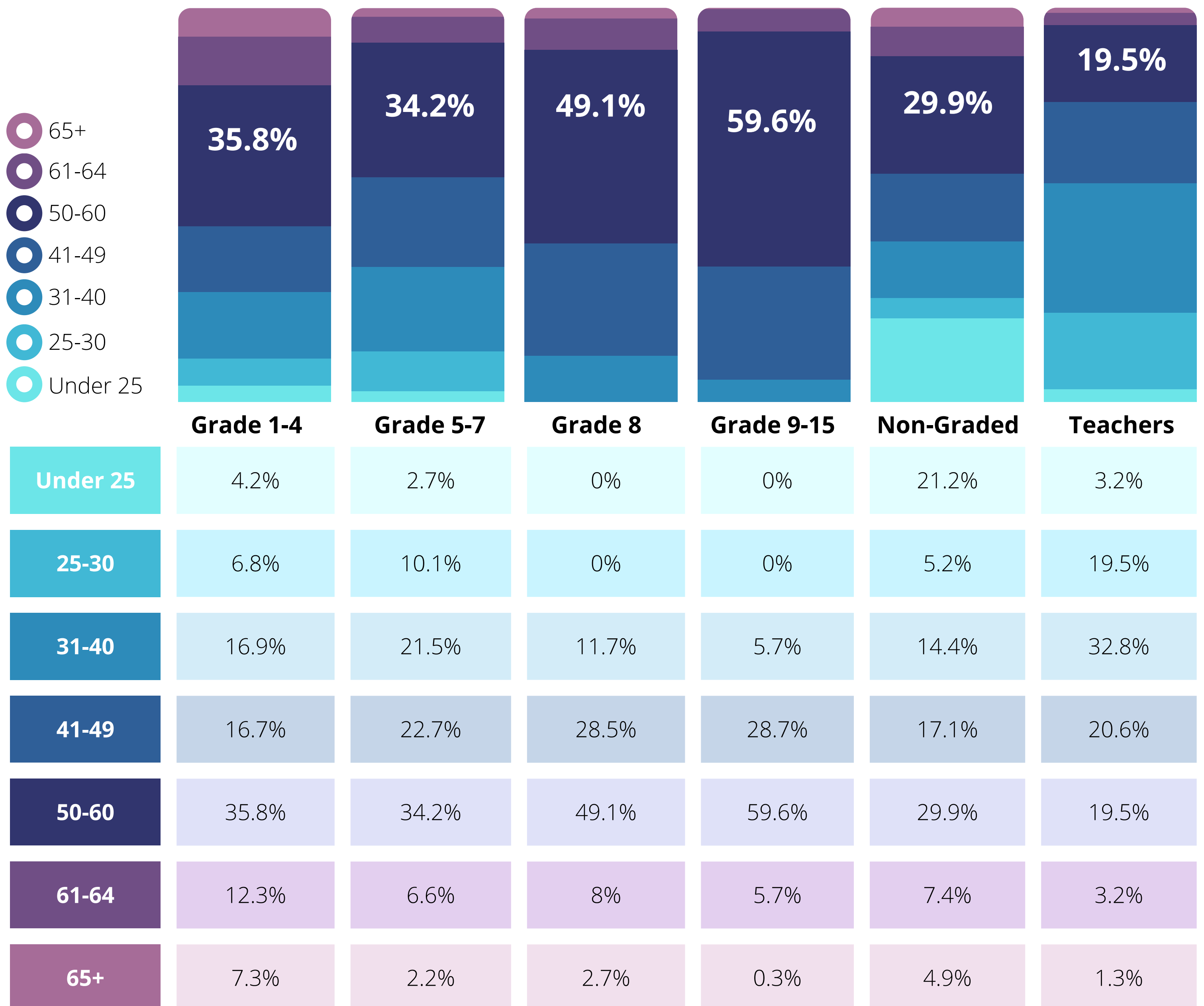


Age



Age Distribution across Grades:

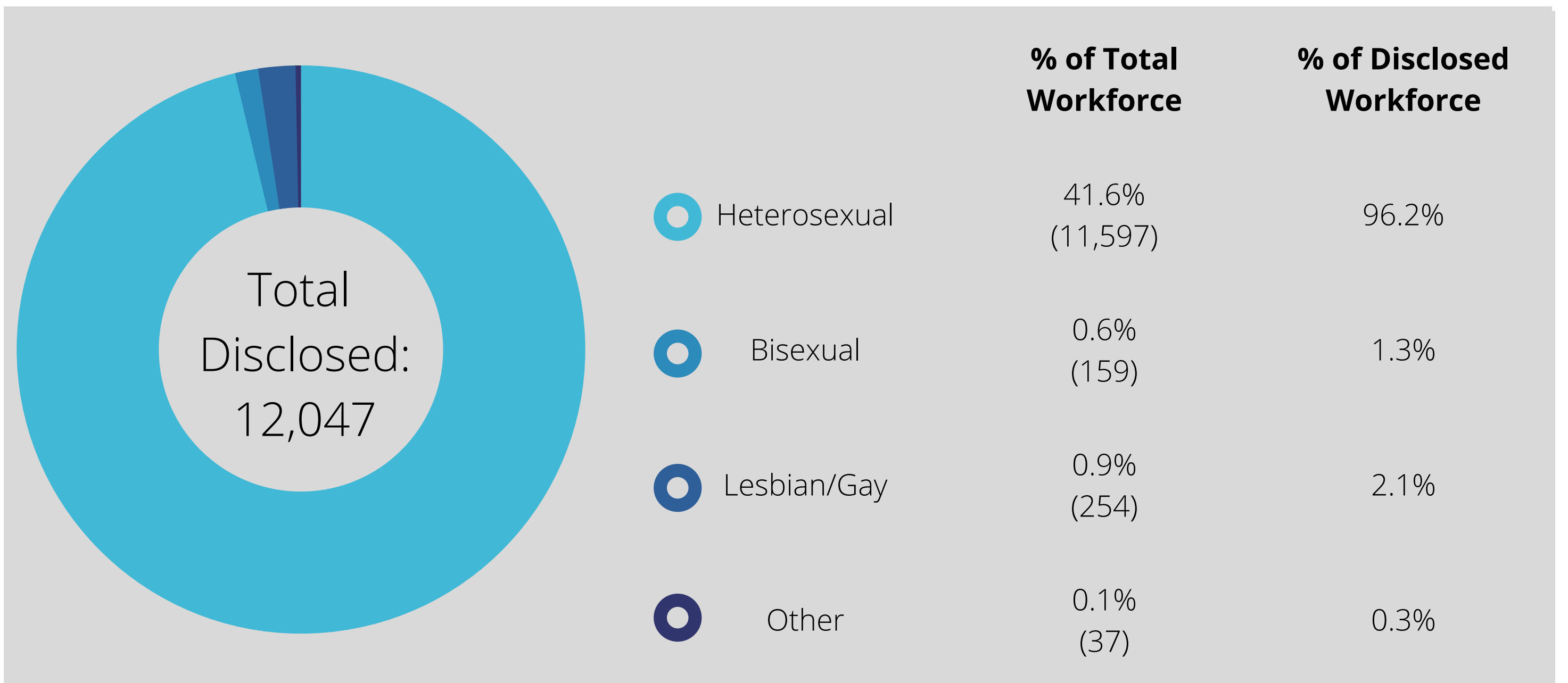
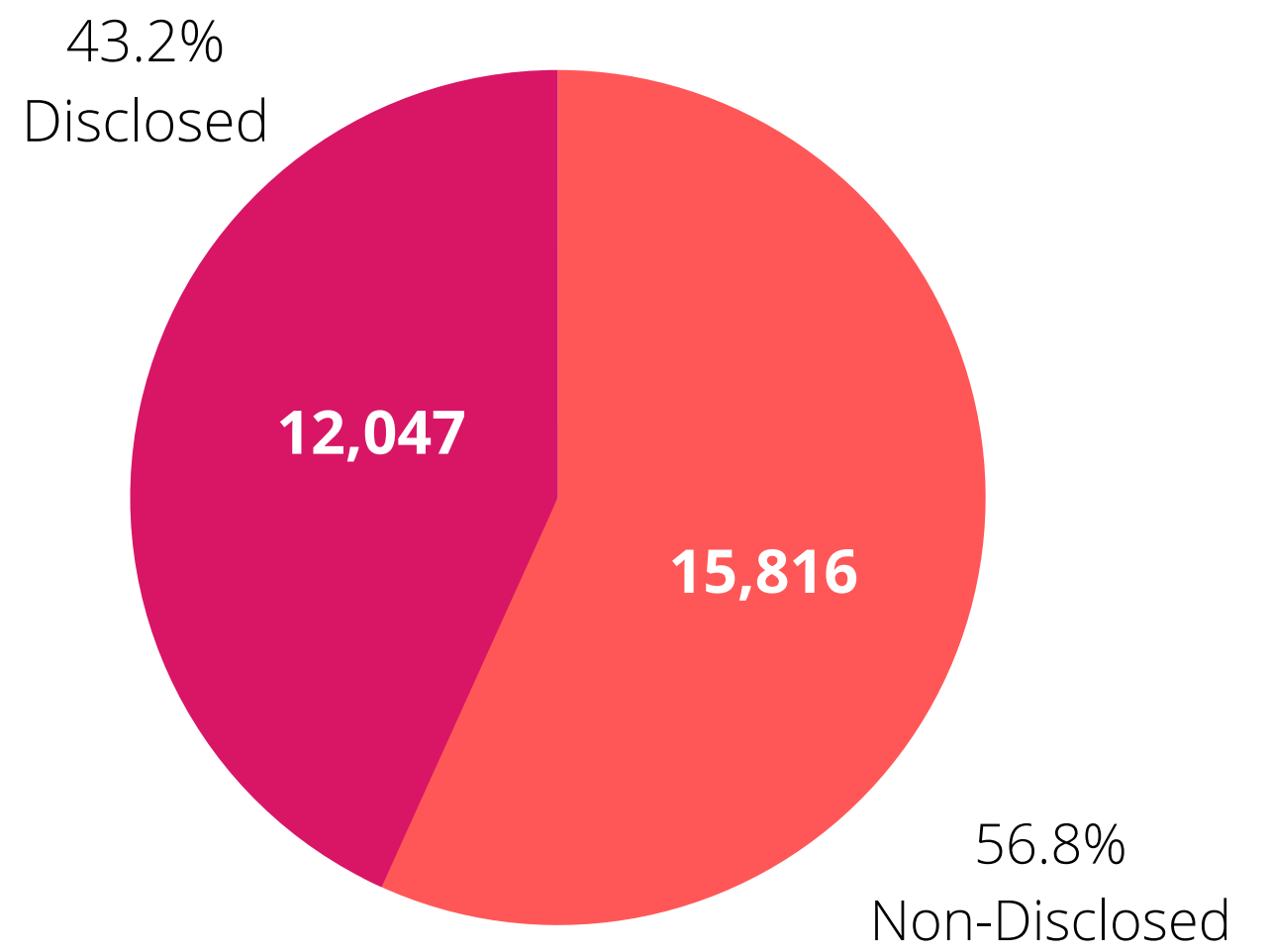
The 50-60 age bracket is the most represented across the Council's workforce, with a majority in Grades 1-9+. While the percentage of 50-60s dips in Non-Graded positions they are still the most heavily represented age group, followed by employees under the age of 25. In Teaching positions however, the majority is made up of the 31-40 age bracket. The figures represented here are indicative of the Council Workforce Profile as at March 2023, 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 54.1% and 64.8% from paygrades 1-9+. Similarly, the non-disclosure rate for teachers stands at 60%. Non-Graded positions presented the only significant outlier with a non-disclosure rate of 28.1%.



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 51.7% to 65% across grades 1-9+. Once again, non-disclosure rates for teachers were similar at 60.9%, while Non-Graded positions held the lowest non-disclosure rate of 30.8%

