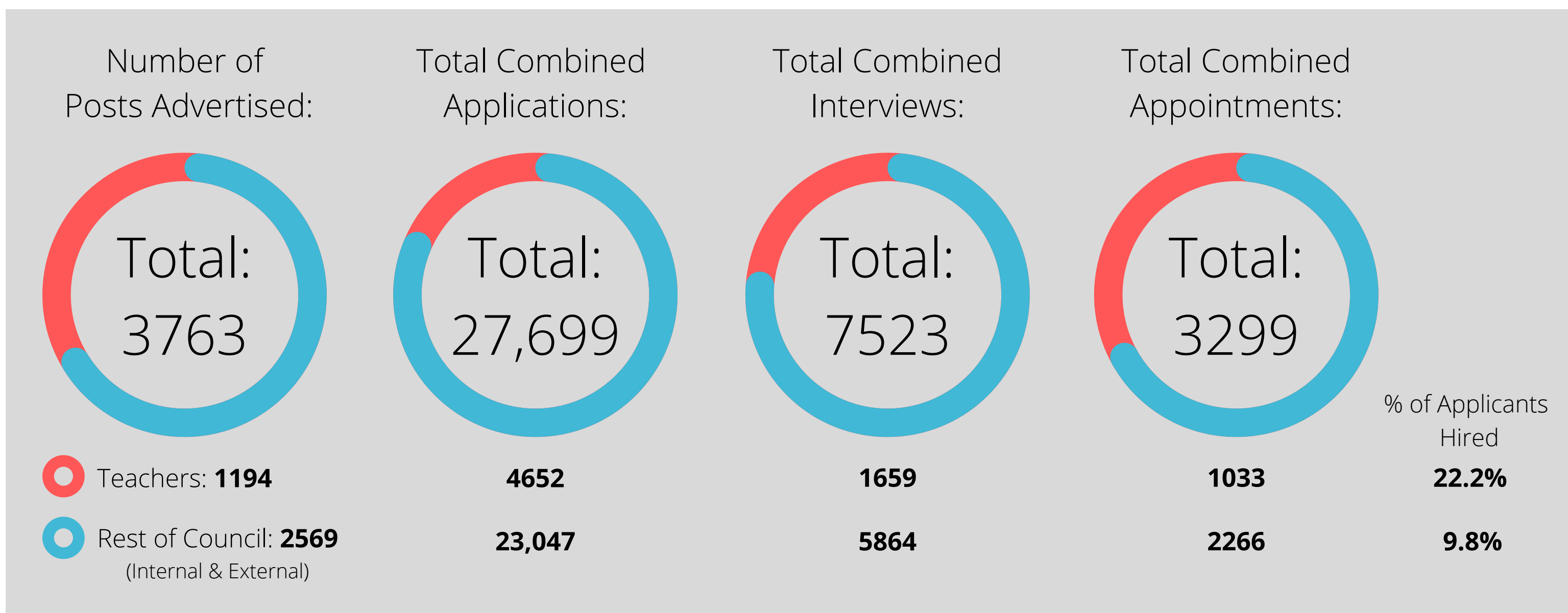


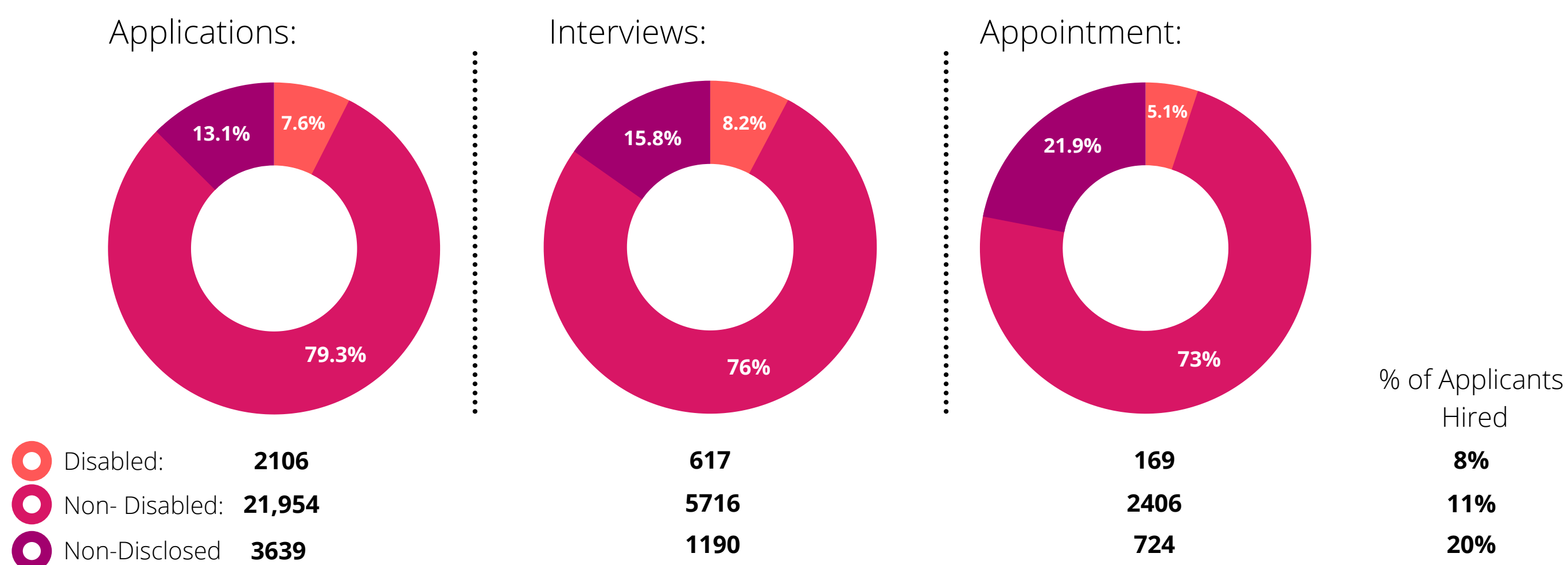
Our Recruitment Data



Glasgow City Council is committed to developing and improving the recruitment process in order to present a workforce that represents the diverse population of Glasgow. The data below shows us who is applying for positions with the council, and who is successful in obtaining a position, as well as helping us to identify where along the recruitment process candidates may be experiencing barriers.

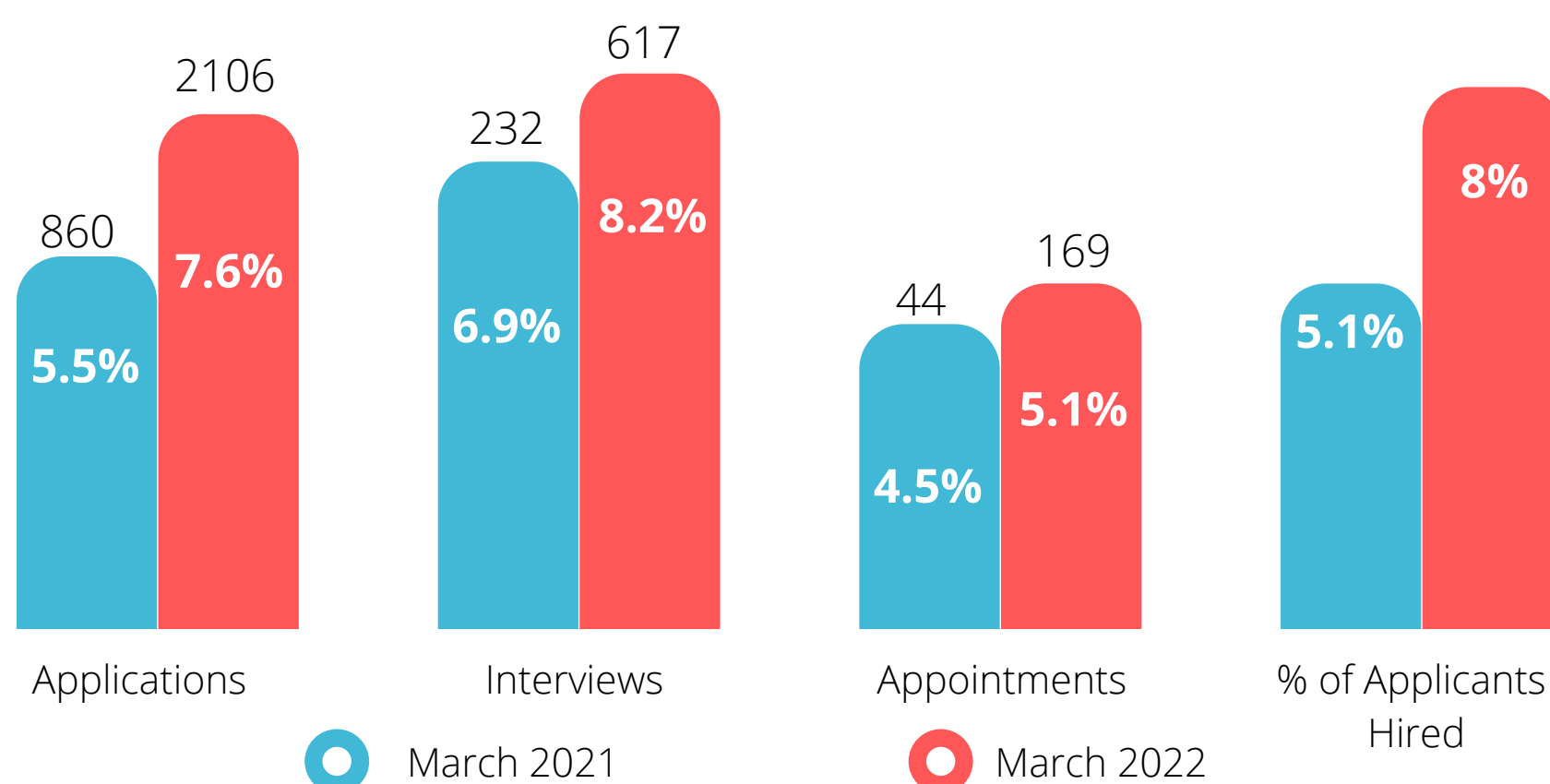


Disability



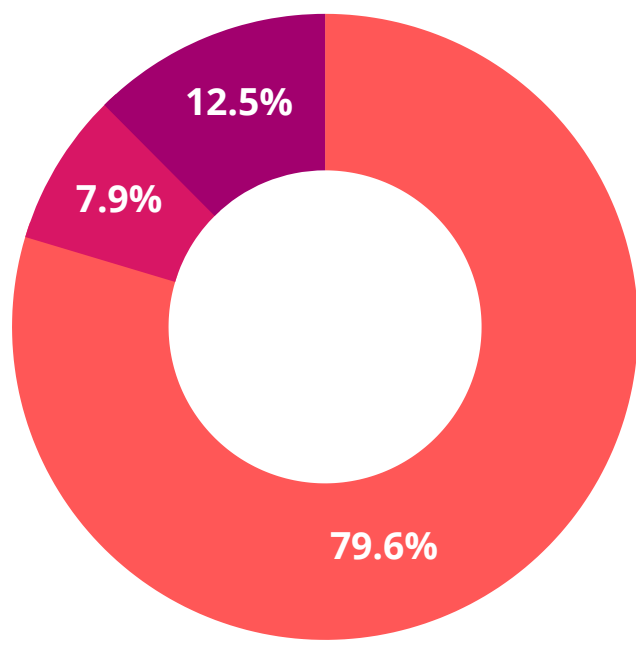
Applicants with Disabilities

The number of non teaching jobs posted by March 2022 (3763) was almost three times the number of jobs posted the previous year (1293). The total number of applicants rose from **15,628** to **27,699**. The percentage of applicants with disabilities to be appointed also rose in 2022 in comparison to 2021

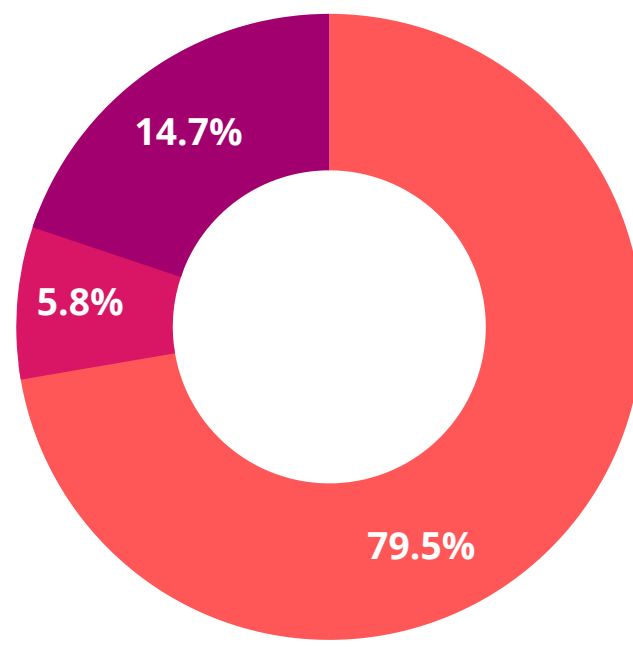


Ethnicity

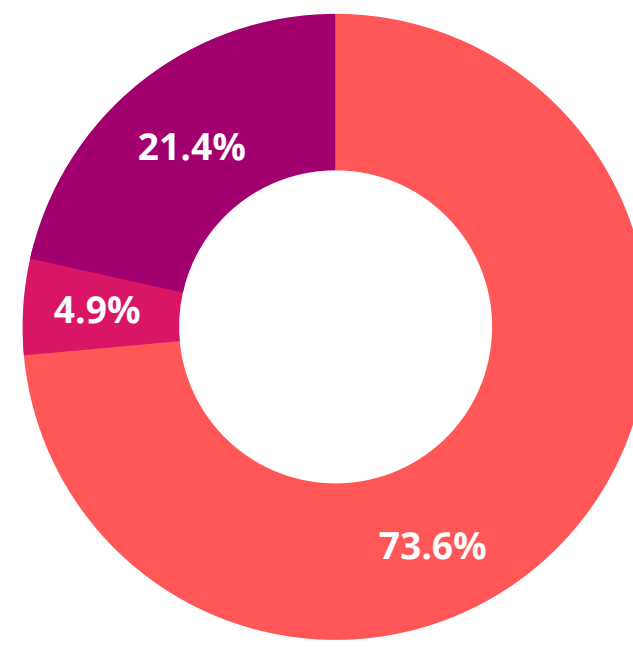
Applications:



Interviews:



Appointments:



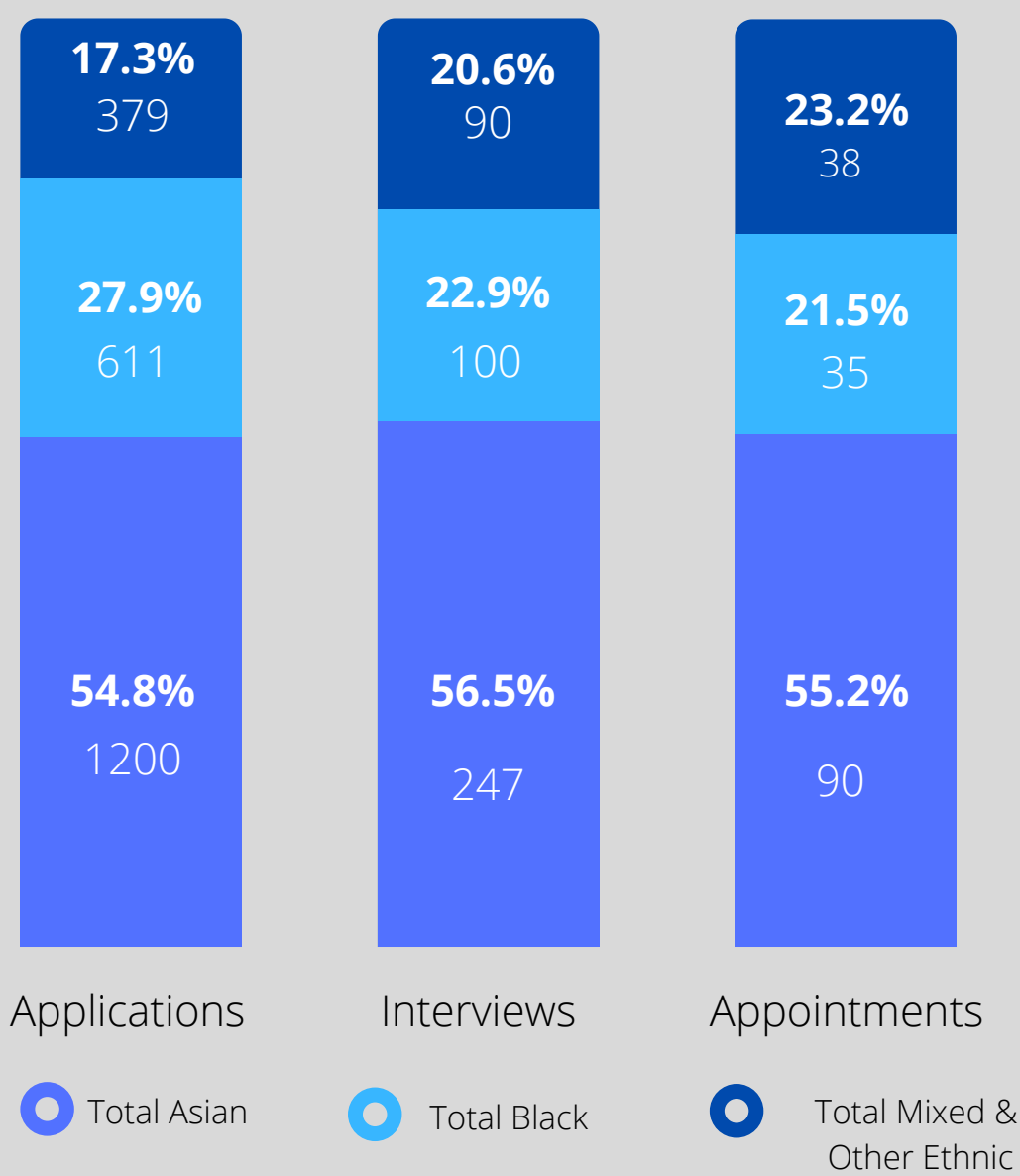
White:	22,058
BME:	2190
Non-Disclosed:	3451

5981
437
1105

2419
163
707

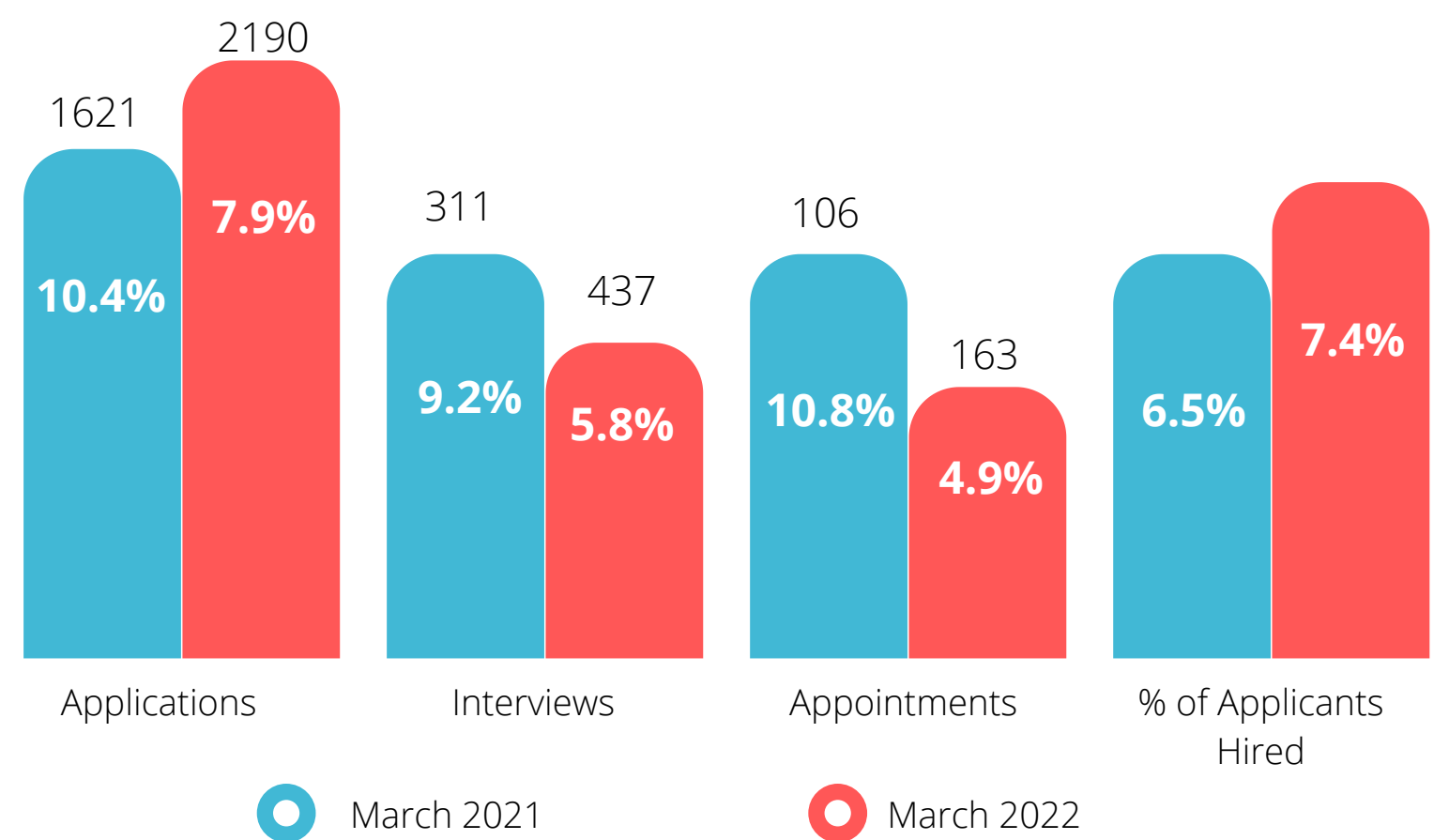
% of Applicants Hired	
White	11%
BME	7.4%
Non-Disclosed	20.5%

Breakdown of BME Recruitment



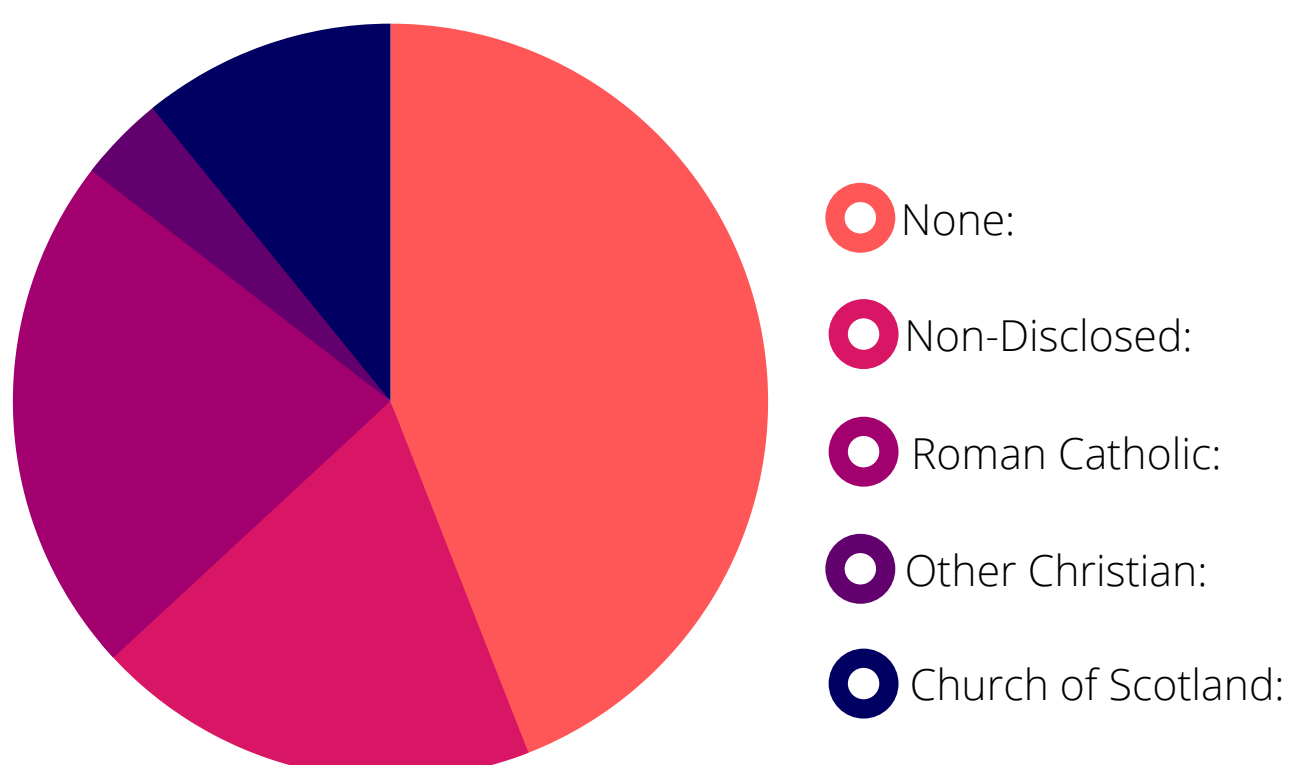
BME Applicants

*taken from applicants who disclosed their ethnicity



Religion or Belief

Below are the top 5 most represented religious groups from the application stage to the appointment stage. The percentage represented across each stage for these five groups remained consistent, tending to fall as the number of candidates were narrowed down, however in the case of both "Other Christian", and "Church of Scotland" the percentage rose.



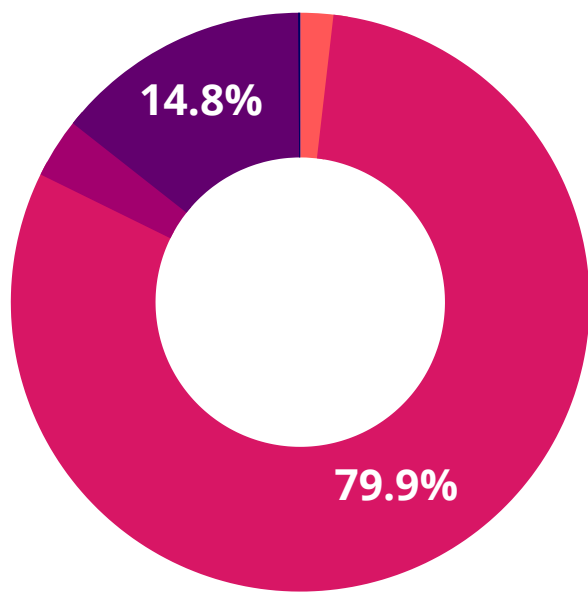
	Applications	Interviews	Appointments
None:	41.8%	40.6%	37.6%
Non-Disclosed:	18.1%	20.2%	26.2%
Roman Catholic:	21.2%	21.9%	21.8%
Other Christian:	3.5%	3%	2.3%
Church of Scotland:	10.3%	10.2%	8.3%

Recruitment across Religious Groups:

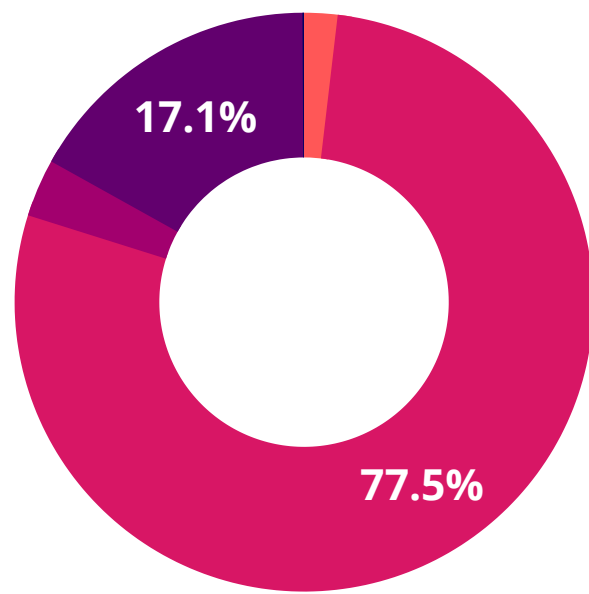
	Buddhist	Church of Scotland	Hindu	Jewish	Muslim	Other Christian	Roman Catholic	Sikh	Pagan	Another Religion	None	Non-Disclosed
Applications	0.2% (47)	10.3% (2851)	0.5% (132)	0.1% (23)	3% (837)	3.5% (979)	21.2% (5887)	0.4% (107)	0.1% (31)	0.8% (219)	41.8% (11,568)	18.1% (5018)
Interviews	0.2% (14)	10.2% (767)	0.2% (18)	0.1% (7)	2.1% (161)	3% (215)	21.9% (1648)	0.4% (31)	0.1% (8)	1% (77)	40.6% (3055)	20.2% (1522)
Appointments	0.1% (3)	8.3% (274)	0.1% (3)	0.1% (1)	2% (66)	2.3% (77)	21.8% (718)	0.2% (7)	0.1% (4)	1.2% (41)	37.6% (1241)	26.2% (864)
% of Applicants Hired	6.4%	9.6%	2.3%	4.3%	7.9%	7.8%	12.2%	6.5%	12.9%	18.7%	10.7%	17.2%

Sexual Orientation

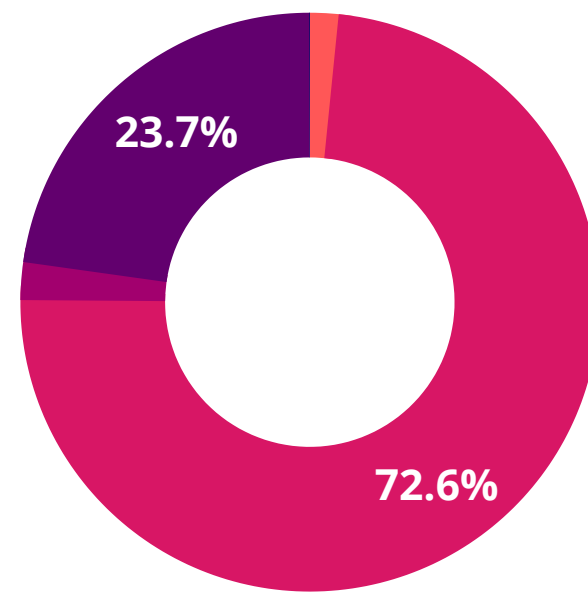
Applications:



Interviews:



Appointments:



- Bisexual
- Heterosexual
- Lesbian/Gay
- Other
- Non-Disclosed

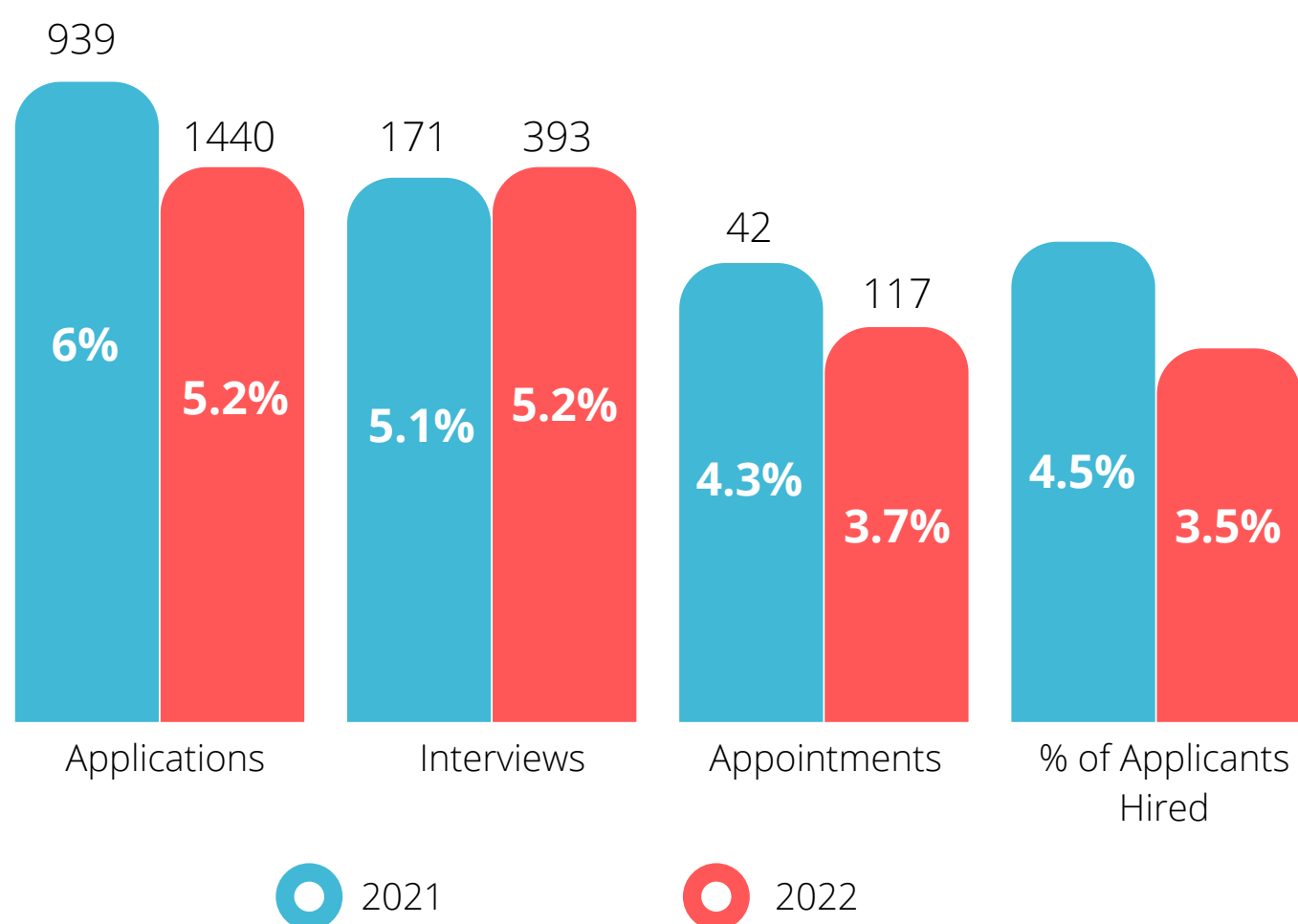
535
22,121
905
39
4099

148
5834
245
8
1288

48
2396
69
2
784

% of Applicants Hired
9%
10.8%
7.6%
5.1%
19.1%

LGB* Applicants

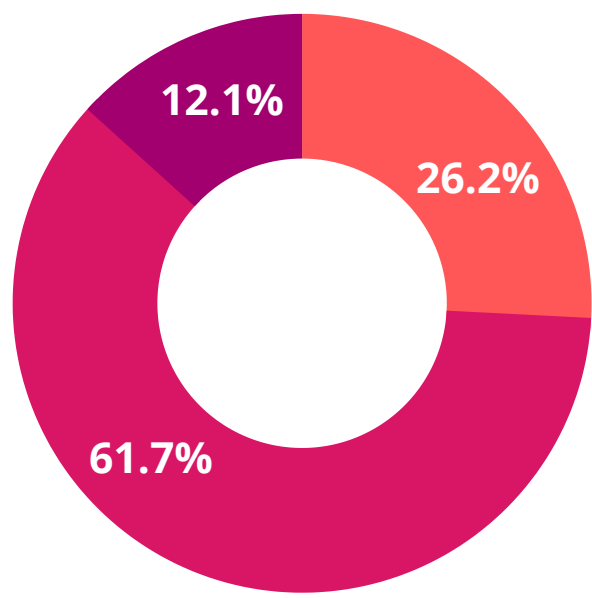


*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, or Bisexual.

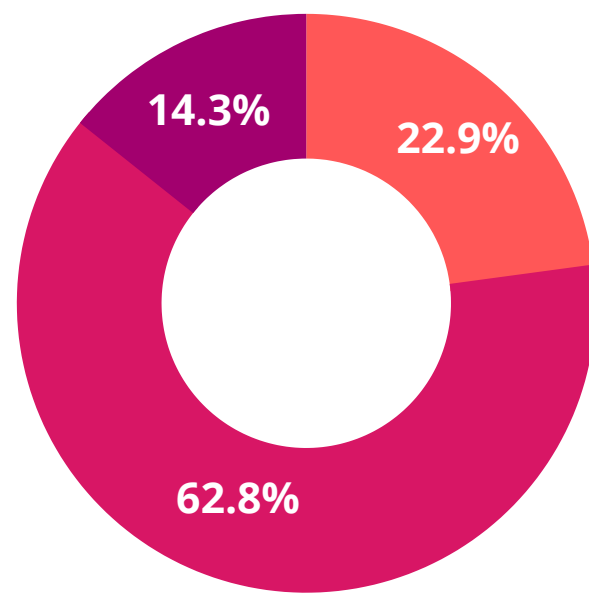
2022 saw a lower percentage of LGB applicants for roles than the previous year, inconsistent with applications from disabled and BME candidates, which each saw an increase from the previous year.

Gender

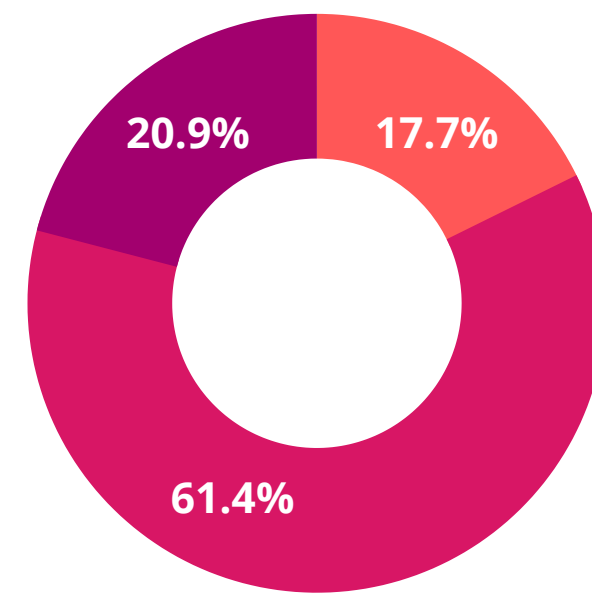
Applications:



Interviews:



Appointments:



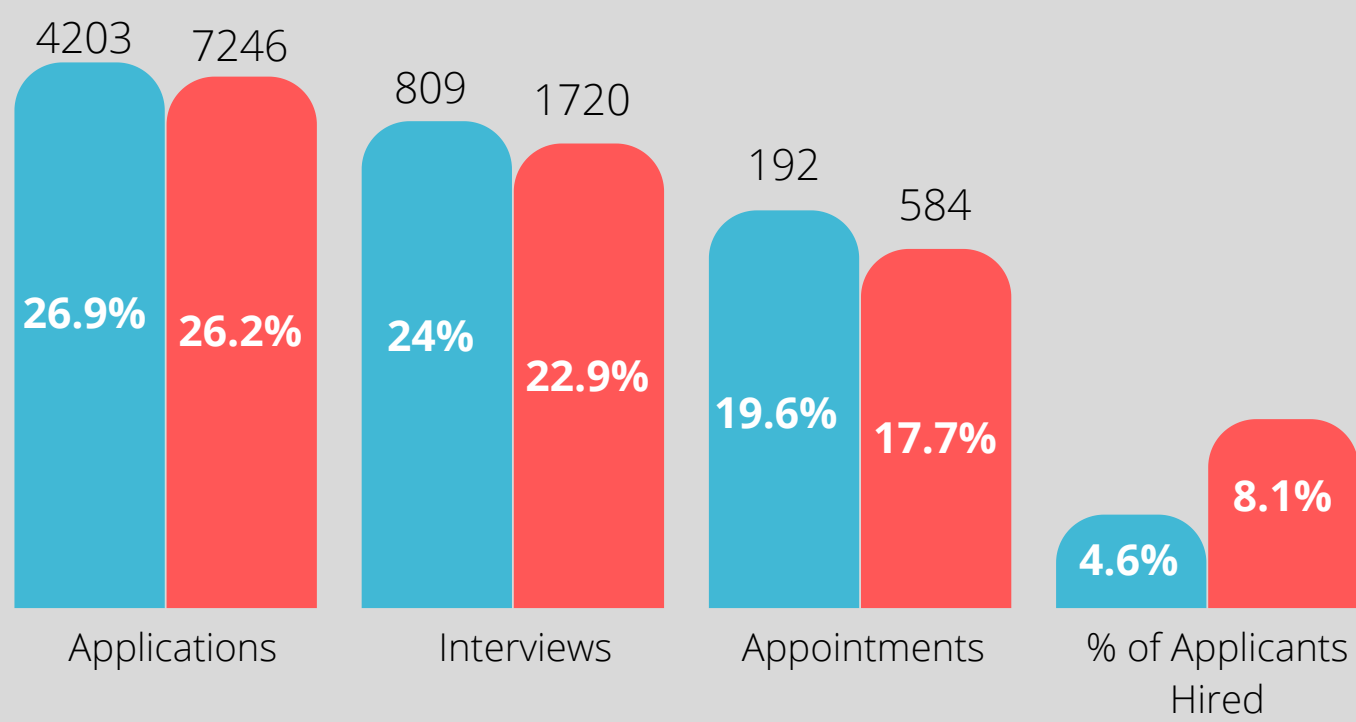
Men	7246
Women	17,095
Non-Disclosed	3358

1720
4728
1075

584
2024
691

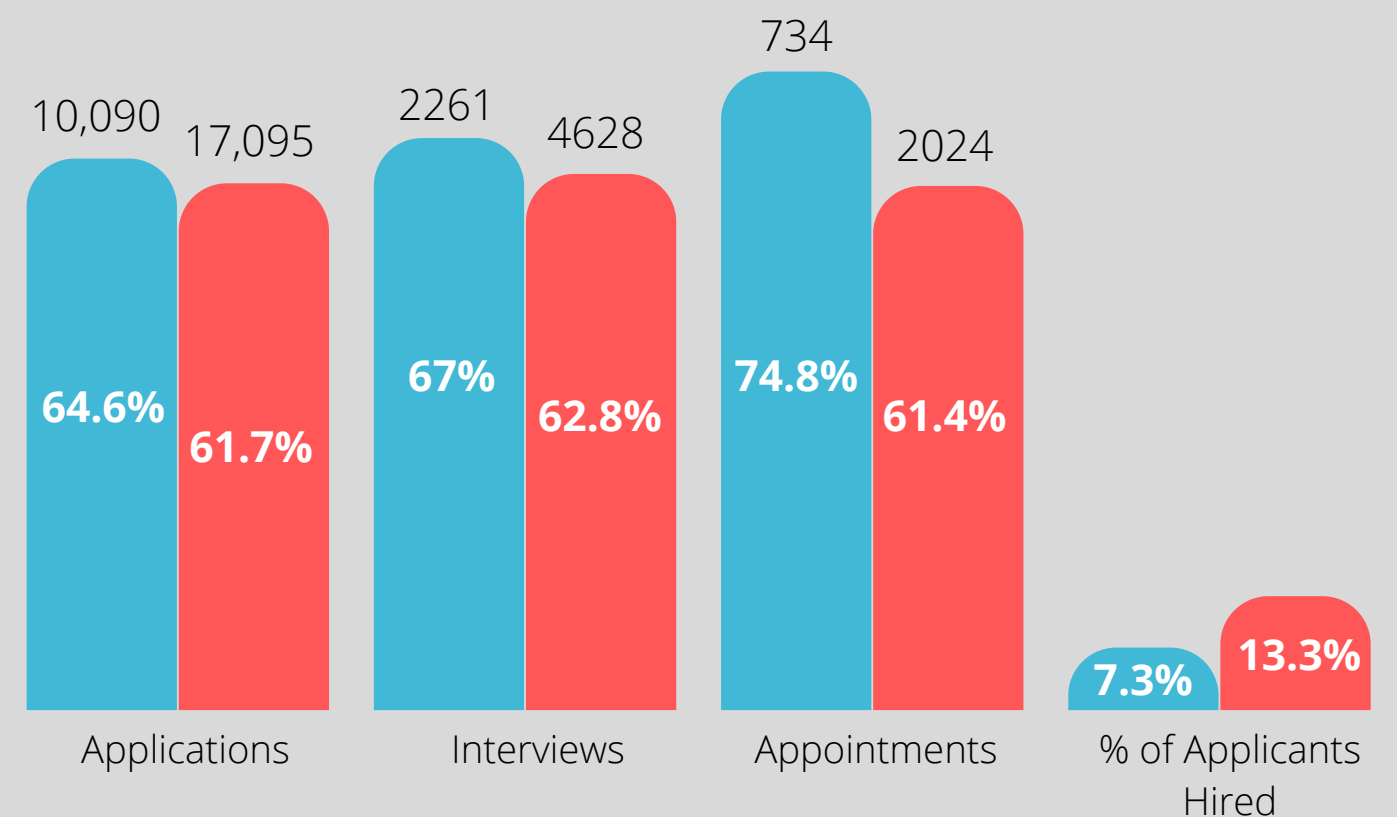
% of Applicants Hired	
Men	8.1%
Women	11.8%
Non-Disclosed	20.5%

Men



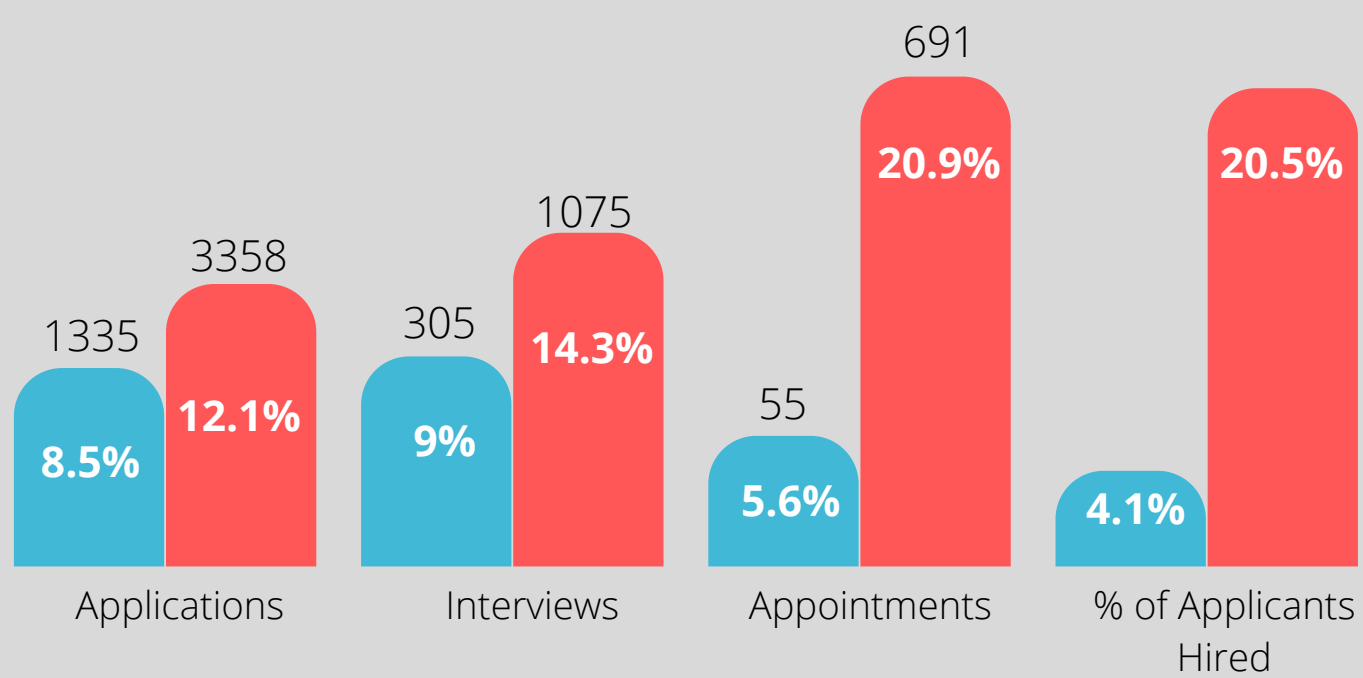
2021 2022

Women



2021 2022

Non-Disclosed



2021 2022