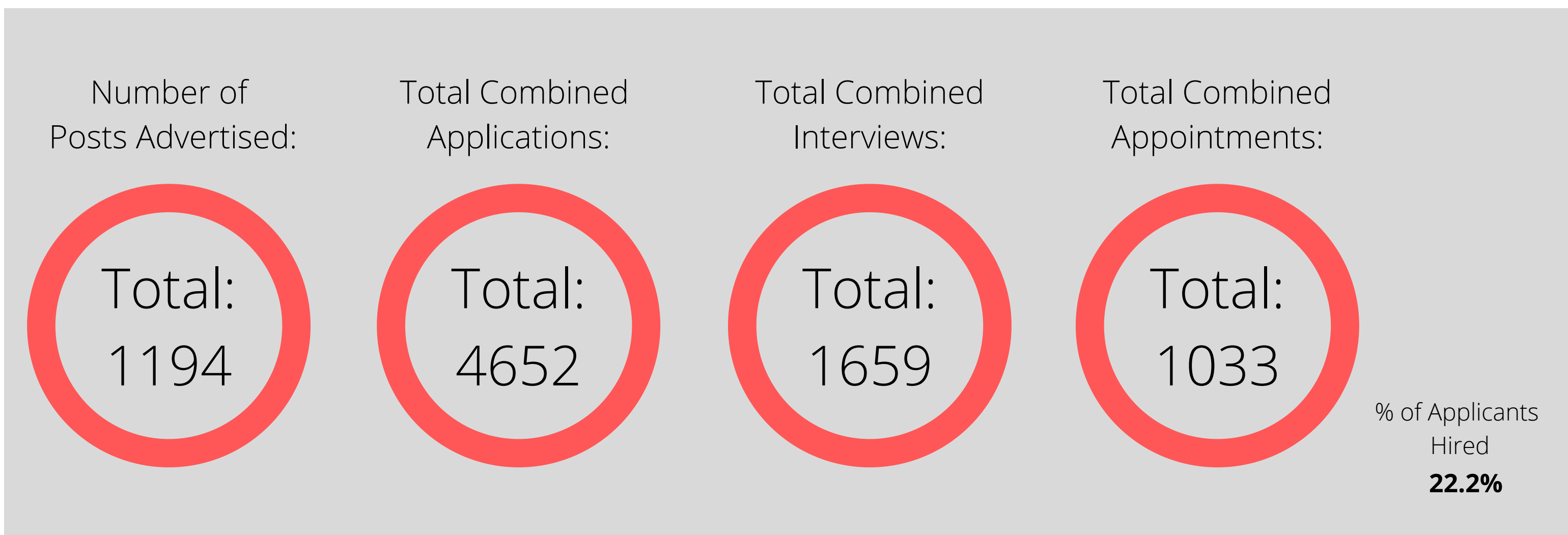
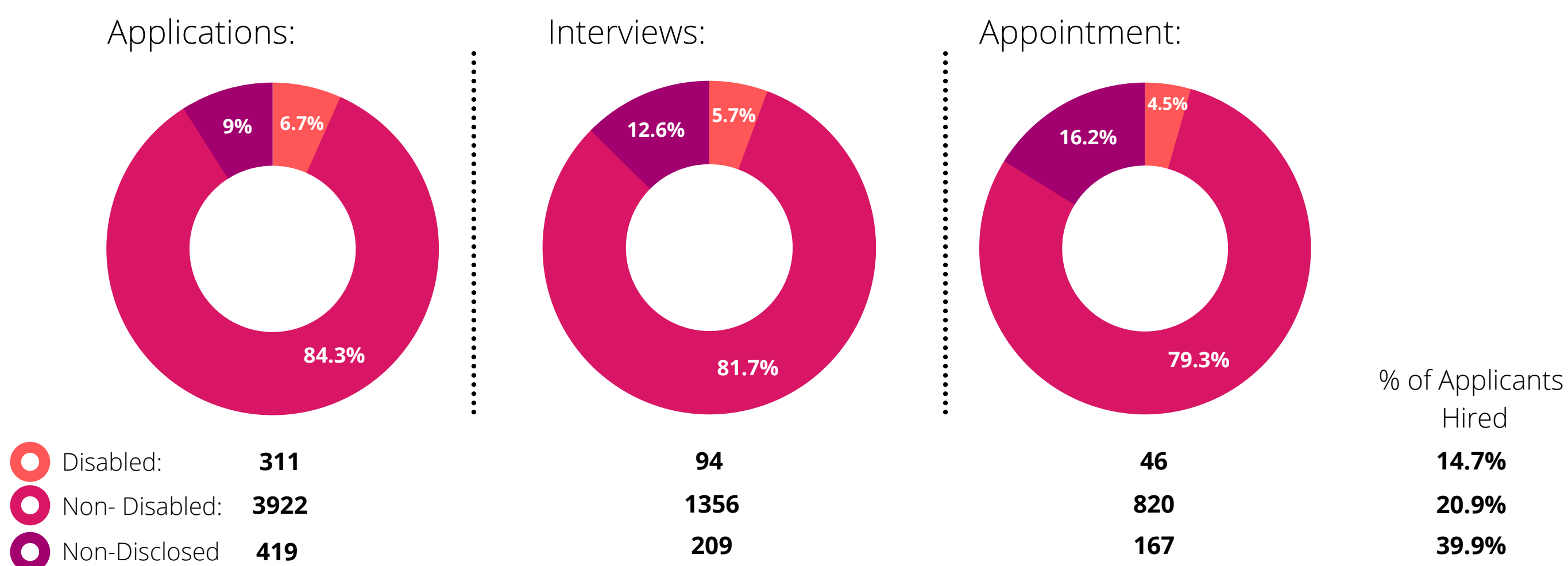


Recruitment Data (Teachers Only)

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.

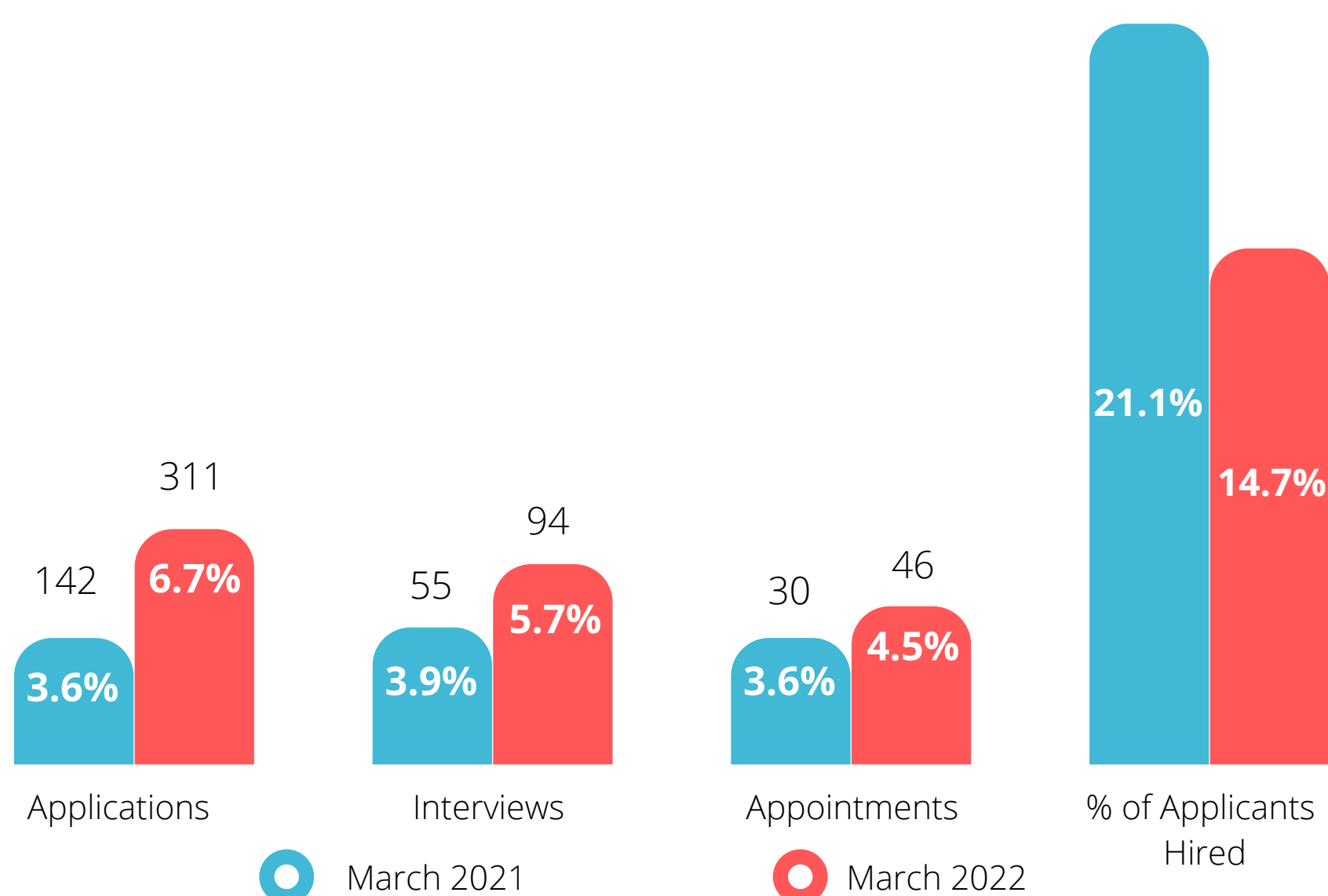


Disability



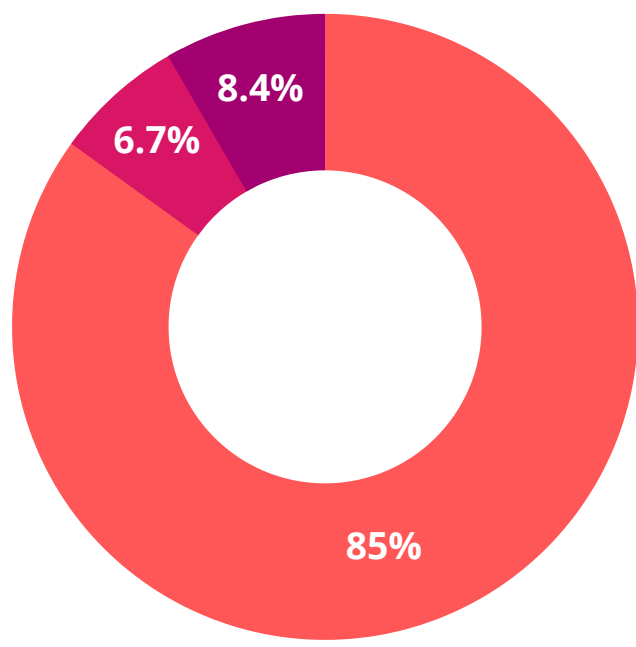
Applicants with Disabilities

The number of non teaching jobs posted by March 2022 (1194) was more than four times the number of teaching jobs posted the previous year (258). The total number of applicants rose from **3994** to **4652**. However, unlike appointments made in the rest of the council, the percentage of applicants with disabilities to be appointed fell among teaching staff in 2022.

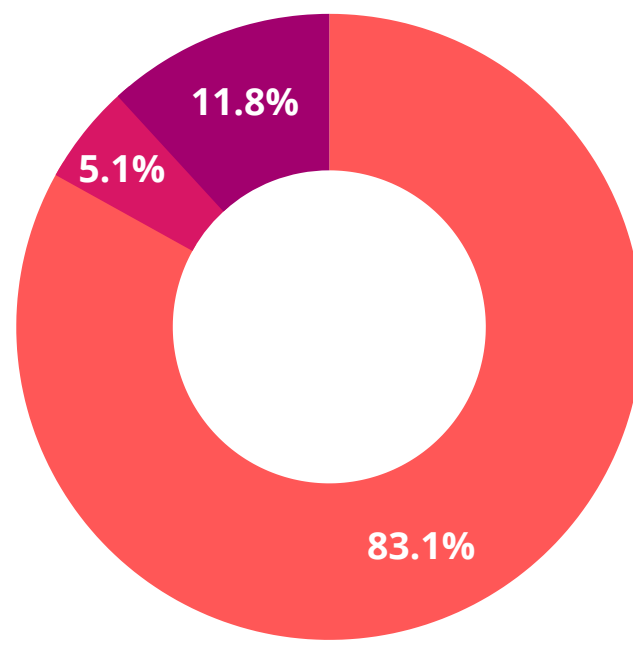


Ethnicity

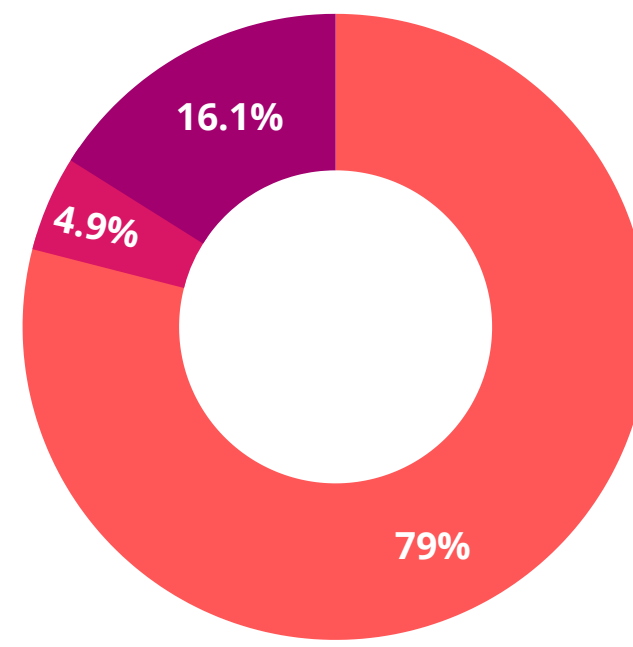
Applications:



Interviews:



Appointments:



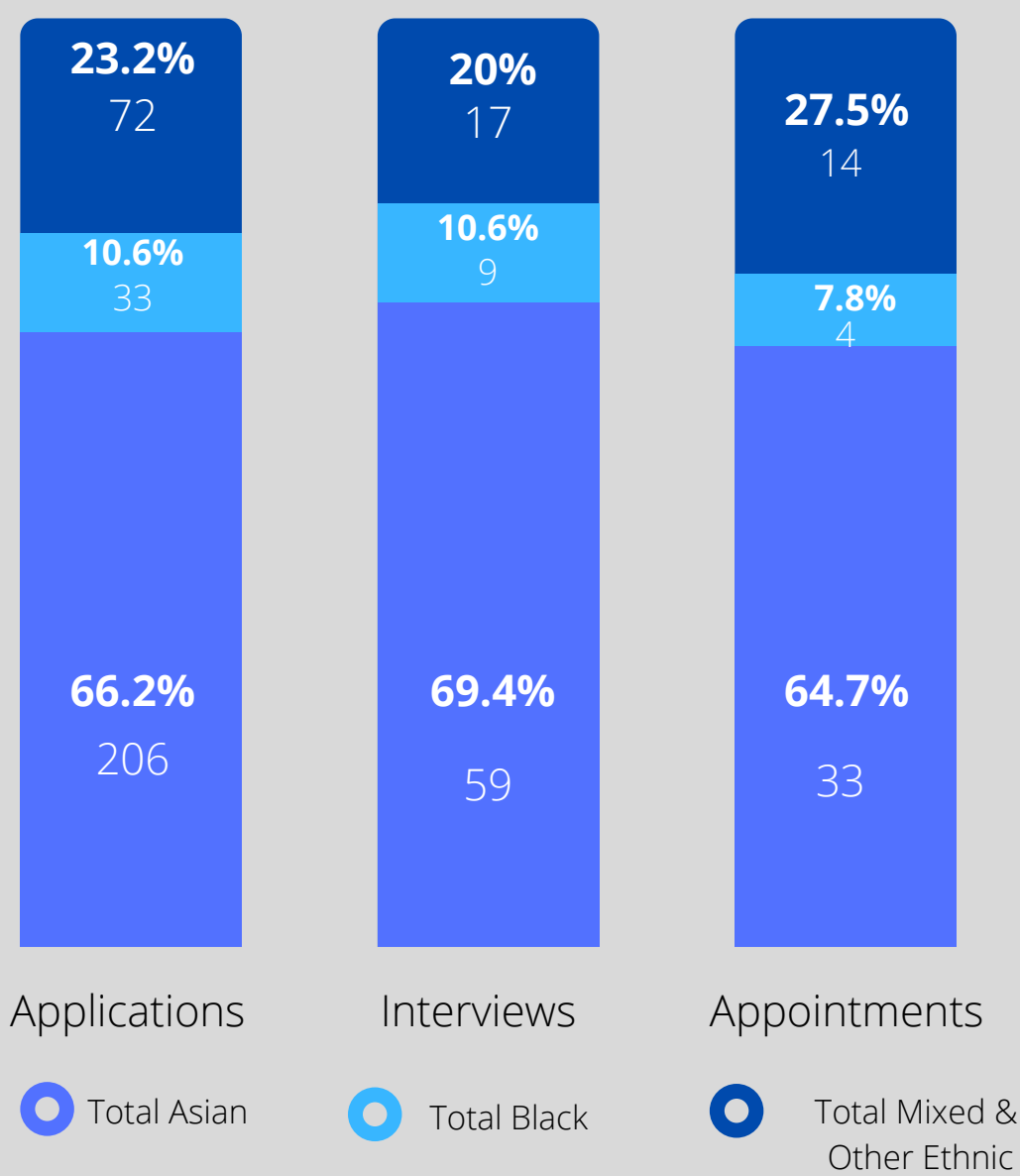
White:	3952
BME:	311
Non-Disclosed:	389

1378
85
196

816
51
166

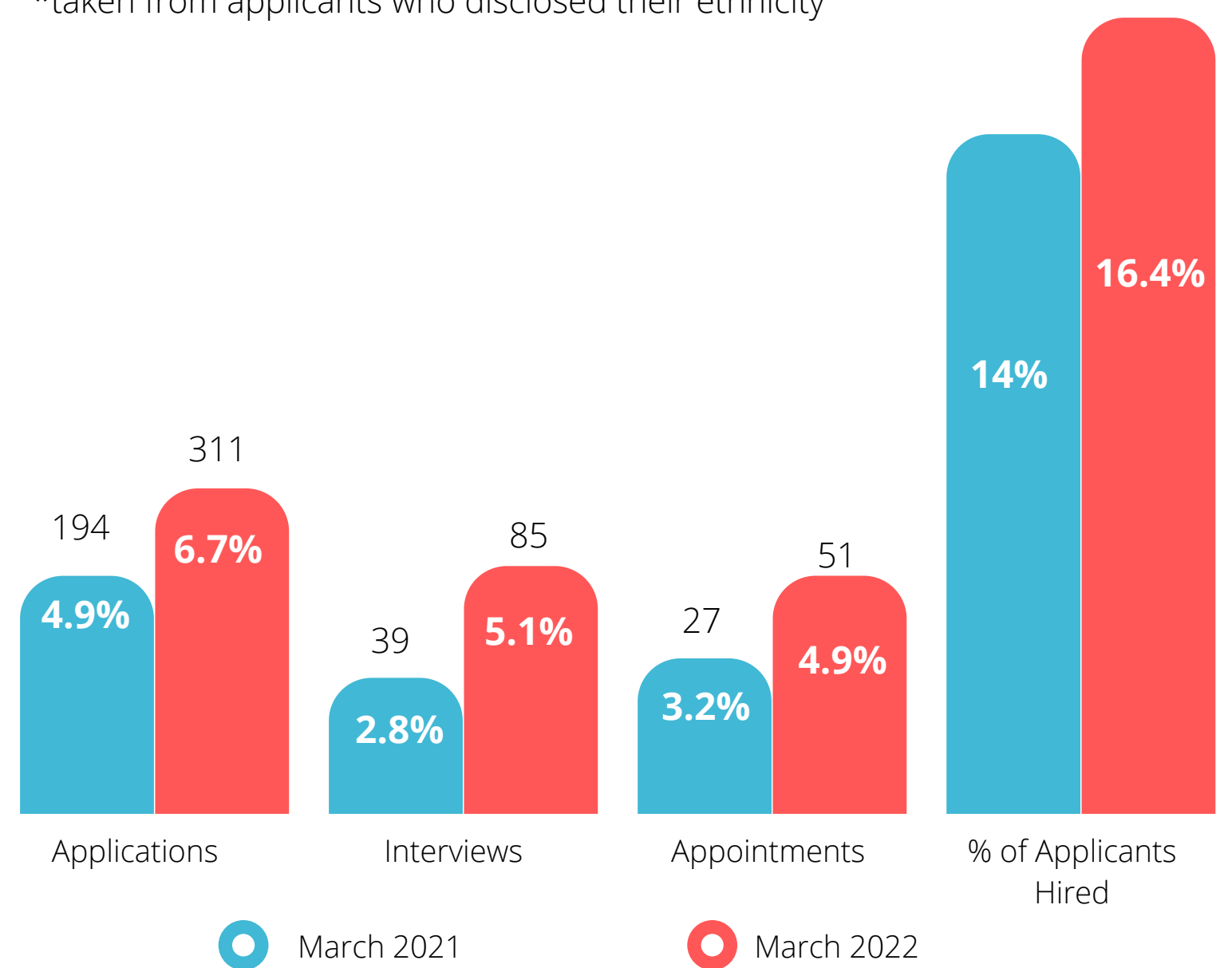
% of Applicants Hired	
White	20.6%
BME	16.4%
Non-Disclosed	42.7%

Breakdown of BME Recruitment



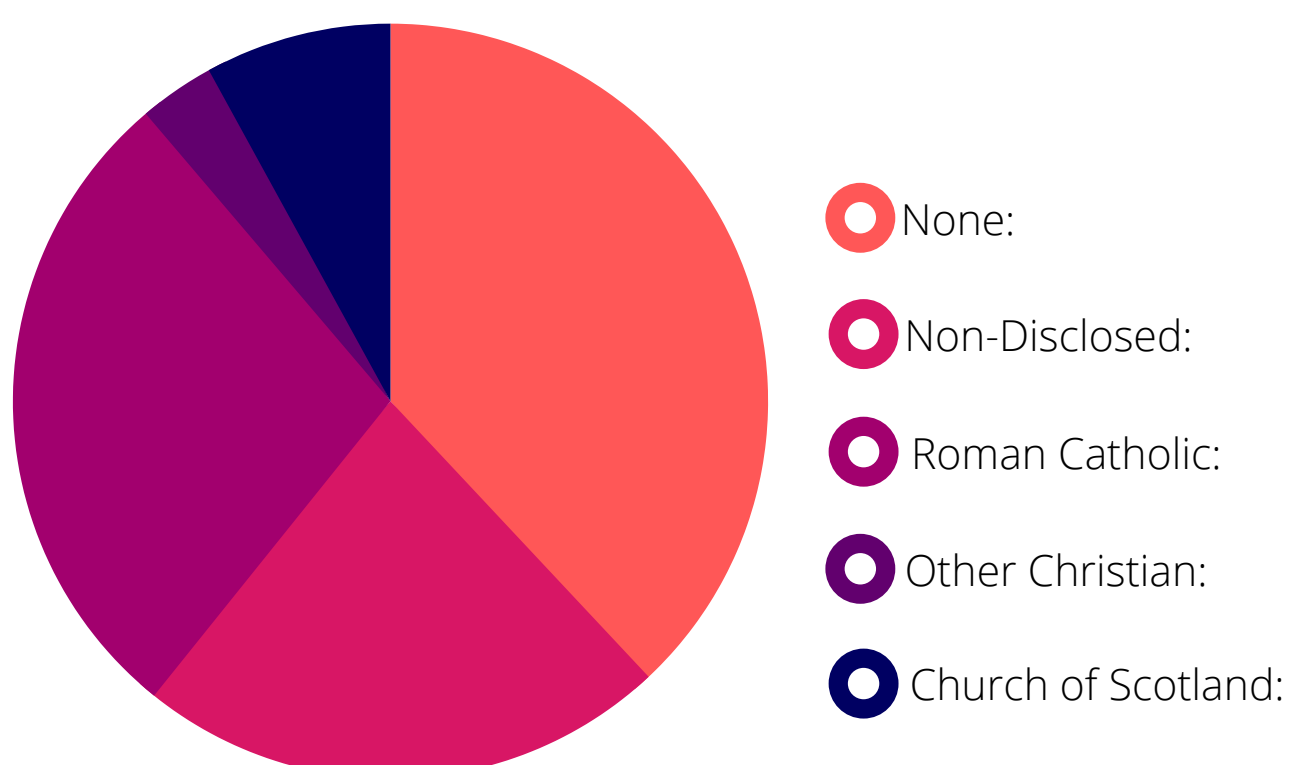
BME Applicants

*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.



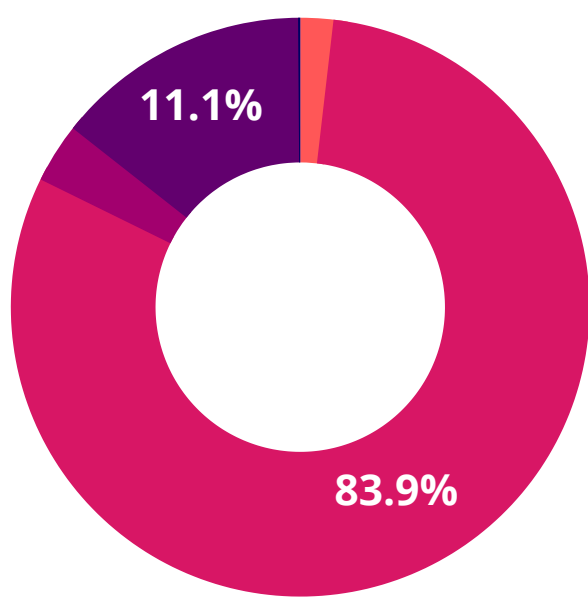
	Applications	Interviews	Appointments
None:	35%	40.6%	37.6%
Non-Disclosed:	15.1%	18.3%	22.5%
Roman Catholic:	27.9%	21.9%	27.7%
Other Christian:	5%	3.4%	3.2%
Church of Scotland:	12.2%	10.2%	7.9%

Recruitment across Religious Groups:

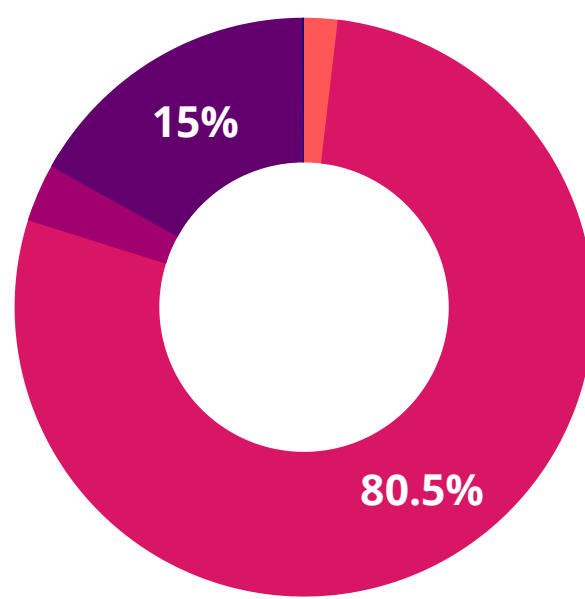
	Buddhist	Church of Scotland	Hindu	Jewish	Muslim	Other Christian	Roman Catholic	Sikh	Pagan	Another Religion	None	Non-Disclosed
Applications	0.1% (4)	12.2% (569)	0.1% (3)	0.2% (7)	3% (138)	5% (234)	27.9% (1297)	0.5% (23)	0.1% (4)	0.8% (38)	35% (1631)	15.1% (704)
Interviews	0% (0)	10.2% (170)	0.1% (1)	0.1% (2)	2.5% (41)	3.4% (57)	29.1% (482)	0.5% (9)	0% (0)	1% (17)	34.8% (576)	18.3% (304)
Appointments	0% (0)	7.9% (82)	0.1% (1)	0.1% (1)	2.5% (26)	3.2% (33)	27.7% (286)	0.3% (3)	0% (0)	1.5% (16)	34.2% (353)	22.5% (232)
% of Applicants Hired	0%	14.4%	33%	14.3%	18.8%	14.1%	22.1%	13%	0%	42.1%	21.6%	33%

Sexual Orientation

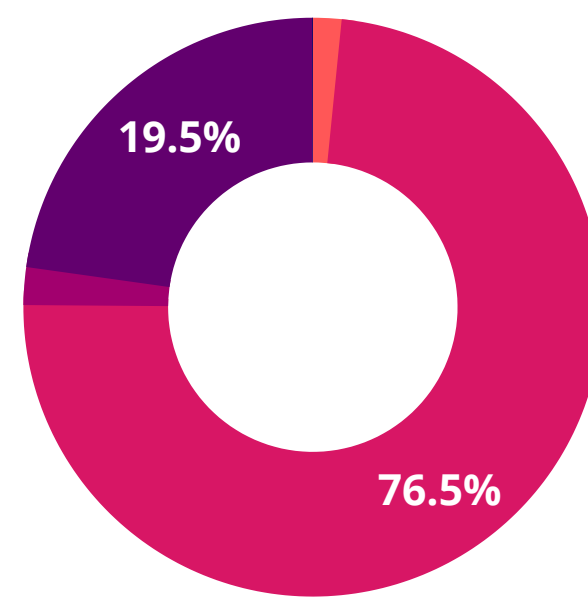
Applications:



Interviews:



Appointments:



59
3901
174
0
518

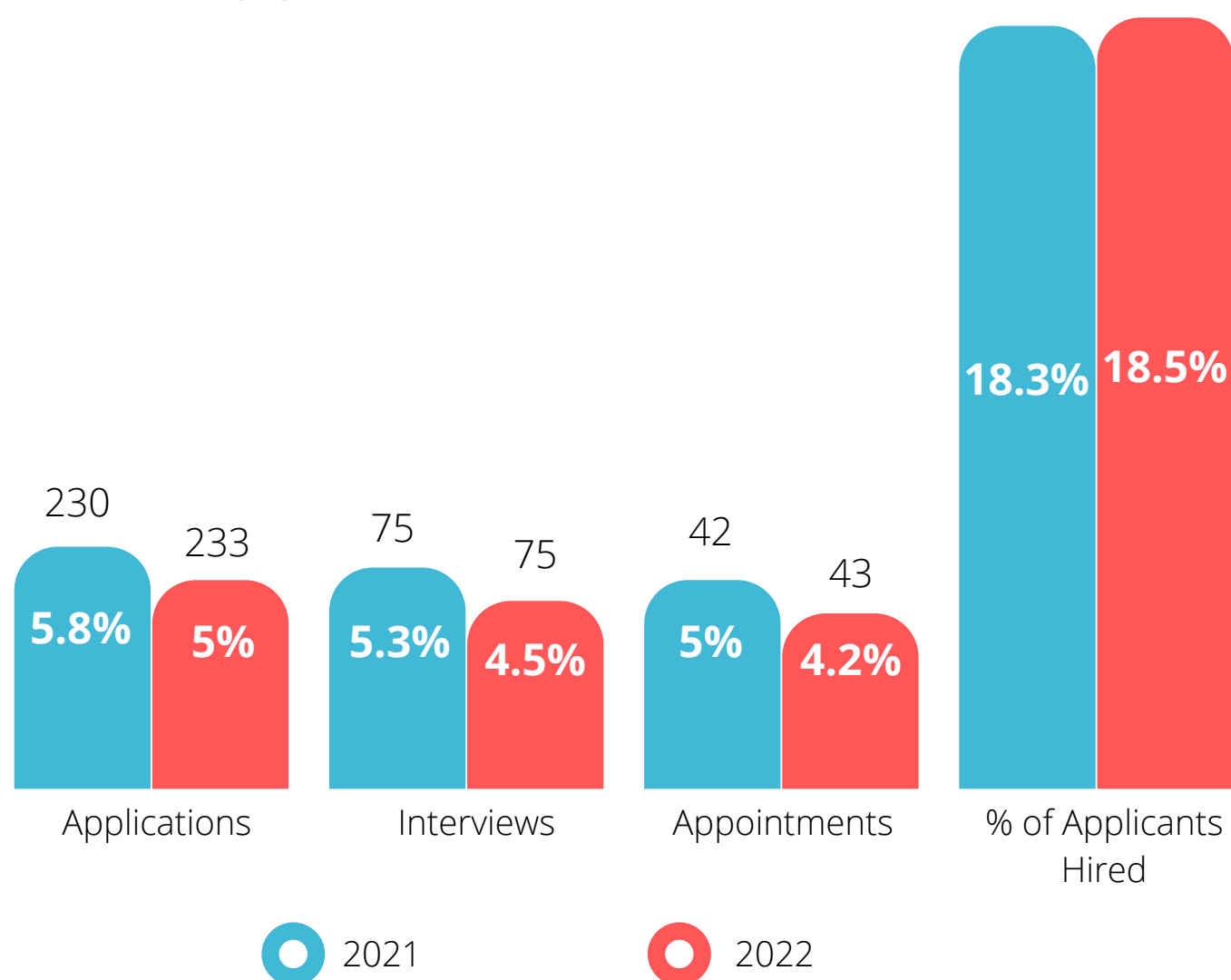
23
1335
52
0
249

21
789
22
0
201

% of Applicants Hired

35%
20.2%
12.6%
0%
38.8%

LGB* Applicants

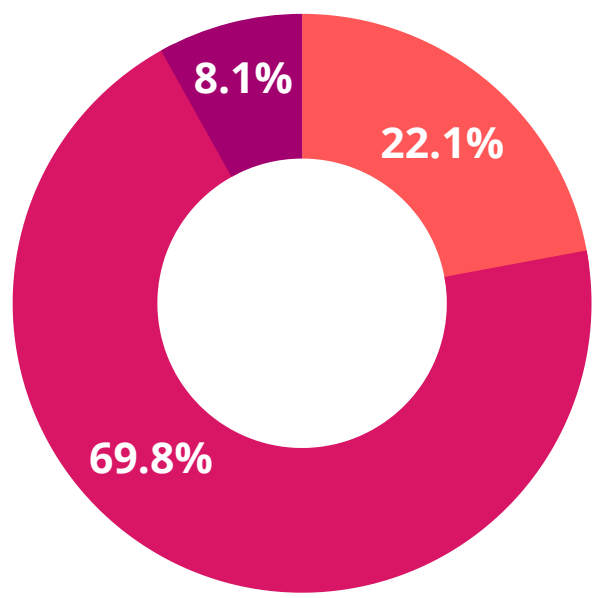


*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, or Bisexual.

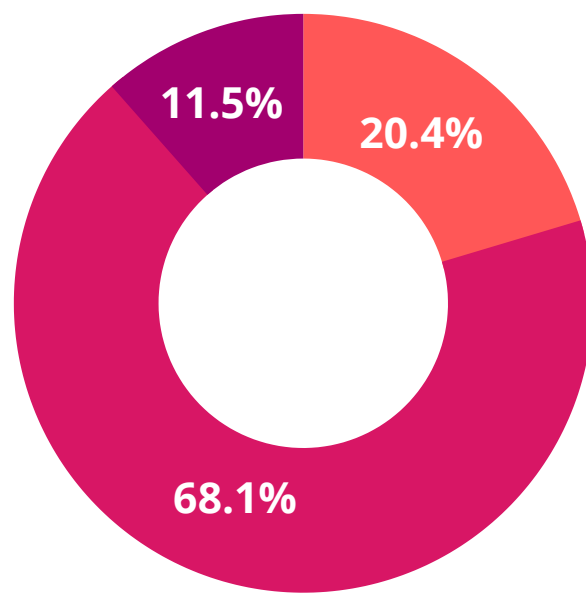
2022 saw a lower percentage of LGB applicants for roles than the previous year, inconsistent with applications from disabled and BME candidates, which each saw an increase from the previous year.

Gender

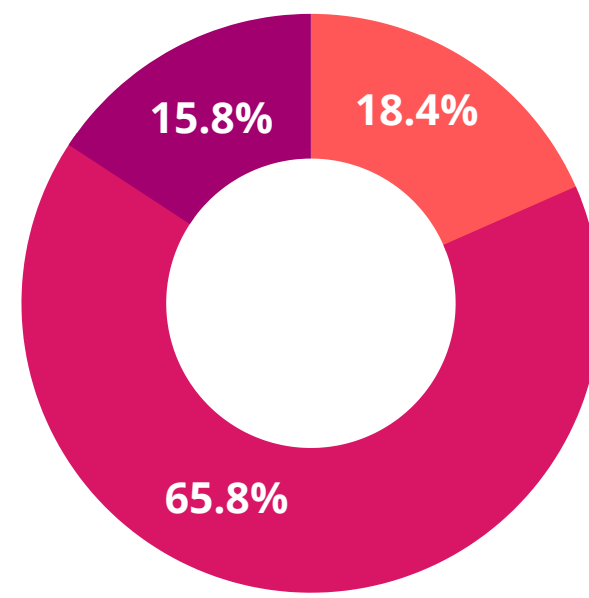
Applications:



Interviews:



Appointments:



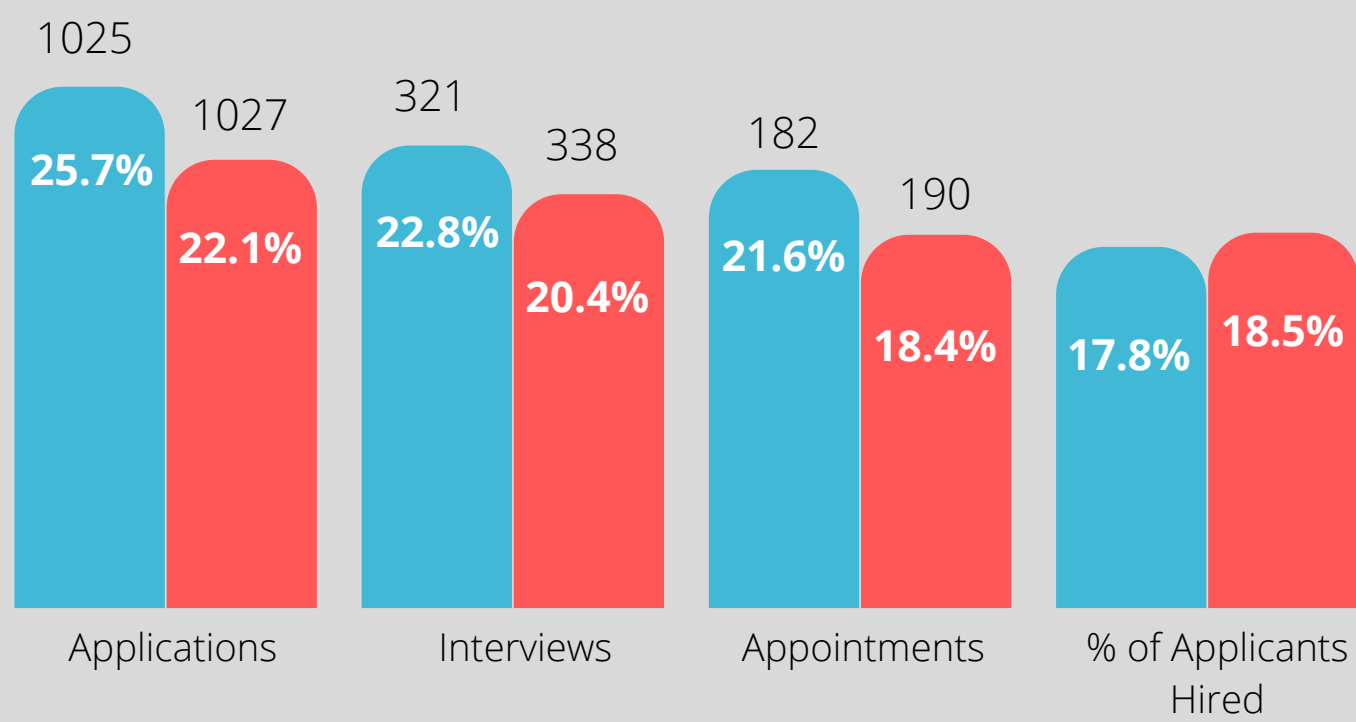
Gender	Count
Men	1027
Women	3248
Non-Disclosed	377

Gender	Count
Men	338
Women	1130
Non-Disclosed	191

Gender	Count
Men	190
Women	680
Non-Disclosed	163

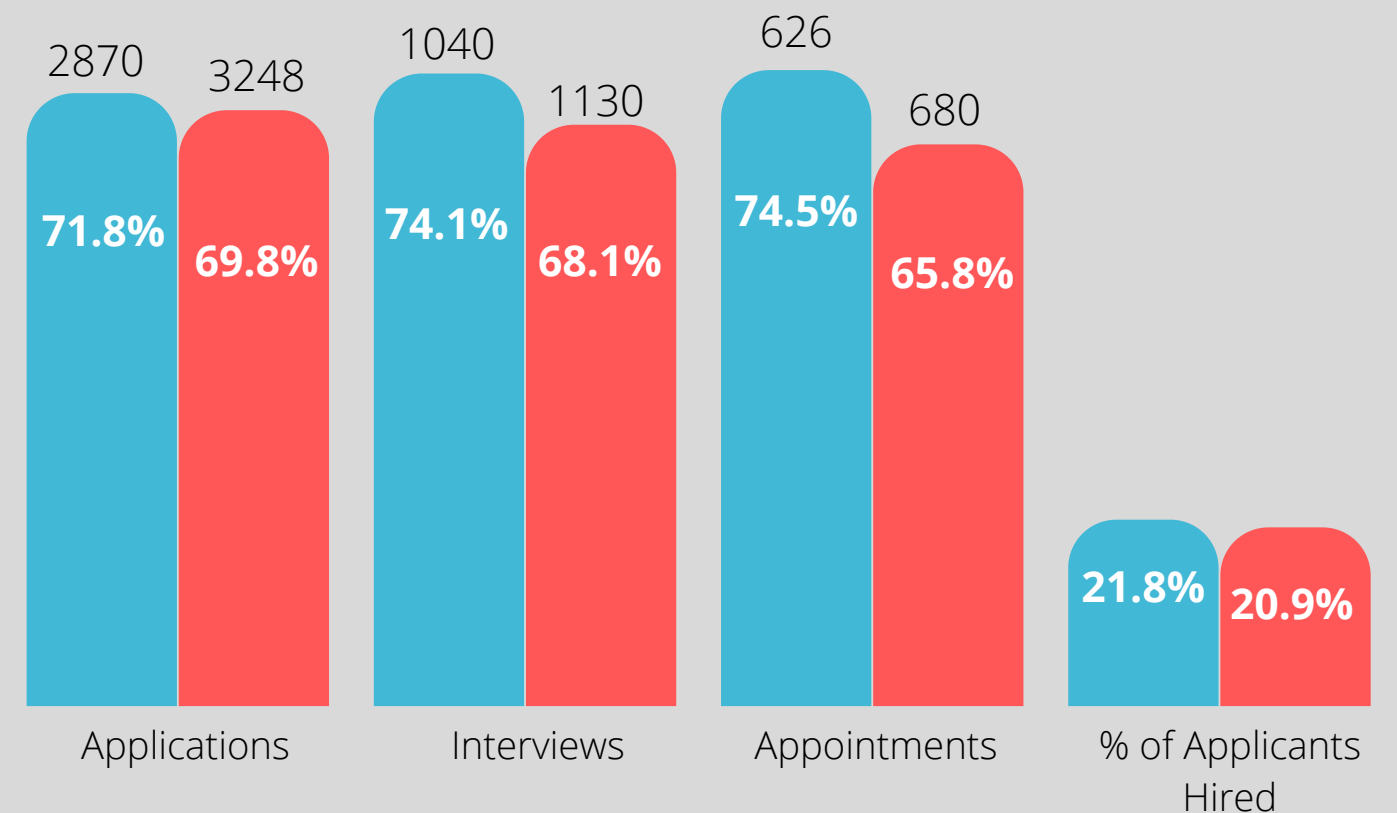
Gender	% of Applicants Hired
Men	18.5%
Women	20.9%
Non-Disclosed	43.2%

Men



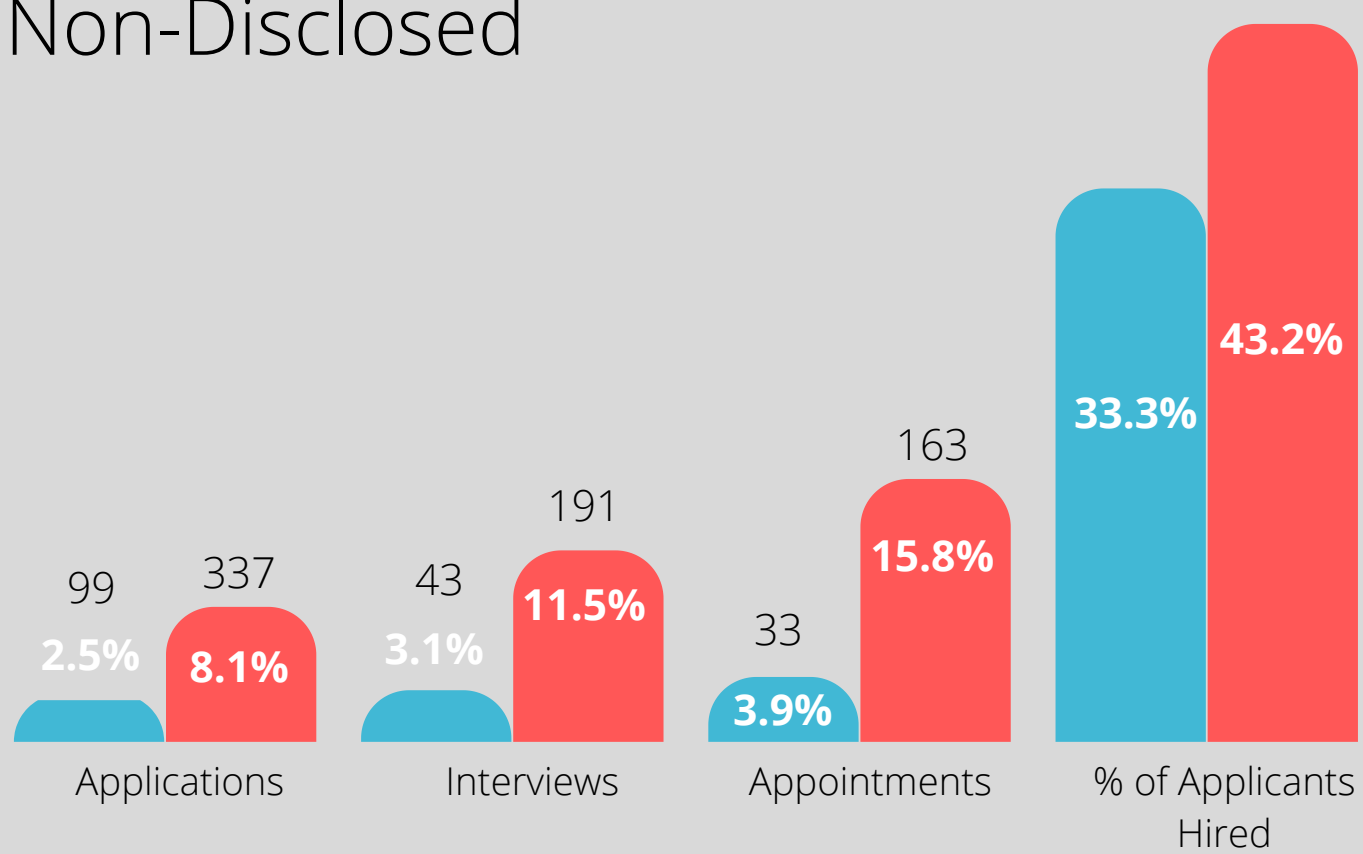
2021 2022

Women



2021 2022

Non-Disclosed



2021 2022