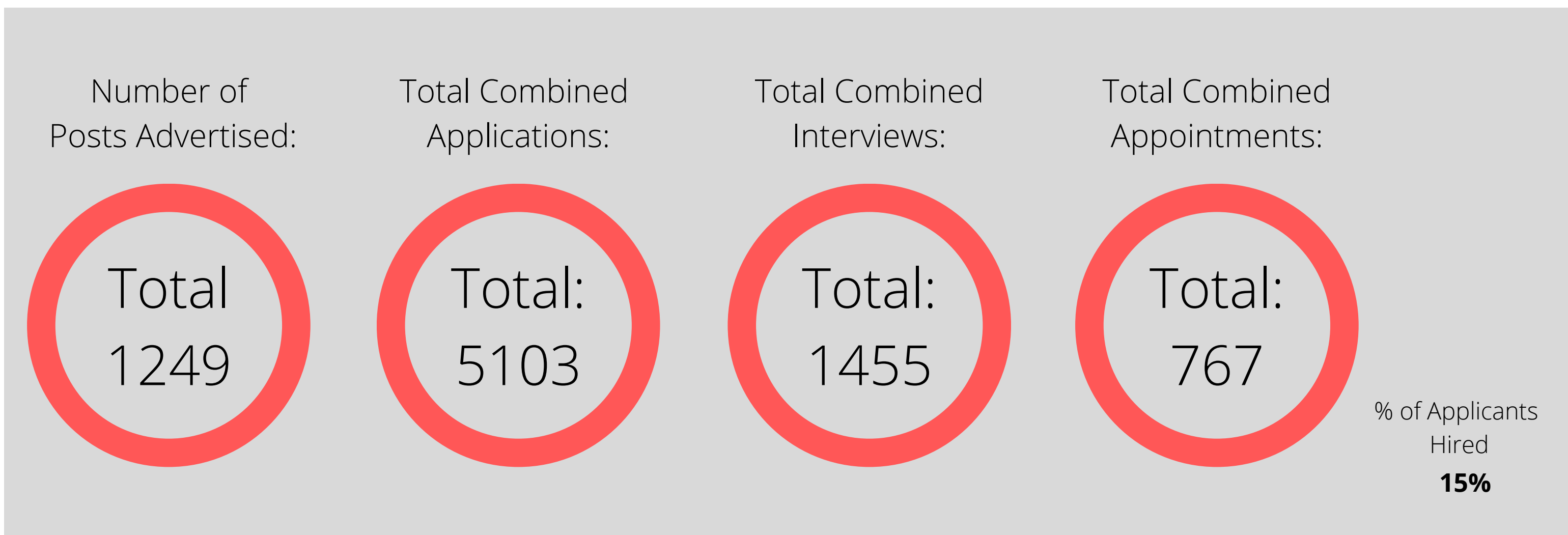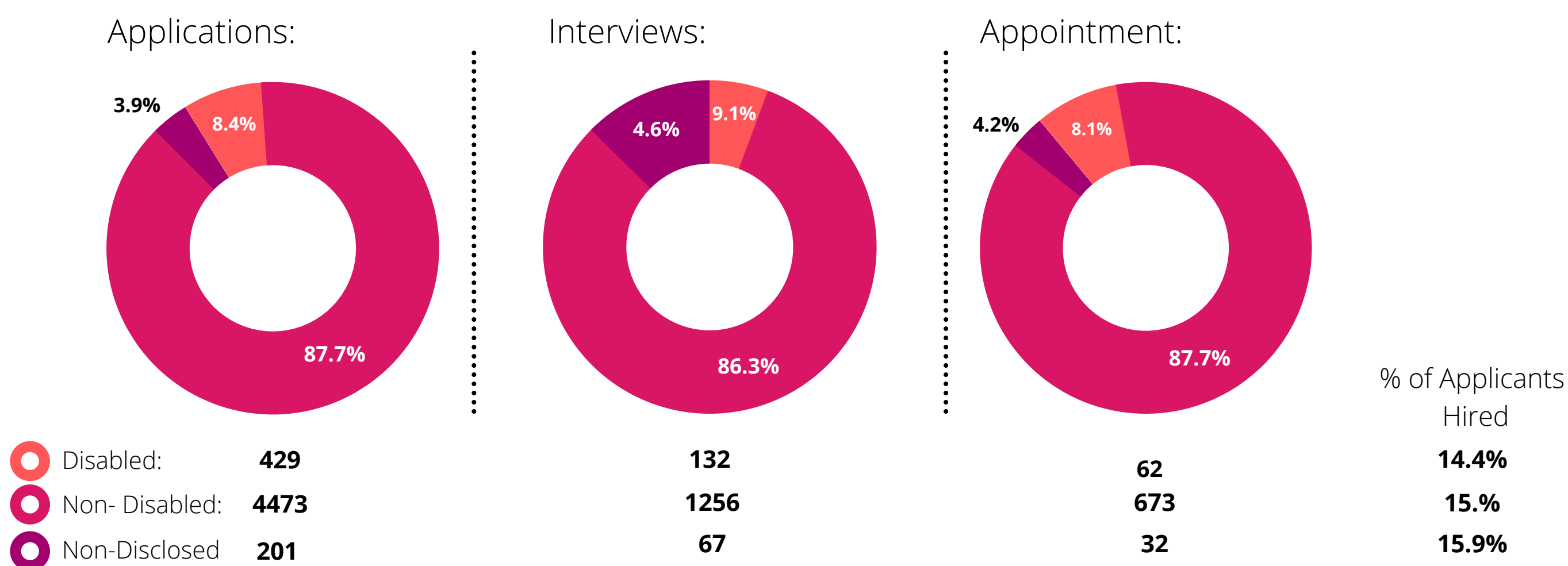# Recruitment Data (Teachers Only)

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.
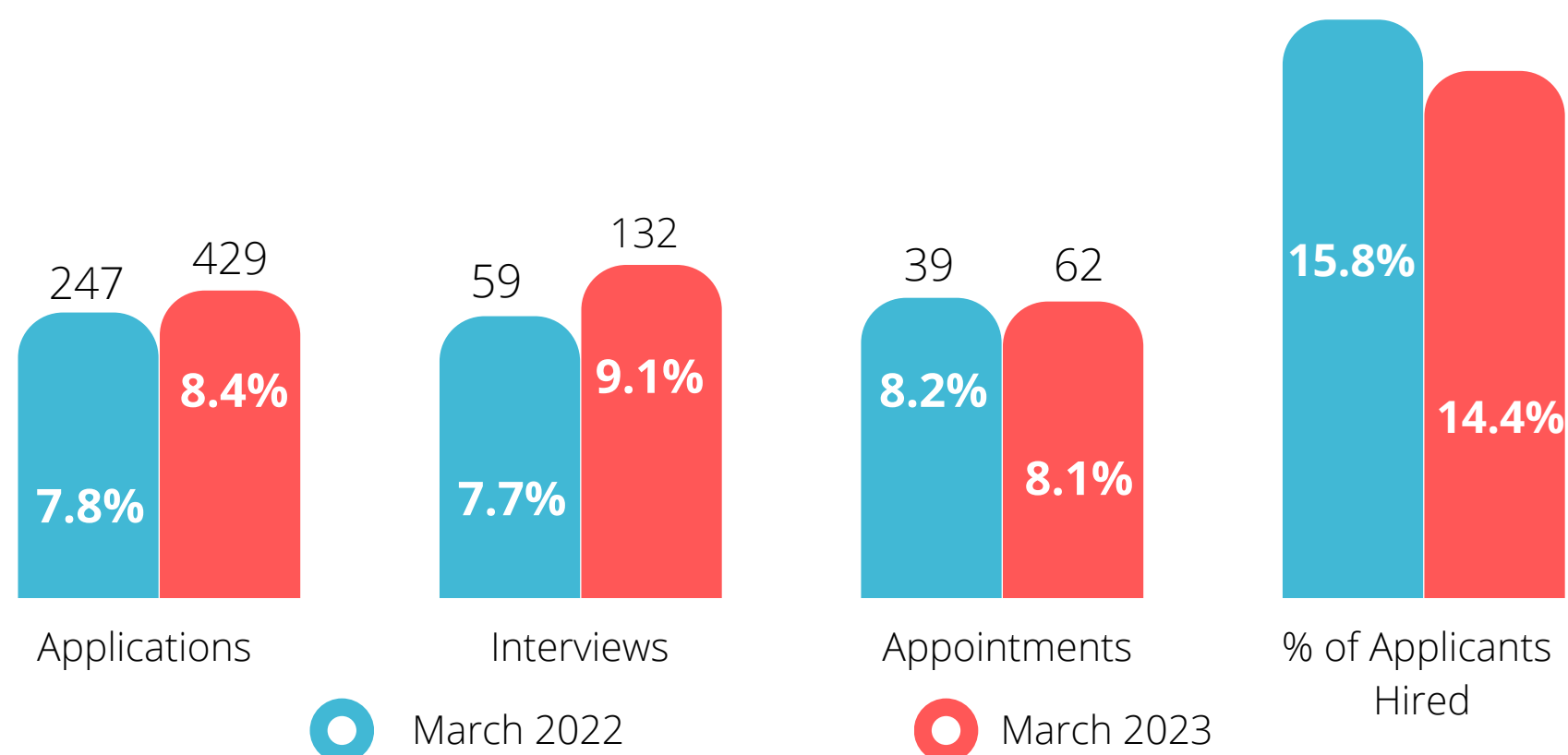
Number of Posts Advertised:	Total Combined Applications:	Total Combined Interviews:	Total Combined Appointments:
Total 1249	Total: 5103	Total: 1455	Total: 767

% of Applicants Hired
15%

Disability

Applications:	Interviews:	Appointment:
3.9% 8.4% 87.7%	4.6% 9.1% 86.3%	4.2% 8.1% 87.7%

% of Applicants Hired

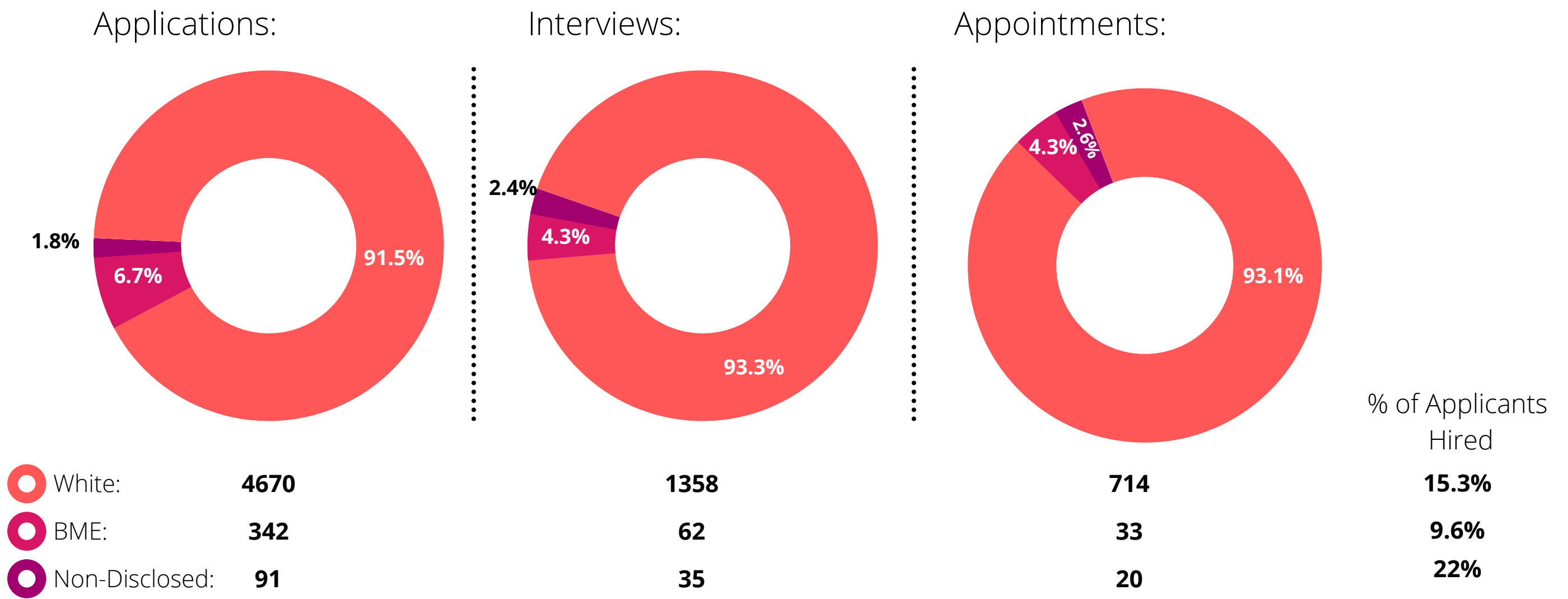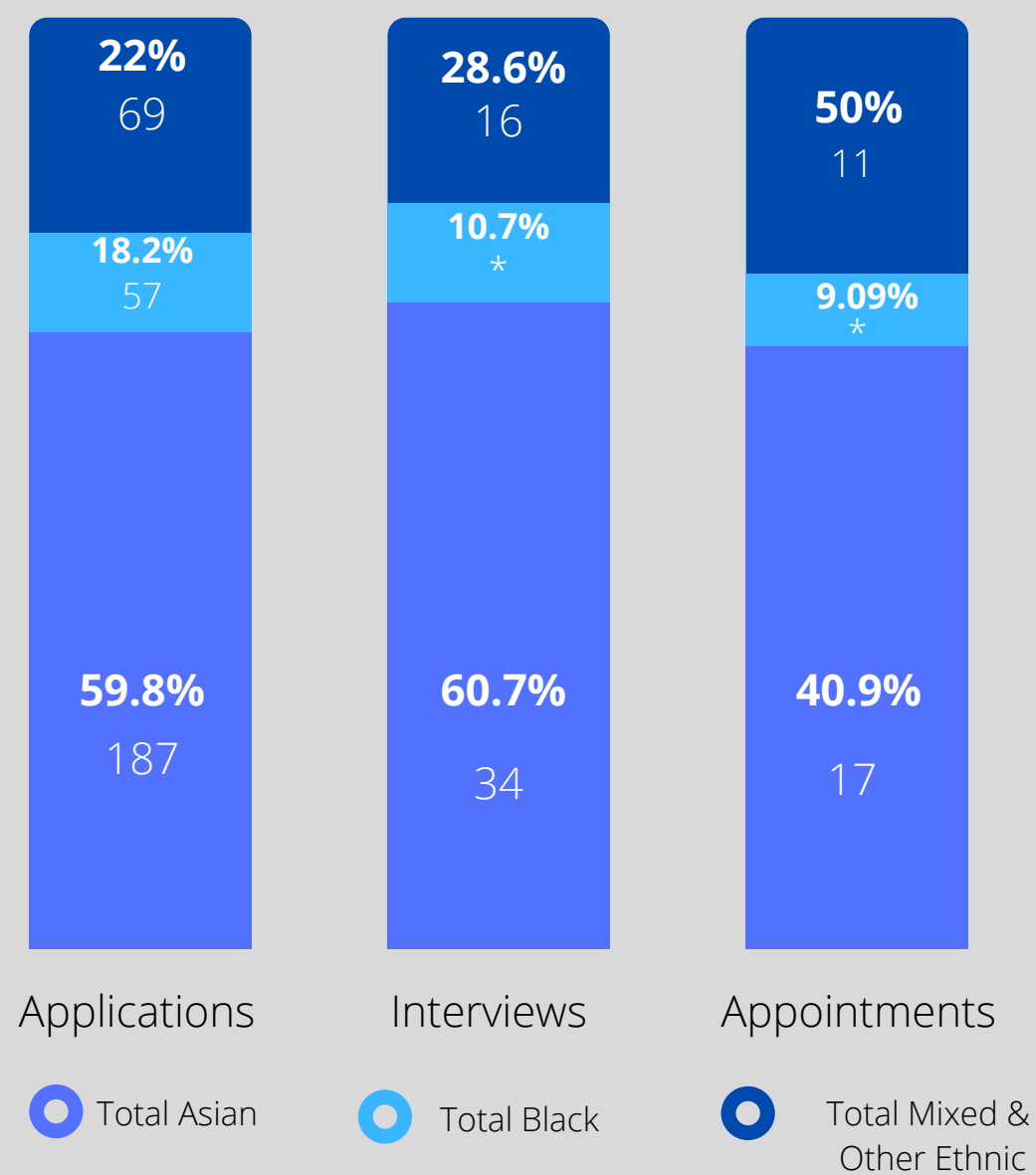|	Applications	Interviews	Appointment	% of Applicants Hired
○ Disabled:	**429**	**132**	**62**	**14.4%**
○ Non- Disabled:	**4473**	**1256**	**673**	**15.%**
○ Non-Disclosed	**201**	**67**	**32**	**15.9%**

Applicants with Disabilities

The number of teaching jobs posted by March 2023 (1249) was 4.6% more than the number of teaching jobs posted the previous year (1194). The total number of applicants increased from 4652 to 5103. Where the percentage of applicants with disabilities to be appointed to posts marginally decreased between 21/22 and 22/23 this year the percentage of applicants with disabilities hired has decreased..

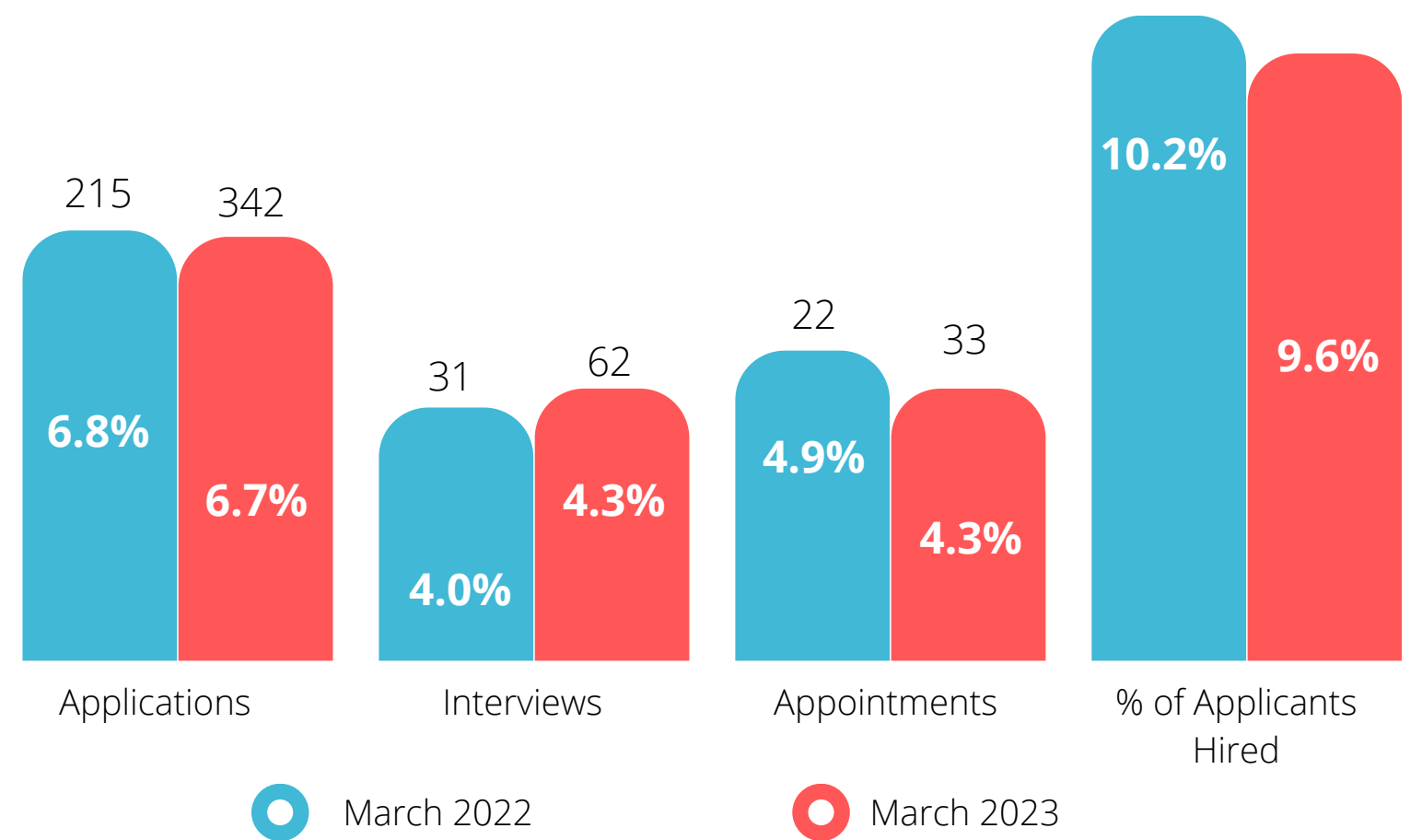|	Applications	Interviews	Appointments	% of Applicants Hired
March 2022	247 (7.8%)	59 (7.7%)	39 (8.2%)	15.8%
March 2023	429 (8.4%)	132 (9.1%)	62 (8.1%)	14.4%

● March 2022   ● March 2023

Ethnicity

Applications:

91.5%
1.8%
6.7%

Interviews:

2.4%
4.3%
93.3%

Appointments:

4.3%
2.6%
93.1%

% of Applicants Hired

	Applications	Interviews	Appointments	% of Applicants Hired
White:	4670	1358	714	15.3%
BME:	342	62	33	9.6%
Non-Disclosed:	91	35	20	22%

Breakdown of BME Recruitment

Applications
- 22% — 69
- 18.2% — 57
- 59.8% — 187

Interviews
- 28.6% — 16
- 10.7% — *
- 60.7% — 34

Appointments
- 50% — 11
- 9.09% — *
- 40.9% — 17

○ Total Asian   ○ Total Black   ○ Total Mixed & Other Ethnic

BME Applicants

*taken from applicants who disclosed their ethnicity

Applications
- 215 — 6.8%
- 342 — 6.7%

Interviews
- 31 — 4.0%
- 62 — 4.3%

Appointments
- 22 — 4.9%
- 33 — 4.3%

% of Applicants Hired
- 10.2%
- 9.6%

○ March 2022   ○ March 2023

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 with the difference being marginal.
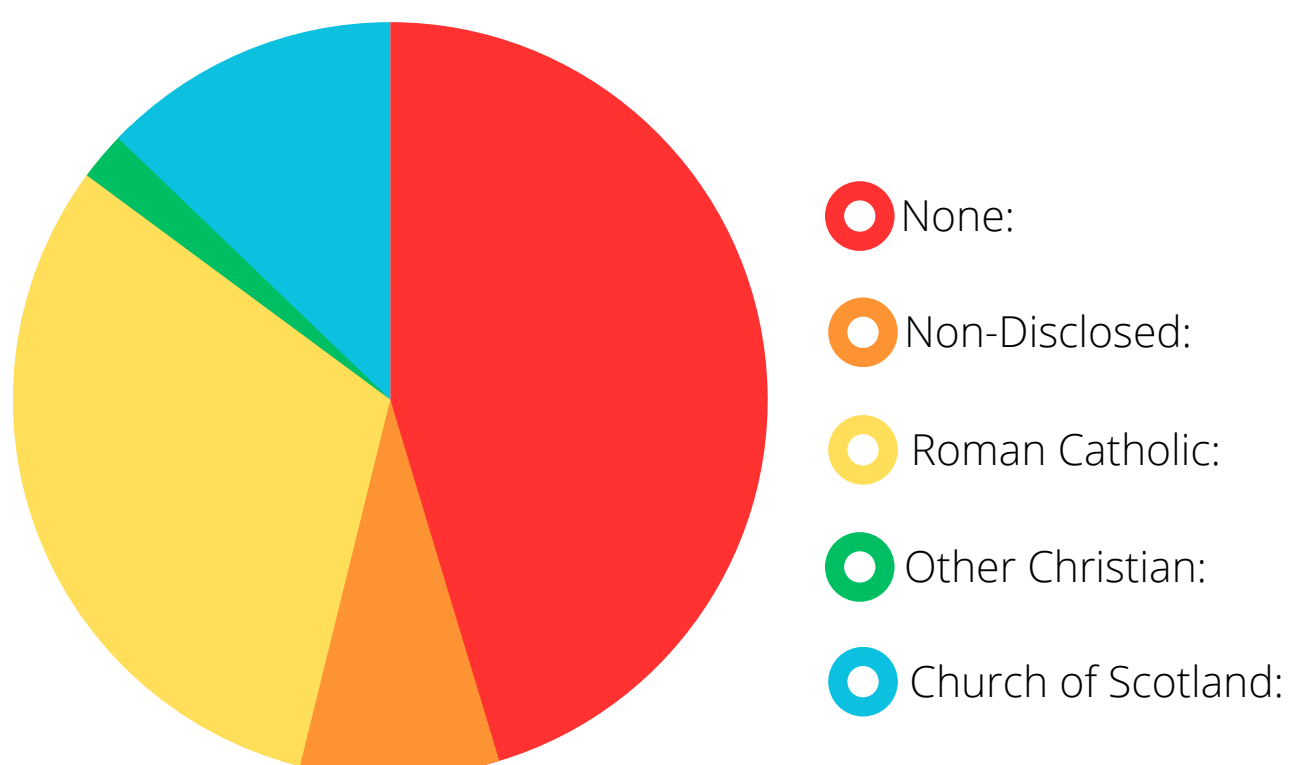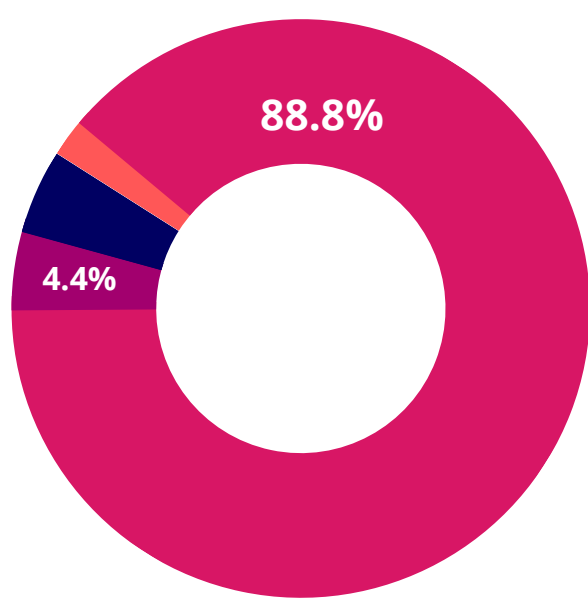

	Applications	Interviews	Appointments
None:	42.2%	39.6%	44.2%
Non-Disclosed:	8.2%	7.3%	8.3%
Roman Catholic:	31.7%	36.7%	30.5%
Other Christian:	2.3%	1.3%	2.0%
Church of Scotland:	12.4%	12.6%	12.5%

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% (12)	12.4% (635)	0.3% (13)	0.1% (*)	2.2% (114)	2.3% (118)	31.7% (1618)	0.3% (16)	0.0% (0)	0.1% (*)	42.2% (2151)	8.2% (419)
Interviews	0.3% (*)	12.6% (83)	0.0% (*)	0.1% (*)	1.7% (25)	1.3% (19)	36.7% (534)	04.% (*)	0% (0)	0.1% (*)	39.6% (576)	7.3% (106)
Appointments	0.4% (*)	12.5% (96)	0.0% (*)	0.1% (*)	1.4% (11)	2.0% (15)	30.5% (234)	0.5% (*)	0% (0)	0% (0)	44.2% (339)	8.3% (64)
% of Applicants Hired	25%	15.1%	0%	25%	9.6%	12.7%	14.5%	25%	0%	0%	15.7%	15.2%

Sexual Orientation

Applications:
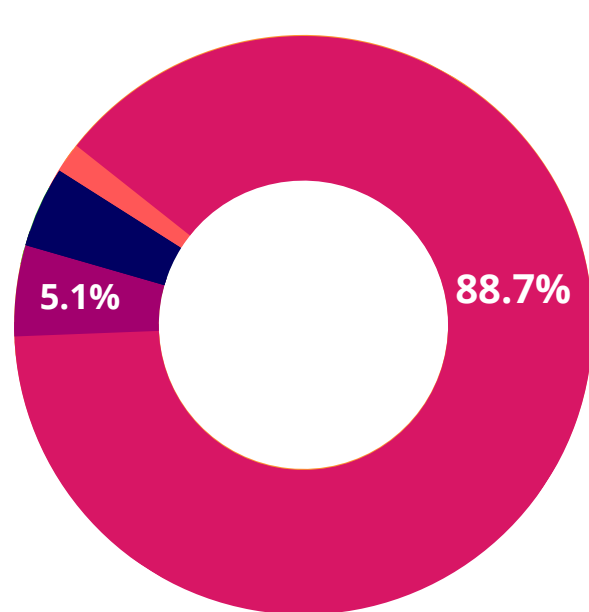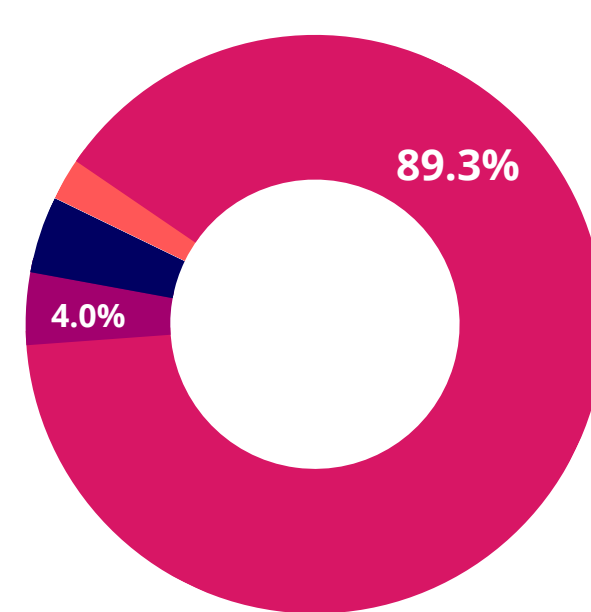
88.8%
4.4%

Interviews:

5.1%
88.7%

Appointments::

89.3%
4.0%

				% of Applicants Hired
Bisexual	**106**	**24**	**18**	**17.0%**
Heterosexual	**4532**	**1291**	**685**	**15.1%**
Lesbian/Gay	**223**	**74**	**31**	**13.9**
Other	**0**	**0**	**0**	**0%**
Non-Disclosed	**241**	**66**	**33**	**13.7%**

LGB* Applicants

233 329
75 98
43 49

Applications
5.0% 6.5%

Interviews
4.5% 6.7%

Appointments
4.2% 6.4%

% of Applicants Hired
18.5% 14.9%

2022   2023
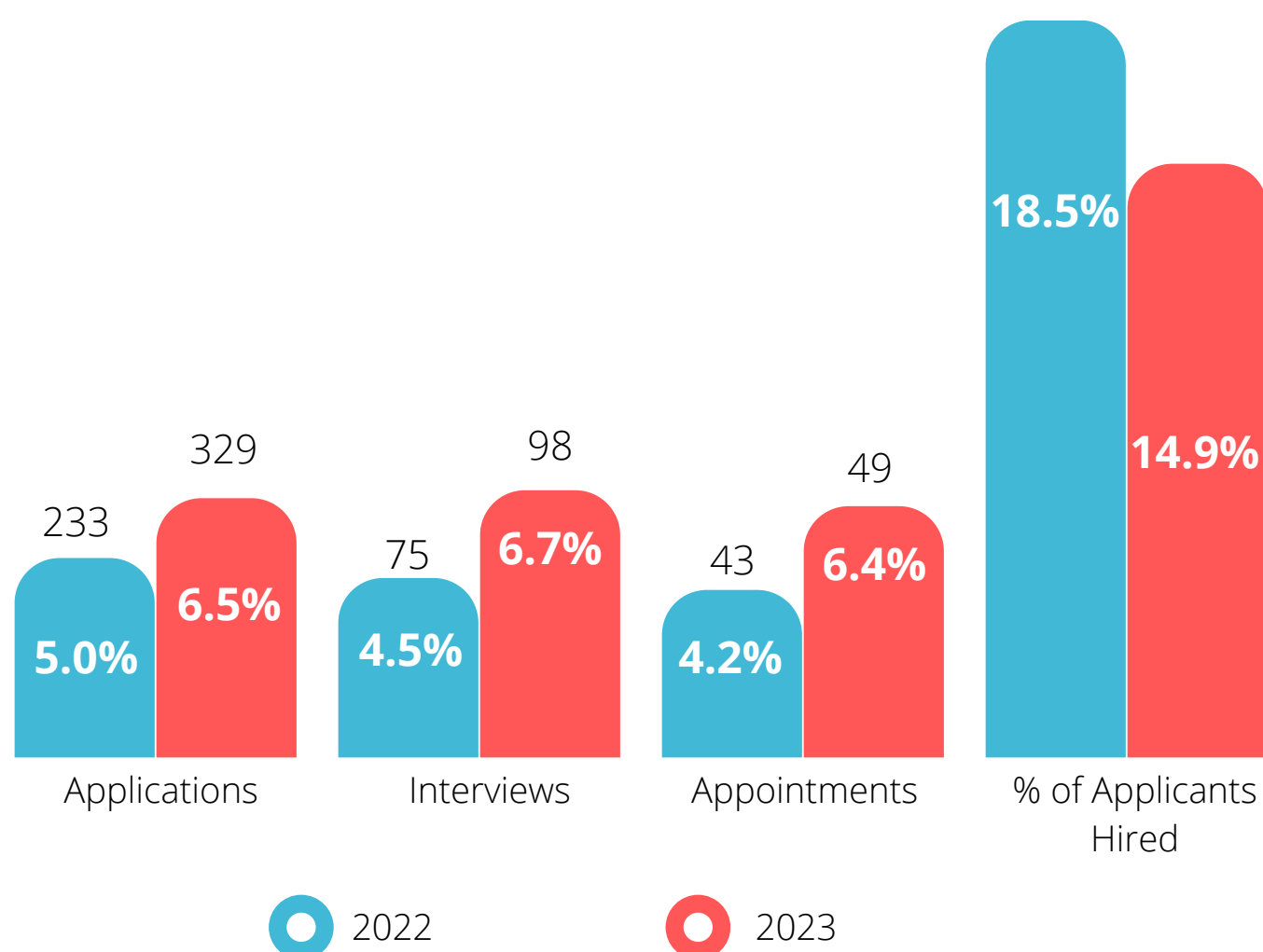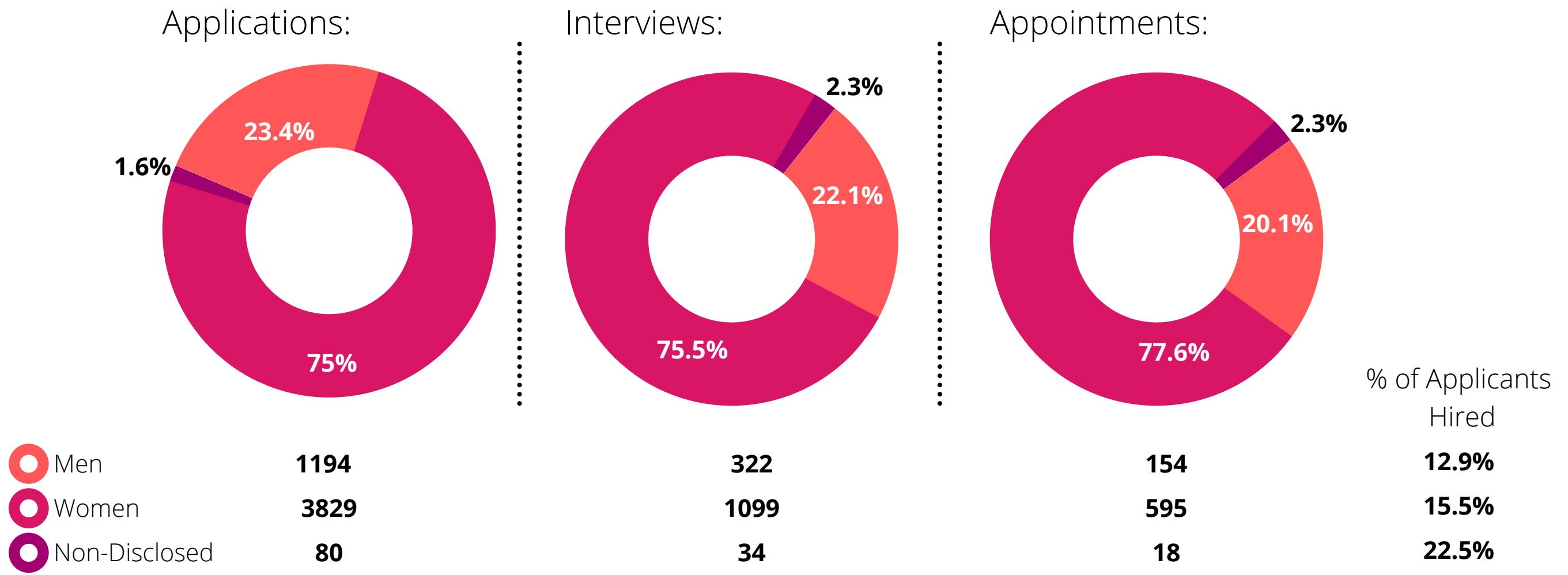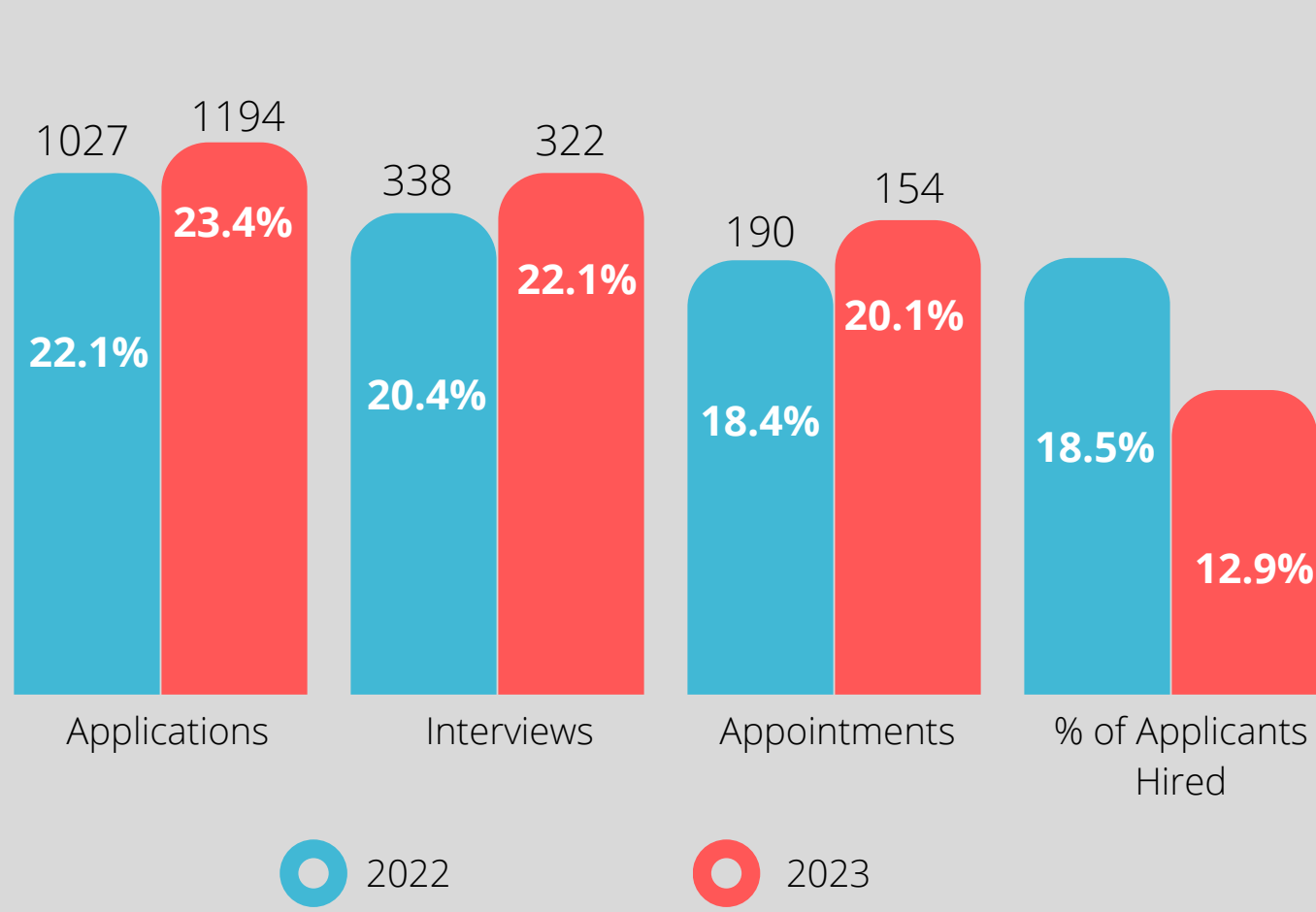
*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, Bisexual or other.

2023 saw an increase in applications and an increase in appointments for LGB applicants
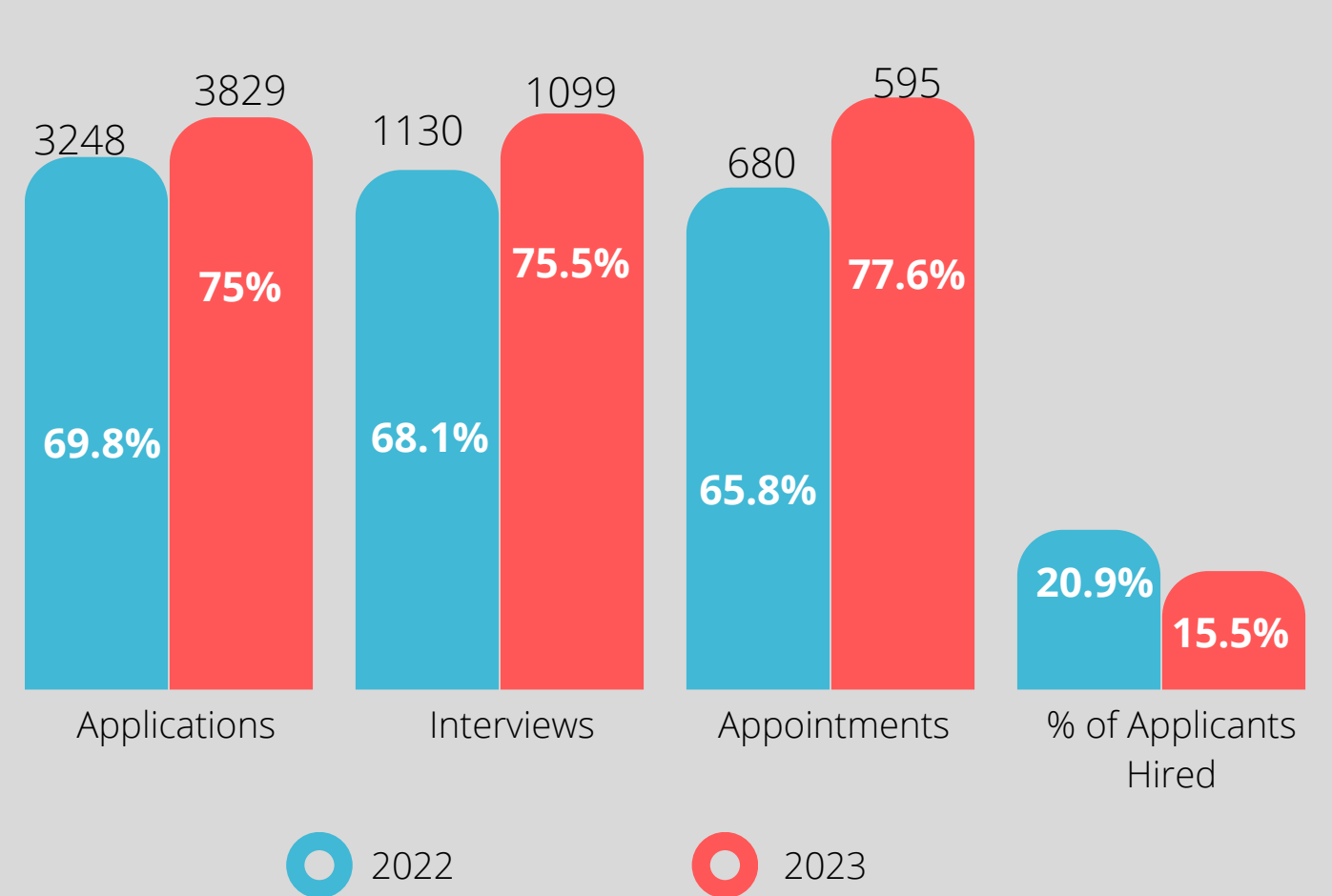
Gender

Applications:

- 23.4%
- 1.6%
- 75%

Interviews:

- 2.3%
- 22.1%
- 75.5%

Appointments:

- 2.3%
- 20.1%
- 77.6%

	Applications	Interviews	Appointments	% of Applicants Hired
Men	1194	322	154	12.9%
Women	3829	1099	595	15.5%
Non-Disclosed	80	34	18	22.5%

Men

	Applications	Interviews	Appointments	% of Applicants Hired
2022	1027 (22.1%)	338 (20.4%)	190 (18.4%)	18.5%
2023	1194 (23.4%)	322 (22.1%)	154 (20.1%)	12.9%

2022   2023

Women

	Applications	Interviews	Appointments	% of Applicants Hired
2022	3248 (69.8%)	1130 (68.1%)	680 (65.8%)	20.9%
2023	3829 (75%)	1099 (75.5%)	595 (77.6%)	15.5%

2022   2023

Non-Disclosed

	Applications	Interviews	Appointments	% of Applicants Hired
2022	337 (8.1%)	191 (11.5%)	163 (15.8%)	43.2%
2023	80 (1.6%)	34 (2.3%)	18 (2.3)	22.5%

2022   2023