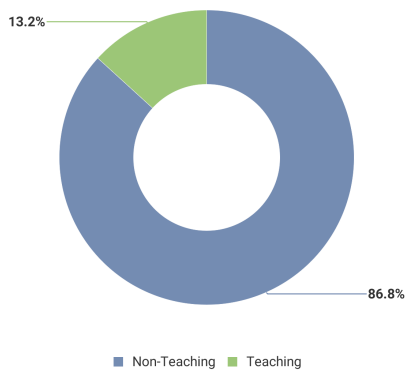
Glasgow City Council Recruitment Data

To ensure individuals can't be identified, any categories containing less than 10 people have been filtered out of the report.

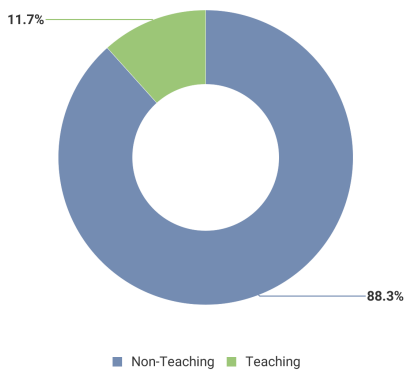
Glasgow City Council is committed to developing and improving the recruitment process in order to present a workforce that represents the diverse population of Glasgow. The data in this document shows us who is applying for positions with the council, and who is successful in obtaining a position, as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

Number of Posts Advertised



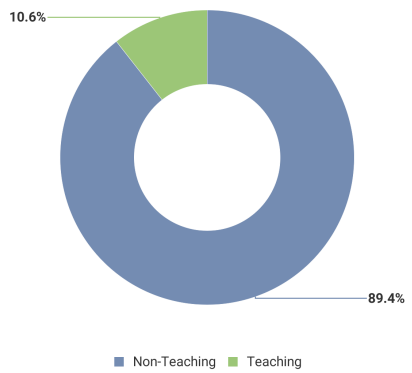
Non-Teaching	**2,117**
Teaching	**323**

Total Combined Applications



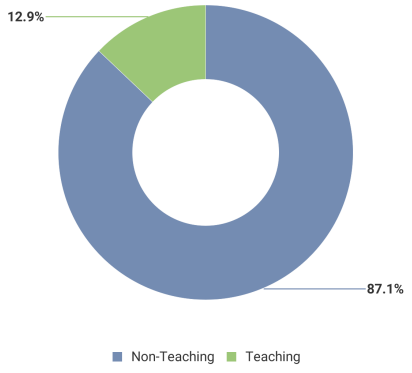
Non-Teaching	**37,371**
Teaching	**4,929**

Total Combined Interviews



Non-Teaching	**9,125**
Teaching	**1,081**

Total Combined Appointments



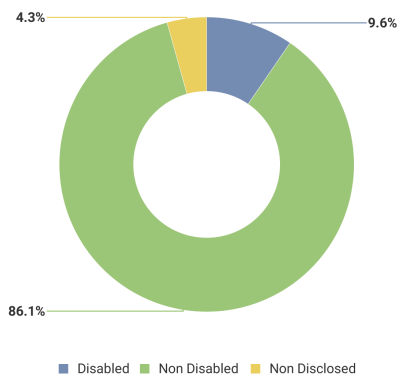
Non-Teaching	**2,658**	**7.1% of applications**
Teaching	**394**	**8.0% of applications**

Number of Applications

Job Type	2024/2025	2023/2024	Change
Non-Teaching	37,371	25,955	11,416
Teaching	4,929	4,655	274
Total	**42,300**	**30,610**	**11,690**

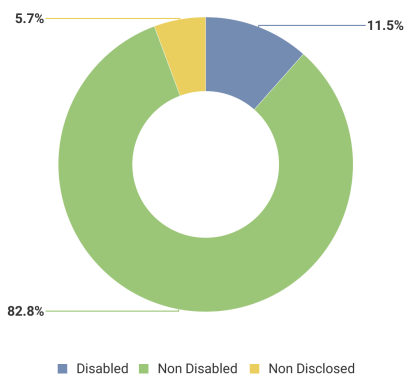
Disability

Applications



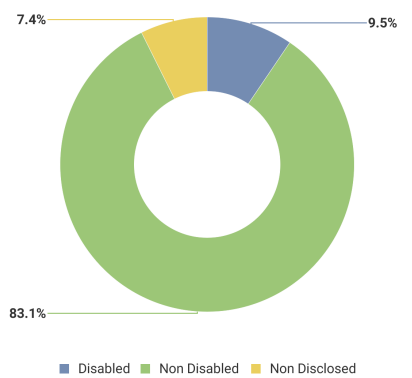
Disabled	**4,049**
Non Disabled	**36,414**
Non Disclosed	**1,837**

Interviews

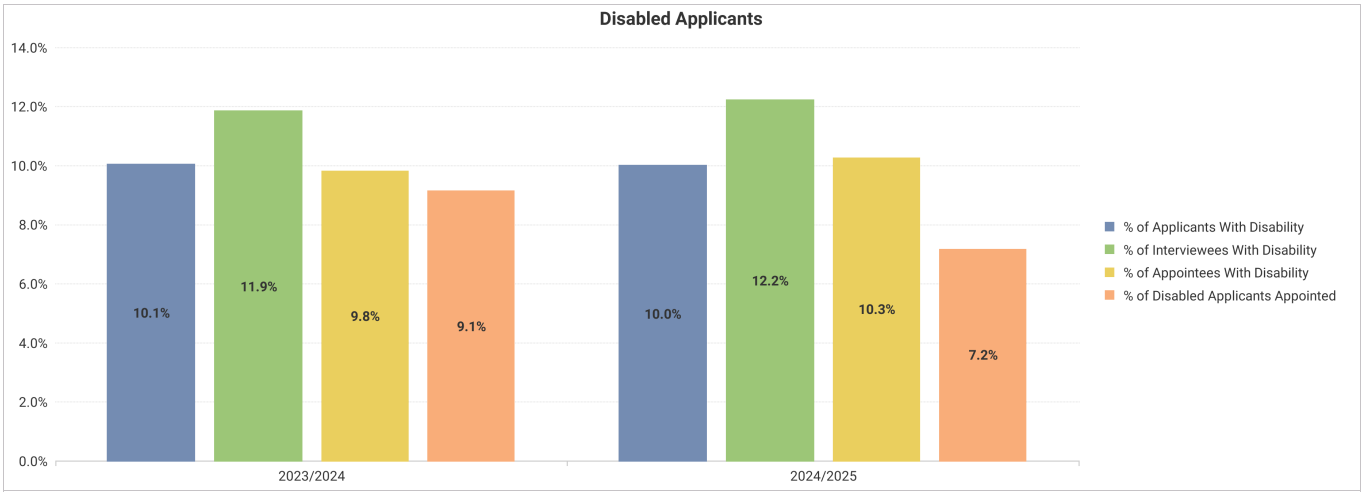


Disabled	**1,177**
Non Disabled	**8,450**
Non Disclosed	**579**

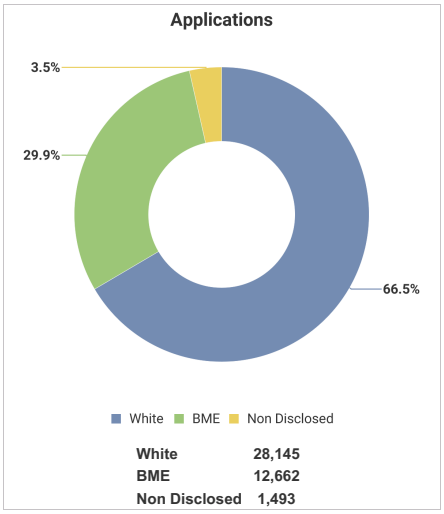
Appointments



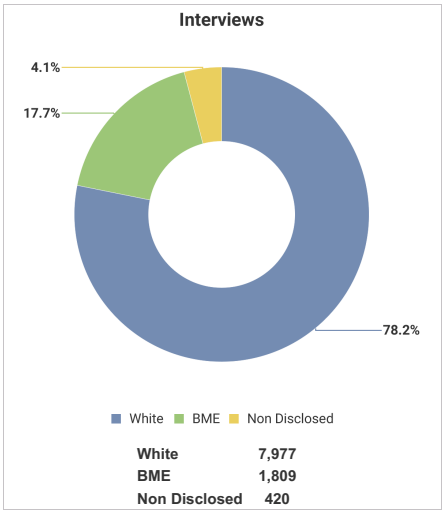
Disabled	**290**	**7.2% of applications**
Non Disabled	**2,537**	**7.0% of applications**
Non Disclosed	**225**	**12.2% of applications**



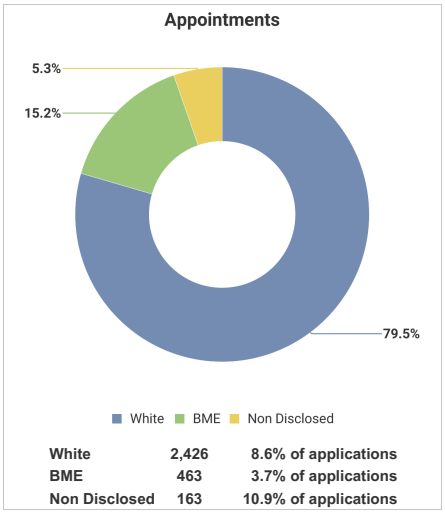
Ethnicity



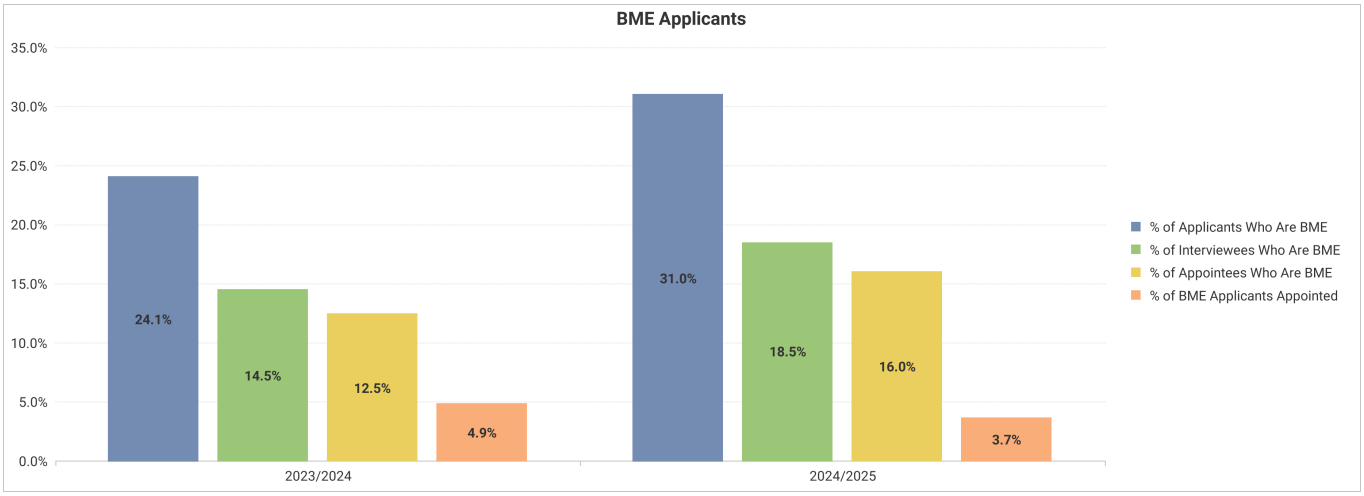
White	28,145
BME	12,662
Non Disclosed	1,493

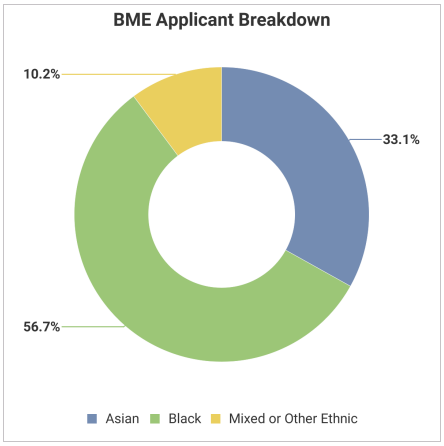


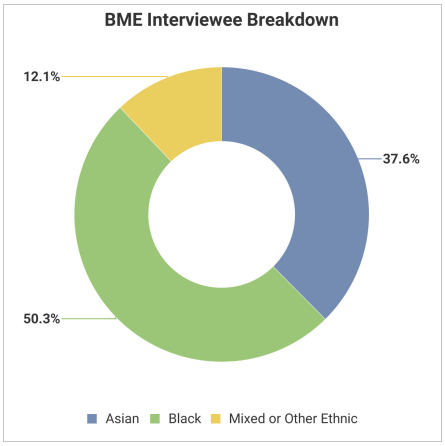
White	7,977
BME	1,809
Non Disclosed	420

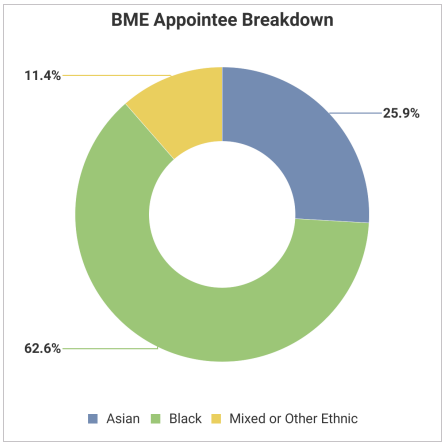


White	2,426	8.6% of applications
BME	463	3.7% of applications
Non Disclosed	163	10.9% of applications

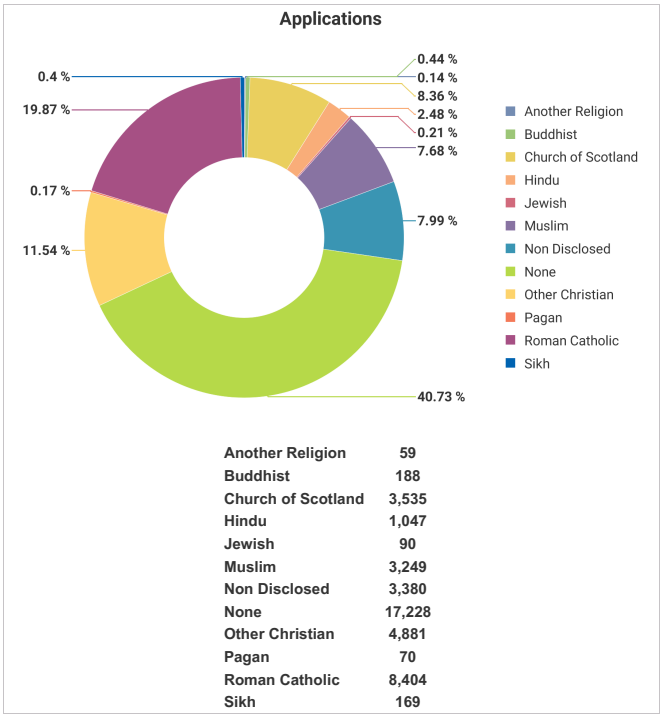




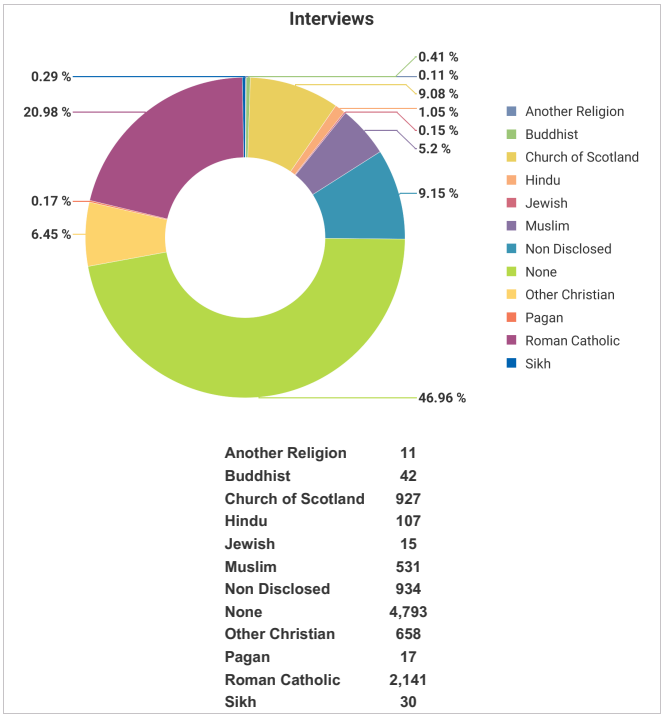




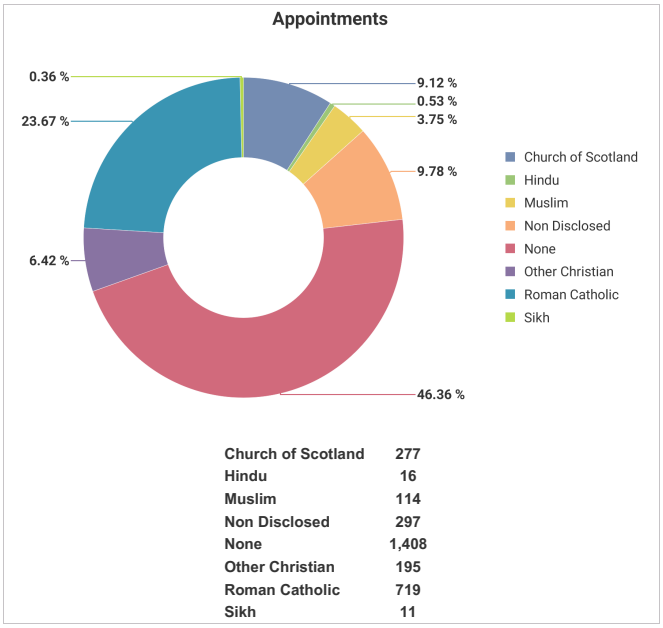
Religion or Belief



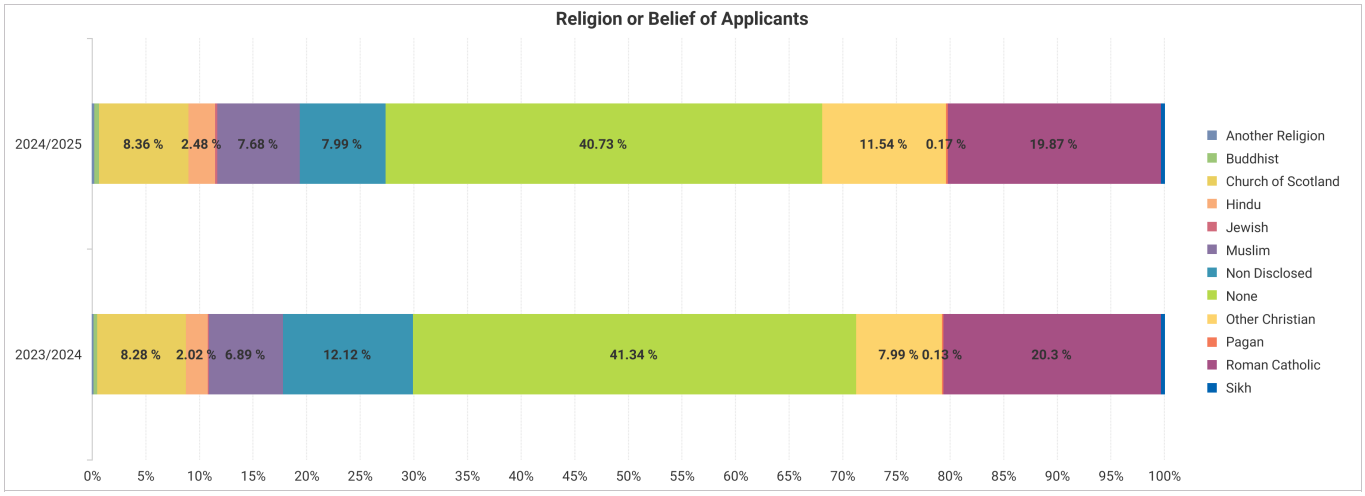
Another Religion	59
Buddhist	188
Church of Scotland	3,535
Hindu	1,047
Jewish	90
Muslim	3,249
Non Disclosed	3,380
None	17,228
Other Christian	4,881
Pagan	70
Roman Catholic	8,404
Sikh	169



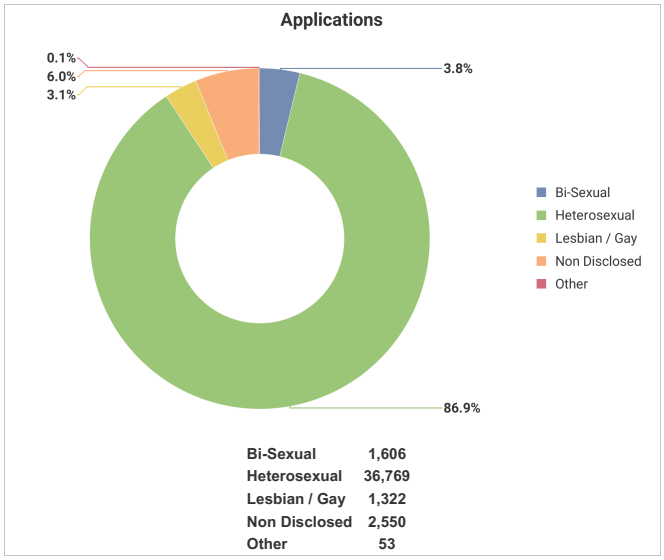
Another Religion	11
Buddhist	42
Church of Scotland	927
Hindu	107
Jewish	15
Muslim	531
Non Disclosed	934
None	4,793
Other Christian	658
Pagan	17
Roman Catholic	2,141
Sikh	30



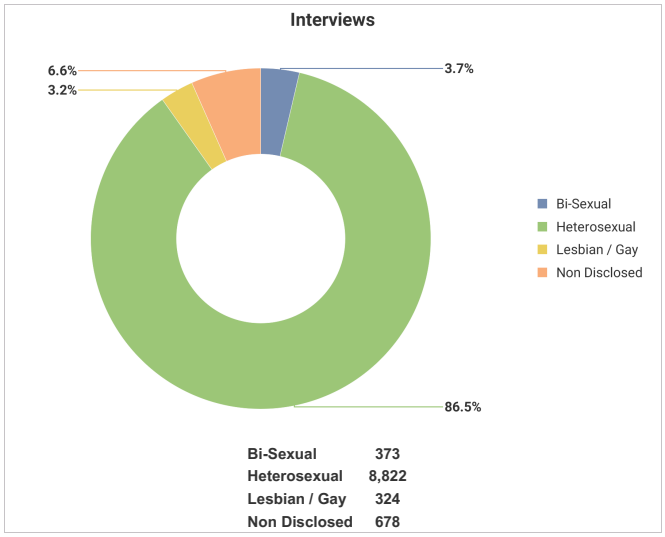
Church of Scotland	277
Hindu	16
Muslim	114
Non Disclosed	297
None	1,408
Other Christian	195
Roman Catholic	719
Sikh	11



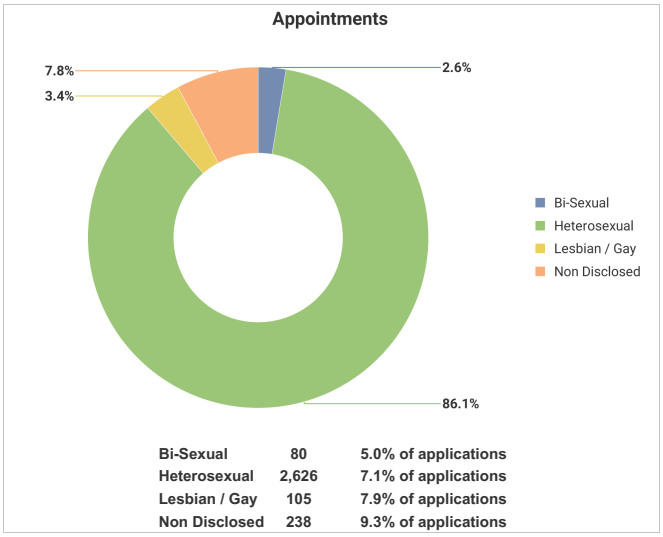
Sexual Orientation



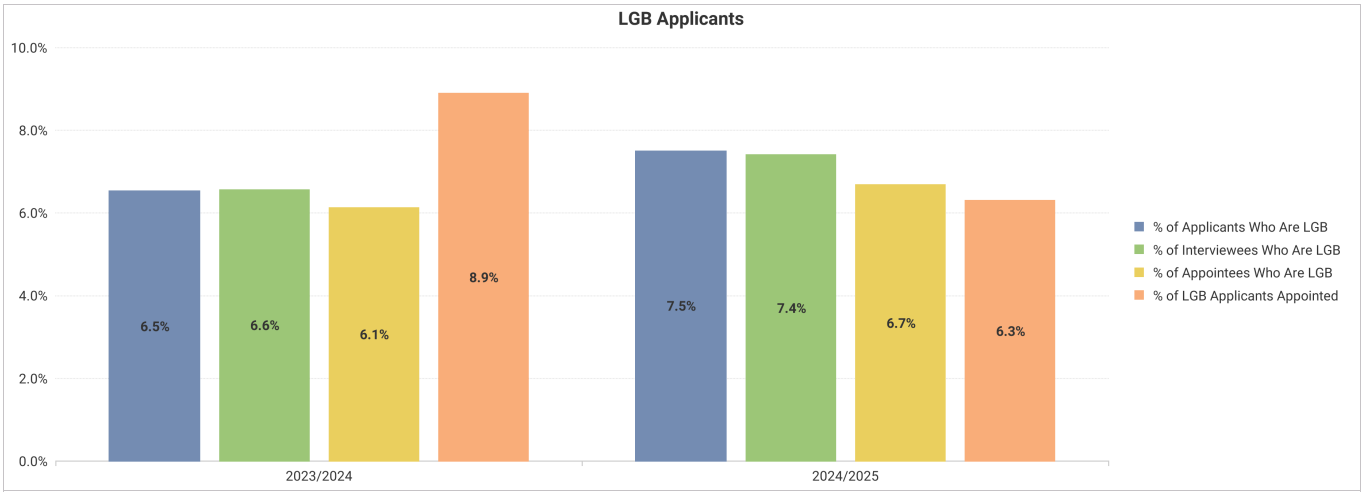
Bi-Sexual	1,606
Heterosexual	36,769
Lesbian / Gay	1,322
Non Disclosed	2,550
Other	53



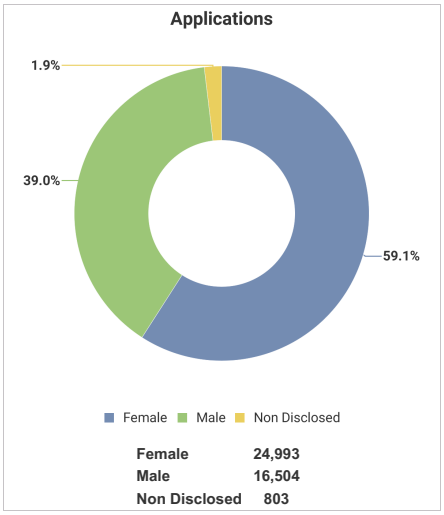
Bi-Sexual	373
Heterosexual	8,822
Lesbian / Gay	324
Non Disclosed	678



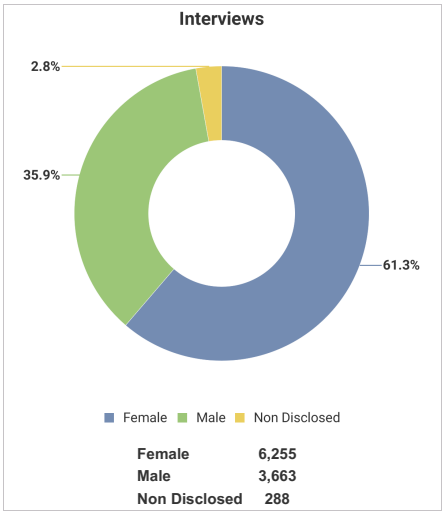
Bi-Sexual	80	5.0% of applications
Heterosexual	2,626	7.1% of applications
Lesbian / Gay	105	7.9% of applications
Non Disclosed	238	9.3% of applications



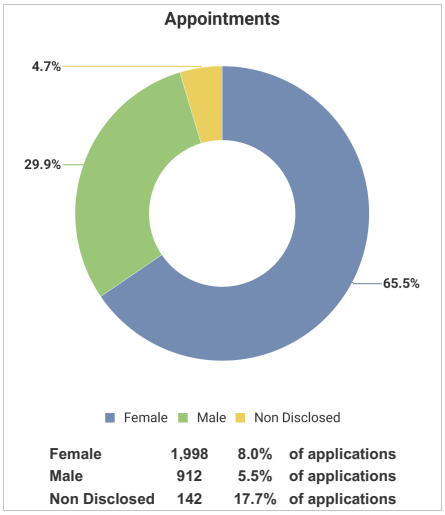
Gender



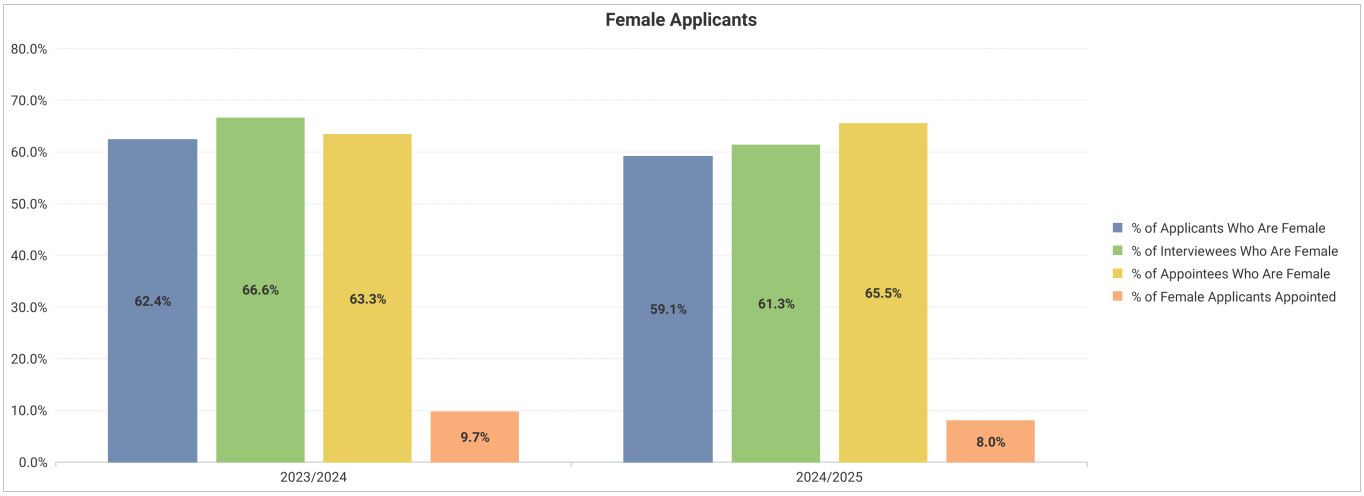
Female	24,993
Male	16,504
Non Disclosed	803

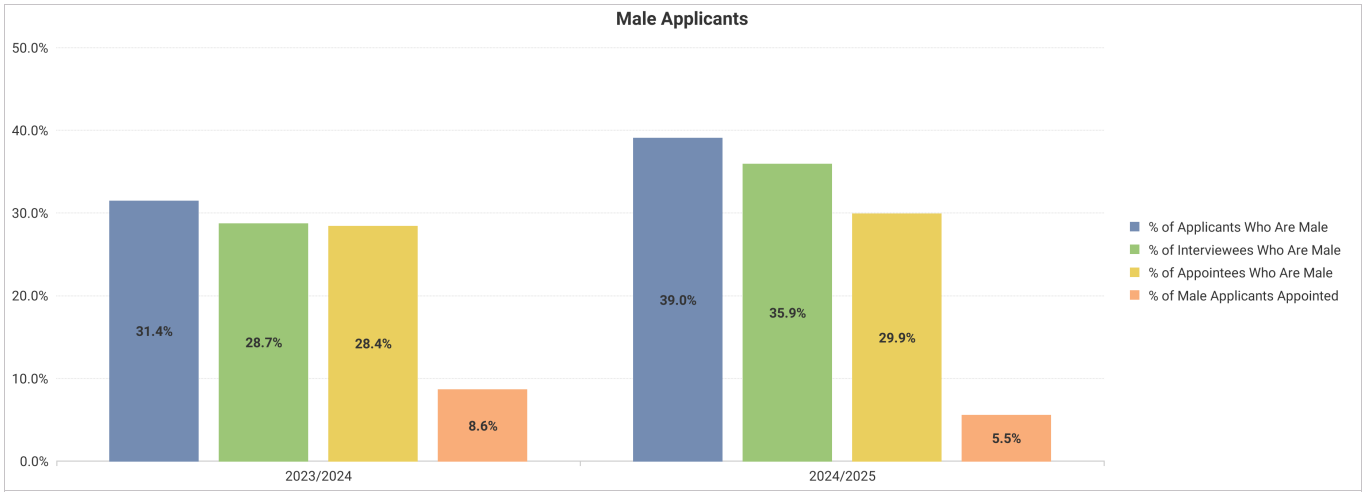


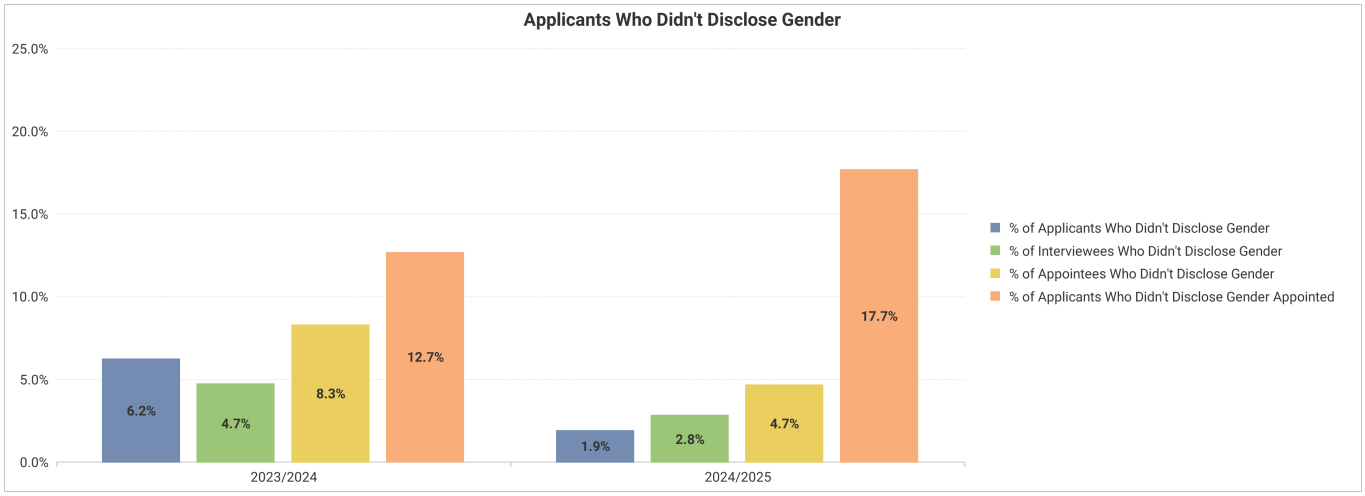
Female	6,255
Male	3,663
Non Disclosed	288



Female	1,998	8.0%	of applications
Male	912	5.5%	of applications
Non Disclosed	142	17.7%	of applications




Male Applicants
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
31.4%
28.7%
28.4%
8.6%
39.0%
35.9%
29.9%
5.5%
2023/2024
2024/2025
% of Applicants Who Are Male
% of Interviewees Who Are Male
% of Appointees Who Are Male
% of Male Applicants Appointed


Applicants Who Didn't Disclose Gender
25.0%
20.0%
15.0%
10.0%
5.0%
0.0%
6.2%
4.7%
8.3%
12.7%
1.9%
2.8%
4.7%
17.7%
2023/2024
2024/2025
% of Applicants Who Didn't Disclose Gender
% of Interviewees Who Didn't Disclose Gender
% of Appointees Who Didn't Disclose Gender
% of Applicants Who Didn't Disclose Gender Appointed