Glasgow City Council Recruitment Data exc. Teachers

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

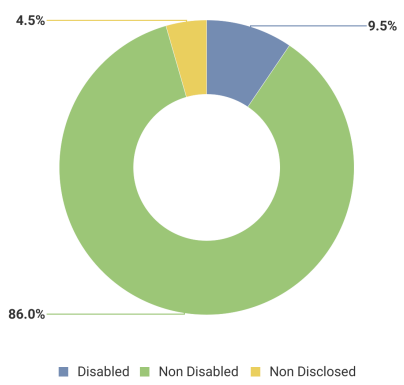
Glasgow City Council is committed to developing and improving the recruitment process in order to present a workforce that represents the diverse population of Glasgow. The data in this document shows us who is applying for positions with the council, and who is successful in obtaining a position, as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

No Posts	No Applications	No Interviews	No Appointments
2,117	37,371	9,125	2,658

Number of Applications		
2024/2025	2023/2024	Change
37,371	25,955	11,416

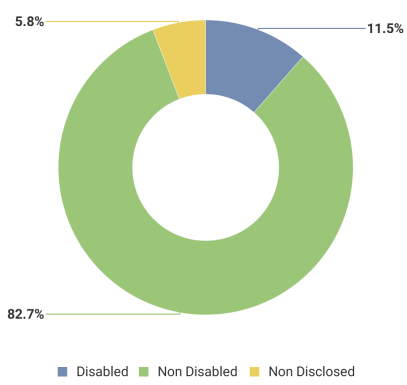
Disability

Applications



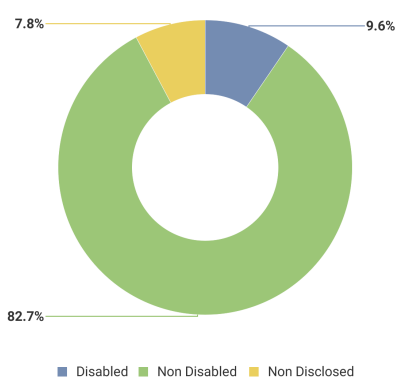
Disabled	3,547
Non Disabled	32,155
Non Disclosed	1,669

Interviews



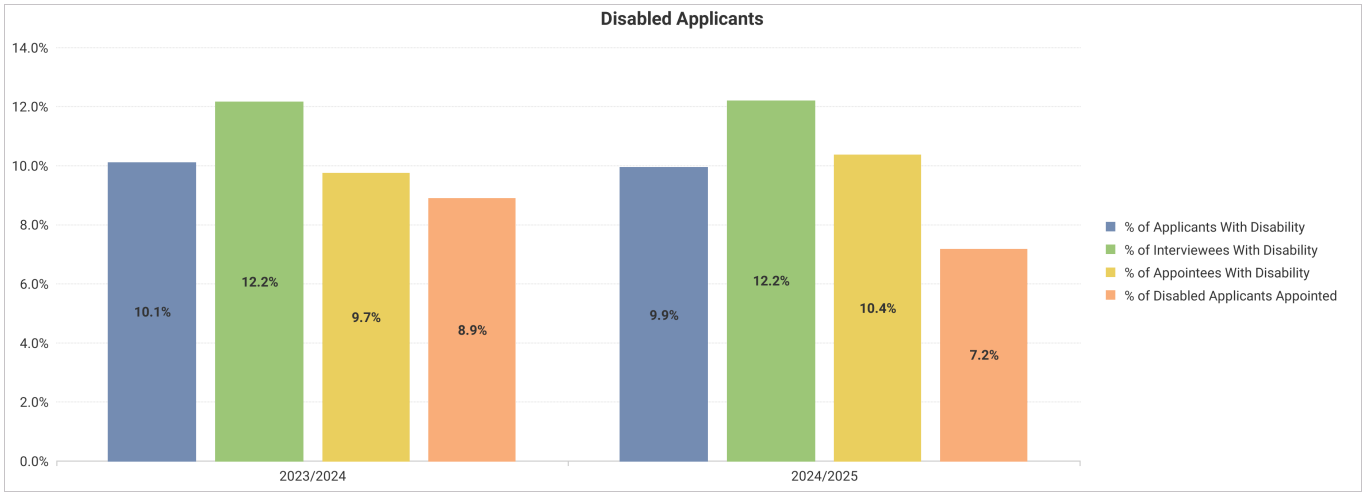
Disabled	1,047
Non Disabled	7,545
Non Disclosed	533

Appointments



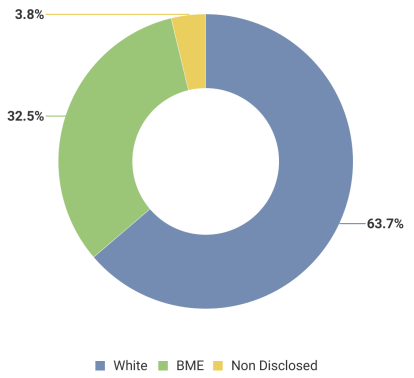
Disabled	254	7.2% of applications
Non Disabled	2,197	6.8% of applications
Non Disclosed	207	12.4% of applications

Disabled Applicants



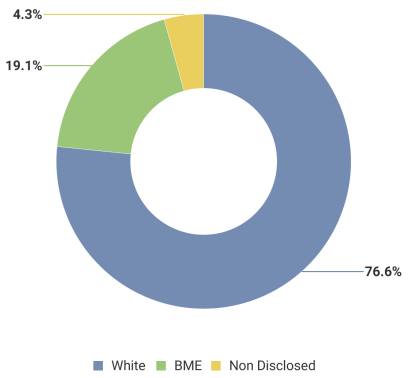
Ethnicity

Applications



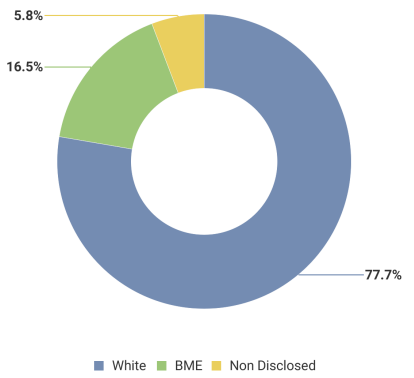
White	23,821	
BME	12,139	
Non Disclosed	1,411	

Interviews



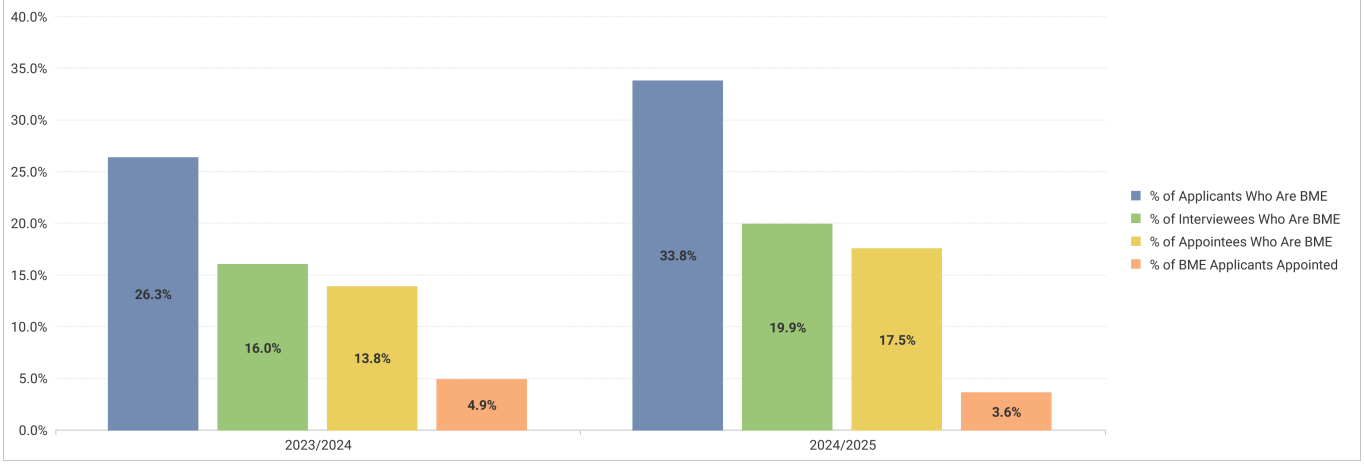
White	6,991	
BME	1,739	
Non Disclosed	395	

Appointments

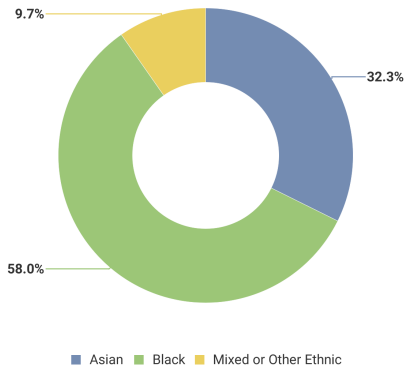


White	2,065	8.7% of applications
BME	439	3.6% of applications
Non Disclosed	154	10.9% of applications

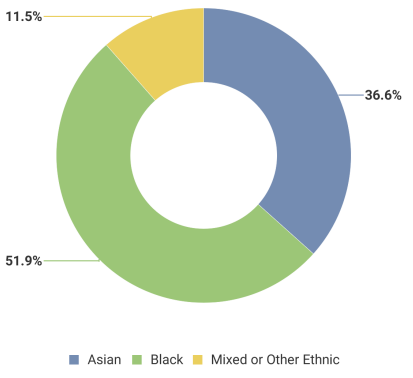
BME Applicants



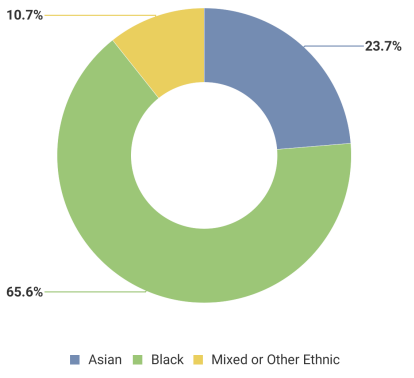
BME Applicant Breakdown



BME Interviewee Breakdown

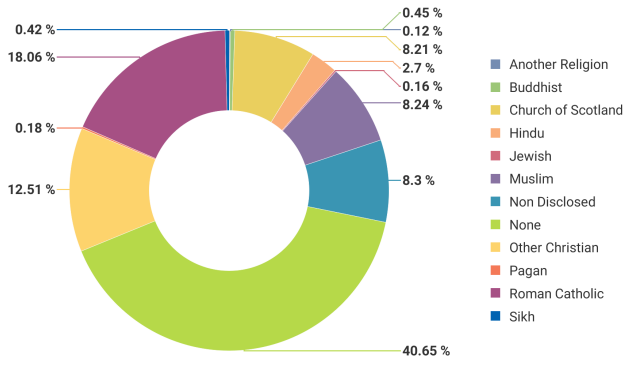


BME Appointee Breakdown



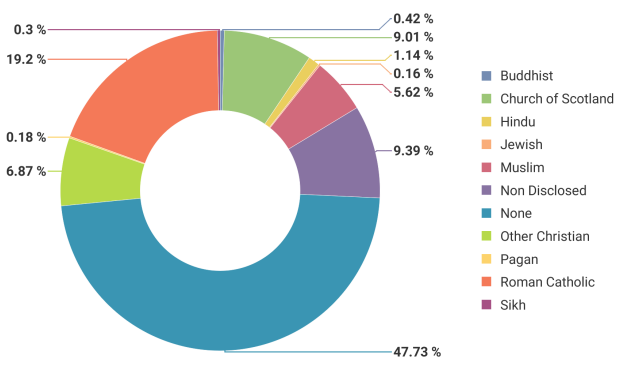
Religion or Belief

Applications



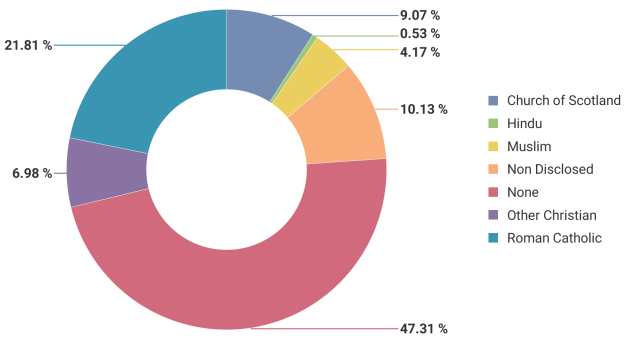
Another Religion	43
Buddhist	170
Church of Scotland	3,069
Hindu	1,009
Jewish	60
Muslim	3,080
Non Disclosed	3,100
None	15,190
Other Christian	4,675
Pagan	69
Roman Catholic	6,748
Sikh	158

Interviews



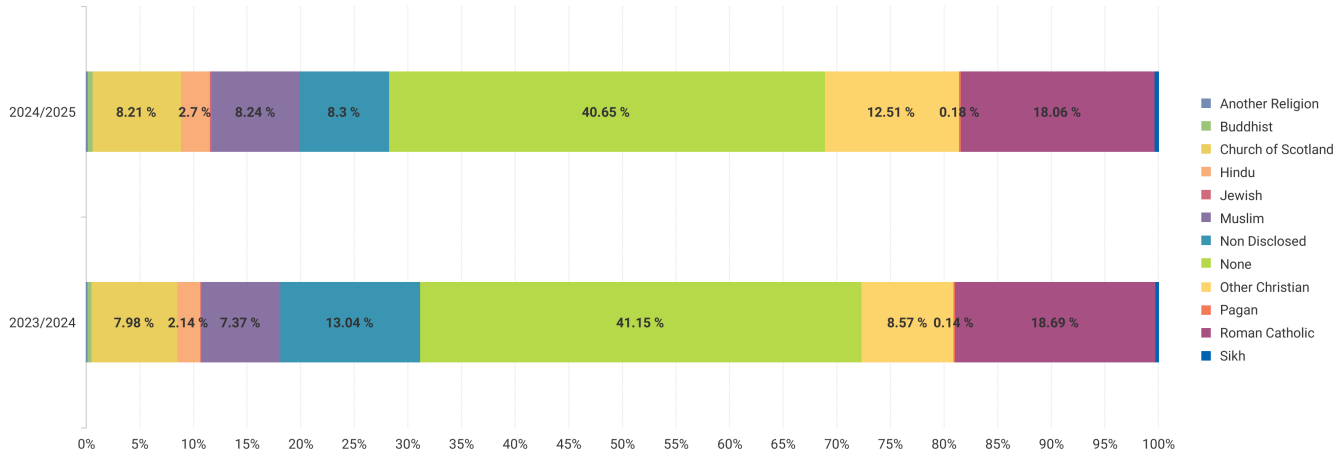
Buddhist	38
Church of Scotland	821
Hindu	104
Jewish	15
Muslim	512
Non Disclosed	856
None	4,351
Other Christian	626
Pagan	16
Roman Catholic	1,750
Sikh	27

Appointments

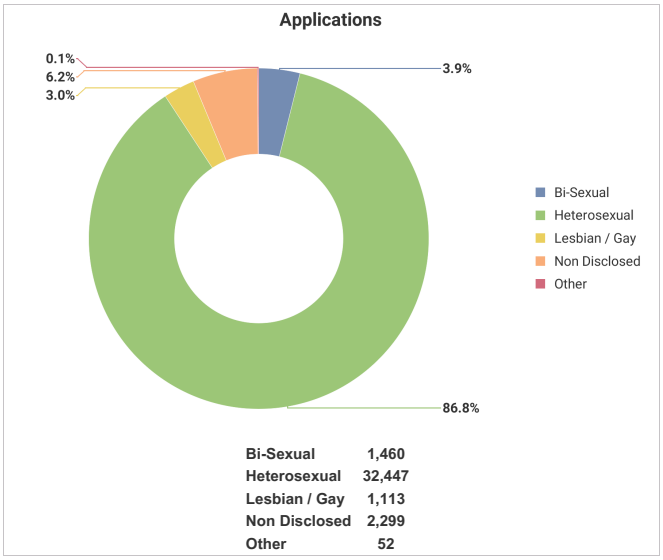


Church of Scotland	239
Hindu	14
Muslim	110
Non Disclosed	267
None	1,247
Other Christian	184
Roman Catholic	575

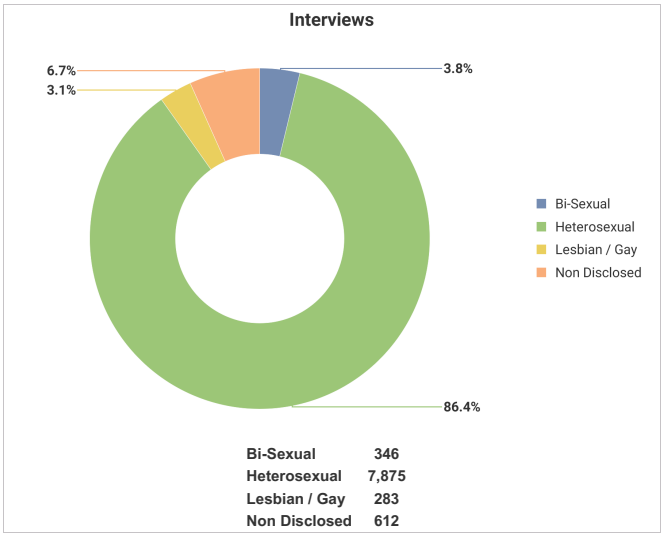
Religion or Belief of Applicants



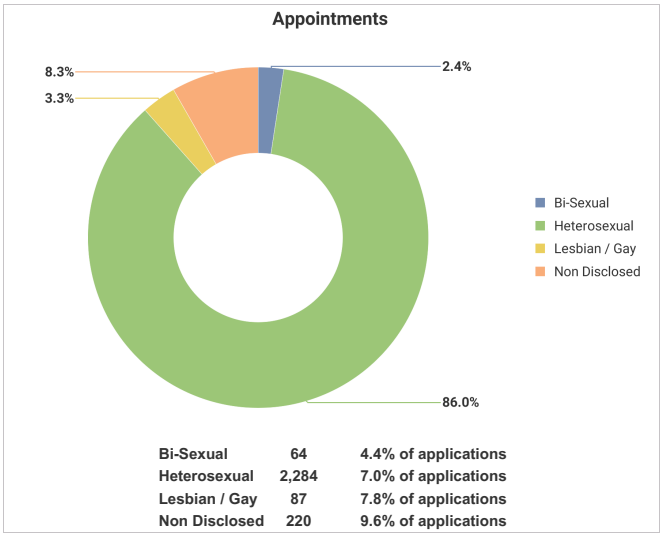
Sexual Orientation



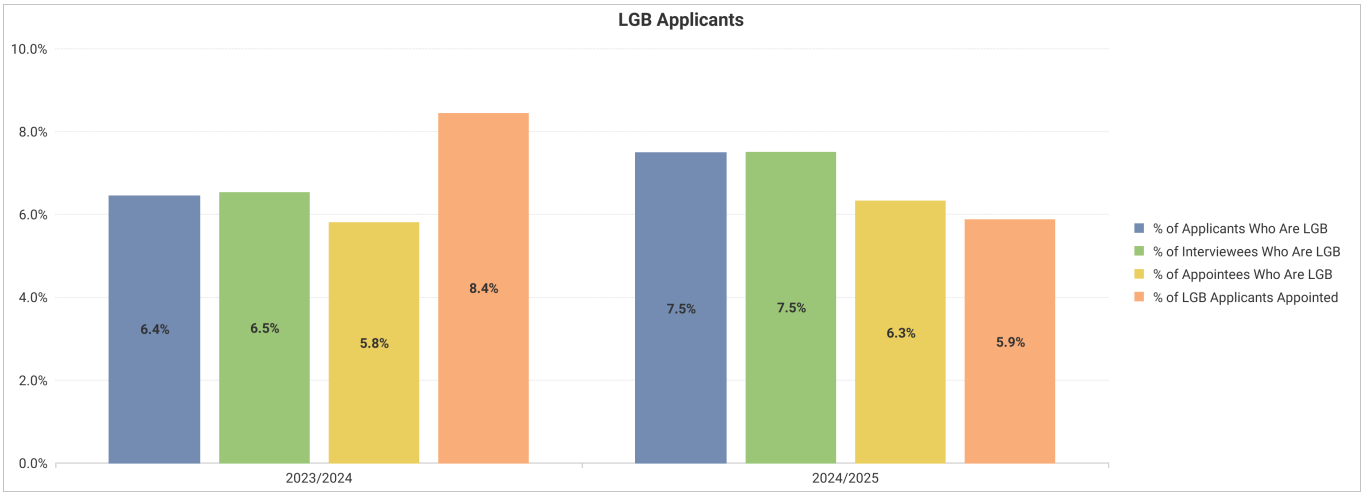
Bi-Sexual	1,460
Heterosexual	32,447
Lesbian / Gay	1,113
Non Disclosed	2,299
Other	52



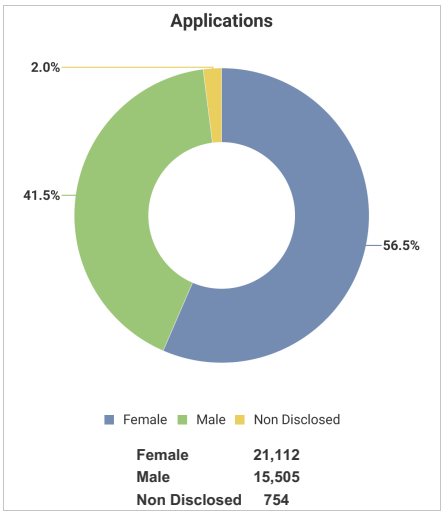
Bi-Sexual	346
Heterosexual	7,875
Lesbian / Gay	283
Non Disclosed	612



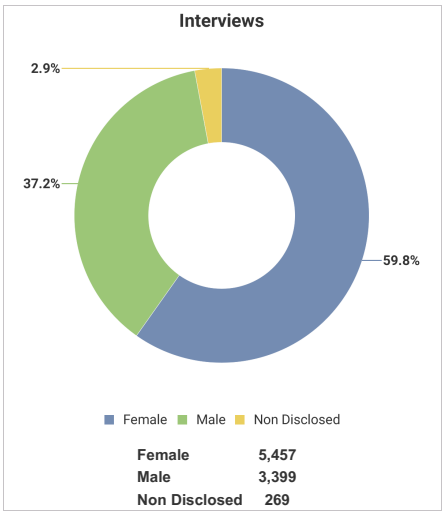
Bi-Sexual	64	4.4% of applications
Heterosexual	2,284	7.0% of applications
Lesbian / Gay	87	7.8% of applications
Non Disclosed	220	9.6% of applications



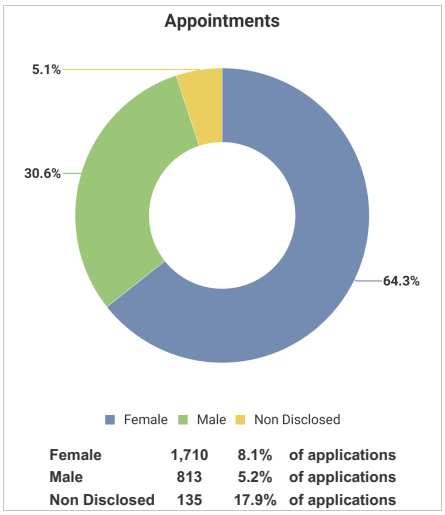
Gender



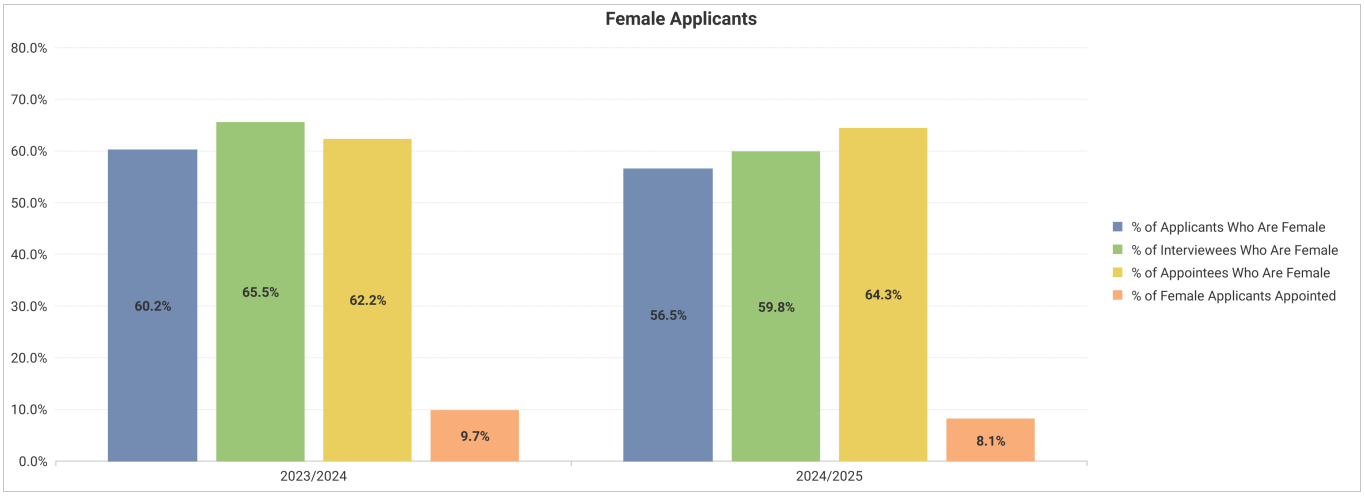
Female	21,112
Male	15,505
Non Disclosed	754

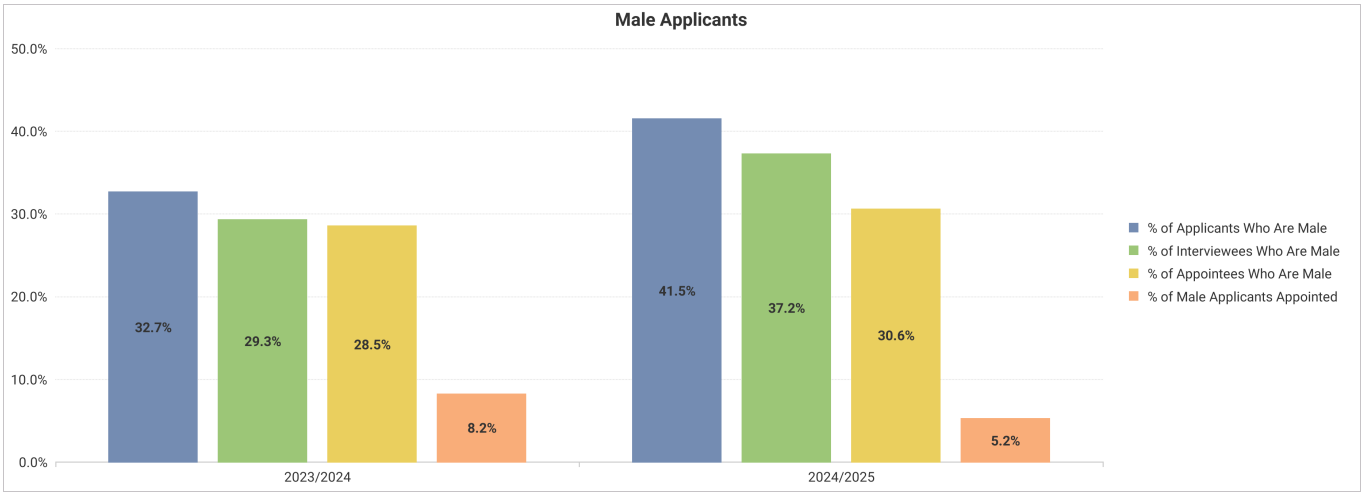


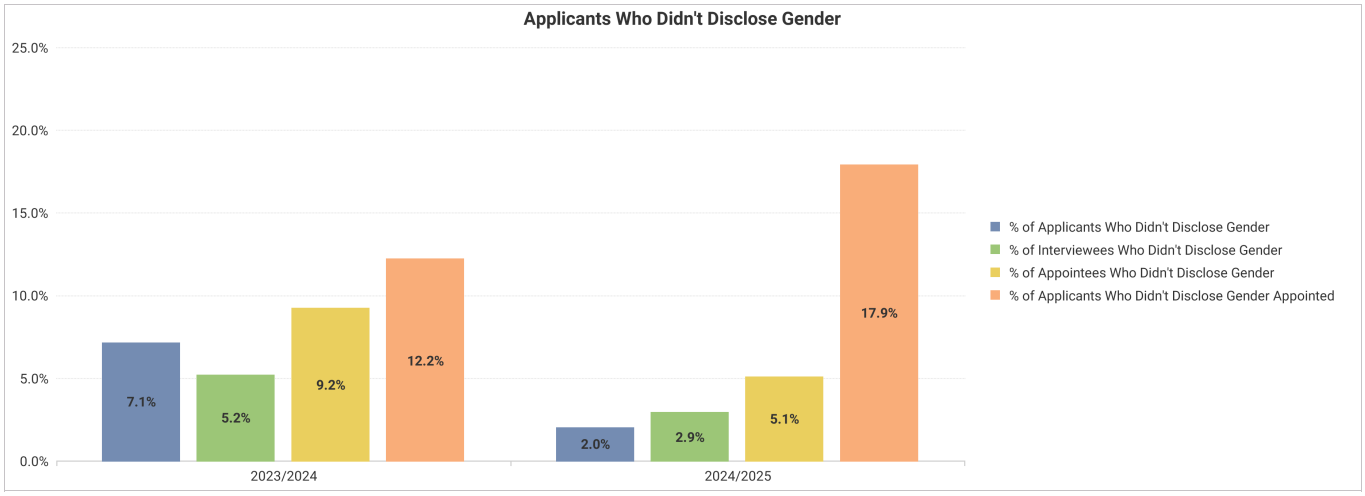
Female	5,457
Male	3,399
Non Disclosed	269



Female	1,710	8.1%	of applications
Male	813	5.2%	of applications
Non Disclosed	135	17.9%	of applications






Applicants Who Didn't Disclose Gender
25.0%
20.0%
15.0%
10.0%
5.0%
0.0%
7.1%
5.2%
9.2%
12.2%
2.0%
2.9%
5.1%
17.9%
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