

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL  
AS AT 31 MARCH 2017**

The table below has been simplified to provide a summary of the council's workforce by sexual orientation. The detailed information to support this is provided on pages 2 and 3. Page 2 shows all council employees excluding teachers and page 3 shows teachers information only.

To receive this information in alternative formats please email Thom Hughes, Senior HR Officer, Corporate HR at [thom.hughes@glasgow.gov.uk](mailto:thom.hughes@glasgow.gov.uk)

Grade	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
Grade 1 - 4 Total		0.1%	922	15.0%	12	0.2%		0.1%	5,191	84.6%	6140
Grade 5 - 7 Total		0.1%	1,028	17.3%	33	0.6%		0.0%	4,876	82.0%	5945
Grade 8 Total	0	0.0%	122	20.6%		0.5%		0.0%	467	78.9%	592
Grade 9 - 15 Total		0.4%	63	25.1%		1.2%		0.0%	184	73.3%	251
Other Non Pay & Grading Structure		0.9%	69	65.1%		0.0%		0.0%	36	34.0%	106
Teaching		0.1%	629	11.3%	15	0.3%		0.0%	4,923	88.3%	5571
<b>Total Workforce</b>	<b>18</b>	<b>0.1%</b>	<b>2,833</b>	<b>15.2%</b>	<b>66</b>	<b>0.4%</b>	<b>11</b>	<b>0.1%</b>	<b>15,677</b>	<b>84.2%</b>	<b>18605</b>
<b>Total Full Time Workforce</b>		0.1%	2,143	16.0%	54	0.4%		0.1%	11,207	83.4%	13432
<b>Total Part Time Workforce</b>		0.0%	690	13.3%	12	0.2%		0.0%	4,470	86.5%	5173

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2017**

<b>GCC OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Grade 1-4 F/T		0.2%	537	15.3%		0.2%		0.2%	2,952	84.1%	<b>3,512</b>
Grade 1-4 P/T	0	0.0%	385	14.6%		0.2%	0	0.0%	2,239	85.2%	<b>2,628</b>
<b>Grade 1-4 Total</b>		<b>0.1%</b>	<b>922</b>	<b>15.0%</b>	<b>12</b>	<b>0.2%</b>		<b>0.1%</b>	<b>5,191</b>	<b>84.5%</b>	<b>6,140</b>
Grade 5-7 F/T		0.1%	856	18.6%	29	0.6%		0.0%	3,716	80.6%	<b>4,609</b>
Grade 5-7 P/T	0	0.0%	172	12.9%		0.3%	0	0.0%	1,160	86.8%	<b>1,336</b>
<b>Grade 5-7 Total</b>		<b>0.1%</b>	<b>1,028</b>	<b>17.3%</b>		<b>0.6%</b>		<b>0.0%</b>	<b>4,876</b>	<b>82.0%</b>	<b>5,945</b>
Grade 8 F/T	0	0.0%	114	21.0%		0.2%	0	0.0%	428	78.8%	<b>543</b>
Grade 8 P/T	0	0.0%		15.6%		4.4%	0	0.0%	36	80.0%	<b>45</b>
<b>Grade 8 Total</b>	<b>0</b>	<b>0.0%</b>	<b>121</b>	<b>20.6%</b>		<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>464</b>	<b>78.9%</b>	<b>588</b>
Grade ACZ 8 F/T	0	0.0%		25.0%	0	0.0%	0	0.0%		75.0%	
Grade ACZ 8 P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	<b>0</b>
<b>Grade ACZ 8 Total</b>	<b>0</b>	<b>0.0%</b>		<b>25.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>75.0%</b>	
Grade 9-15 F/T		0.4%	56	24.7%		0.9%	0	0.0%	168	74.0%	<b>227</b>
Grade 9-15 P/T	0	0.0%		26.3%	0	0.0%	0	0.0%	14	73.7%	<b>19</b>
<b>Grade 9-15 Total</b>		<b>0.4%</b>	<b>61</b>	<b>24.8%</b>		<b>0.8%</b>	<b>0</b>	<b>0.0%</b>	<b>182</b>	<b>74.0%</b>	<b>246</b>
Grade ACZ 9-15 F/T	0	0.0%		40.0%		20.0%	0	0.0%		40.0%	
Grade ACZ 9-15 P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	<b>0</b>
<b>Grade ACZ 9-15 Total</b>	<b>0</b>	<b>0.0%</b>		<b>40.0%</b>		<b>20.0%</b>	<b>0</b>	<b>0.0%</b>		<b>40.0%</b>	
Other Non Pay & Grading Structure F/T		0.9%	69	65.1%	0	0.0%	0	0.0%	36	34.0%	<b>106</b>
Other Non Pay & Grading Structure P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	<b>0</b>
<b>Other Non P&amp;G Structure Total</b>		<b>0.9%</b>	<b>69</b>	<b>65.1%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>36</b>	<b>34.0%</b>	<b>106</b>
<b>Total Workforce F/T</b>		<b>0.2%</b>	<b>1,635</b>	<b>18.2%</b>	<b>41</b>	<b>0.5%</b>		<b>0.1%</b>	<b>7,305</b>	<b>81.1%</b>	<b>9,006</b>
<b>Total Workforce P/T</b>		<b>0.0%</b>	<b>569</b>	<b>14.1%</b>		<b>0.2%</b>	<b>0</b>	<b>0.0%</b>	<b>3,449</b>	<b>85.6%</b>	<b>4,028</b>
<b>Total Workforce</b>	<b>15</b>	<b>0.1%</b>	<b>2,204</b>	<b>16.9%</b>	<b>51</b>	<b>0.4%</b>	<b>10</b>	<b>0.1%</b>	<b>10,754</b>	<b>82.5%</b>	<b>13,034</b>

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
TEACHERS ONLY  
AS AT 31 MARCH 2017**

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T		0.1%	355	11.7%		0.3%		0.0%	2,678	87.9%	3,045
Teacher P/T		0.1%	114	11.1%		0.2%	0	0.0%	906	88.6%	1,023
<b>Teacher Total</b>		<b>0.1%</b>	<b>469</b>	<b>11.5%</b>	<b>11</b>	<b>0.3%</b>		<b>0.0%</b>	<b>3,584</b>	<b>88.1%</b>	<b>4,068</b>
Principal Teacher F/T	0	0.0%	97	12.1%		0.4%	0	0.0%	700	87.5%	800
Principal Teacher P/T	0	0.0%	2	2.5%	0	0.0%	0	0.0%	77	97.5%	79
<b>Principal Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>99</b>	<b>11.3%</b>		<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>777</b>	<b>88.4%</b>	<b>879</b>
Depute Head Teacher F/T	0	0.0%	32	10.3%		0.3%	0	0.0%	279	89.4%	312
Depute Head Teacher P/T	0	0.0%		21.1%	0	0.0%	0	0.0%	15	78.9%	19
<b>Depute Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>		<b>10.9%</b>		<b>0.3%</b>	<b>0</b>	<b>0.0%</b>	<b>294</b>	<b>88.8%</b>	<b>331</b>
Head Teacher F/T	0	0.0%	15	6.9%	0	0.0%	0	0.0%	202	93.1%	217
Head Teacher P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%		100.0%	
<b>Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>15</b>	<b>6.8%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>93.2%</b>	
Quality Improvement Officer/Manager F/T	0	0.0%		4.3%	0	0.0%	0	0.0%	22	95.7%	23
Quality Improvement Officer/Manager P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%		100.0%	
<b>Quality Improvement Officer/Manager Total</b>	<b>0</b>	<b>0.0%</b>		<b>4.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>96.0%</b>	
Psychologist F/T	0	0.0%		27.6%	0	0.0%	0	0.0%	21	72.4%	29
Psychologist P/T	0	0.0%		5.3%	0	0.0%	0	0.0%	18	94.7%	19
<b>Psychologist Total</b>	<b>0</b>	<b>0.0%</b>		<b>18.8%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>39</b>	<b>81.3%</b>	<b>48</b>
<b>Total Workforce F/T</b>		<b>0.0%</b>	<b>508</b>	<b>11.5%</b>		<b>0.3%</b>		<b>0.0%</b>	<b>3,902</b>	<b>88.2%</b>	<b>4,426</b>
<b>Total Workforce P/T</b>		<b>0.1%</b>	<b>121</b>	<b>10.6%</b>		<b>0.2%</b>		<b>0.0%</b>	<b>1,021</b>	<b>89.2%</b>	<b>1,145</b>
<b>Total Workforce</b>		<b>0.1%</b>	<b>629</b>	<b>11.3%</b>	<b>15</b>	<b>0.3%</b>		<b>0.0%</b>	<b>4,923</b>	<b>88.4%</b>	<b>5,571</b>

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