

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL  
AS AT 31 MARCH 2019**

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	17	0.1%	4,382	35.4%	27	0.2%		0.1%	7,968	64.2%	12405
Grade 5 - 7 Total		0.1%	1,673	24.8%	44	0.7%	0	0.0%	5,009	74.4%	6735
Grade 8 Total		0.3%	168	26.0%		0.8%	0	0.0%	471	72.9%	646
Grade 9 - 15 Total		0.4%	86	30.6%		1.4%	0	0.0%	190	67.6%	281
Other Non Pay & Grading Structure		0.6%	366	72.5%		0.8%	0	0.0%	132	26.1%	505
Teaching	11	0.2%	1,268	21.4%	39	0.7%		0.0%	4,608	77.7%	5927
<b>Total Workforce</b>	<b>43</b>	<b>0.2%</b>	<b>7,943</b>	<b>30.0%</b>	<b>123</b>	<b>0.5%</b>	<b>12</b>	<b>0.0%</b>	<b>18,378</b>	<b>84.2%</b>	<b>26499</b>
<b>Total Full Time Workforce</b>	32	0.2%	4,396	27.7%	100	0.6%		0.1%	11,315	71.4%	15853
<b>Total Part Time Workforce</b>	11	0.1%	3,547	33.3%	23	0.2%		0.0%	7,063	66.4%	10646

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

ALEOs	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
City Building*	0	0.0%			0	0.0%	0	0.0%	2,170	99.1%	2172
Glasgow Life	11	0.4%	784	28.5%	36	1.3%			1,918	69.7%	2752
City Parking			22	13.6%			0	0.0%	137	84.6%	162
City Property	0	0.0%	18	20.2%			0	0.0%	70	78.7%	89
Clyde Gateway*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	100.0%	27
Jobs & Business Glasgow*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	233	100.0%	233
<b>Total Workforce</b>		<b>0.2%</b>	<b>826</b>	<b>15.2%</b>	<b>39</b>	<b>0.7%</b>			<b>4,555</b>	<b>83.8%</b>	<b>5,435</b>

Note: information for ALEOs not included in sheets 2 and 3.

\* Information not collected on staff sexual orientation.

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2019**

<b>GCC OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	<b>Totals</b>
Grade 1-4 F/T		0.2%	1,448	30.4%	16	0.3%		0.2%	3,277	68.9%	<b>4,759</b>
Grade 1-4 P/T		0.1%	2,934	38.4%	11	0.1%		0.0%	4,691	61.4%	<b>7,646</b>
<b>Grade 1-4 Total</b>	<b>17</b>	<b>0.1%</b>	<b>4,382</b>	<b>35.3%</b>	<b>27</b>	<b>0.2%</b>	<b>11</b>	<b>0.1%</b>	<b>7,968</b>	<b>64.2%</b>	<b>12,405</b>
Grade 5-7 F/T		0.2%	1,321	25.8%	37	0.7%	0	0.0%	3,749	73.3%	<b>5,115</b>
Grade 5-7 P/T		0.1%	352	21.7%		0.4%	0	0.0%	1,260	77.8%	<b>1,620</b>
<b>Grade 5-7 Total</b>		<b>0.1%</b>	<b>1,673</b>	<b>24.8%</b>		<b>0.7%</b>	<b>0</b>	<b>0.0%</b>	<b>5,009</b>	<b>74.4%</b>	<b>6,735</b>
Grade 8 F/T		0.3%	157	26.9%		0.9%	0	0.0%	420	71.9%	<b>584</b>
Grade 8 P/T		0.0%		15.5%		0.0%	0	0.0%	49	84.5%	<b>58</b>
<b>Grade 8 Total</b>		<b>0.3%</b>		<b>25.9%</b>		<b>0.8%</b>	<b>0</b>	<b>0.0%</b>	<b>469</b>	<b>73.1%</b>	<b>642</b>
Grade ACZ 8 F/T	0	0.0%		50.0%	0	0.0%	0	0.0%		50.0%	
Grade ACZ 8 P/T	0	0.0%		0.0%	0	0.0%	0	0.0%		0.0%	
<b>Grade ACZ 8 Total</b>	<b>0</b>	<b>0.0%</b>		<b>50.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>50.0%</b>	
Grade 9-15 F/T		0.4%	78	30.5%		1.6%	0	0.0%	173	67.6%	<b>256</b>
Grade 9-15 P/T		0.0%		38.9%		0.0%	0	0.0%	11	61.1%	<b>18</b>
<b>Grade 9-15 Total</b>		<b>0.4%</b>		<b>31.0%</b>		<b>1.5%</b>	<b>0</b>	<b>0.0%</b>	<b>184</b>	<b>67.2%</b>	<b>274</b>
Grade ACZ 9-15 F/T	0	0.0%		20.0%		0.0%	0	0.0%		80.0%	
Grade ACZ 9-15 P/T	0	0.0%		0.0%		0.0%	0	0.0%		100.0%	
<b>Grade ACZ 9-15 Total</b>	<b>0</b>	<b>0.0%</b>		<b>14.3%</b>		<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>85.7%</b>	
Other Non Pay & Grading Structure F/T		0.7%	305	72.1%		0.7%	0	0.0%	112	26.5%	<b>423</b>
Other Non Pay & Grading Structure P/T		0.0%	61	74.4%		1.2%	0	0.0%	20	24.4%	<b>82</b>
<b>Other Non P&amp;G Structure Total</b>		<b>0.6%</b>	<b>366</b>	<b>72.5%</b>		<b>0.8%</b>	<b>0</b>	<b>0.0%</b>	<b>132</b>	<b>26.1%</b>	<b>505</b>
<b>Total Workforce F/T</b>	<b>23</b>	<b>0.2%</b>	<b>3,312</b>	<b>29.7%</b>	<b>65</b>	<b>0.6%</b>		<b>0.1%</b>	<b>7,737</b>	<b>69.4%</b>	<b>11,146</b>
<b>Total Workforce P/T</b>		<b>0.1%</b>	<b>3,363</b>	<b>35.7%</b>	<b>19</b>	<b>0.2%</b>		<b>0.0%</b>	<b>6,033</b>	<b>64.0%</b>	<b>9,426</b>
<b>Total Workforce</b>		<b>0.2%</b>	<b>6,675</b>	<b>32.4%</b>	<b>84</b>	<b>0.4%</b>	<b>11</b>	<b>0.1%</b>	<b>13,770</b>	<b>66.9%</b>	<b>20,572</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 2019**

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T		0.3%	755	23.7%	23	0.7%		0.0%	2,402	75.3%	3,188
Teacher P/T		0.2%	165	15.5%		0.4%		0.0%	892	83.9%	1,063
<b>Teacher Total</b>	<b>10</b>	<b>0.2%</b>	<b>920</b>	<b>21.6%</b>		<b>0.6%</b>		<b>0.0%</b>	<b>3,294</b>	<b>77.5%</b>	<b>4,251</b>
Principal Teacher F/T	0	0.0%	208	22.4%		0.5%		0.1%	714	76.9%	928
Principal Teacher P/T	0	0.0%		8.8%		0.0%		0.0%	83	91.2%	91
<b>Principal Teacher Total</b>	<b>0</b>	<b>0.0%</b>		<b>21.2%</b>		<b>0.5%</b>		<b>0.1%</b>	<b>797</b>	<b>78.2%</b>	<b>1,019</b>
Depute Head Teacher F/T	0	0.0%	73	22.7%		1.2%	0	0.0%	244	76.0%	321
Depute Head Teacher P/T	0	0.0%		17.1%		0.0%	0	0.0%	29	82.9%	35
<b>Depute Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>		<b>22.2%</b>		<b>1.1%</b>	<b>0</b>	<b>0.0%</b>	<b>273</b>	<b>76.7%</b>	<b>356</b>
Head Teacher F/T		0.5%	34	15.3%		1.4%	0	0.0%	184	82.9%	222
Head Teacher P/T		0.0%	0	0.0%		0.0%	0	0.0%		100.0%	
<b>Head Teacher Total</b>		<b>0.4%</b>	<b>34</b>	<b>15.0%</b>		<b>1.3%</b>	<b>0</b>	<b>0.0%</b>		<b>83.3%</b>	
Quality Improvement Officer/Manager F/T	0	0.0%		4.5%	0	0.0%	0	0.0%	21	95.5%	22
Quality Improvement Officer/Manager P/T	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>3.7%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>96.3%</b>	
Psychologist F/T	0	0.0%	13	50.0%	0	0.0%	0	0.0%	13	50.0%	26
Psychologist P/T	0	0.0%		23.8%	0	0.0%	0	0.0%	16	76.2%	21
<b>Psychologist Total</b>	<b>0</b>	<b>0.0%</b>		<b>38.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>29</b>	<b>61.7%</b>	<b>47</b>
<b>Total Workforce F/T</b>		<b>0.2%</b>	<b>1,084</b>	<b>23.0%</b>	<b>35</b>	<b>0.7%</b>		<b>0.0%</b>	<b>3,578</b>	<b>76.0%</b>	<b>4,707</b>
<b>Total Workforce P/T</b>		<b>0.2%</b>	<b>184</b>	<b>15.1%</b>		<b>0.3%</b>		<b>0.0%</b>	<b>1,030</b>	<b>84.4%</b>	<b>1,220</b>
<b>Total Workforce</b>	<b>11</b>	<b>0.2%</b>	<b>1,268</b>	<b>21.4%</b>		<b>0.7%</b>		<b>0.0%</b>	<b>4,608</b>	<b>77.7%</b>	<b>5,927</b>

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