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**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL  
AS AT 31 MARCH 2020**

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	33	0.3%	4,917	38.4%	35	0.3%	16	0.1%	7,813	60.9%	12814
Grade 5 - 7 Total	16	0.2%	2,362	33.2%	59	0.9%	0	0.0%	4,666	65.7%	7105
Grade 8 Total			193	29.6%			0	0.0%	453	69.4%	653
Grade 9 - 15 Total			94	30.9%			0	0.0%	205	67.4%	304
Other Non Pay & Grading Structure			373	70.8%					146	27.7%	527
Teaching	20	0.3%	1,652	27.1%	59	1.0%			4,374	71.6%	6106
<b>Total Workforce</b>	<b>74</b>	<b>0.3%</b>	<b>9,591</b>	<b>34.8%</b>	<b>167</b>	<b>0.6%</b>	<b>20</b>	<b>0.1%</b>	<b>17,657</b>	<b>64.2%</b>	<b>27509</b>
<b>Total Full Time Workforce</b>	<b>54</b>	<b>0.3%</b>	<b>5,544</b>	<b>34.0%</b>	<b>139</b>	<b>0.9%</b>	<b>17</b>	<b>0.1%</b>	<b>10,541</b>	<b>64.7%</b>	<b>16295</b>
<b>Total Part Time Workforce</b>	<b>20</b>	<b>0.2%</b>	<b>4,047</b>	<b>36.1%</b>	<b>28</b>	<b>0.2%</b>			<b>7,116</b>	<b>63.5%</b>	<b>11214</b>

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%	0	0.0%	2,004	100.0%	2004
Glasgow Life	26	0.9%	947	33.5%	46	1.6%			1,801	63.7%	2826
City Parking			21	14.0%			0	0.0%	125	83.3%	150
City Property	0	0.0%	18	20.0%			0	0.0%	71	78.9%	90
Clyde Gateway*	0	0.0%	0	0.0%	0	0.0%	0	0.0%	27	100.0%	27
Jobs & Business Glasgow			51	22.3%	0	0.0%	0	0.0%	175	76.4%	229
<b>Total Workforce</b>	<b>30</b>	<b>0.6%</b>	<b>1,037</b>	<b>19.5%</b>	<b>50</b>	<b>0.9%</b>			<b>4,203</b>	<b>78.9%</b>	<b>5,326</b>

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

\* Information not collected on staff sexual orientation.

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**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2020**

<b>GCC OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	<b>Bi-Sexual</b>	<b>%</b>	<b>Heterosexual</b>	<b>%</b>	<b>Lesbian / Gay</b>	<b>%</b>	<b>Other</b>	<b>%</b>	<b>Not Disclosed</b>	<b>%</b>	<b>Totals</b>
Grade 1-4 F/T	17	0.4%	1,613	34.3%	18	0.4%	13	0.3%	3,035	64.6%	4,696
Grade 1-4 P/T	16	0.2%	3,304	40.7%	17	0.2%			4,778	58.9%	8,118
<b>Grade 1-4 Total</b>	<b>33</b>	<b>0.3%</b>	<b>4,917</b>	<b>38.4%</b>	<b>35</b>	<b>0.3%</b>			<b>7,813</b>	<b>61.0%</b>	<b>12,814</b>
Grade 5-7 F/T	14	0.3%	1,930	35.2%	54	1.0%			3,480	63.5%	5,480
Grade 5-7 P/T			432	26.6%			0	0.0%	1,186	73.0%	1,625
<b>Grade 5-7 Total</b>			<b>2,362</b>	<b>33.2%</b>					<b>4,666</b>	<b>65.7%</b>	<b>7,105</b>
Grade 8 F/T			179	31.0%			0	0.0%	393	68.0%	578
Grade 8 P/T			12	17.1%			0	0.0%	58	82.9%	70
<b>Grade 8 Total</b>			<b>191</b>	<b>29.5%</b>			<b>0</b>	<b>0.0%</b>	<b>451</b>	<b>69.6%</b>	<b>648</b>
Grade ACZ 8 F/T	0	0.0%					0	0.0%			
Grade ACZ 8 P/T	0	0.0%					0	0.0%			
<b>Grade ACZ 8 Total</b>	<b>0</b>	<b>0.0%</b>					<b>0</b>	<b>0.0%</b>			
Grade 9-15 F/T			84	30.8%			0	0.0%	184	67.4%	273
Grade 9-15 P/T							0	0.0%	16	69.6%	23
<b>Grade 9-15 Total</b>							<b>0</b>	<b>0.0%</b>	<b>200</b>	<b>67.6%</b>	<b>296</b>
Grade ACZ 9-15 F/T	0	0.0%			0	0.0%	0	0.0%			
Grade ACZ 9-15 P/T	0	0.0%			0	0.0%	0	0.0%			
<b>Grade ACZ 9-15 Total</b>	<b>0</b>	<b>0.0%</b>			<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>			
Other Non Pay & Grading Structure F/T			301	69.0%					128	29.4%	436
Other Non Pay & Grading Structure P/T			72	79.1%			0	0.0%	18	19.8%	91
<b>Other Non P&amp;G Structure Total</b>			<b>373</b>	<b>70.8%</b>					<b>146</b>	<b>27.7%</b>	<b>527</b>
<b>Total Workforce F/T</b>	<b>36</b>	<b>0.3%</b>	<b>4,112</b>	<b>35.8%</b>	<b>85</b>	<b>0.7%</b>	<b>16</b>	<b>0.1%</b>	<b>7,225</b>	<b>63.0%</b>	<b>11,474</b>
<b>Total Workforce P/T</b>	<b>18</b>	<b>0.2%</b>	<b>3,827</b>	<b>38.5%</b>	<b>23</b>	<b>0.2%</b>			<b>6,058</b>	<b>61.0%</b>	<b>9,929</b>
<b>Total Workforce</b>	<b>54</b>	<b>0.3%</b>	<b>7,939</b>	<b>37.1%</b>	<b>108</b>	<b>0.5%</b>			<b>13,283</b>	<b>62.1%</b>	<b>21,403</b>

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**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
TEACHERS ONLY  
AS AT 31 MARCH 2020**

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T	16	0.5%	1,054	31.9%	39	1.2%	0	0.0%	2,199	66.5%	3,308
Teacher P/T			199	17.9%			0	0.0%	904	81.4%	1,110
<b>Teacher Total</b>			<b>1,253</b>	<b>28.4%</b>			<b>0</b>	<b>0.0%</b>	<b>3,103</b>	<b>70.2%</b>	<b>4,418</b>
Principal Teacher F/T			234	25.2%					684	73.8%	927
Principal Teacher P/T	0	0.0%			0	0.0%	0	0.0%	101	95.3%	106
<b>Principal Teacher Total</b>									<b>785</b>	<b>76.0%</b>	<b>1,033</b>
Depute Head Teacher F/T	0	0.0%	83	25.7%			0	0.0%	234	72.4%	323
Depute Head Teacher P/T	0	0.0%	10	27.0%	0	0.0%	0	0.0%	27	73.0%	37
<b>Depute Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>93</b>	<b>25.8%</b>			<b>0</b>	<b>0.0%</b>	<b>261</b>	<b>72.5%</b>	<b>360</b>
Head Teacher F/T			45	21.2%			0	0.0%	164	77.4%	212
Head Teacher P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
<b>Head Teacher Total</b>			<b>45</b>	<b>20.5%</b>			<b>0</b>	<b>0.0%</b>			
Quality Improvement Officer/Manager F/T	0	0.0%			0	0.0%	0	0.0%	18	90.0%	20
Quality Improvement Officer/Manager P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%			
<b>Quality Improvement Officer/Manager Total</b>	<b>0</b>	<b>0.0%</b>			<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>			
Psychologist F/T	0	0.0%	14	45.2%	0	0.0%	0	0.0%	17	54.8%	31
Psychologist P/T	0	0.0%			0	0.0%	0	0.0%	15	71.4%	21
<b>Psychologist Total</b>	<b>0</b>	<b>0.0%</b>			<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>32</b>	<b>61.5%</b>	<b>52</b>
<b>Total Workforce F/T</b>	<b>18</b>	<b>0.4%</b>	<b>1,432</b>	<b>29.7%</b>	<b>54</b>	<b>1.1%</b>			<b>3,316</b>	<b>68.8%</b>	<b>4,821</b>
<b>Total Workforce P/T</b>			<b>220</b>	<b>17.1%</b>			<b>0</b>	<b>0.0%</b>	<b>1,058</b>	<b>82.3%</b>	<b>1,285</b>
<b>Total Workforce</b>			<b>1,652</b>	<b>27.1%</b>					<b>4,374</b>	<b>71.6%</b>	<b>6,106</b>

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