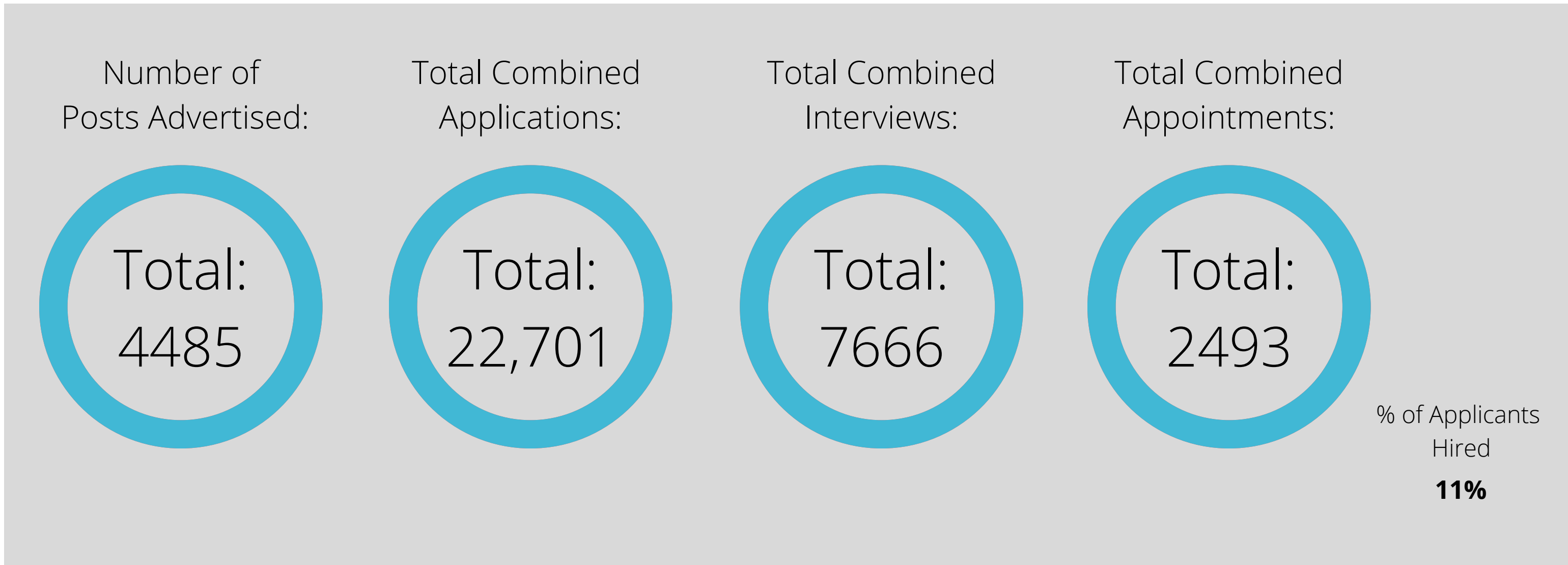


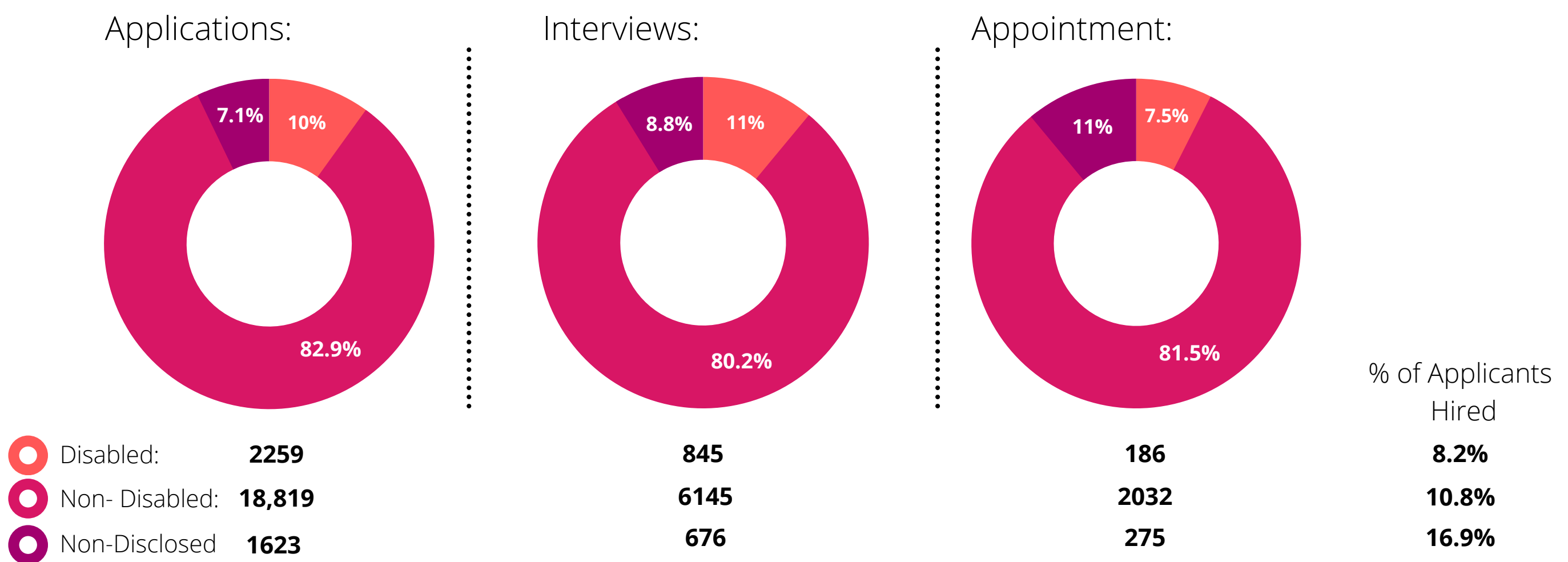
Recruitment Data (Excluding Teachers)



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 below 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.

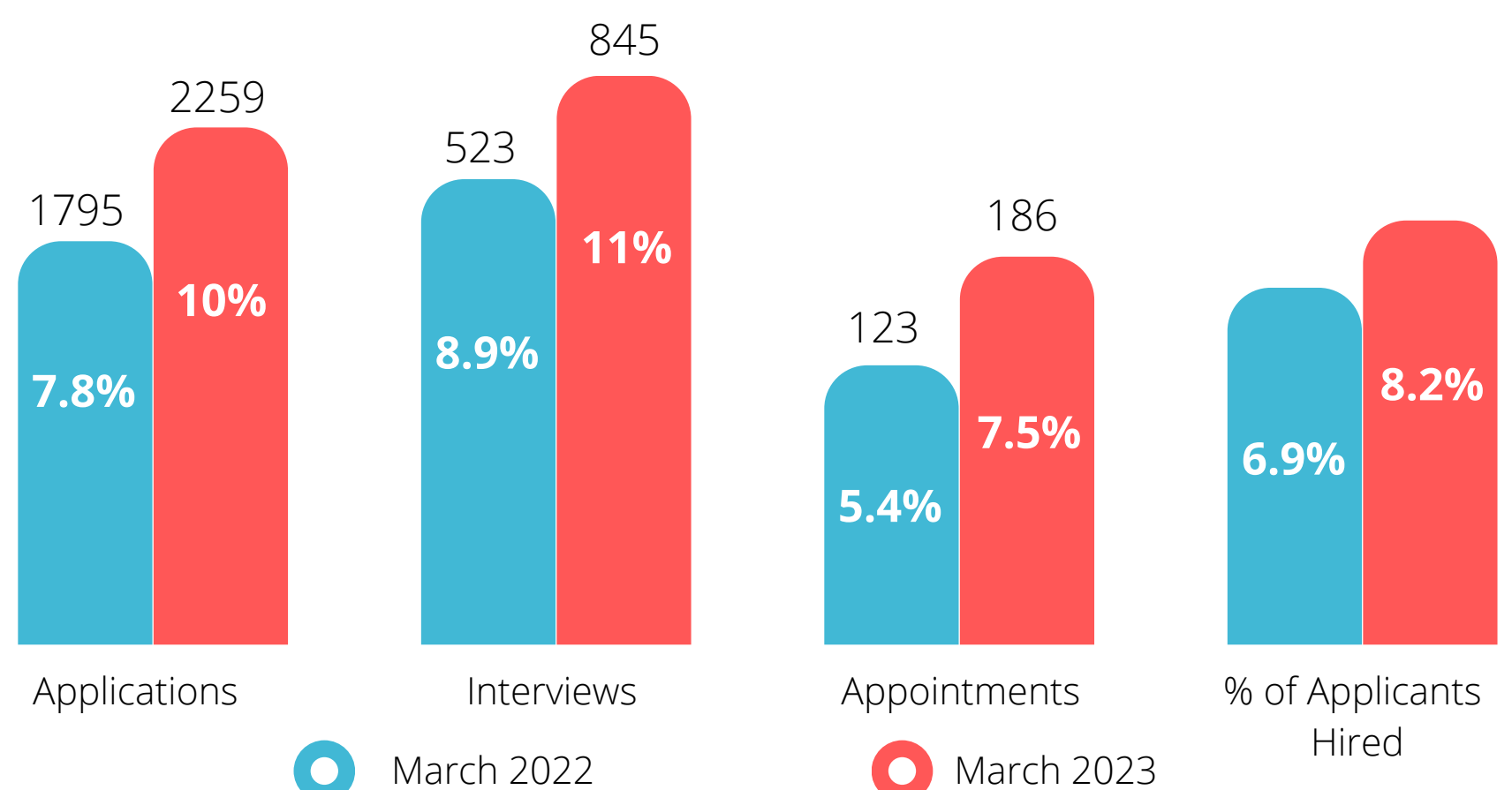


Disability



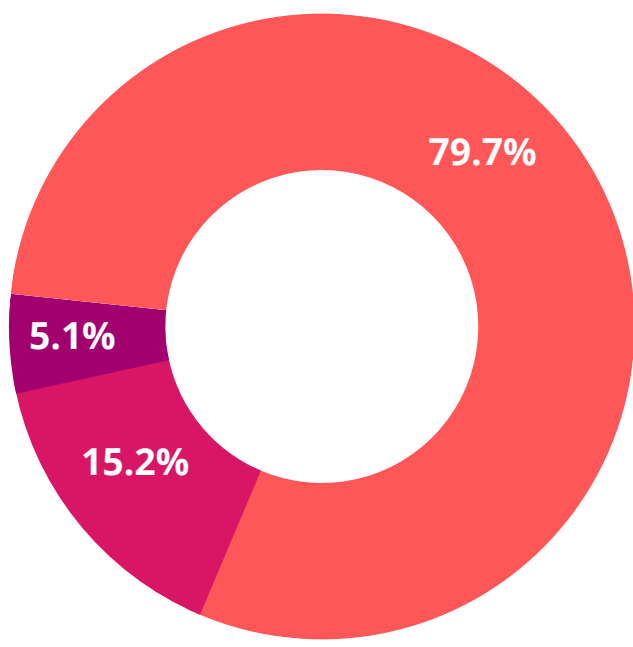
Applicants with Disabilities

The number of jobs posted by March 2023 (4485) was 72.8% more than the number of jobs posted in the previous year (2596). However, the total number of applicants fell from **23,047** to **22,701**. However, despite the fall in overall applicants, the number of applicants interviewees, and appointed persons with disabilities, rose in comparison to figures from 2022.

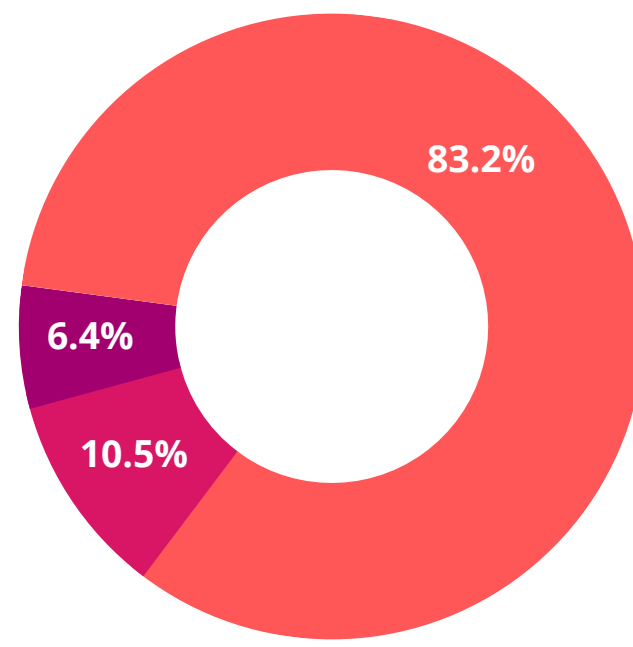


Ethnicity

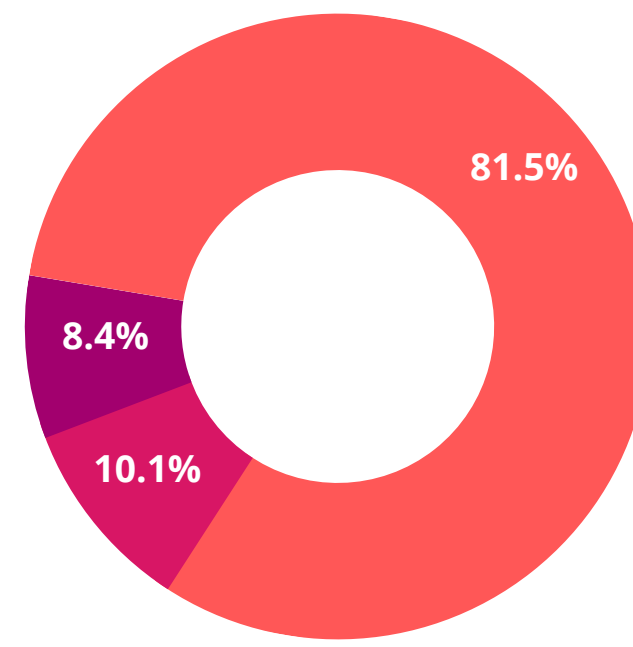
Applications:



Interviews:



Appointments:



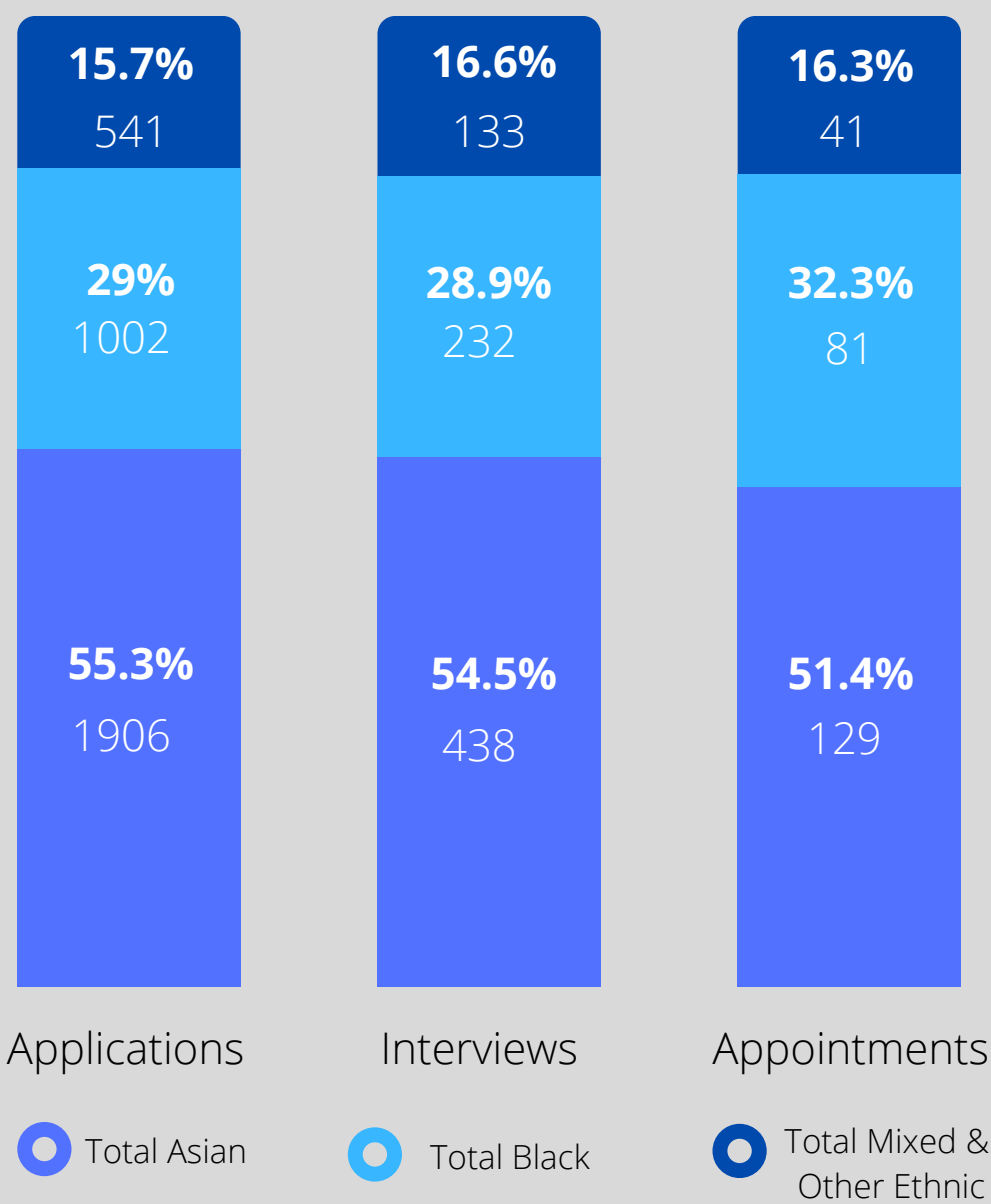
White:	18,091
BME:	3,449
Non-Disclosed:	1,161

6,376
803
487

2,032
251
210

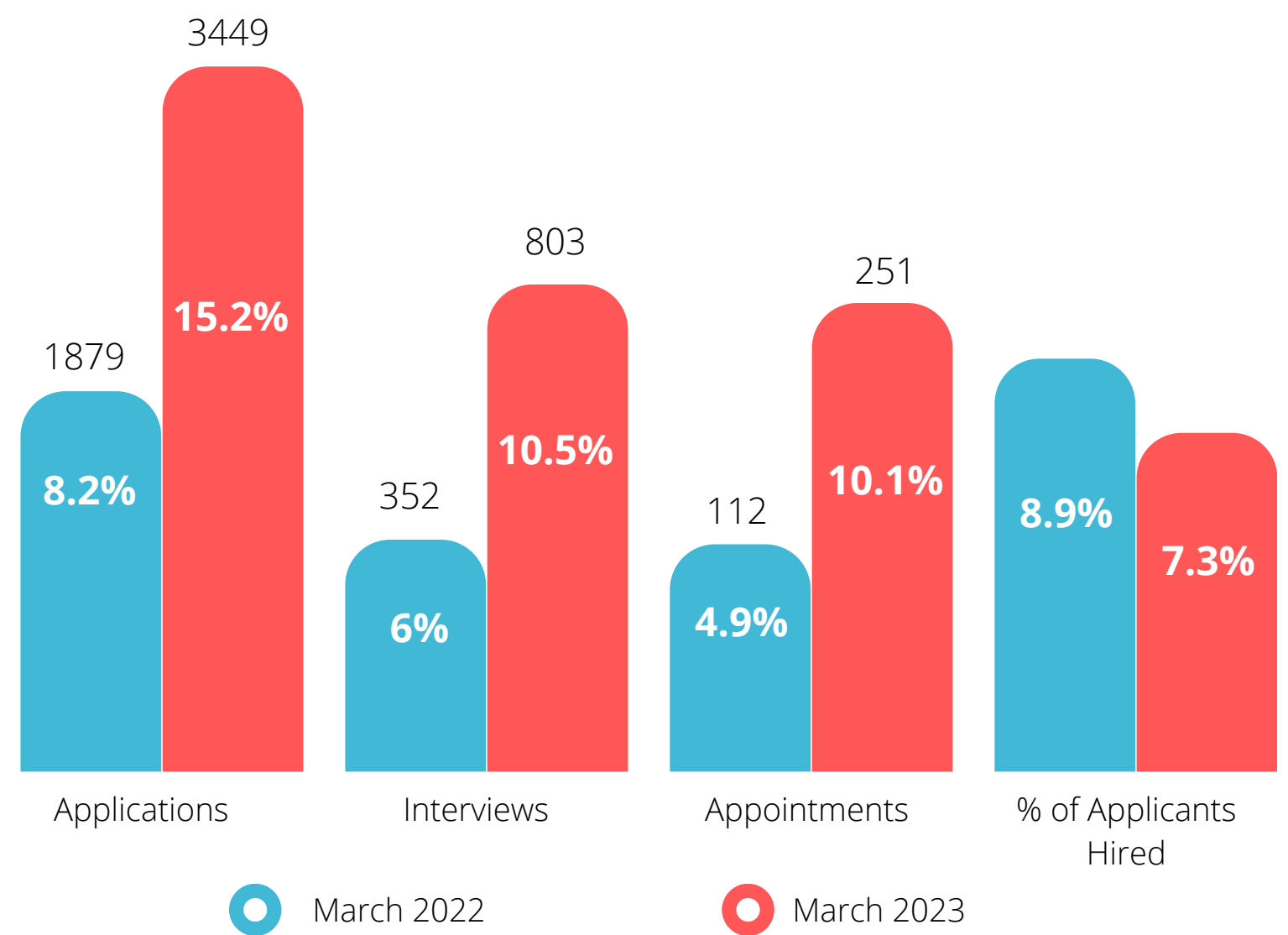
% of Applicants Hired	
White	11.2%
BME	7.3%
Non-Disclosed	18.1%

Breakdown of BME Recruitment



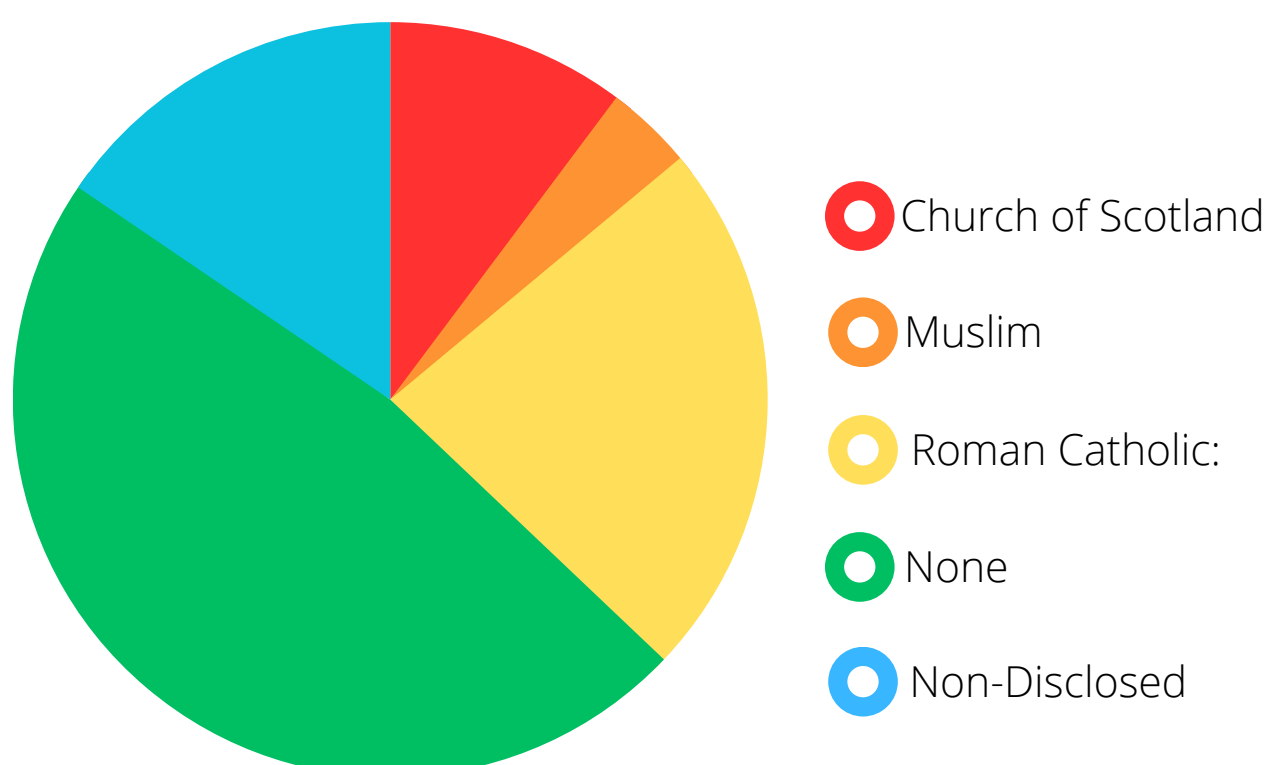
BME Applicants

*taken from applicants who disclosed their ethnicity



Religion or Belief

Below are the top 5 most represented religious groups from the application stage to the appointment stage. The percentage represented across each stage for these five groups remained consistent, tending to fall as the number of candidates were narrowed down, however in the case of both "Other Christian", and "Church of Scotland" the percentage rose.



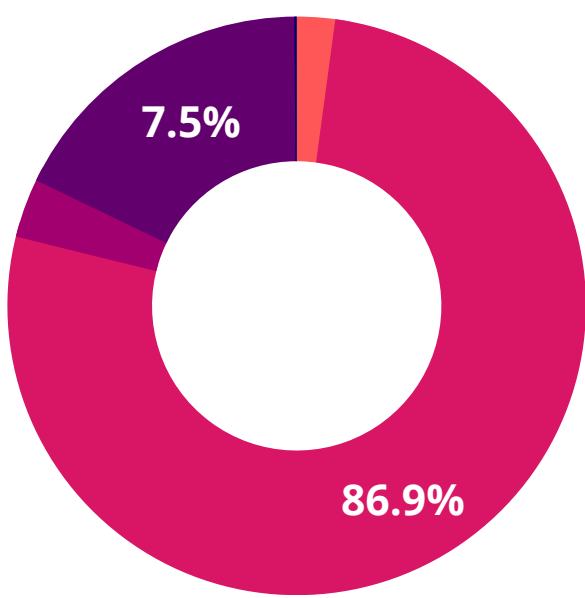
	Applications	Interviews	Appointments
Church of Scotland	9.6%	10.8%	9.9%
Muslim	5.8%	3.9%	3.6%
Roman Catholic	21.5%	22.2%	22.4%
None	46.5%	46.9%	45.9%
Non-Disclosed	11.3%	12.4%	15%

Recruitment across Religious Groups:

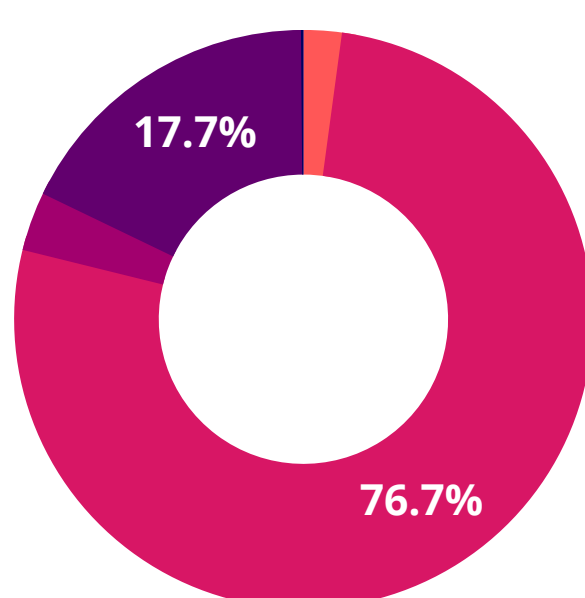
	Buddhist	Church of Scotland	Hindu	Jewish	Muslim	Other Christian	Roman Catholic	Sikh	Pagan	Another Religion	None	Non-Disclosed
Applications	0.2% (55)	9.6% (2178)	1.3% (298)	0.1% (14)	5.8% (1315)	3.1% (694)	21.5% (4885)	0.5% (112)	0.1% (23)	0.1% (13)	46.5% (10,547)	11.3% (2567)
Interviews	0.1% (10)	10.8% (829)	0.7% (52)	0.1% *	3.9% (301)	2.2% (172)	22.2% (1705)	0.4% (31)	0.1% *	0.1% *	46.9% (3593)	12.4% (951)
Appointments	0.1% *	9.9% (248)	0.4% (11)	0.2% *	3.6% (90)	1.9% (48)	22.4% (559)	0.3% *	0.1% *	0% *	45.9% (1145)	15% (375)
% of Applicants Hired	5.5%	11.4%	3.7%	28.6%	6.8%	6.9%	11.4%	6.3%	8.7%	7.7%	10.9%	14.6%

Sexual Orientation

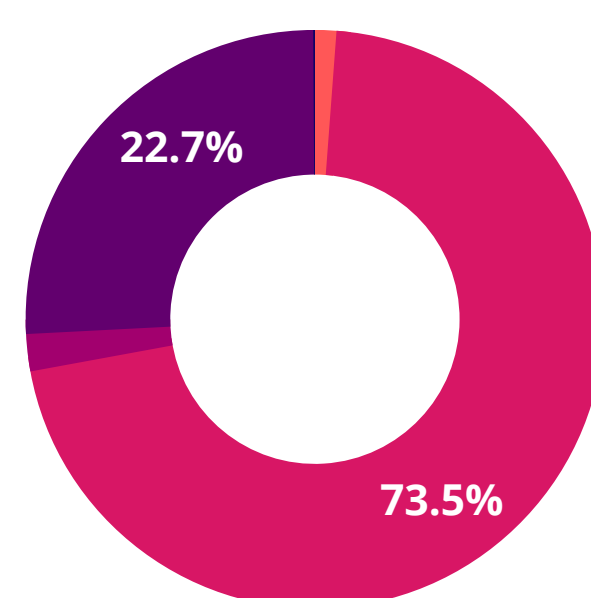
Applications:



Interviews:



Appointments:



- Bisexual
- Heterosexual
- Lesbian/Gay
- Other
- Non-Disclosed

566
19,716
699
12
1708

150
6566
252

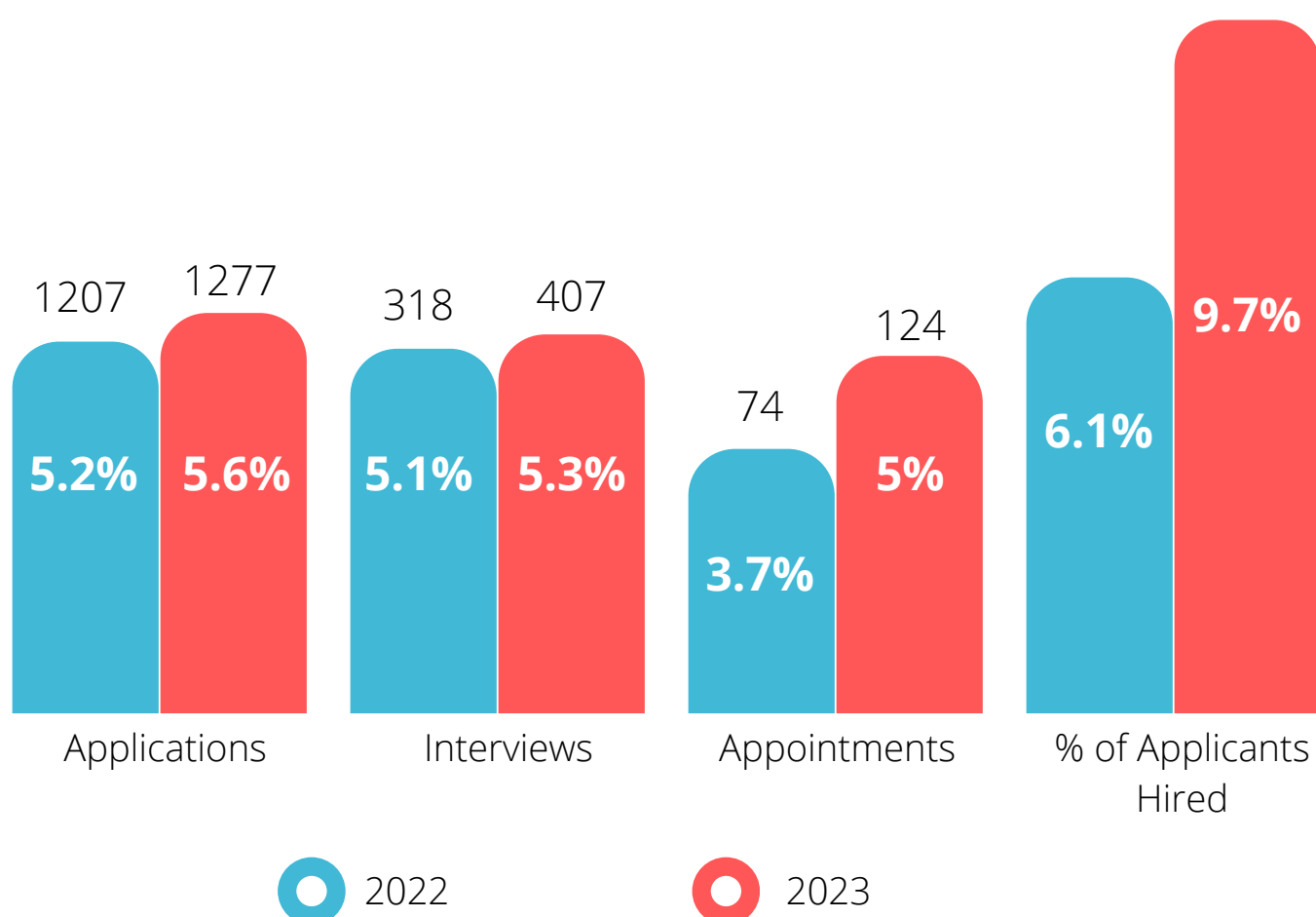
693

41
2093
82

276

% of Applicants Hired
7.2%
10.6%
11.7%
8.3%
16.2%

LGB* Applicants

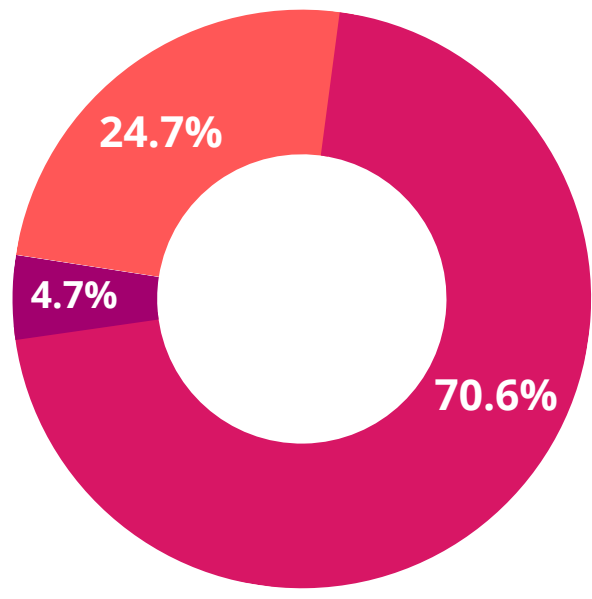


*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, Bisexual, or Other.

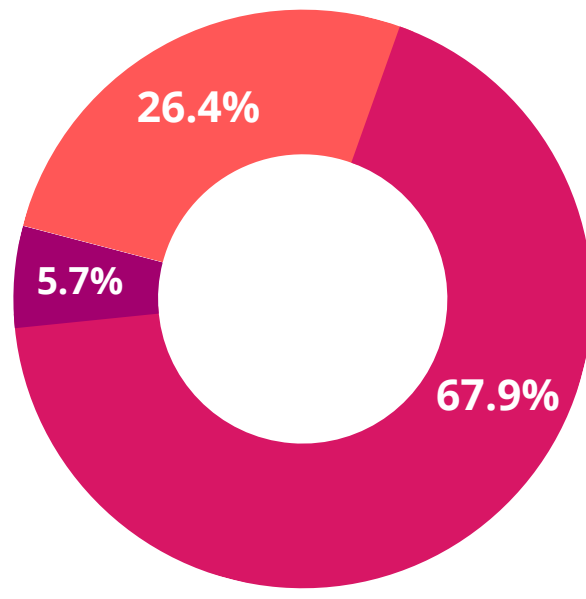
2023 saw a slightly higher percentage of LGB applicants and appointments for roles than the previous year. These findings are consistent with applications and appointments from disabled and BME candidates in 2023.

Gender

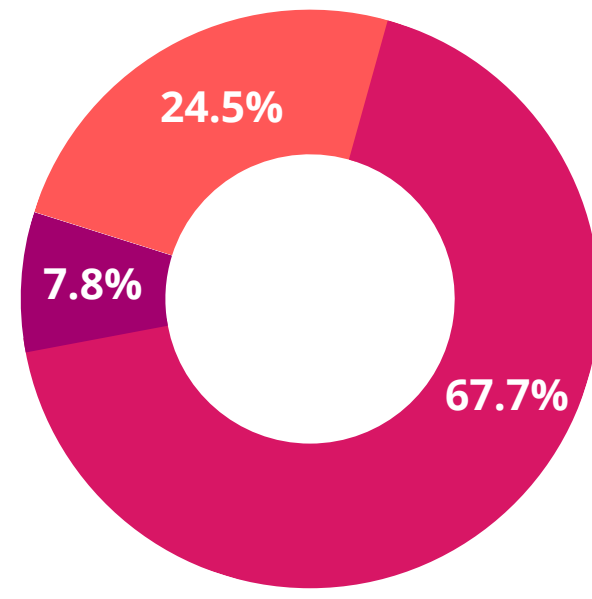
Applications:



Interviews:



Appointments:



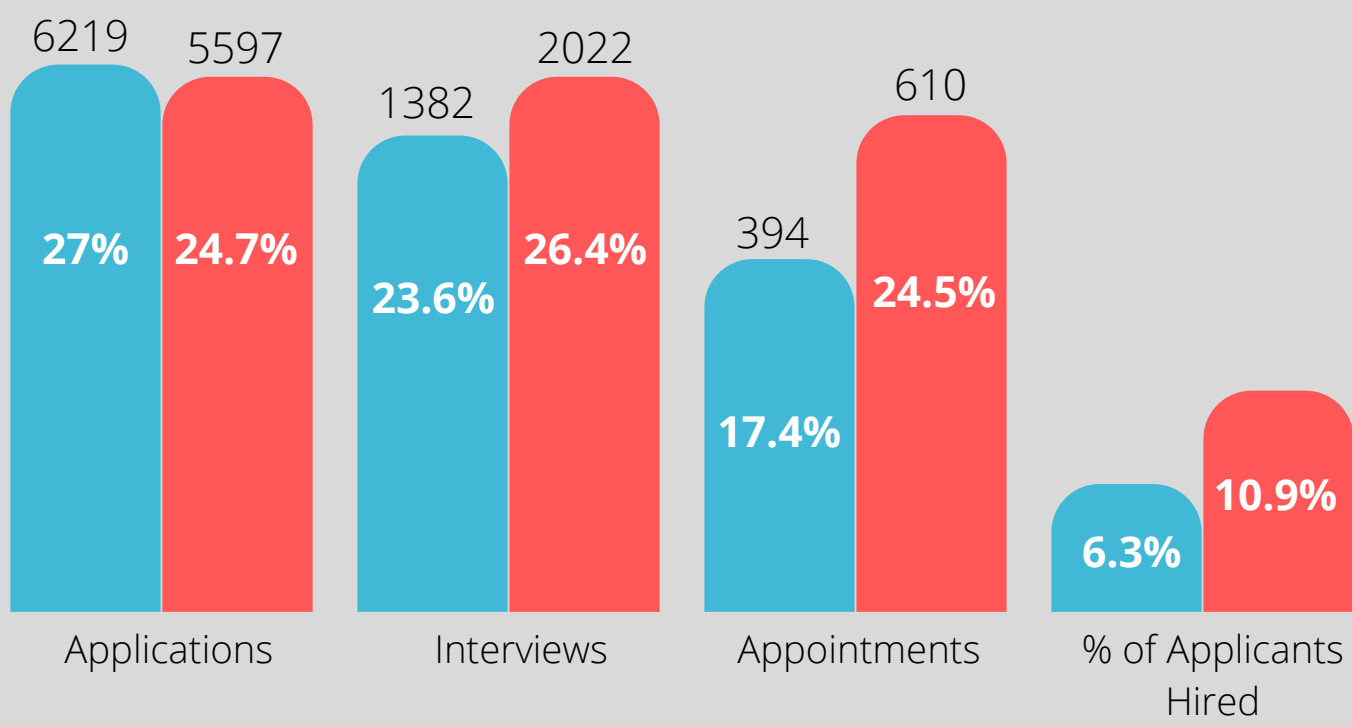
Gender	Count
Men	5597
Women	16,036
Non-Disclosed	1068

Gender	Count
Men	2022
Women	5208
Non-Disclosed	436

Gender	Count
Men	610
Women	1688
Non-Disclosed	195

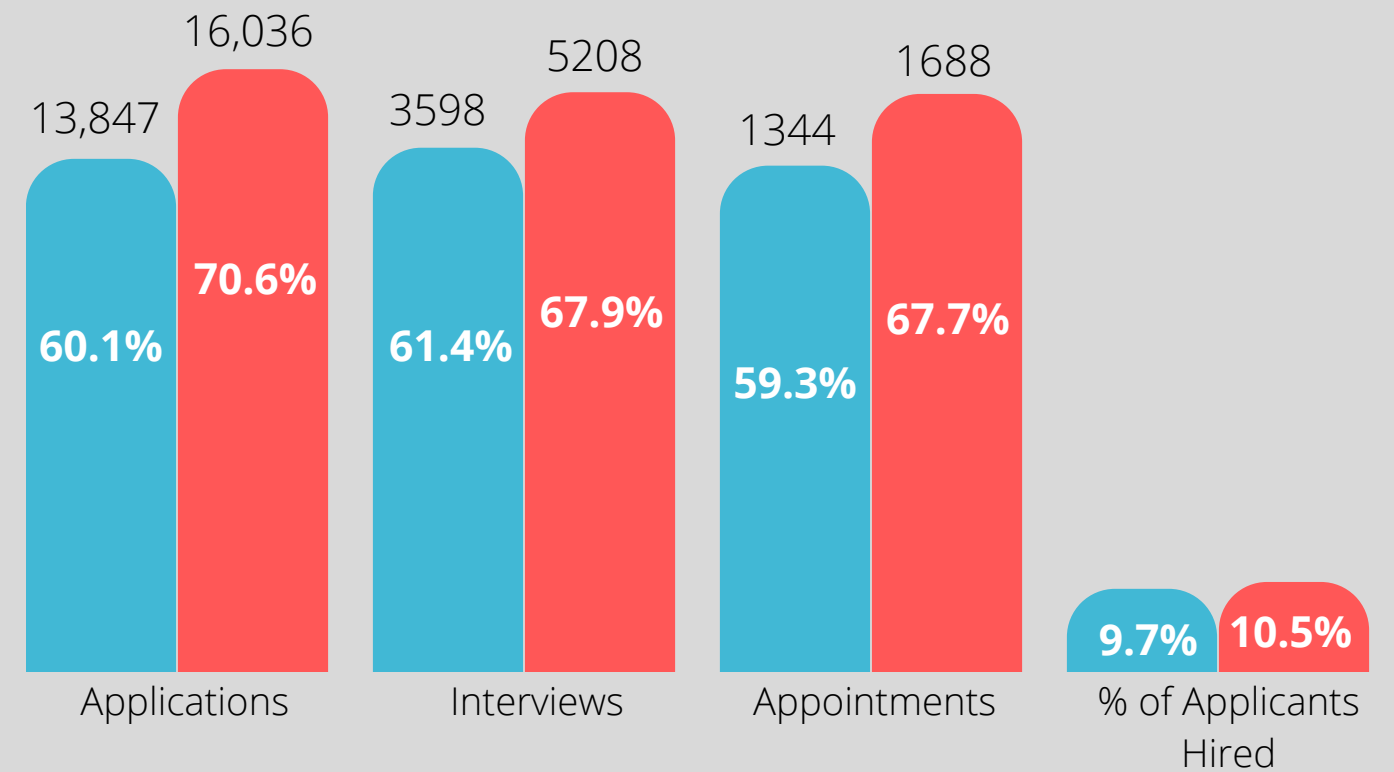
Gender	% of Applicants Hired
Men	10.9%
Women	10.5%
Non-Disclosed	18.3%

Men



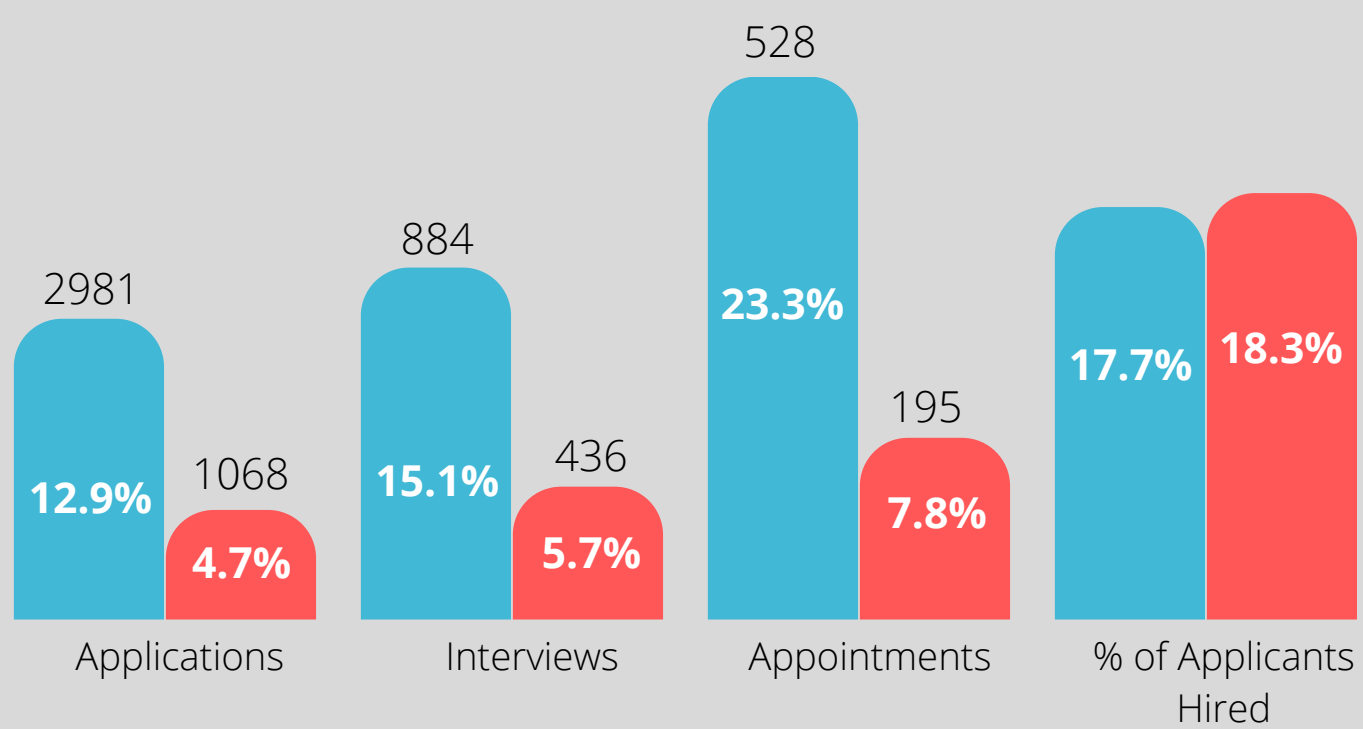
2022 2023

Women



2022 2023

Non-Disclosed



2022 2023