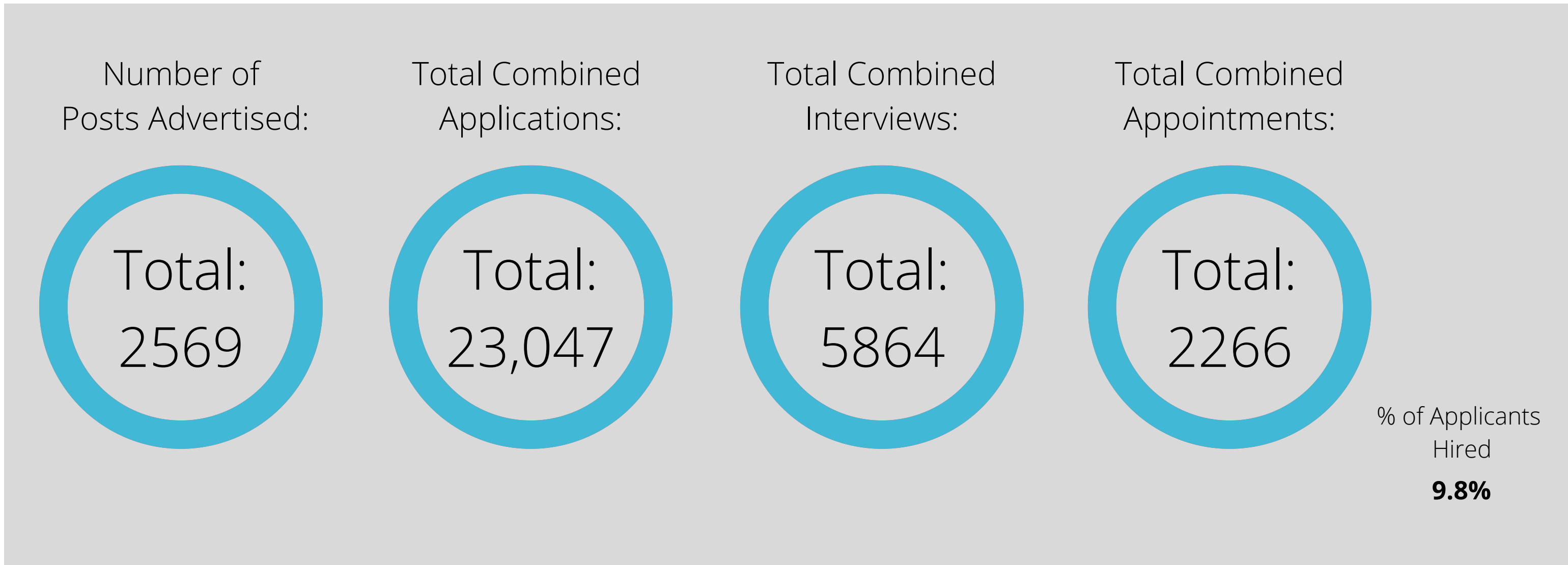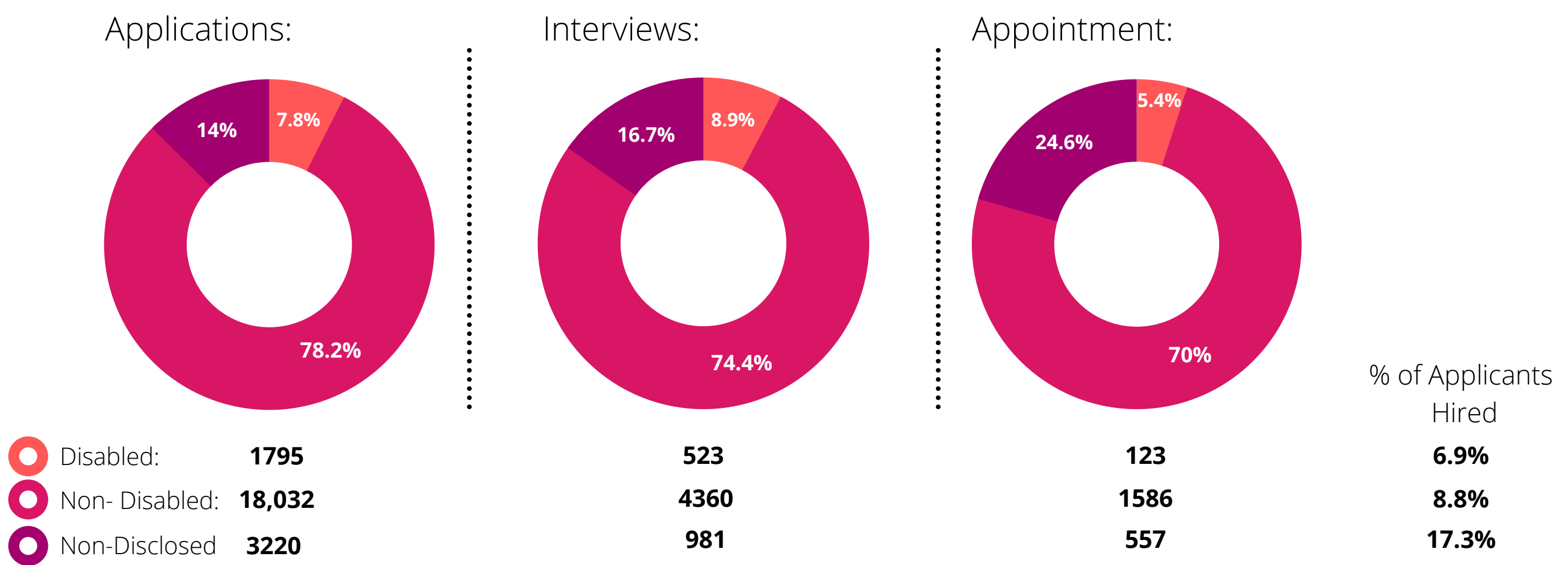# Recruitment Data (Excluding Teachers)

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.
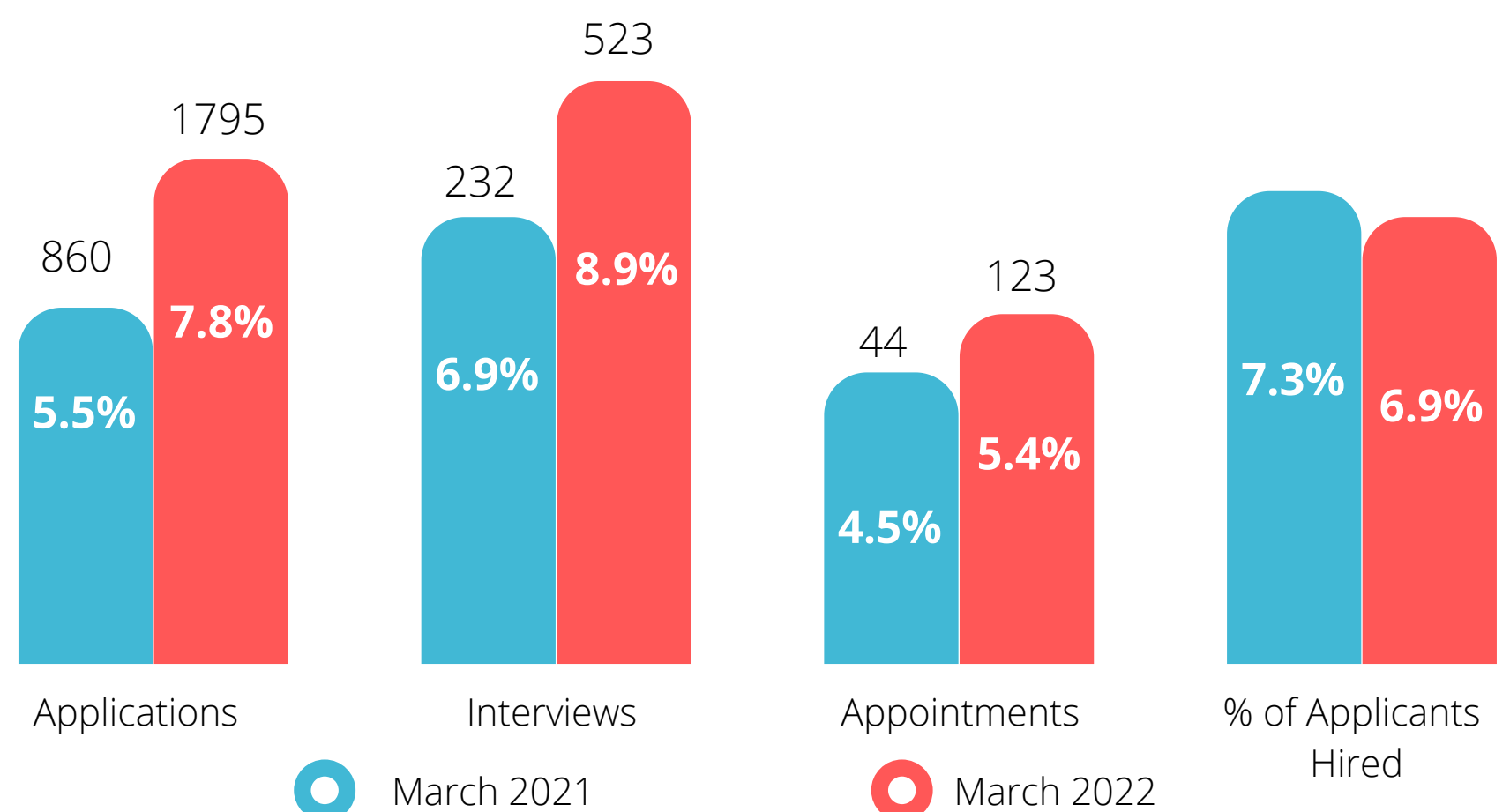
| Number of Posts Advertised: | Total Combined Applications: | Total Combined Interviews: | Total Combined Appointments: |
|---|---|---|---|
| Total: 2569 | Total: 23,047 | Total: 5864 | Total: 2266 |

% of Applicants Hired
**9.8%**

## Disability

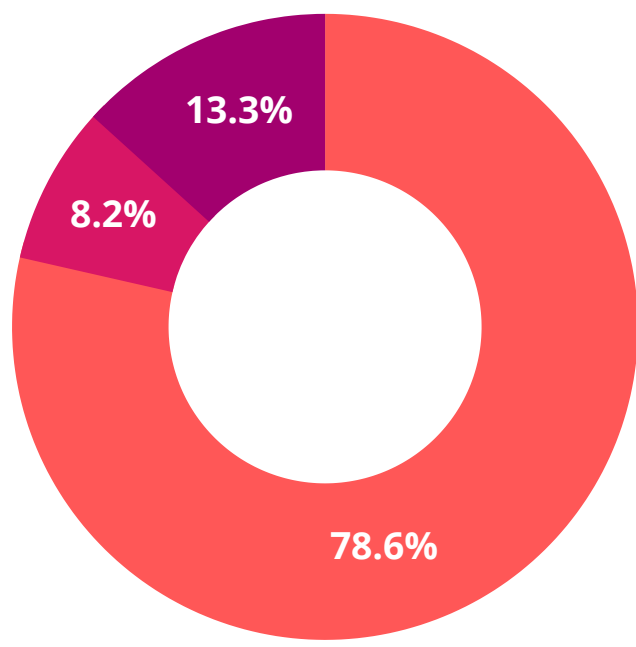| | Applications: | Interviews: | Appointment: | |
|---|---|---|---|---|
| | 14% 7.8% 78.2% | 16.7% 8.9% 74.4% | 24.6% 5.4% 70% | % of Applicants Hired |
| Disabled: | **1795** | **523** | **123** | **6.9%** |
| Non- Disabled: | **18,032** | **4360** | **1586** | **8.8%** |
| Non-Disclosed | **3220** | **981** | **557** | **17.3%** |

## Applicants with Disabilities

The number of jobs posted by March 2022 (2596) was just over double the number of jobs posted the previous year (1293). The total number of applicants rose from **15,628** to **23,047**. However, despite the rise in applicants, interviewees, and appointed persons with disabilities, the percentage of applicants with disabilities to be hired was slightly less in 2022 than in 2021
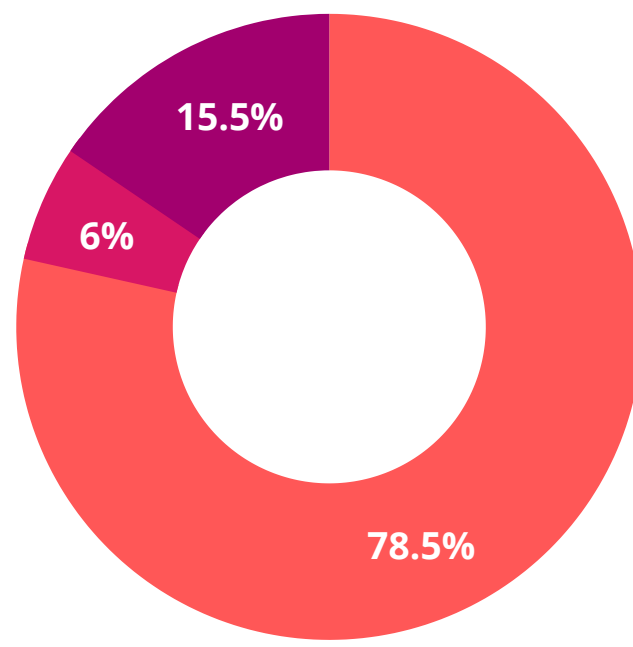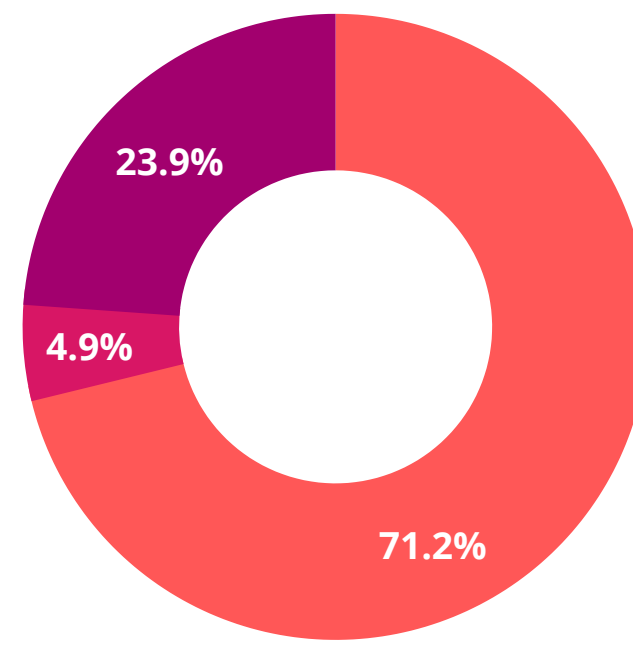
Applications: March 2021 — 860 (5.5%), March 2022 — 1795 (7.8%)
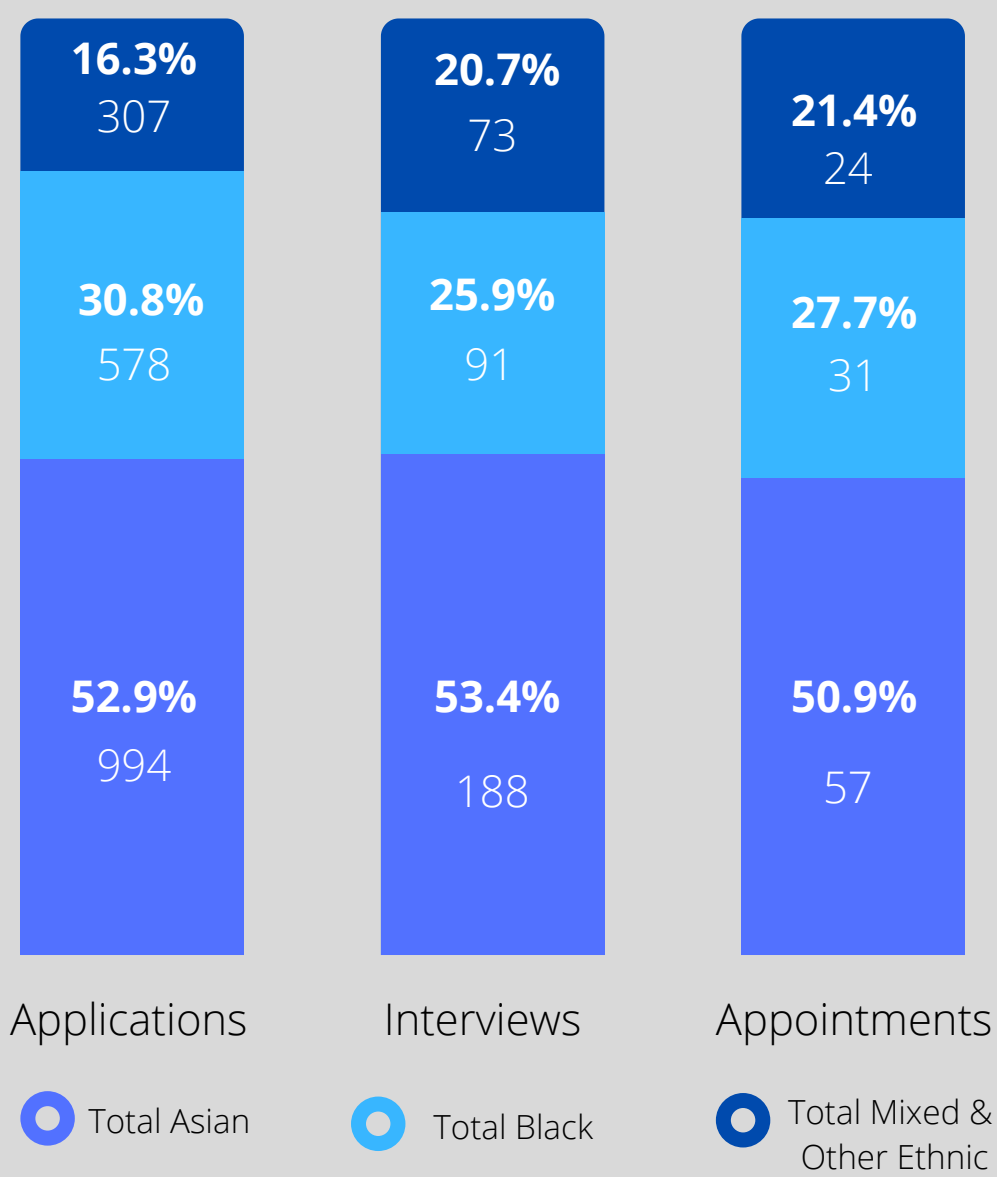Interviews: March 2021 — 232 (6.9%), March 2022 — 523 (8.9%)
Appointments: March 2021 — 44 (4.5%), March 2022 — 123 (5.4%)
% of Applicants Hired: March 2021 — 7.3%, March 2022 — 6.9%

March 2021    March 2022

# Ethnicity

## Applications:



## Interviews:



## Appointments:



| | Applications | Interviews | Appointments | % of Applicants Hired |
|---|---|---|---|---|
| ● White: | 18,106 | 4603 | 1613 | 8.9% |
| ● BME: | 1879 | 352 | 112 | 6% |
| ● Non-Disclosed: | 3062 | 909 | 541 | 17.7% |

## Breakdown of BME Recruitment



| | Applications | Interviews | Appointments |
|---|---|---|---|
| Total Mixed & Other Ethnic | 16.3% / 307 | 20.7% / 73 | 21.4% / 24 |
| Total Black | 30.8% / 578 | 25.9% / 91 | 27.7% / 31 |
| Total Asian | 52.9% / 994 | 53.4% / 188 | 50.9% / 57 |

● Total Asian    ● Total Black    ● Total Mixed & Other Ethnic

## BME Applicants

*taken from applicants who disclosed their ethnicity



| | Applications | Interviews | Appointments | % of Applicants Hired |
|---|---|---|---|---|
| March 2021 | 1621 / 10.4% | 311 / 9.2% | 106 / 10.8% | 6.9% |
| March 2022 | 1879 / 8.2% | 352 / 6% | 112 / 4.9% | 8.9% |

● March 2021    ● March 2022
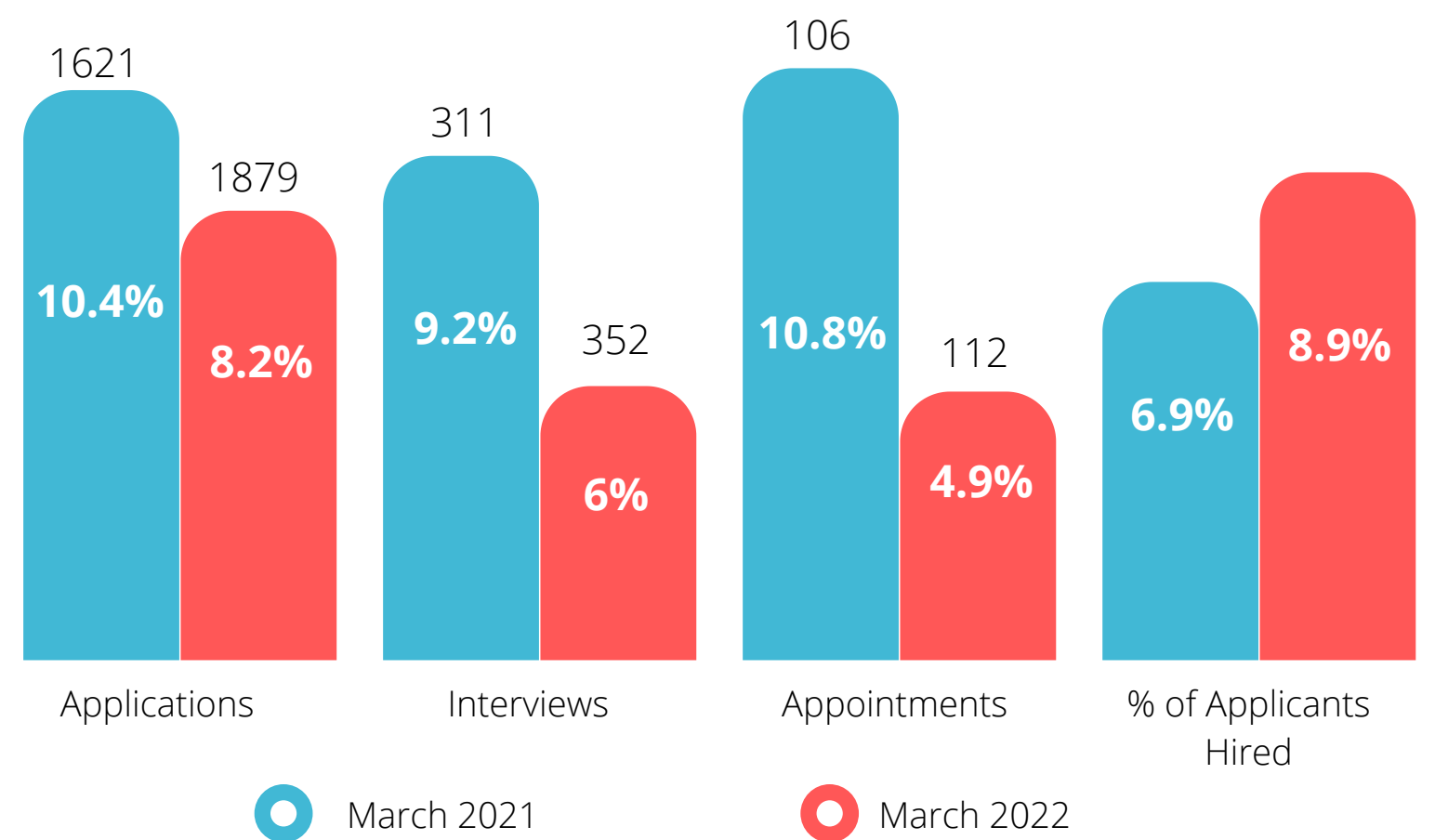
# Religion or Belief

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.
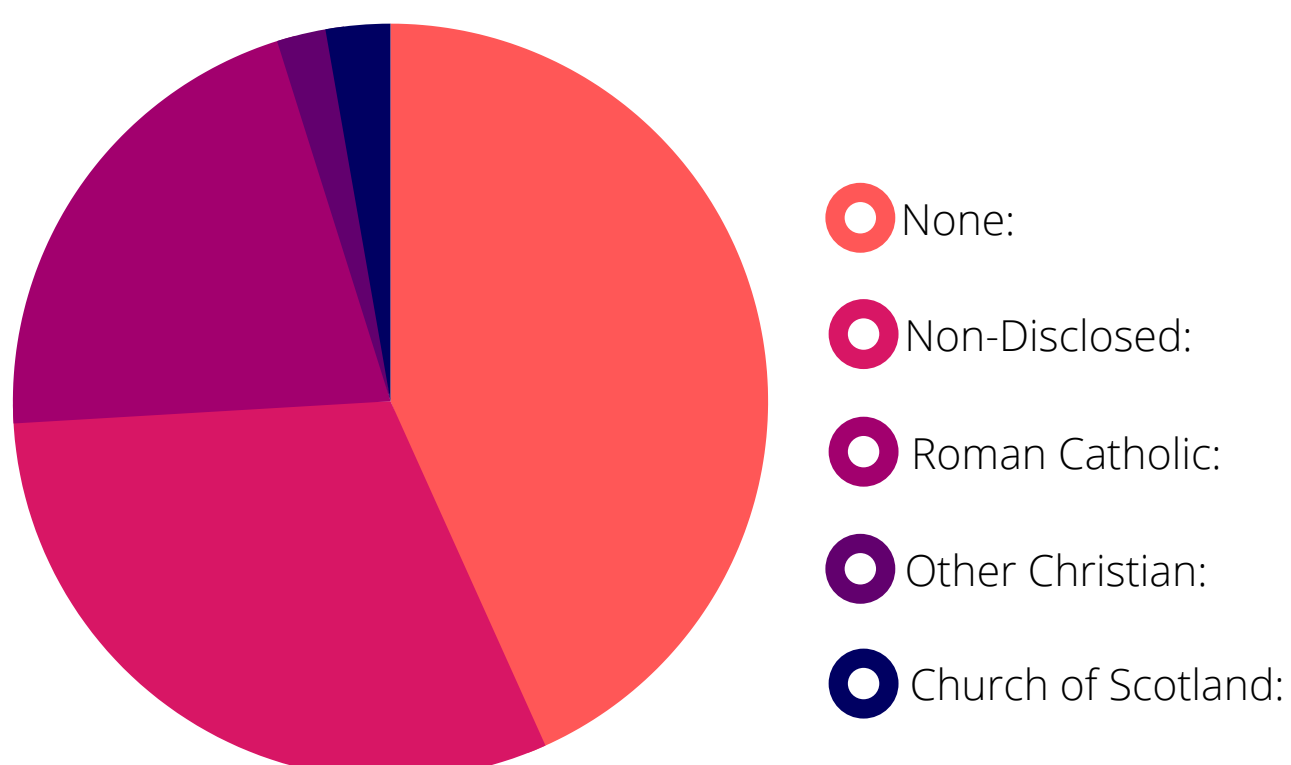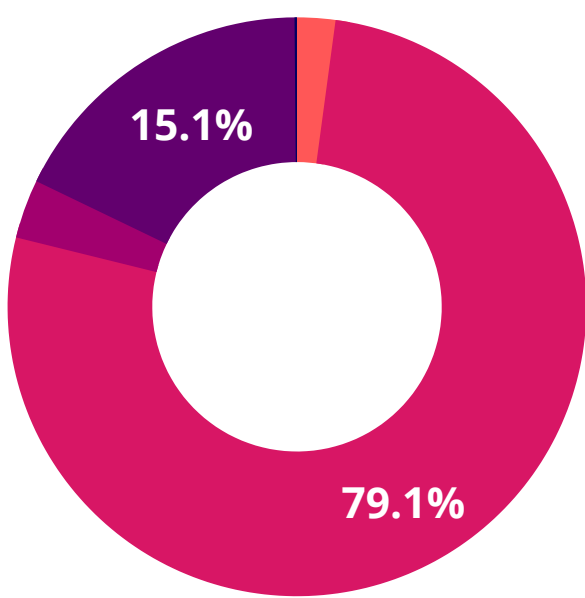


| | Applications | Interviews | Appointments |
|---|---|---|---|
| ● None: | 43.1% | 42.3% | 39.2% |
| ● Non-Disclosed: | 18.7% | 20.3% | 27.9% |
| ● Roman Catholic: | 19.9% | 19.9% | 19.1% |
| ● Other Christian: | 3.2% | 2.7% | 1.9% |
| ● Church of Scotland: | 9.9% | 10.2% | 8.4% |

# 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% (43) | 9.9% (2282) | 0.6% (129) | 0.1% (16) | 3% (699) | 3.2% (745) | 19.9% (4590) | 0.4% (84) | 0.1% (27) | 0.8% (181) | 43.1% (9937) | 18.7% (4314) |
| **Interviews** | 0.2% (14) | 10.2% (597) | 0.3% (17) | 0.1% (5) | 2% (120) | 2.7% (158) | 19.9% (1166) | 0.4% (22) | 0.1% (8) | 1% (60) | 42.3% (2479) | 20.8% (1218) |
| **Appointments** | 0.1% (3) | 8.5% (192) | 0.1% (2) | 0% (0) | 1.8% (40) | 1.9% (44) | 19.1% (432) | 0.2% (4) | 0.2% (4) | 1.1% (25) | 39.2% (888) | 27.9% (632) |
| **% of Applicants Hired** | 7% | 8.4% | 1.6% | 0% | 5.7% | 5.9% | 9.4% | 4.8% | 14.8% | 13.8% | 8.9% | 14.6% |

# Sexual Orientation



Applications:
- 15.1%
- 79.1%

Interviews:
- 17.7%
- 76.7%

Appointments::
- 22.7%
- 73.5%

| | Applications | Interviews | Appointments | % of Applicants Hired |
|---|---|---|---|---|
| Bisexual | 476 | 125 | 27 | 5.7% |
| Heterosexual | 18,220 | 4499 | 1607 | 8.8% |
| Lesbian/Gay | 731 | 193 | 47 | 6.4% |
| Other | 39 | 8 | 2 | 5.1% |
| Non-Disclosed | 3581 | 1039 | 583 | 16.3% |

# LGB* Applicants



Applications: 1440 (5.2%) 2021, 1207 (5.2%) 2022
Interviews: 393 (5.2%) 2021, 318 (5.1%) 2022
Appointments: 117 (3.5%) 2021, 74 (3.7%) 2022
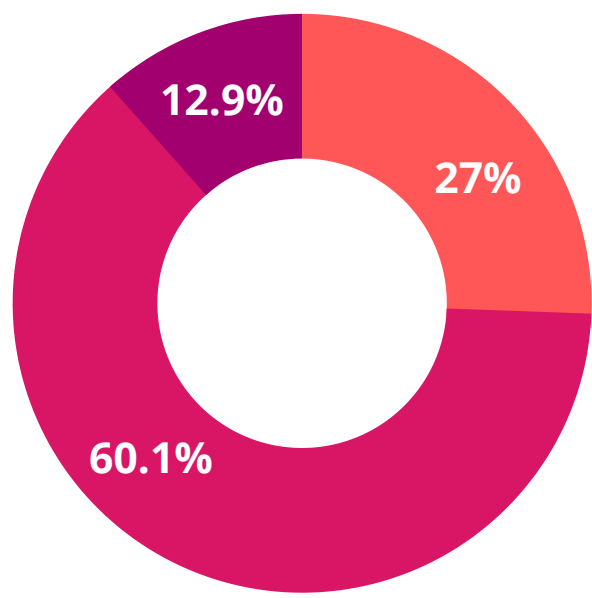% of Applicants Hired: 8.1% 2021, 6.1% 2022

● 2021   ● 2022
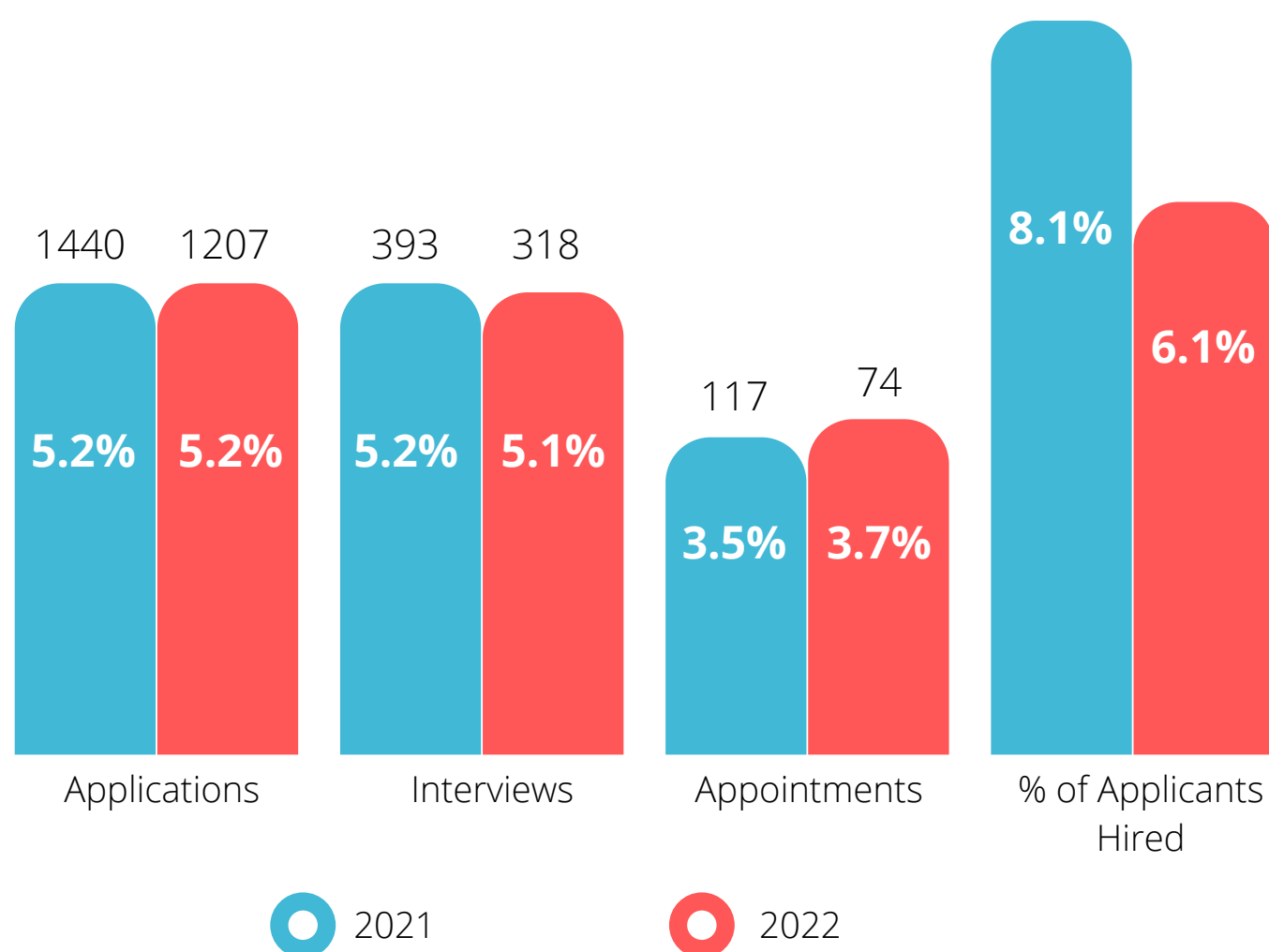
*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, or Bisexual.
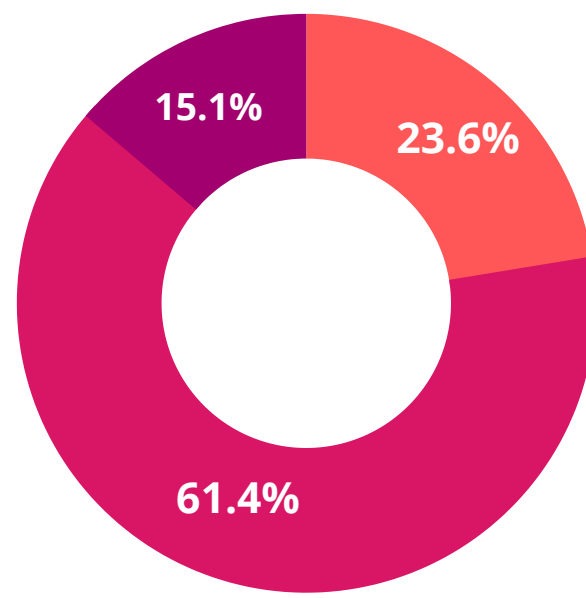
2022 saw the percentage of LGB applicants for roles than the previous year, inconsistent with applications from disabled and BME candidates, which each saw an increase from the previous year.
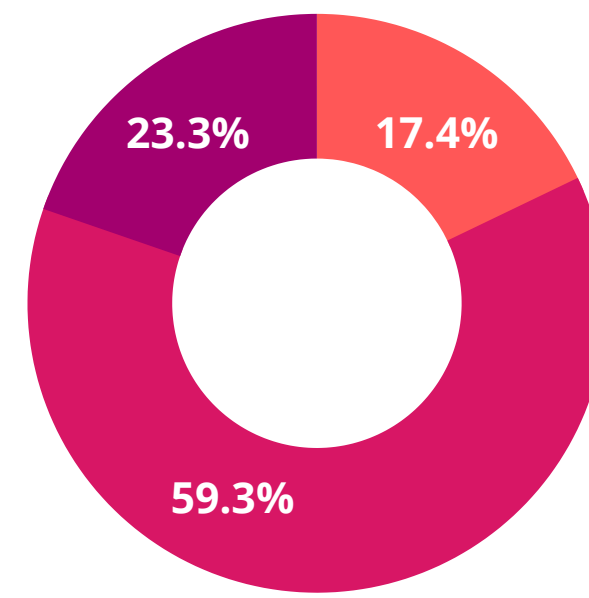
# Gender

## Applications:



12.9%
27%
60.1%

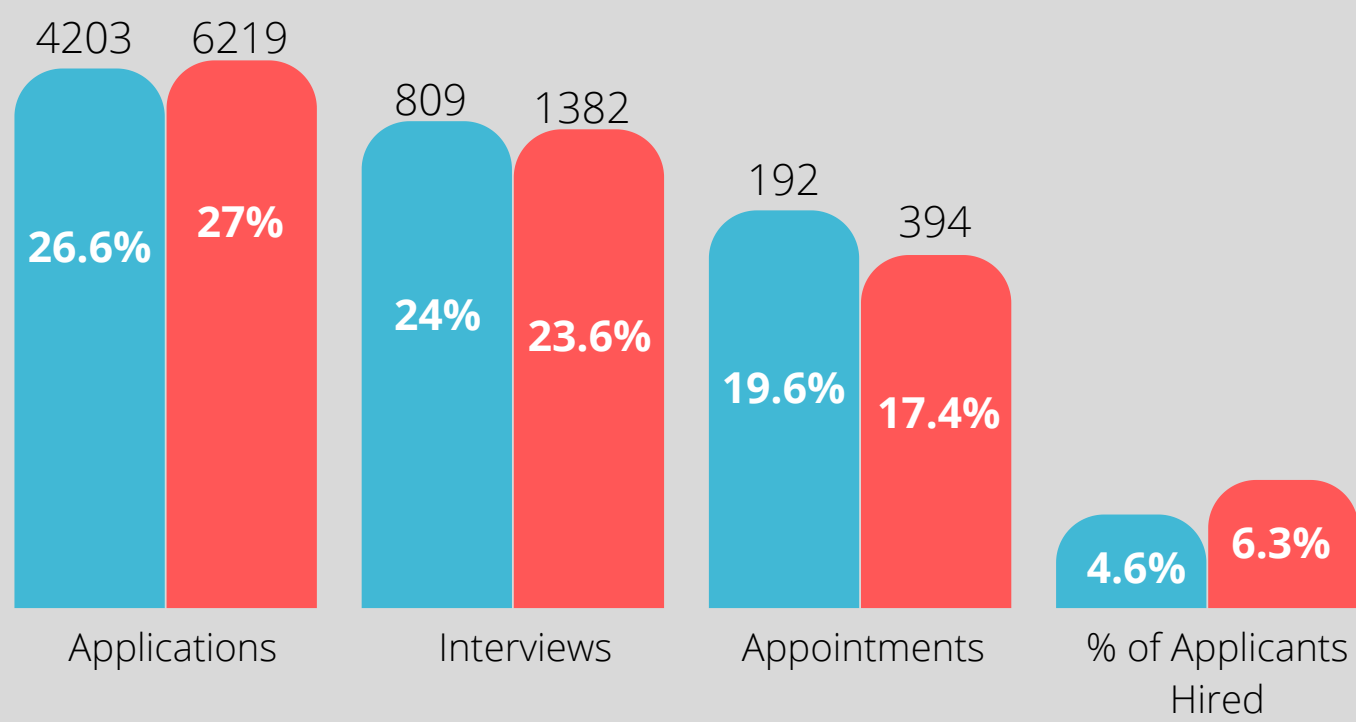## Interviews:



15.1%
23.6%
61.4%

## Appointments:



23.3%
17.4%
59.3%

% of Applicants Hired

| | Applications | Interviews | Appointments | % of Applicants Hired |
|---|---|---|---|---|
| Men | 6219 | 1382 | 394 | 6.3% |
| Women | 13,847 | 3598 | 1344 | 9.7% |
| Non-Disclosed | 2981 | 884 | 528 | 17.7% |

## Men



| | 2021 | 2022 |
|---|---|---|
| Applications | 4203 (26.6%) | 6219 (27%) |
| Interviews | 809 (24%) | 1382 (23.6%) |
| Appointments | 192 (19.6%) | 394 (17.4%) |
| % of Applicants Hired | 4.6% | 6.3% |

● 2021    ● 2022

## Women



| | 2021 | 2022 |
|---|---|---|
| Applications | 10,090 (64.6%) | 13,847 (60.1%) |
| Interviews | 2261 (67%) | 3598 (61.4%) |
| Appointments | 734 (74.8%) | 1344 (59.3%) |
| % of Applicants Hired | 7.3% | 9.7% |
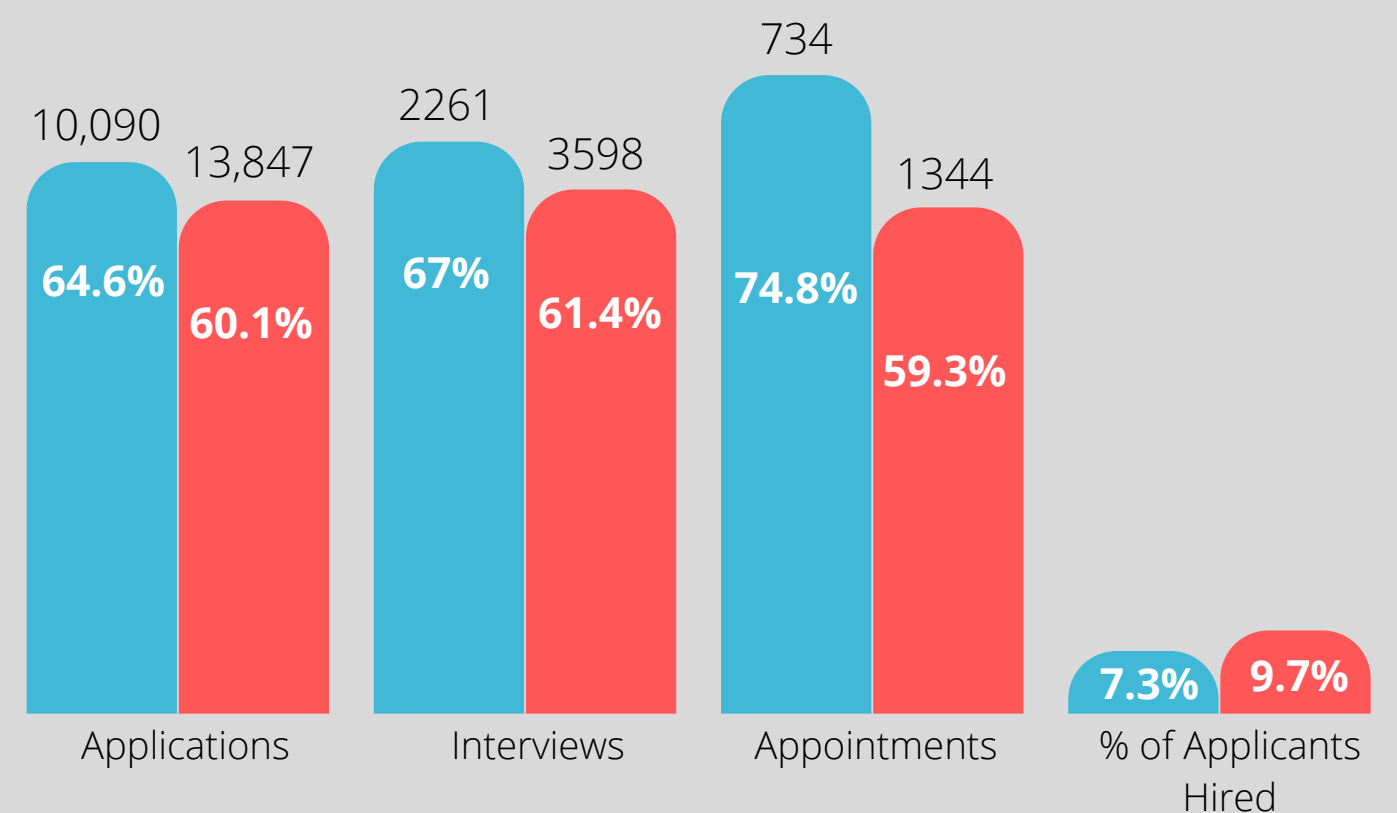
● 2021    ● 2022

## Non-Disclosed



| | 2021 | 2022 |
|---|---|---|
| Applications | 1335 (8.5%) | 2981 (12.9%) |
| Interviews | 305 (9%) | 884 (15.1%) |
| Appointments | 55 (5.6%) | 528 (23.3%) |
| % of Applicants Hired | 4.1% | 17.7% |

● 2021    ● 2022