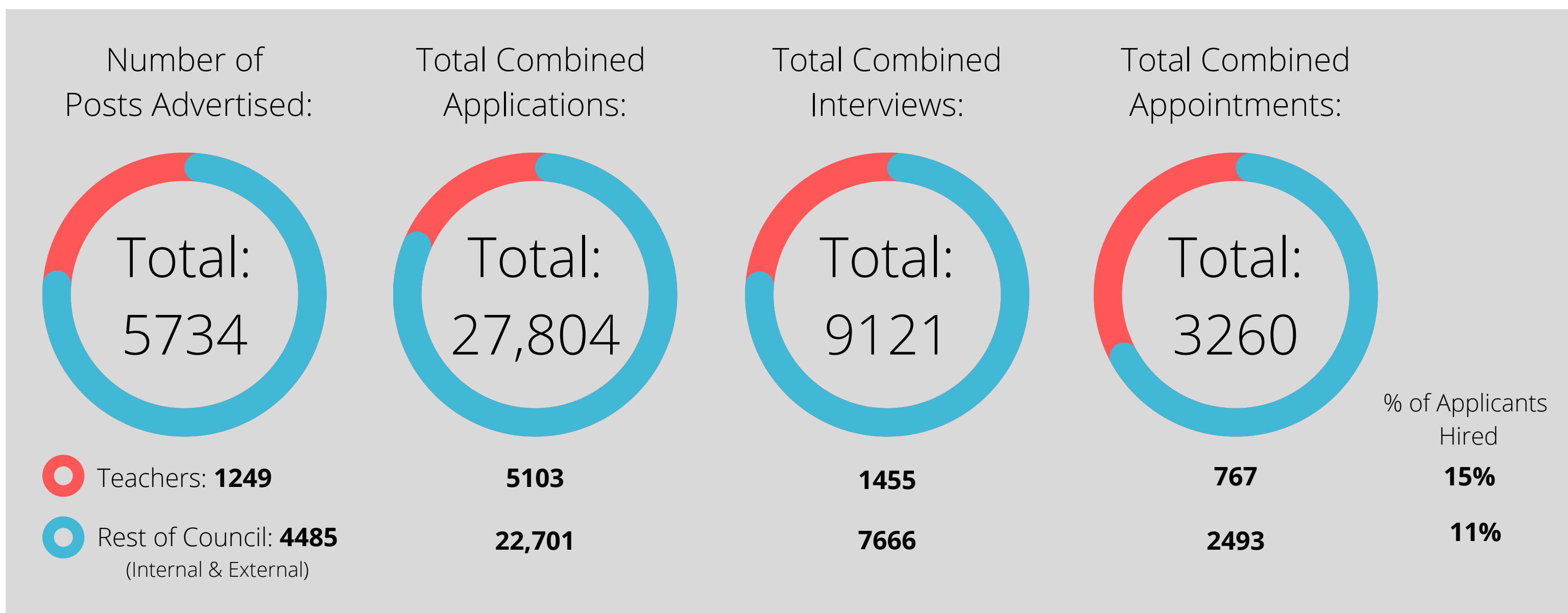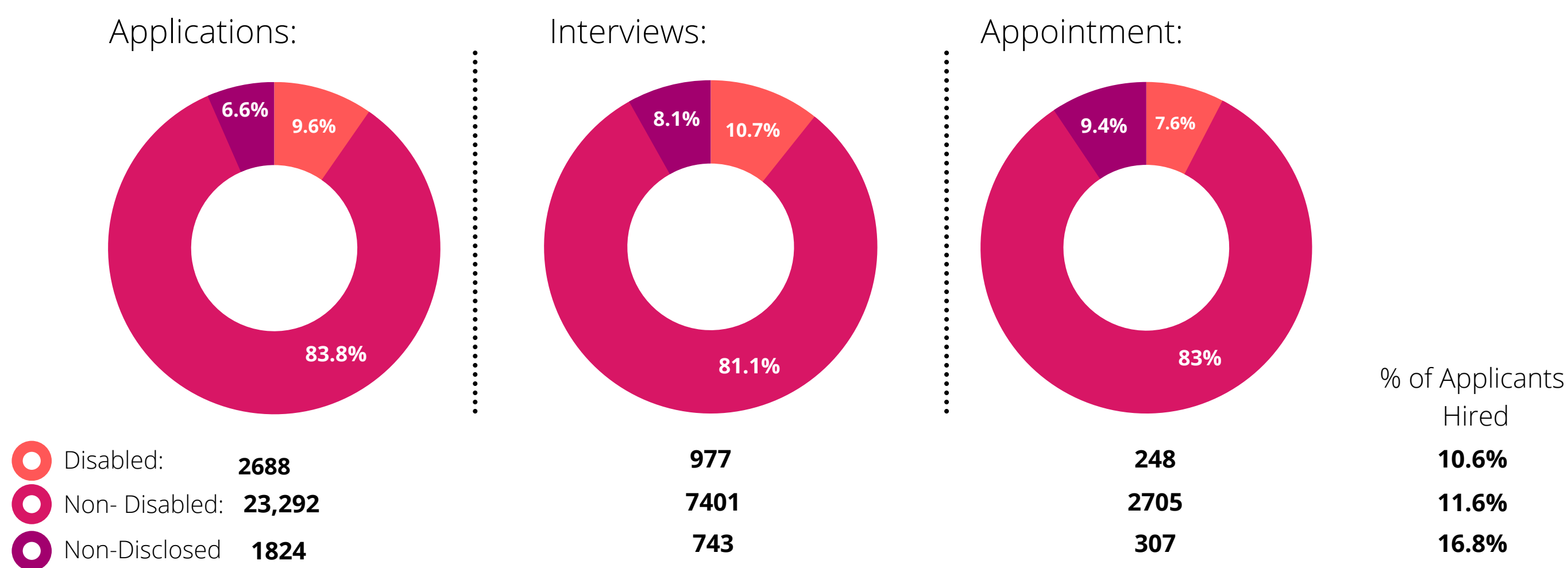# Our Recruitment Data

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.
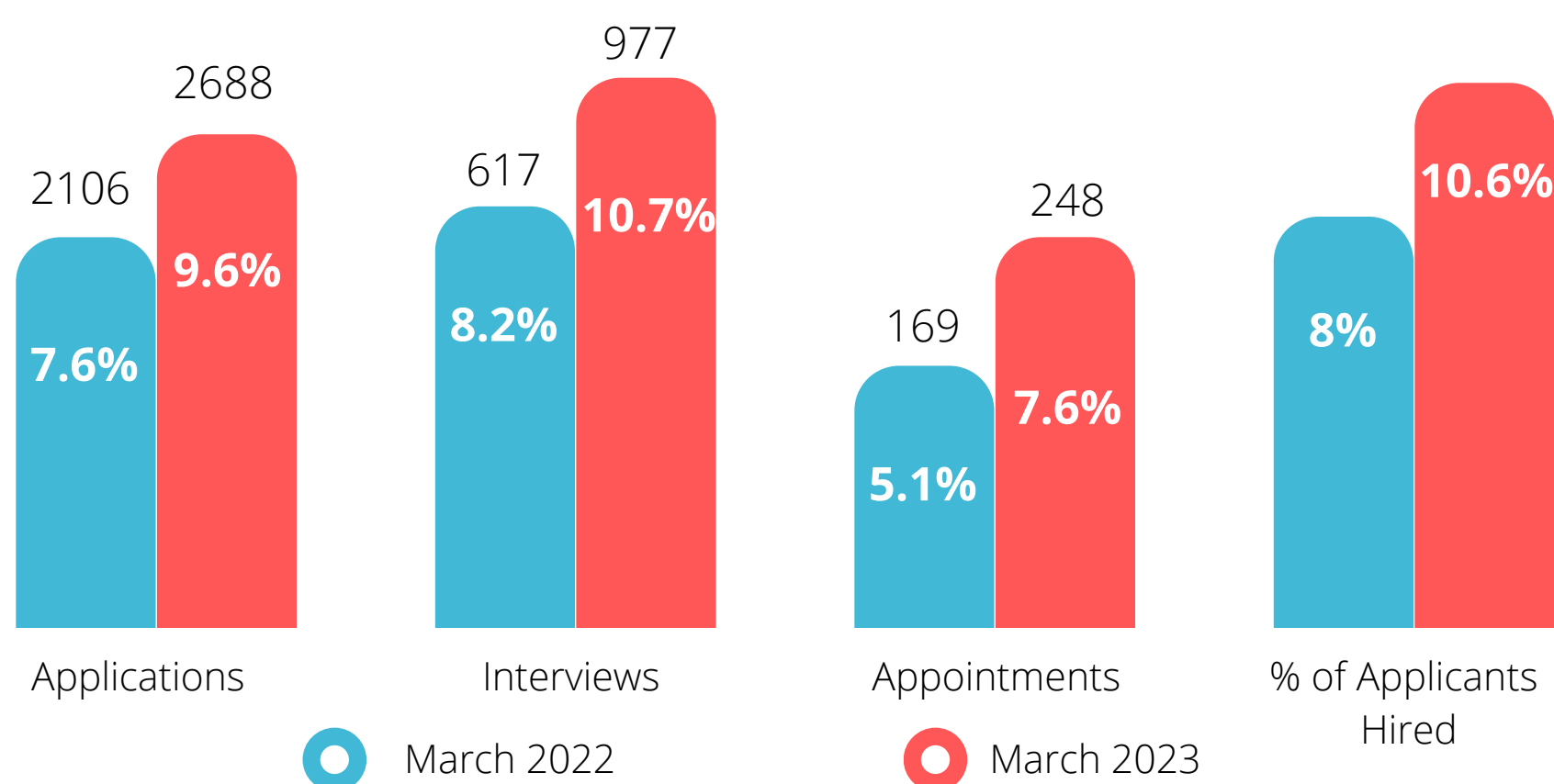
	Number of Posts Advertised:	Total Combined Applications:	Total Combined Interviews:	Total Combined Appointments:	% of Applicants Hired
	Total: 5734	Total: 27,804	Total: 9121	Total: 3260	
🔴 Teachers: **1249**		5103	1455	767	15%
🔵 Rest of Council: **4485** (Internal & External)		22,701	7666	2493	11%

Disability

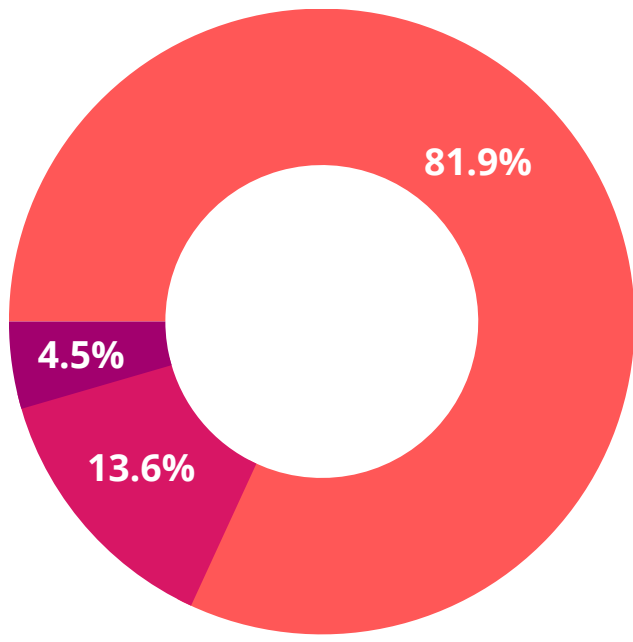|	Applications:	Interviews:	Appointment:	% of Applicants Hired
	6.6% / 9.6% / 83.8%	8.1% / 10.7% / 81.1%	9.4% / 7.6% / 83%	
🔴 Disabled:	**2688**	977	248	10.6%
🔴 Non- Disabled:	**23,292**	7401	2705	11.6%
🟣 Non-Disclosed	**1824**	743	307	16.8%

Applicants with Disabilities

The number of non teaching jobs posted by March 2023 (4485) was increased by 19.1% in comparison to jobs posted the previous year (3763). The total number of applicants rose from **27,699** to **27,804**. The percentage of applicants with disabilities to be appointed also rose in 2023 in comparison to 2022.
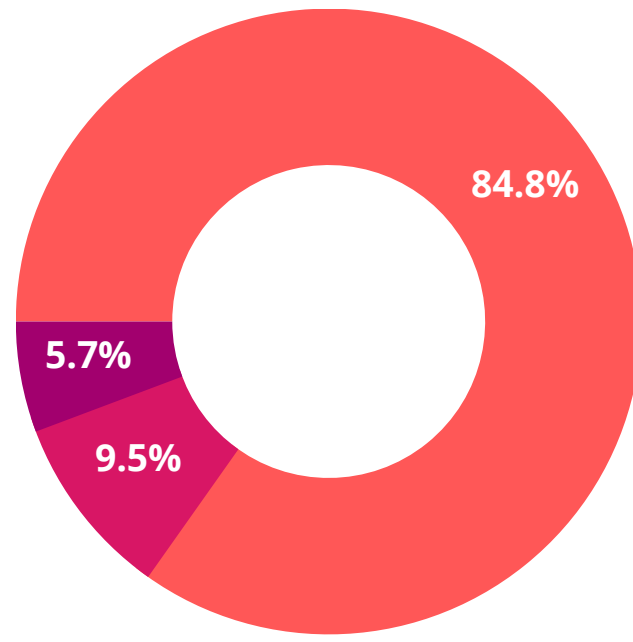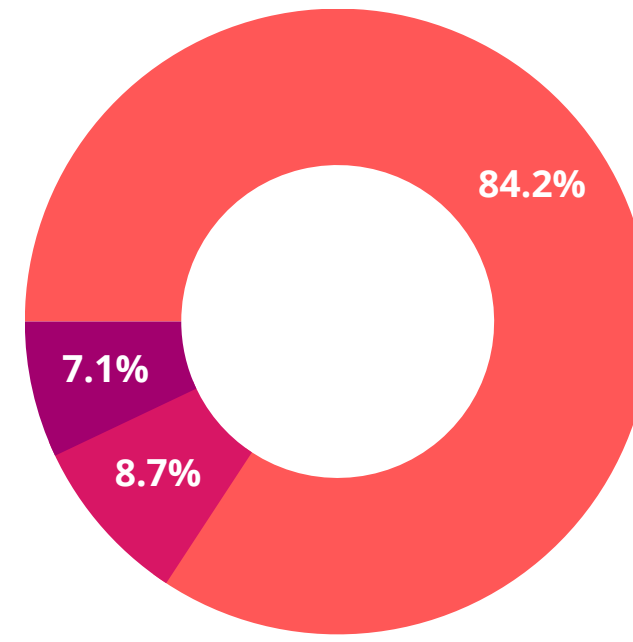
Applications: March 2022: 2106 (7.6%), March 2023: 2688 (9.6%)
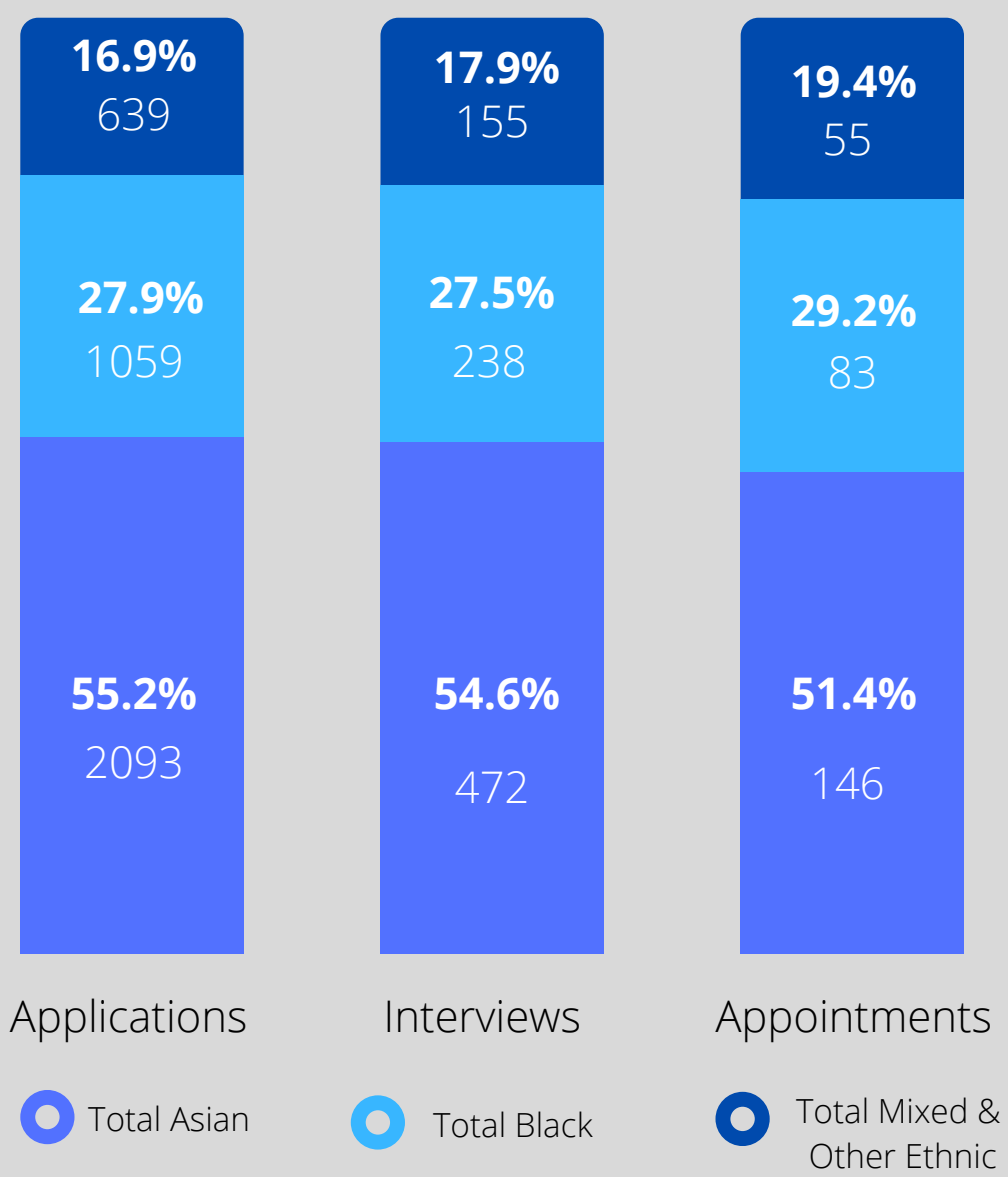Interviews: March 2022: 617 (8.2%), March 2023: 977 (10.7%)
Appointments: March 2022: 169 (5.1%), March 2023: 248 (7.6%)
% of Applicants Hired: March 2022: 8%, March 2023: 10.6%

🔵 March 2022   🔴 March 2023

Ethnicity

Applications:	Interviews:	Appointments:	% of Applicants Hired

Applications: 81.9% White, 4.5% Non-Disclosed, 13.6% BME
Interviews: 84.8% White, 5.7% Non-Disclosed, 9.5% BME
Appointments: 84.2% White, 7.1% Non-Disclosed, 8.7% BME

	Applications	Interviews	Appointments	% of Applicants Hired
⭕ White:	**22,761**	**7734**	**2746**	**12.1%**
⭕ BME:	**3791**	**865**	**284**	**7.5%**
⭕ Non-Disclosed:	**1252**	**522**	**230**	**11.7%**

Breakdown of BME Recruitment

	Applications	Interviews	Appointments
Total Mixed & Other Ethnic	16.9% / 639	17.9% / 155	19.4% / 55
Total Black	27.9% / 1059	27.5% / 238	29.2% / 83
Total Asian	55.2% / 2093	54.6% / 472	51.4% / 146

🔵 Total Asian   🔵 Total Black   🔵 Total Mixed & Other Ethnic

BME Applicants
*taken from applicants who disclosed their ethnicity

	March 2022	March 2023
Applications	2190 (7.9%)	3791 (13.6%)
Interviews	435 (5.8%)	865 (9.5%)
Appointments	163 (4.9%)	284 (8.7%)
% of Applicants Hired	7.4%	7.5%

🔵 March 2022   🔴 March 2023
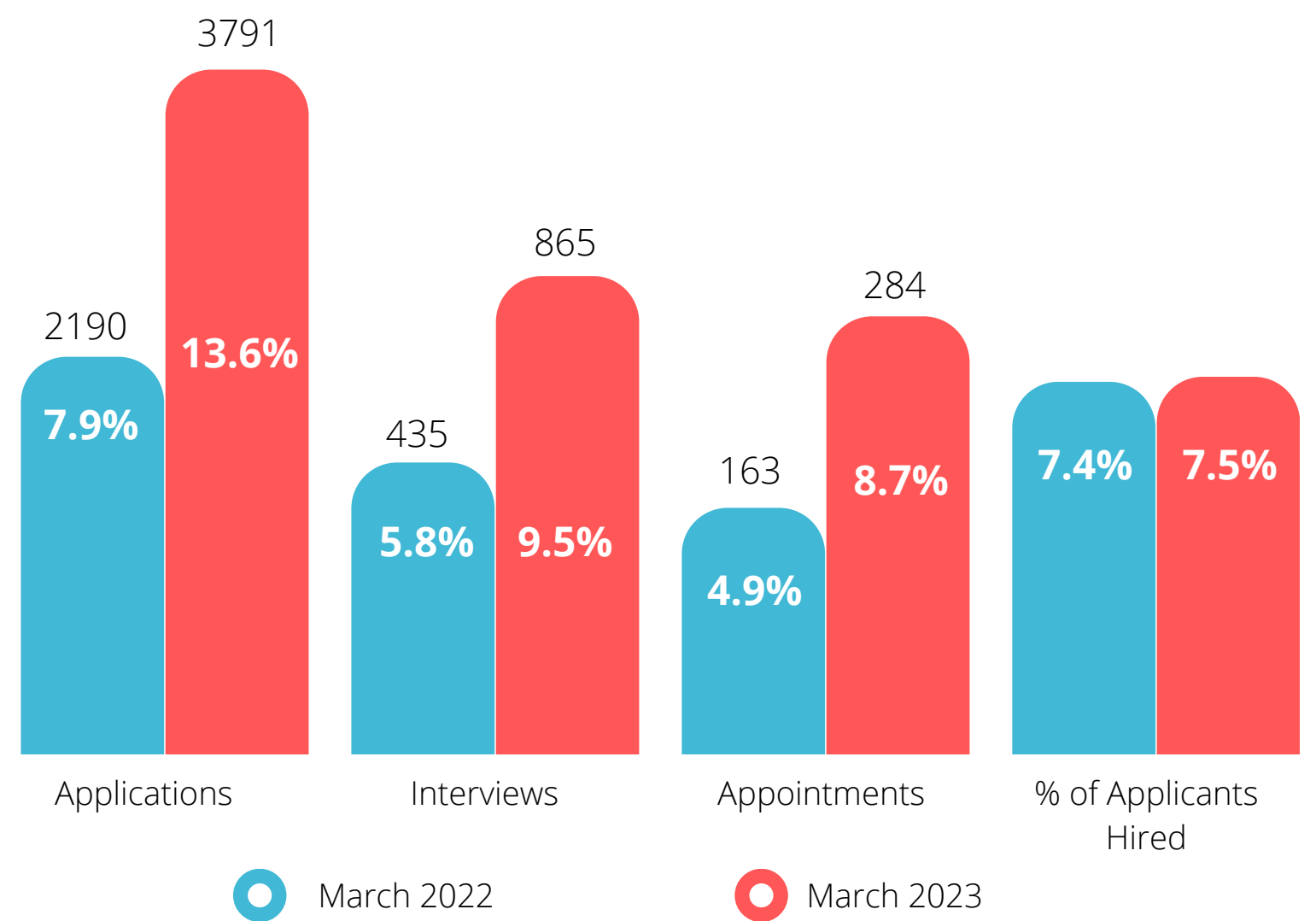
Religion or Belief

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.
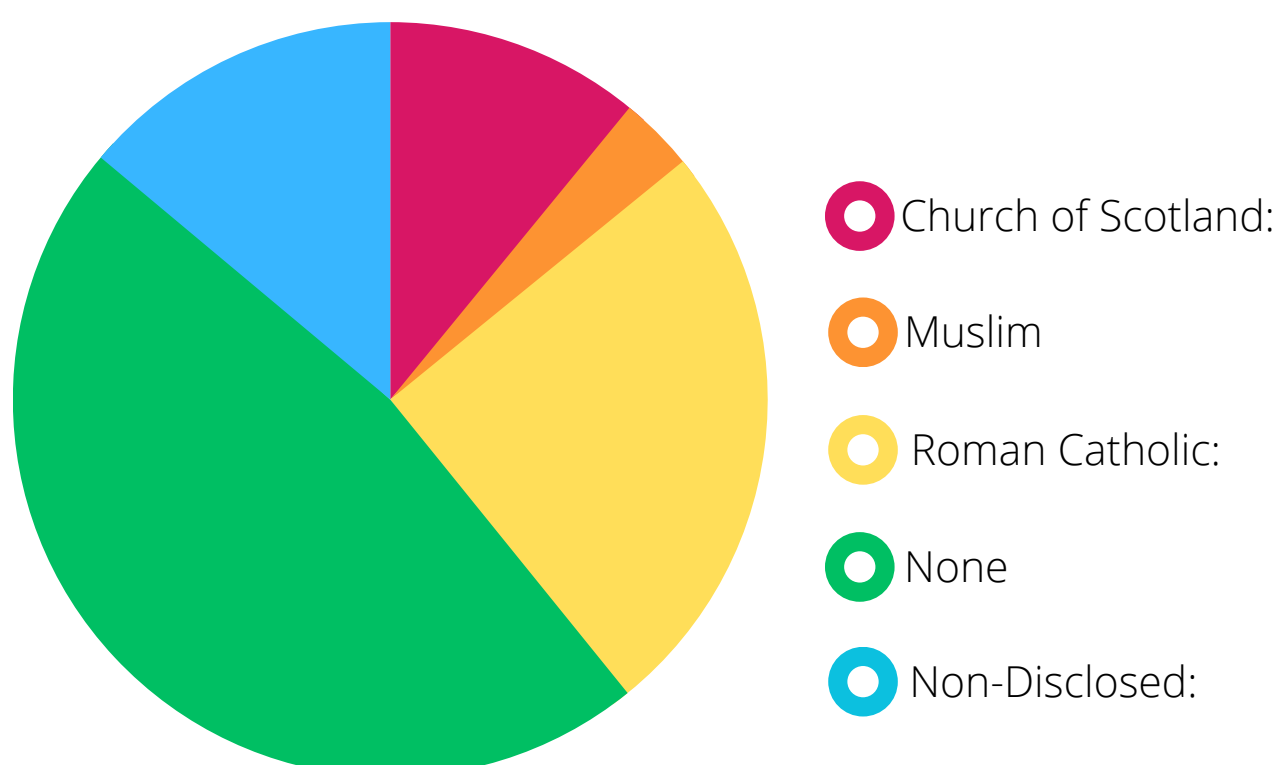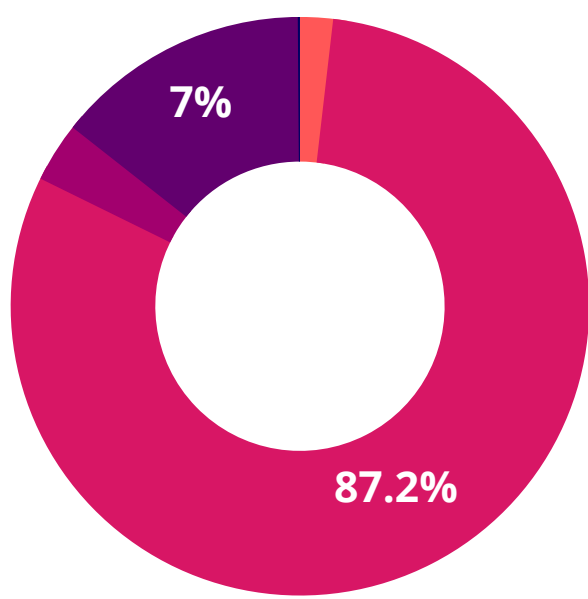

	Applications	Interviews	Appointments
🔴 Church of Scotland:	10.1%	11.1%	10.6%
🟠 Muslim	5.1%	3.6%	3.1%
🟡 Roman Catholic:	23.4%	24.5%	24.3%
🟢 None	45.7%	45.8%	45.5%
🔵 Non-Disclosed:	10.7%	11.6%	13.5%

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% (67)	10.1% (2813)	1.1% (311)	0.1% (18)	5.1% (1429)	2.9% (812)	23.4% (6503)	0.5% (128)	0.1% (23)	0.1% (16)	45.7% (12,698)	10.7% (2986)
Interviews	0.2% (14)	11.1% (1012)	0.6% (52)	0.1% (*)	3.6% (326)	2.1% (191)	24.5% (2239)	0.4% (37)	0.1% (*)	0.1% (*)	45.8% (4173)	11.6% (1057)
Appointments	0.1% (*)	10.6% (344)	0.3% (11)	0.2% (*)	3.1% (101)	1.9% (63)	24.3% (793)	0.3% (11)	0.1% (*)	0% (*)	45.5% (1484)	13.5% (439)
% of Applicants Hired	9%	12.2%	3.5%	27.8%	7.1%	7.8%	12.2%	8.6%	37.4%	12.5%	11.9%	14.7%

Sexual Orientation

Applications: 7%, 87.2%
Interviews: 17.1%, 77.5%
Appointments:: 23.7%, 72.6%
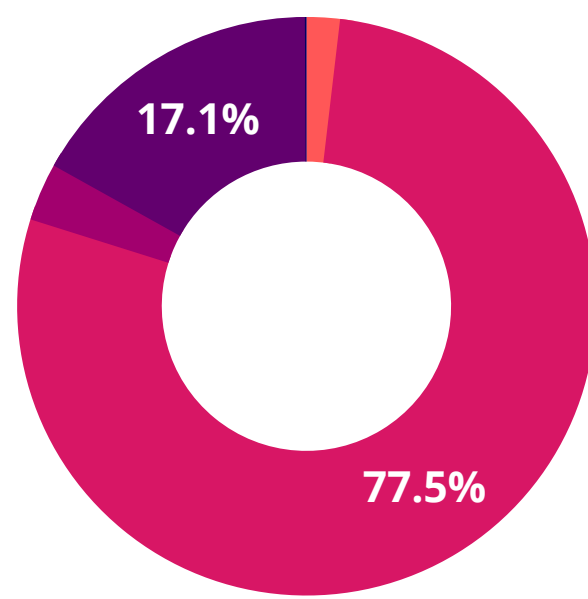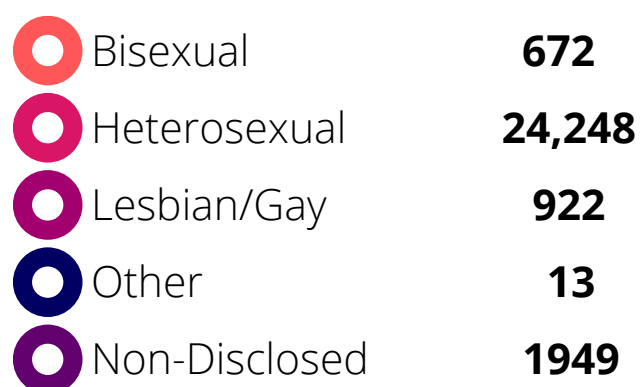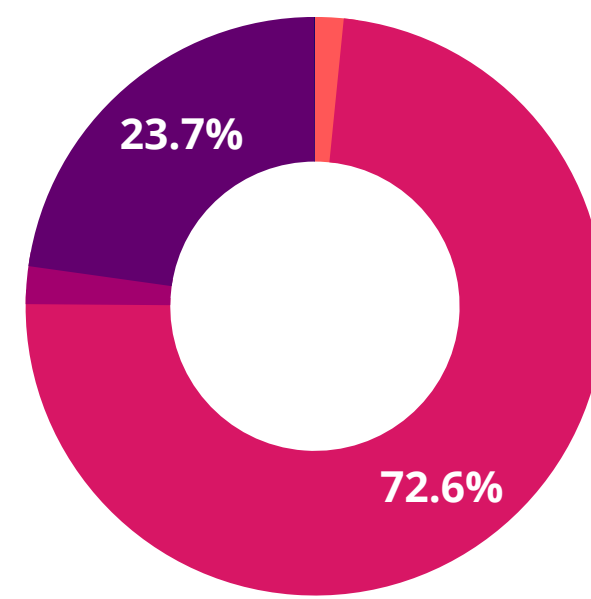
	Applications	Interviews	Appointments	% of Applicants Hired
Bisexual	672	174	59	8.8%
Heterosexual	24,248	7857	2778	11.5%
Lesbian/Gay	922	326	113	12.3%
Other	13	*	*	7.7%
Non-Disclosed	1949	759	309	15.9%

LGB* Applicants

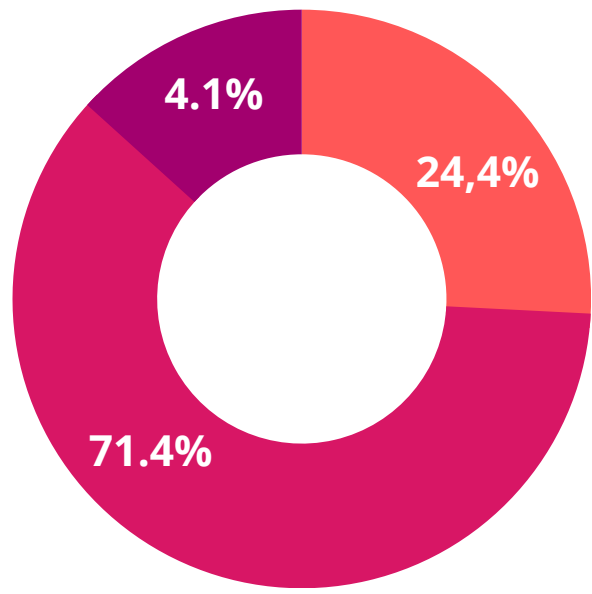|	Applications	Interviews	Appointments	% of Applicants Hired
2022	1440 (5.2%)	393 (5.2%)	117 (3.7%)	3.5%
2023	1594 (5.7%)	500 (5.5%)	172 (5.3%)	10.8%
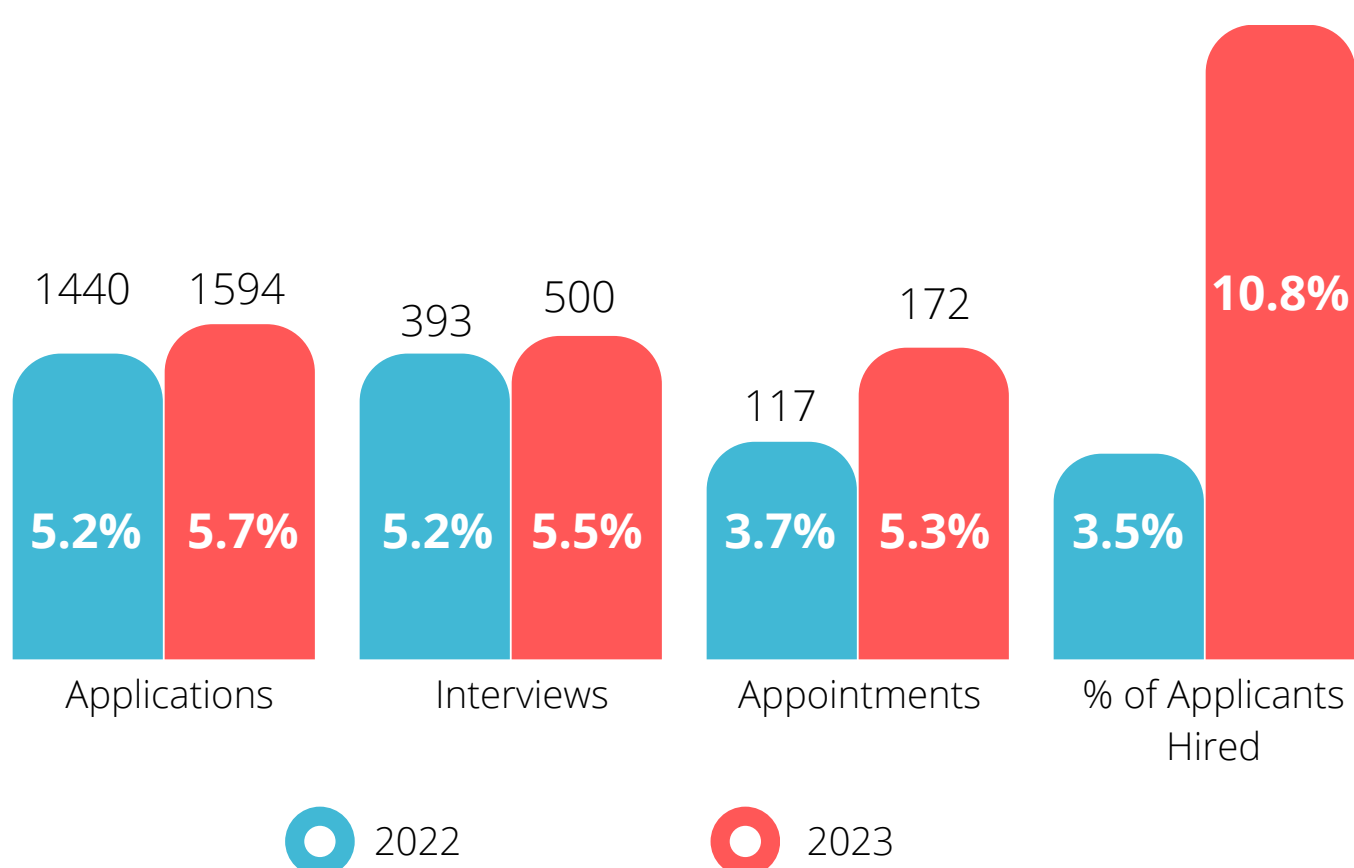
*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, or Bisexual.
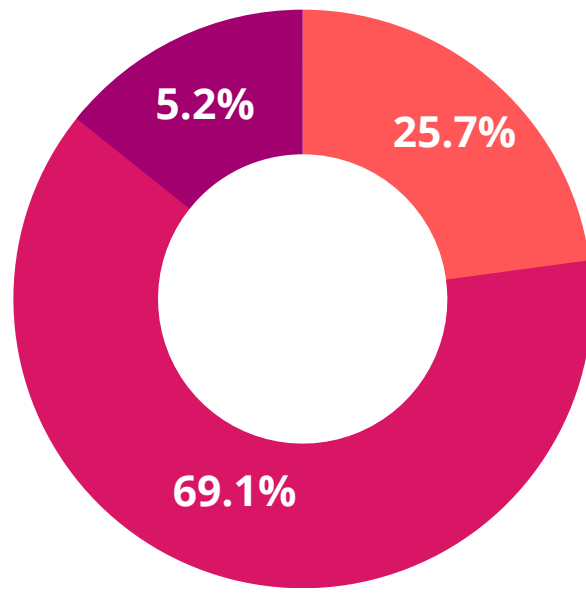
2023 saw a higher percentage of LGB applicants for roles than the previous year, consistent with applications from disabled and BME candidates, which each saw an increase from the previous year.
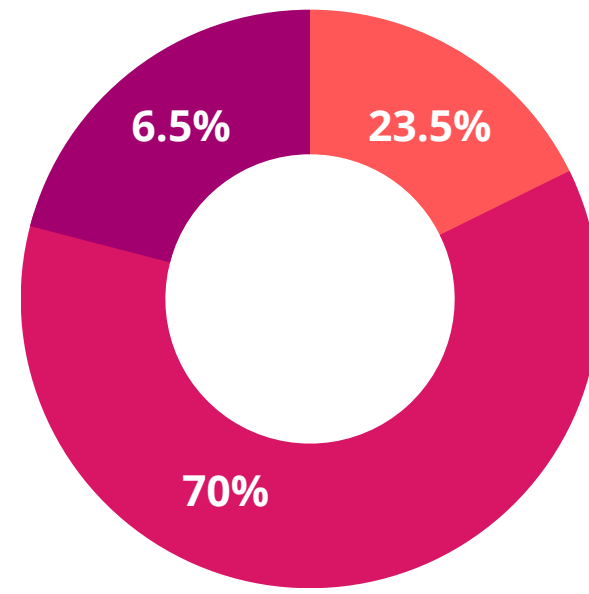
Gender

Applications:

4.1%
24,4%
71.4%
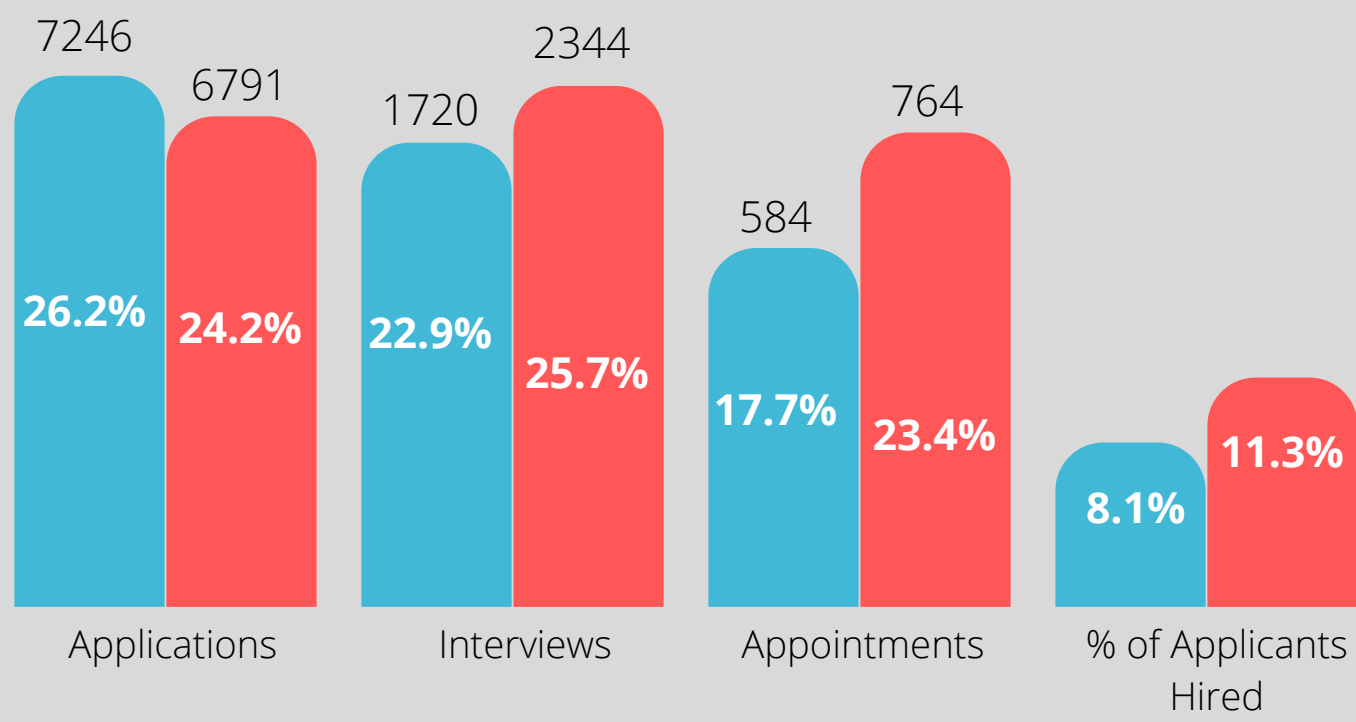
Interviews:

5.2%
25.7%
69.1%

Appointments:

6.5%
23.5%
70%

	Applications	Interviews	Appointments	% of Applicants Hired
● Men	6791	2344	764	11.3%
● Women	19,865	6307	2283	11.5%
● Non-Disclosed	1148	470	213	18.6%

Men

	Applications	Interviews	Appointments	% of Applicants Hired
2022	7246 (26.2%)	1720 (22.9%)	584 (17.7%)	8.1%
2023	6791 (24.2%)	2344 (25.7%)	764 (23.4%)	11.3%

● 2022   ● 2023

Women

	Applications	Interviews	Appointments	% of Applicants Hired
2022	17,095 (61.7%)	4628 (62.8%)	2024 (61.4%)	13.3%
2023	19,865 (71.4%)	6307 (69.1%)	2283 (70%)	11.5%

● 2022   ● 2023

Non-Disclosed

	Applications	Interviews	Appointments	% of Applicants Hired
2021	3358 (12.1%)	1075 (14.3%)	691 (20.9%)	20.5%
2022	1148 (4.1%)	470 (5.2%)	213 (6.5%)	18.6%

● 2021   ● 2022