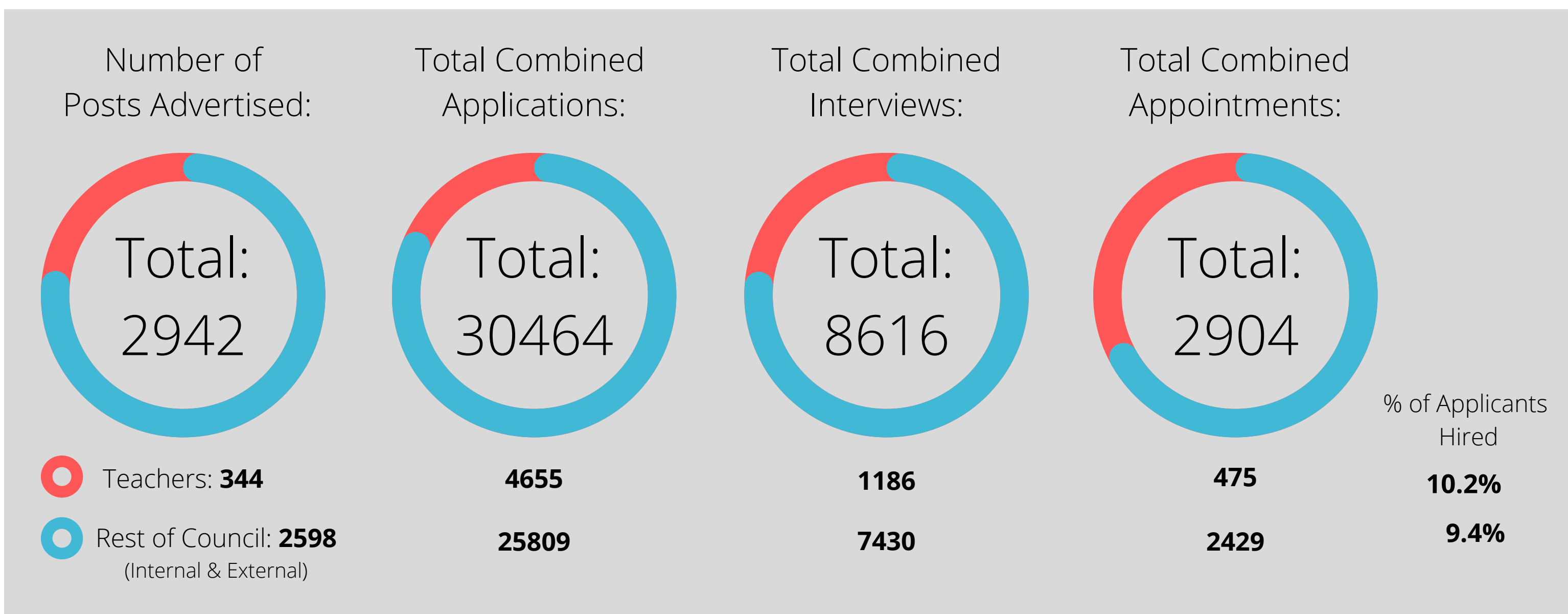


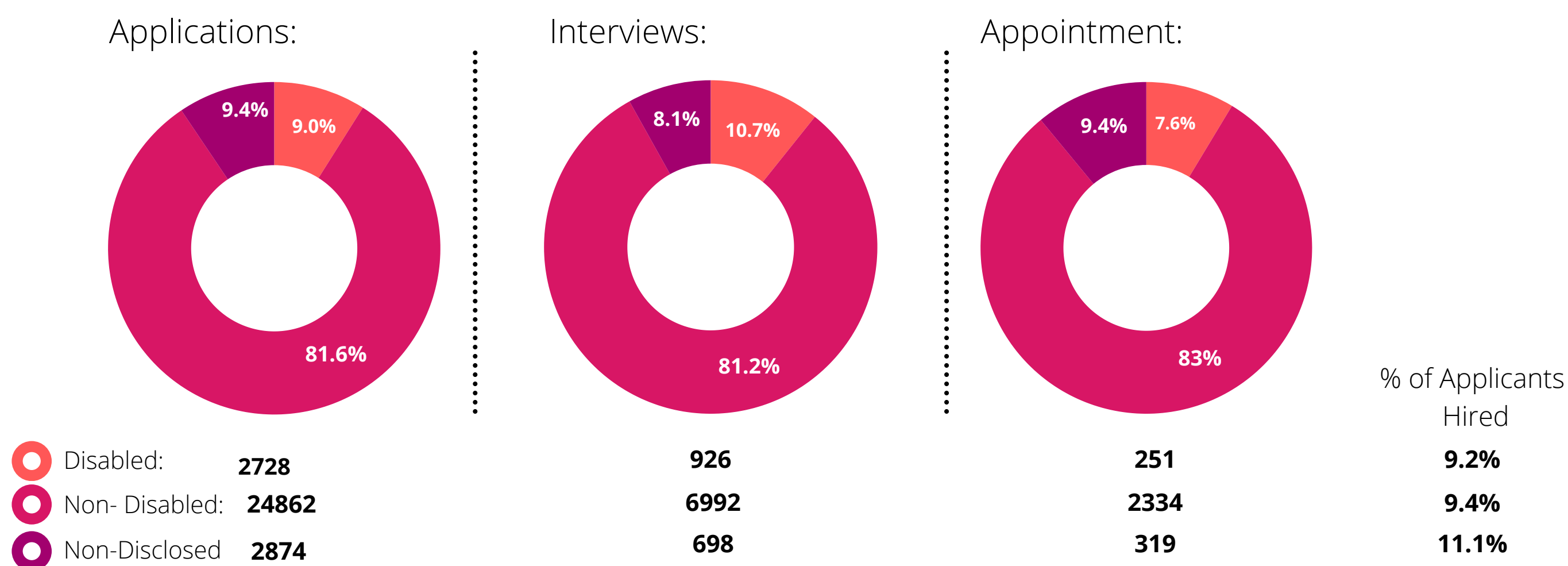
Our Recruitment Data



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.

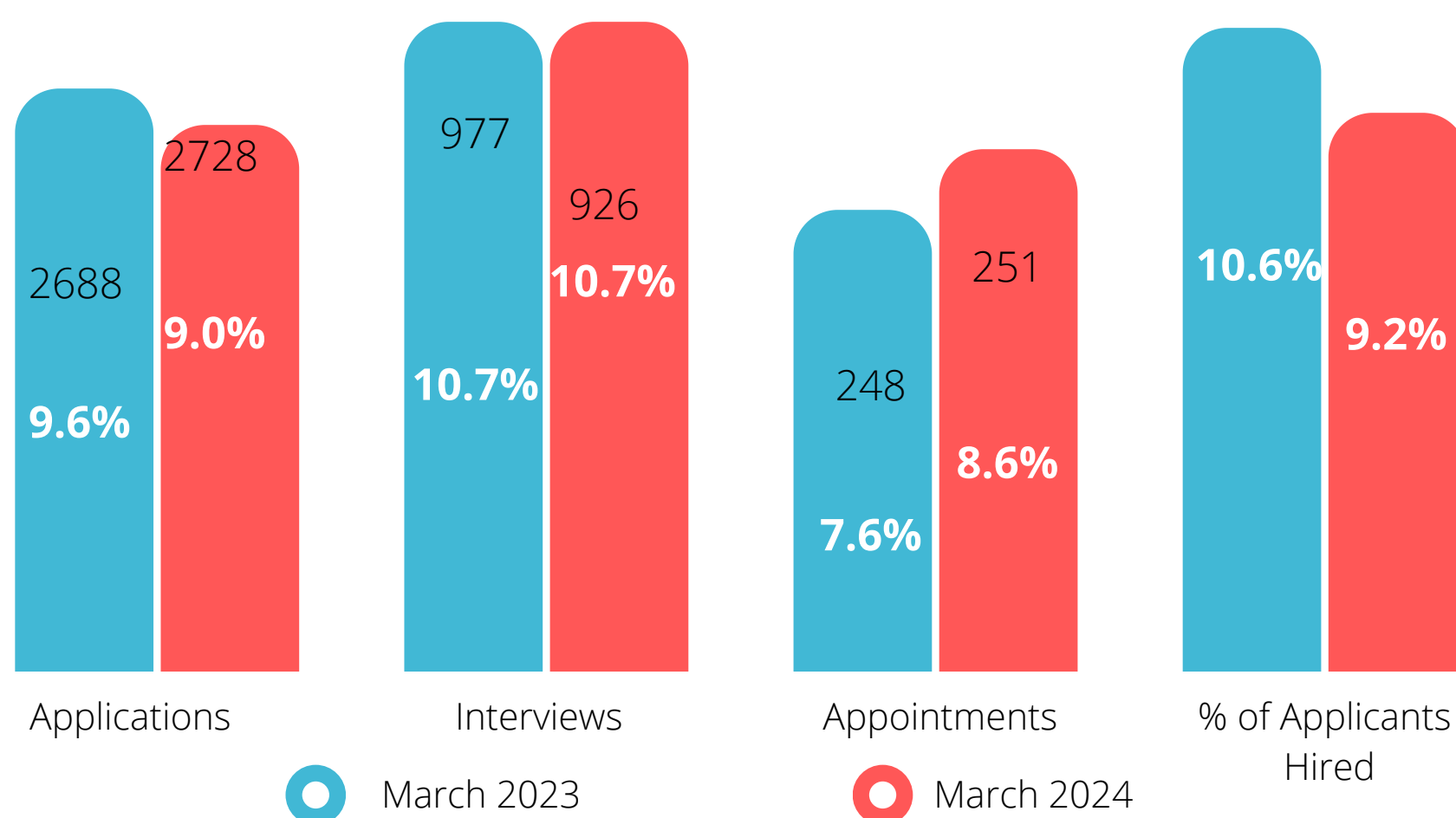


Disability



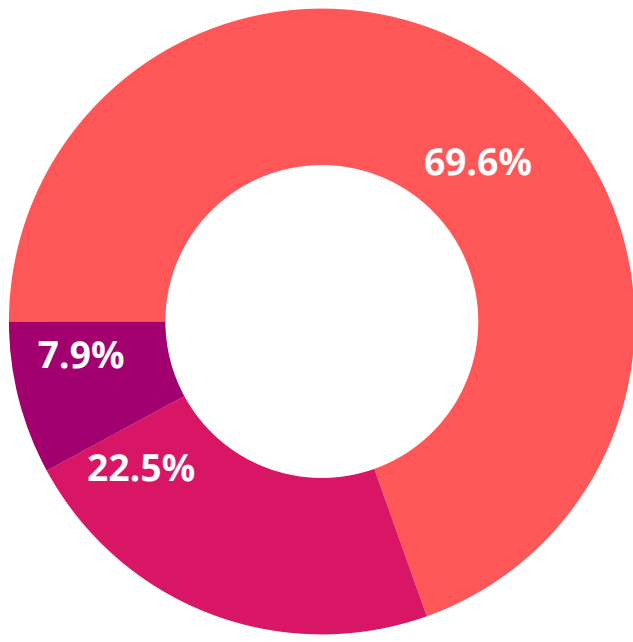
Applicants with Disabilities

The number of non teaching jobs posted (2598) saw a significant reduction in comparison to jobs posted the previous year (4485). The total number of applicants rose from **27,804** to **30464**. The percentage of applicants with disabilities to be appointed decreased in 2023/24 in comparison to 2022/23.

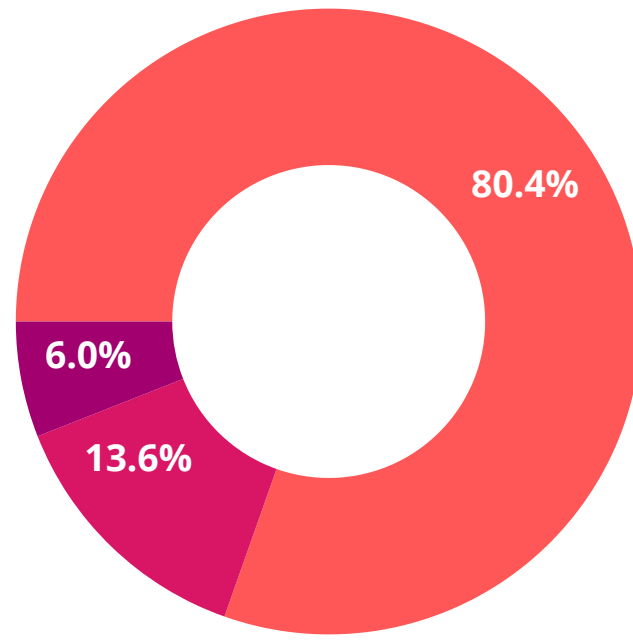


Ethnicity

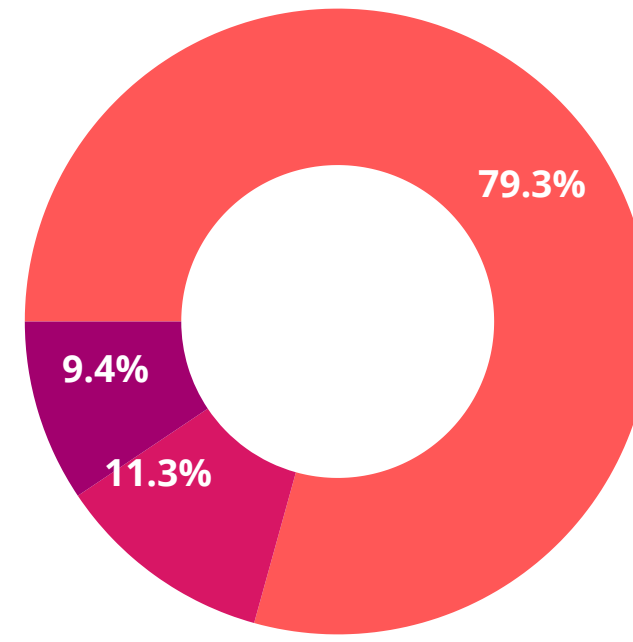
Applications:



Interviews:



Appointments:



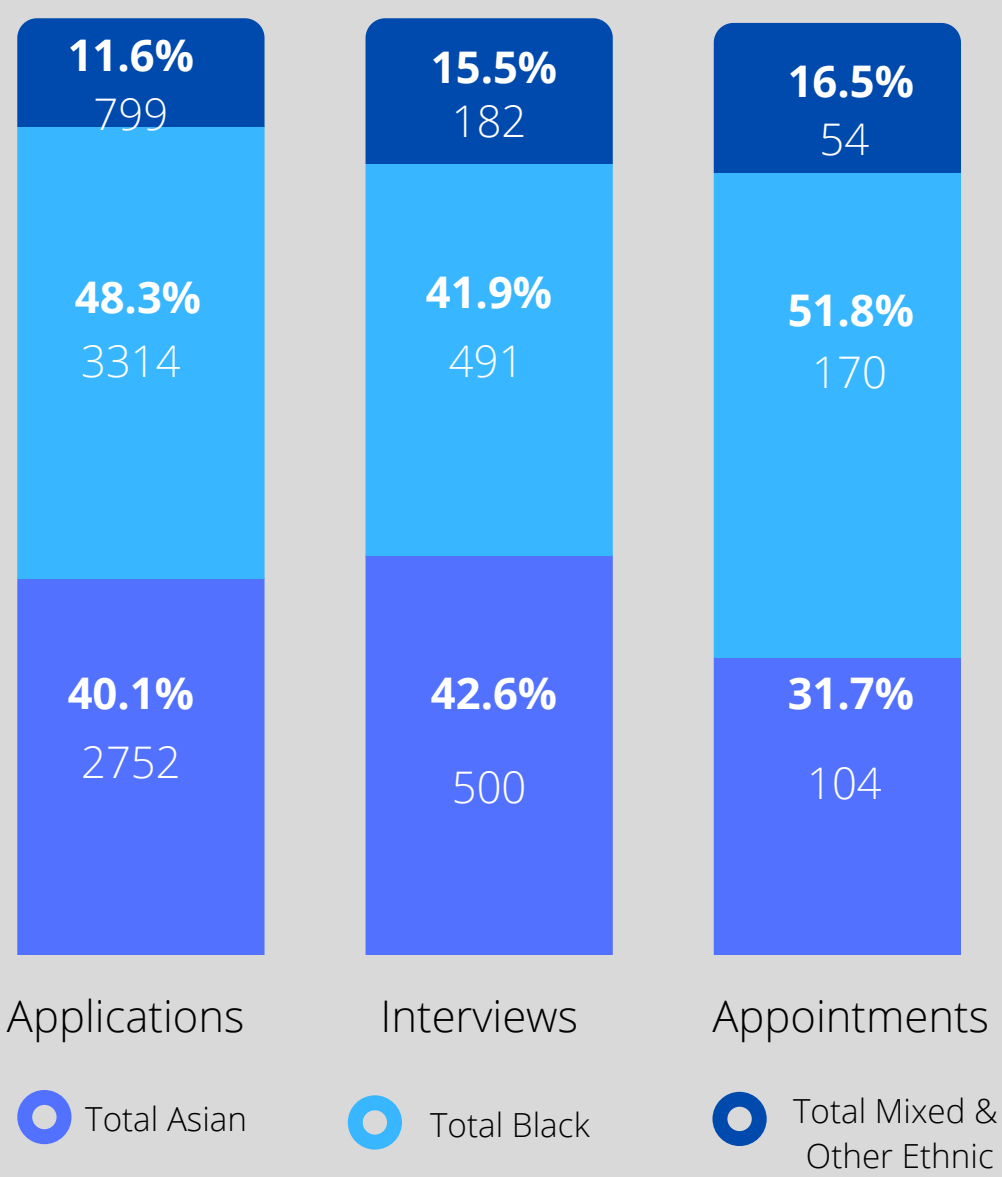
White:	21189
BME:	6865
Non-Disclosed:	2410

6928
1173
515

2303
328
273

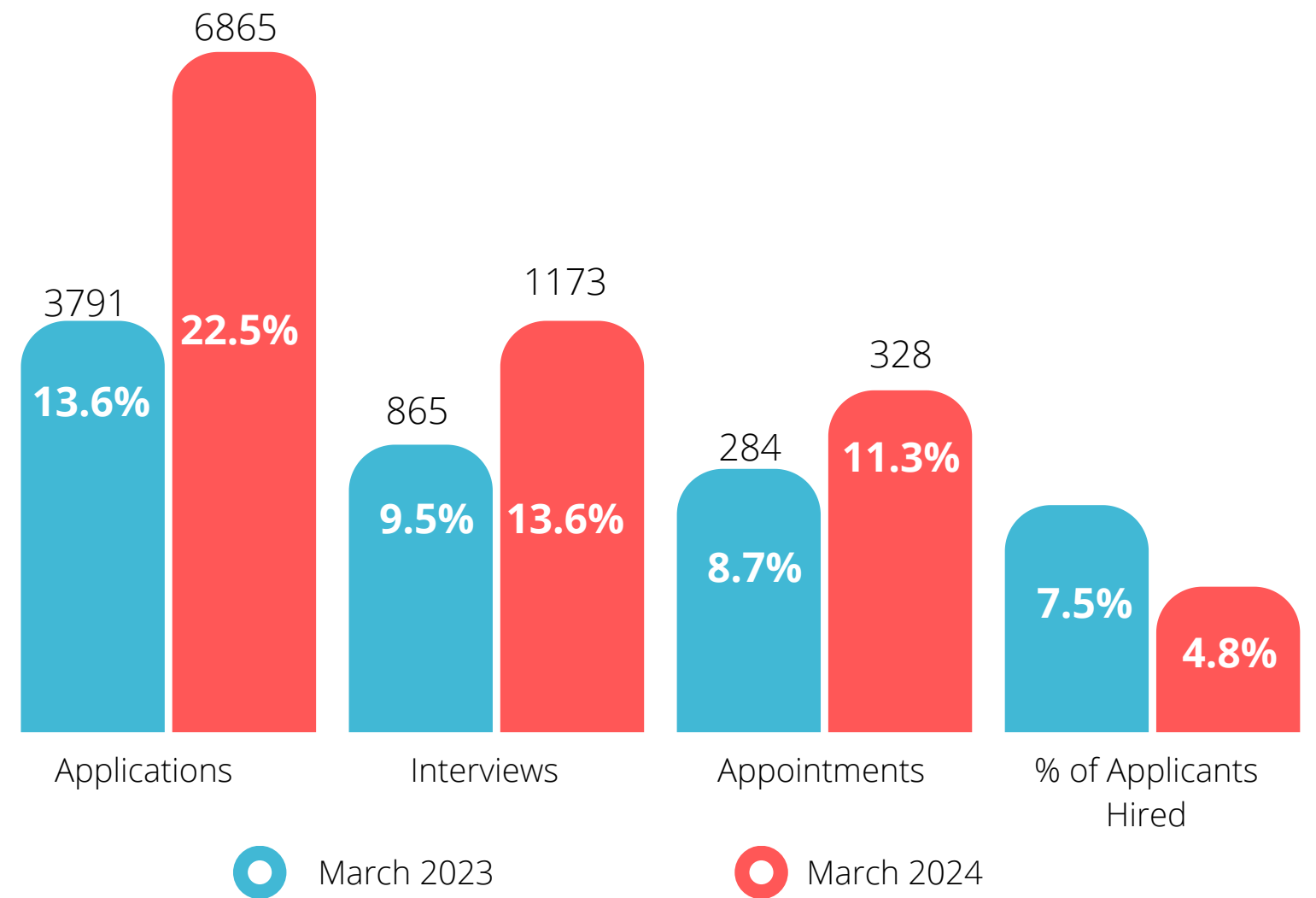
% of Applicants Hired	
	10.9%
	4.8%
	11.3%

Breakdown of BME Recruitment



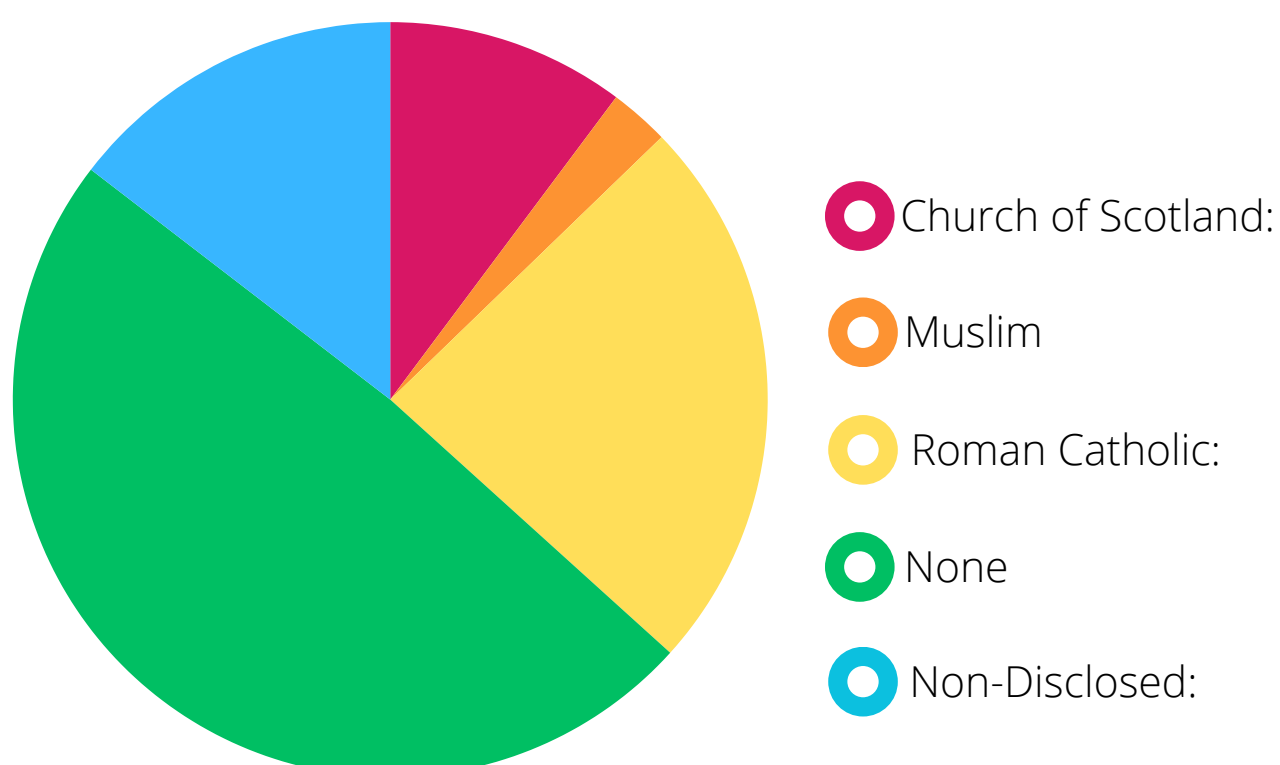
BME Applicants

*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.



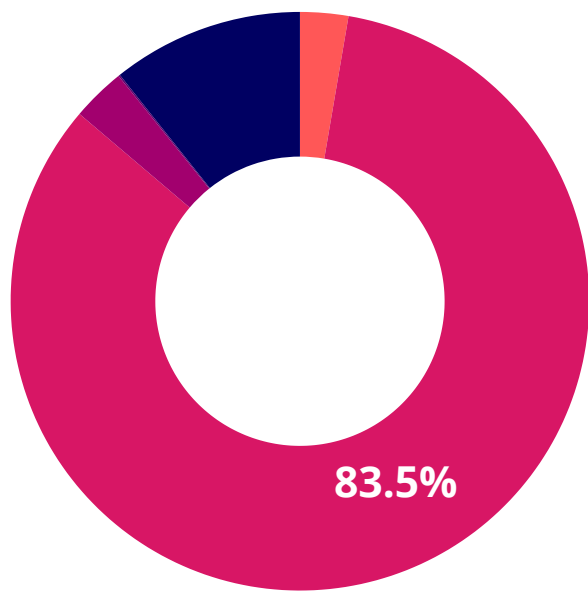
	Applications	Interviews	Appointments
Church of Scotland:	8.3%	9.5%	9.6%
Muslim	6.8%	4.0%	2.4%
Roman Catholic:	20.3%	22.2%	22.5%
None	41.0%	46.6%	45.8%
Non-Disclosed:	12.3%	11.0%	13.7%

Recruitment across Religious Groups:

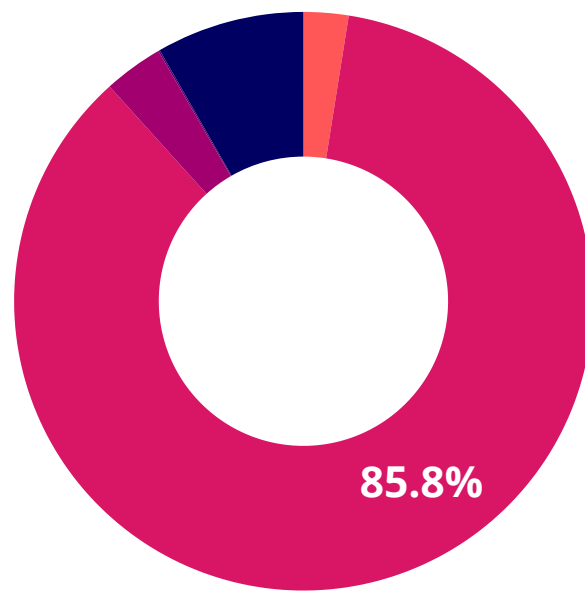
	Buddhist	Church of Scotland	Hindu	Jewish	Muslim	Other Christian	Roman Catholic	Sikh	Pagan	Another Religion	None	Non-Disclosed
Applications	0.3% (106)	8.3% (2516)	2.0% (611)	0.1% (33)	6.8% (2074)	8.2% (2509)	20.3% (6176)	0.4% (116)	0.1% (41)	0.1% (23)	41.9% (12499)	12.3% (3760)
Interviews	0.3% (22)	9.5% (820)	0.8% (71)	0.1% (*)	4.0% (344)	5.1% (439)	22.2% (1912)	0.3% (22)	0.1% (*)	0.1% (*)	46.6% (4014)	11% (952)
Appointments	0.1% (*)	9.6% (279)	0.4% (12)	0.2% (*)	2.4% (71)	4.9% (143)	22.5% (654)	0.3% (11)	0.1% (*)	0% (*)	45.8% (1330)	13.7% (397)
% of Applicants Hired	3.8%	11.1%	2.0%	6.1%	3.4%	5.7%	10.6%	7.7%	4.9%	4.3%	10.6%	10.5%

Sexual Orientation

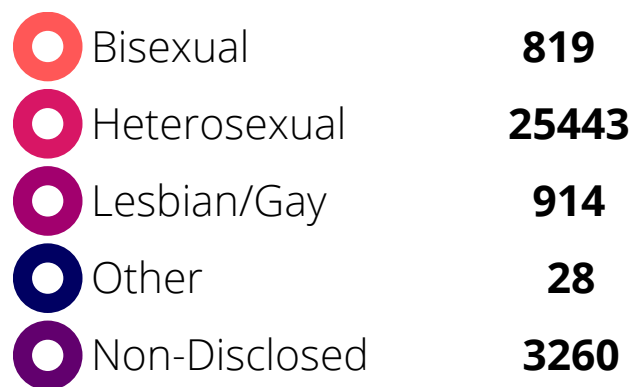
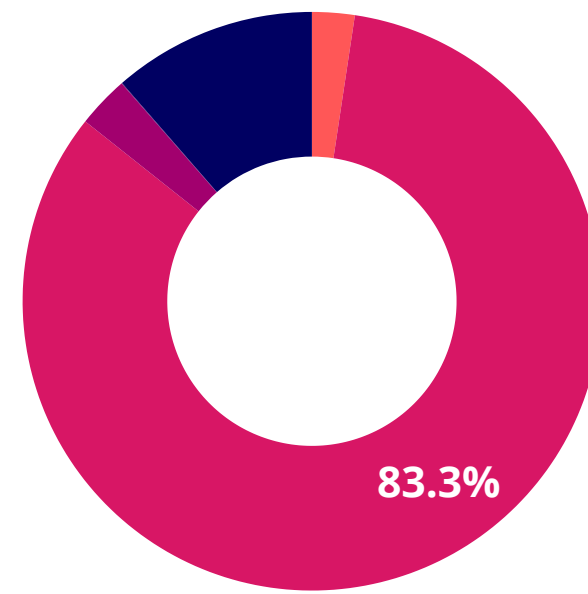
Applications:



Interviews:



Appointments:



819
25443
914
28
3260

216
7393
286

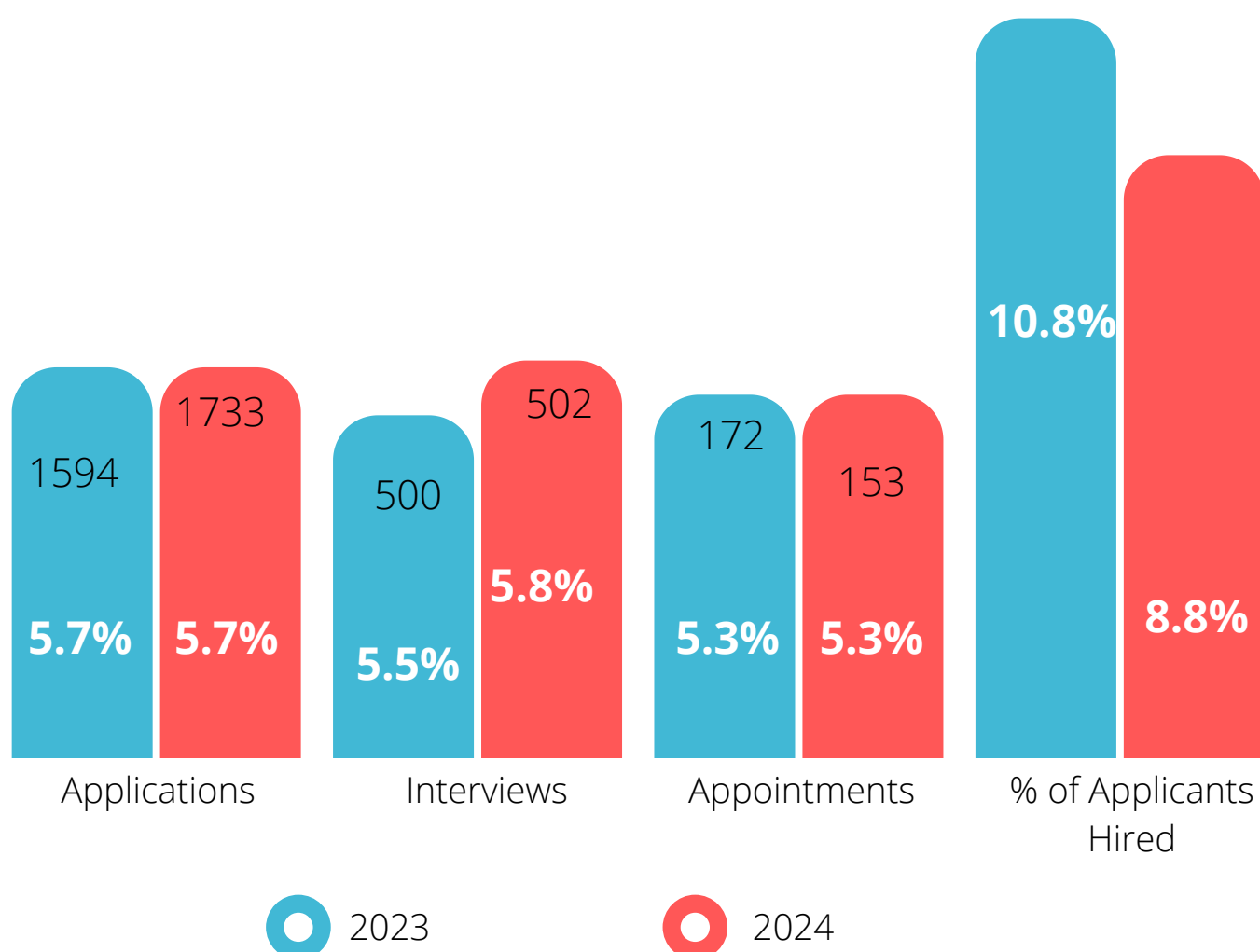
713

69
2419
84

331

% of Applicants Hired
8.4%
9.5%
9.2%
3.6%
10.2%

LGB* Applicants

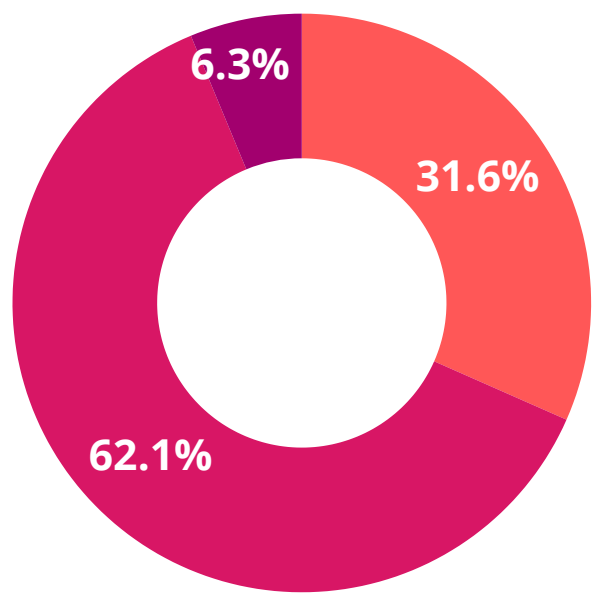


*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, or Bisexual.

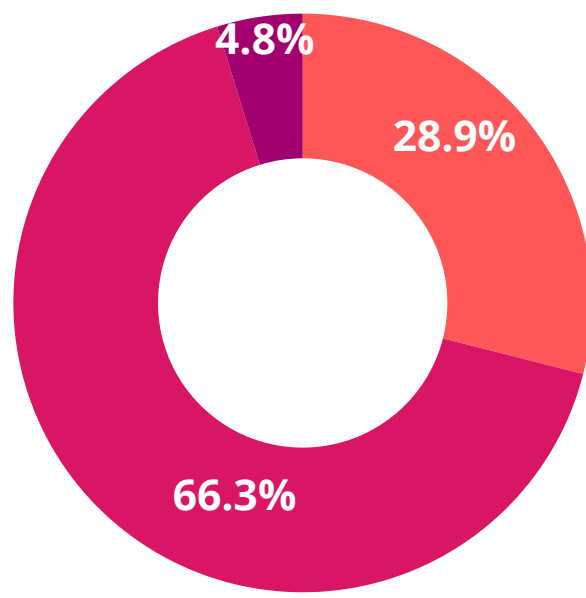
2024 saw a lower percentage of LGB applicants for roles than the previous year, consistent with applications from disabled and BME candidates, which each saw an increase from the previous year.

Gender

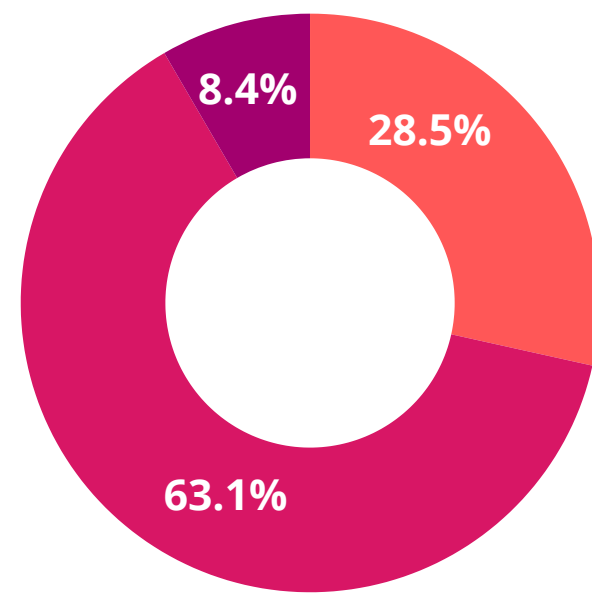
Applications:



Interviews:



Appointments:



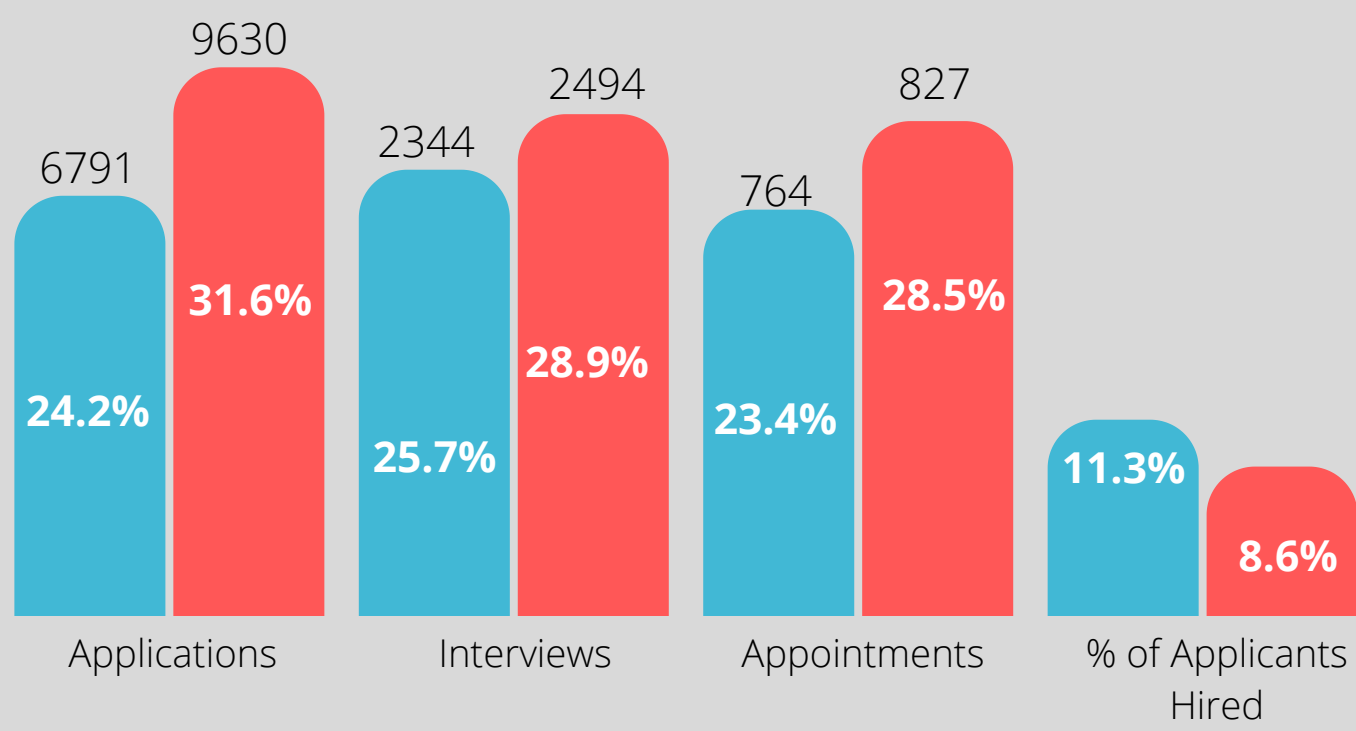
Men	9630
Women	18926
Non-Disclosed	1908

2494
5710
412

827
1833
244

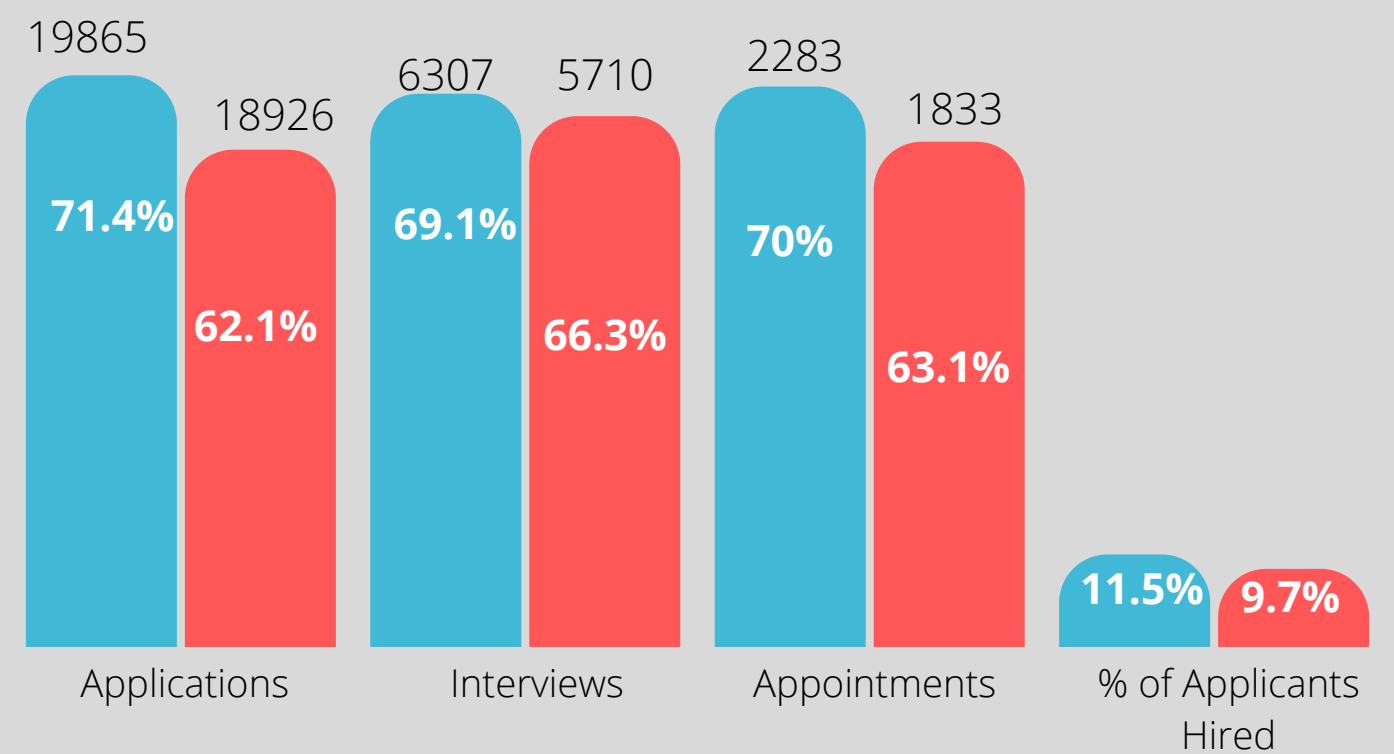
% of Applicants Hired	
	8.6%
	9.7%
	12.8%

Men



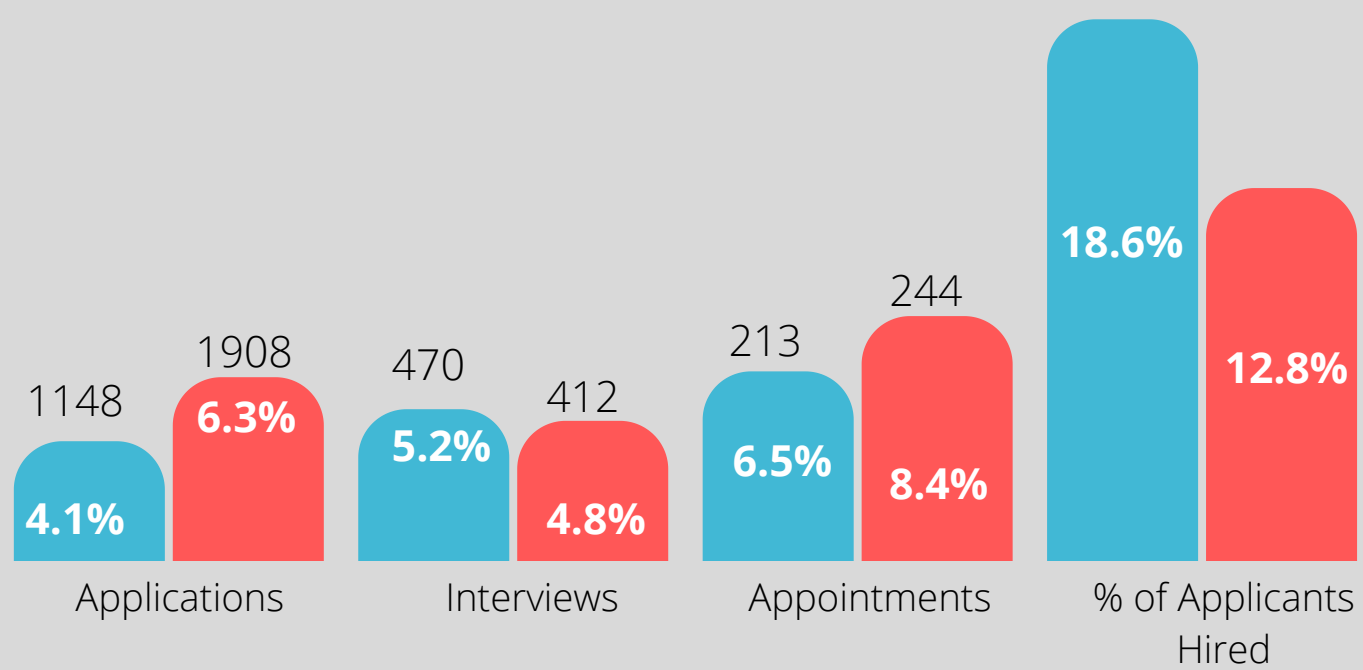
2023 2024

Women



2023 2024

Non-Disclosed



2023 2024