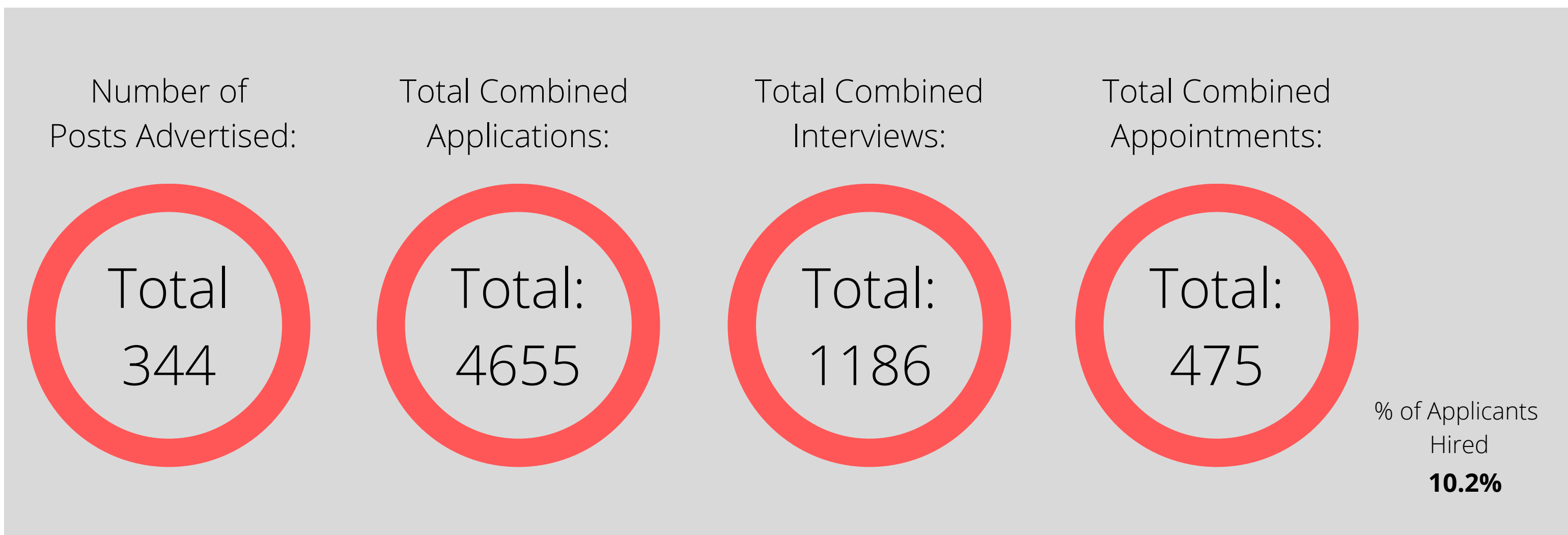
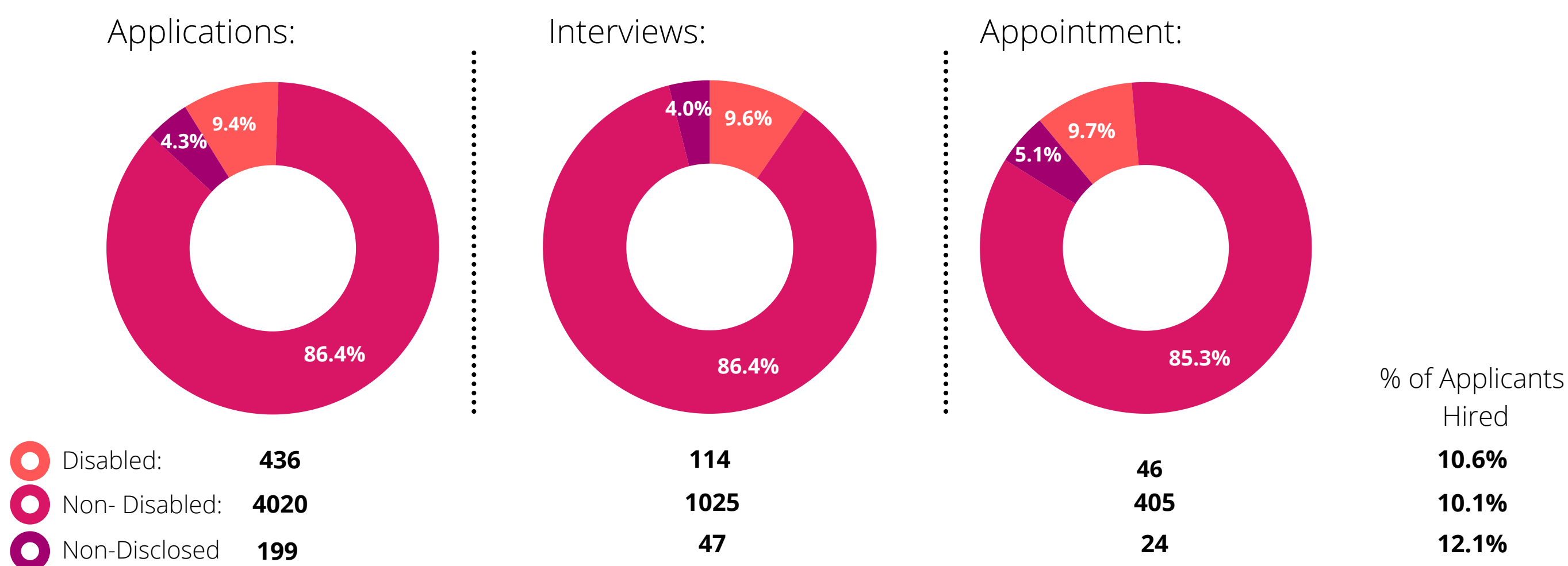


Recruitment Data (Teachers Only)

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.

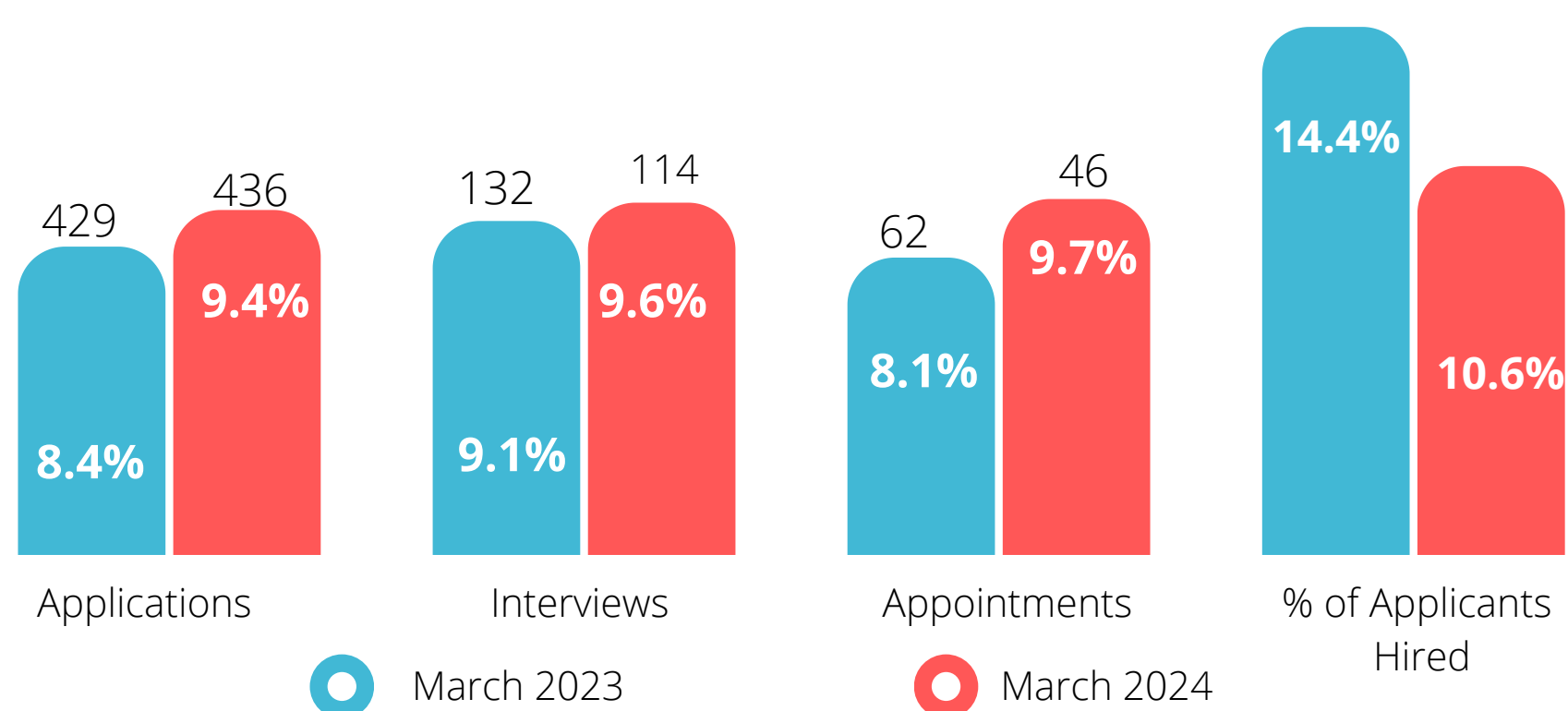


Disability



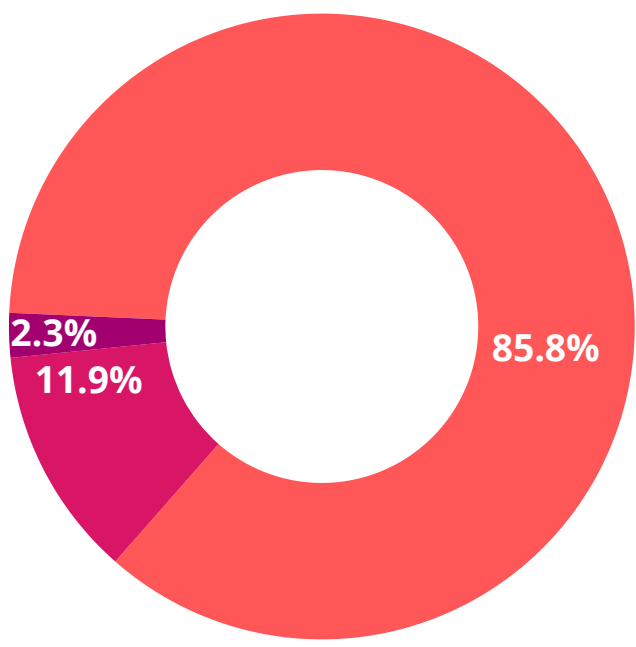
Applicants with Disabilities

The number of teaching jobs posted by March 2024 (344) this was less than the number of teaching jobs posted the previous year (1249). The total number of applicants decreased from 5103 to 4655.

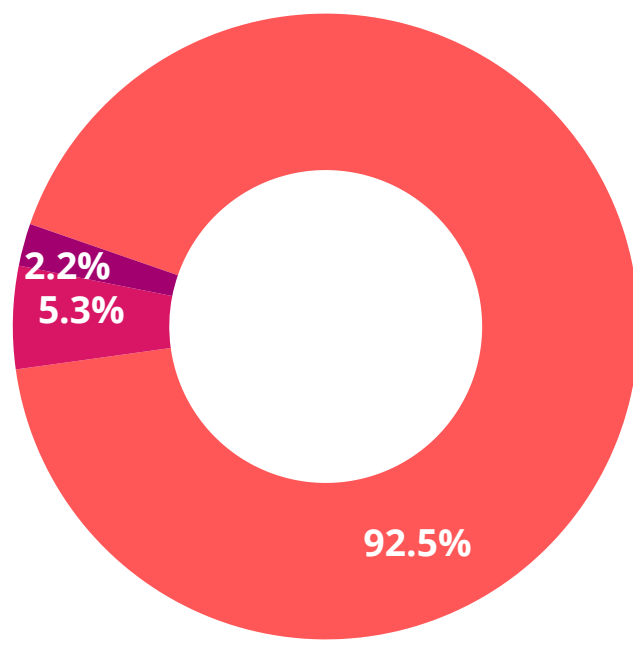


Ethnicity

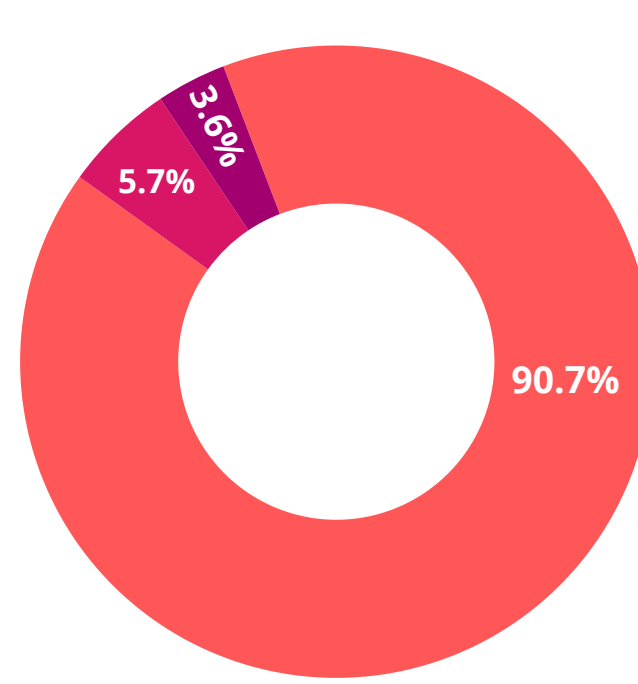
Applications:



Interviews:



Appointments:



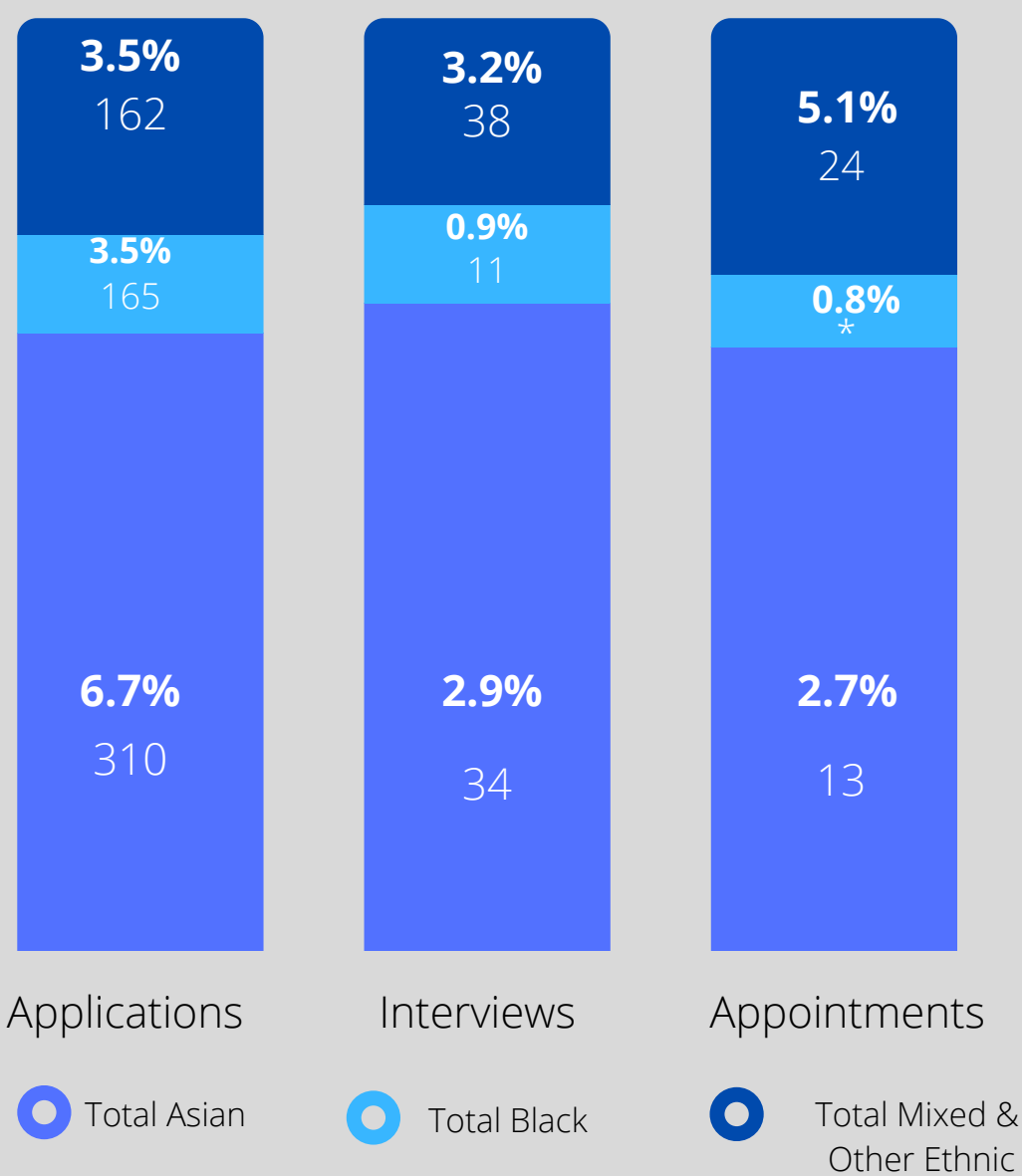
White:	3993
BME:	555
Non-Disclosed:	107

1097
63
26

431
27
17

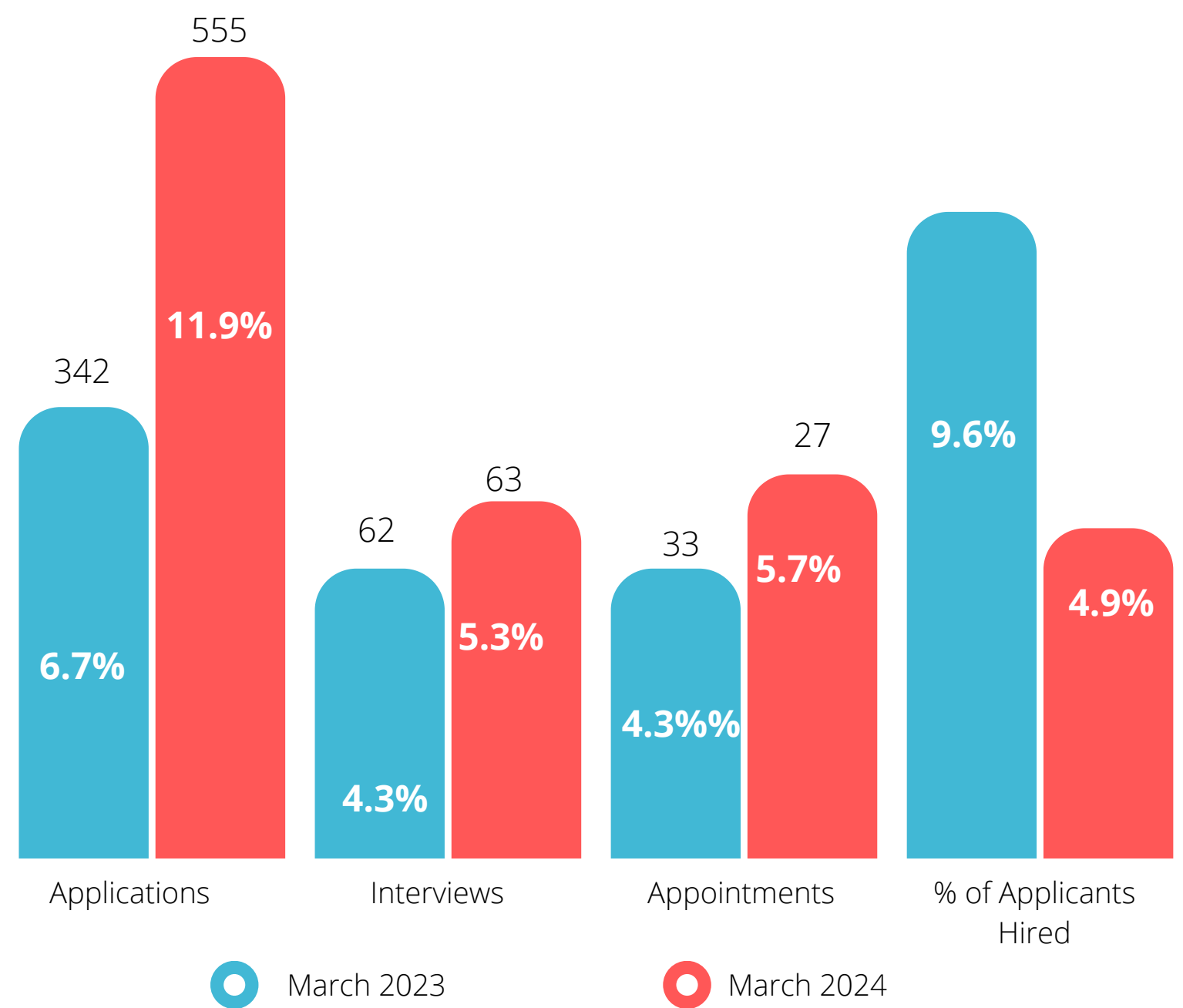
% of Applicants Hired	
White	10.8%
BME	4.9%
Non-Disclosed	15.9%

Breakdown of BME Recruitment



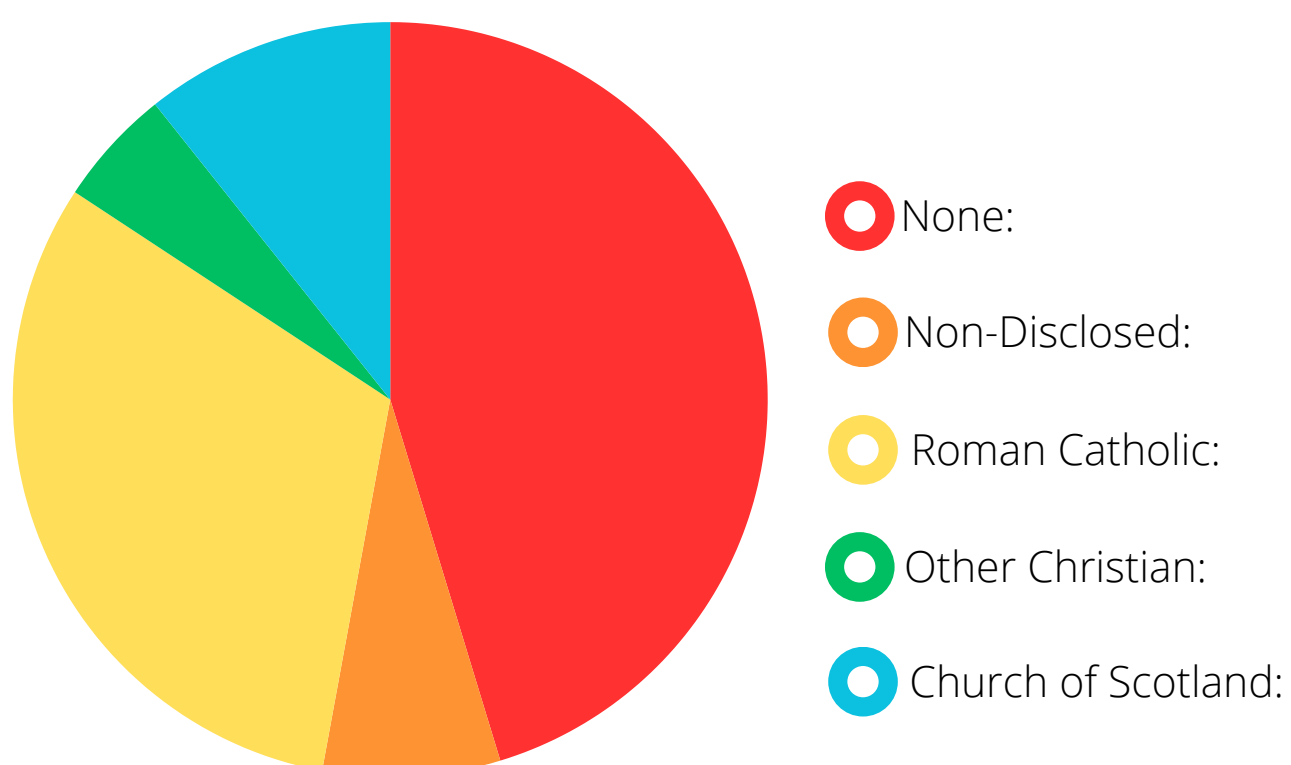
BME Applicants

*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 with the difference being marginal.



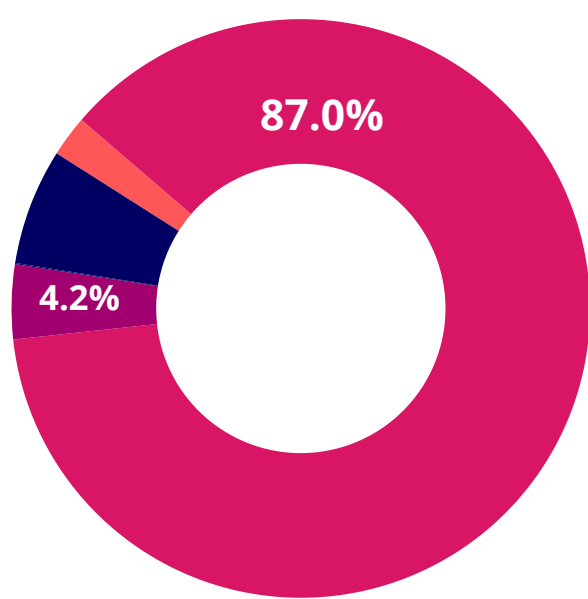
	Applications	Interviews	Appointments
None	42.3%	40.7%	41.5%
Non-Disclosed	7.1%	7.5%	9.5%
Roman Catholic	29.3%	36.3%	34.3%
Other Christian	4.7%	2.6%	3.6%
Church of Scotland	10.0%	9.9%	9.3%

Recruitment across Religious Groups:

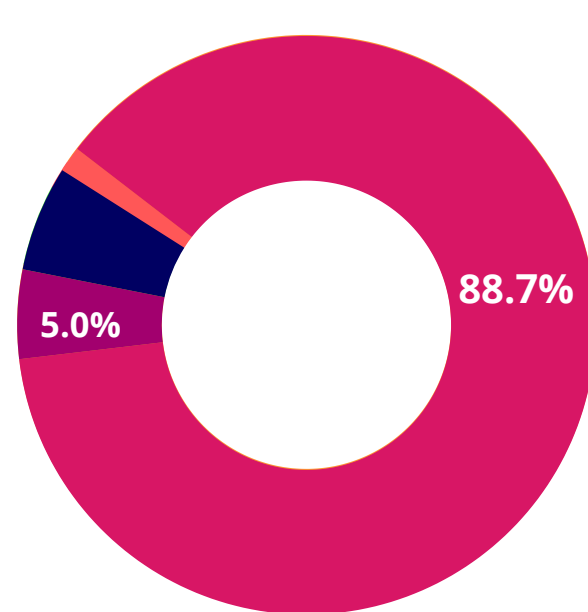
	Buddhist	Church of Scotland	Hindu	Jewish	Muslim	Other Christian	Roman Catholic	Sikh	Pagan	Another Religion	None	Non-Disclosed
Applications	0.2% (*) (465)	10.0% (465)	1.4% (63)	0.1% (*)	4.3% (198)	4.7% (220)	29.3% (1362)	0.6% (29)	0.1% (*)	0.0% (*)	42.3% (1969)	7.1% (331)
Interviews	0.3% (*)	9.9% (118)	0.5% (*)	0.1% (*)	1.5% (18)	2.6% (31)	36.3% (430)	0.3% (*)	0.2% (0)	0.0% (0)	40.7% (483)	7.5% (89)
Appointments	0.2% (*)	9.3% (44)	0.4% (*)	0.0% (0)	1.1% (*)	3.6% (17)	34.3% (163)	0.2% (*)	0% (0)	0% (0)	41.5% (197)	9.5% (45)
% of Applicants Hired	14.3%	9.5%	3.2%	0%	2.5%	7.7%	12%	3.4%	0%	0%	10%	13.6%

Sexual Orientation

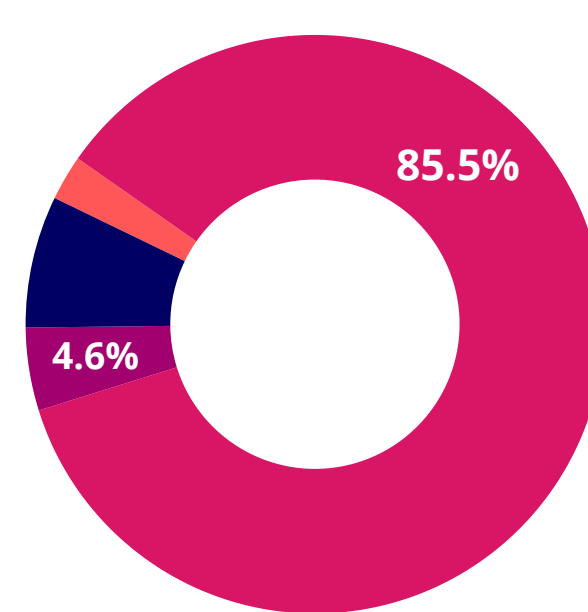
Applications:



Interviews:



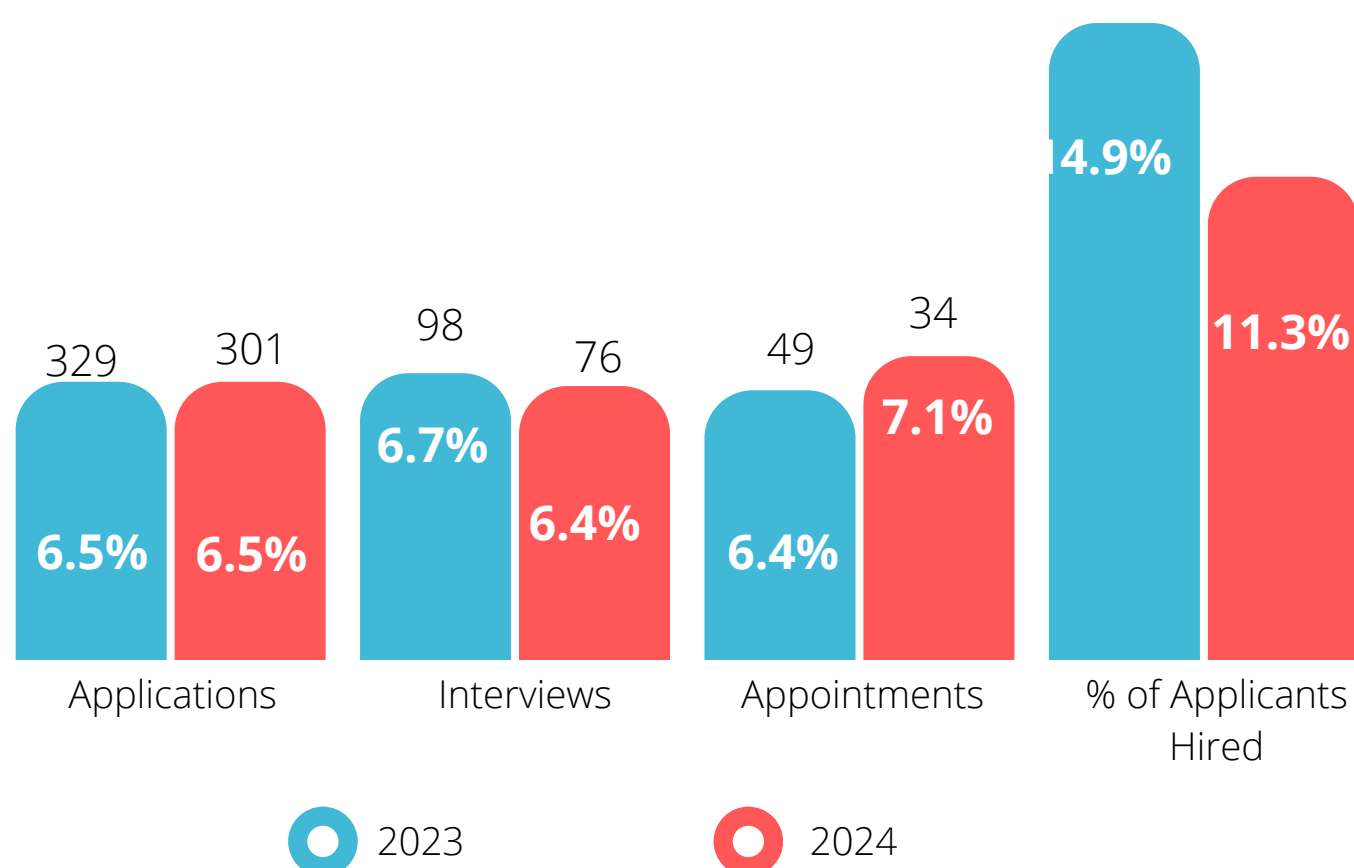
Appointments:



% of Applicants Hired

Sexual Orientation	Count	% of Applicants Hired
Bisexual	107	11.2%
Heterosexual	4049	10.0%
Lesbian/Gay	194	11.3%
Other	3	0%
Non-Disclosed	302	11.6%

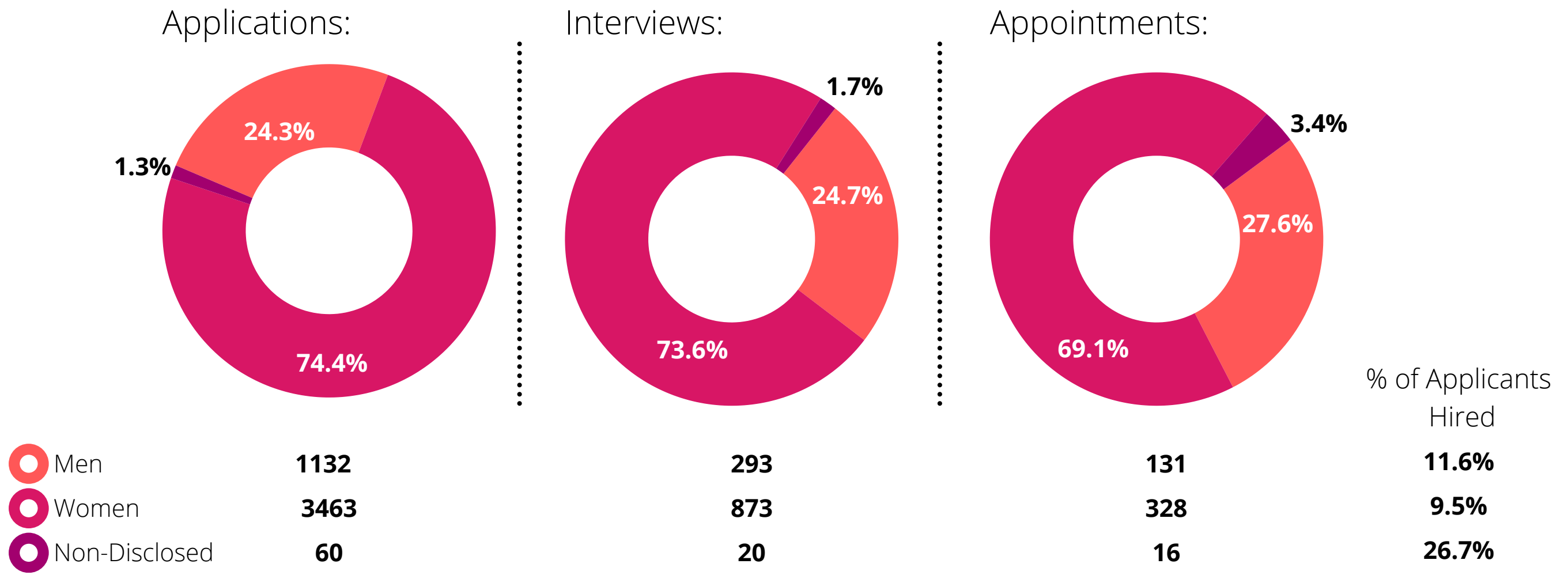
LGB* Applicants



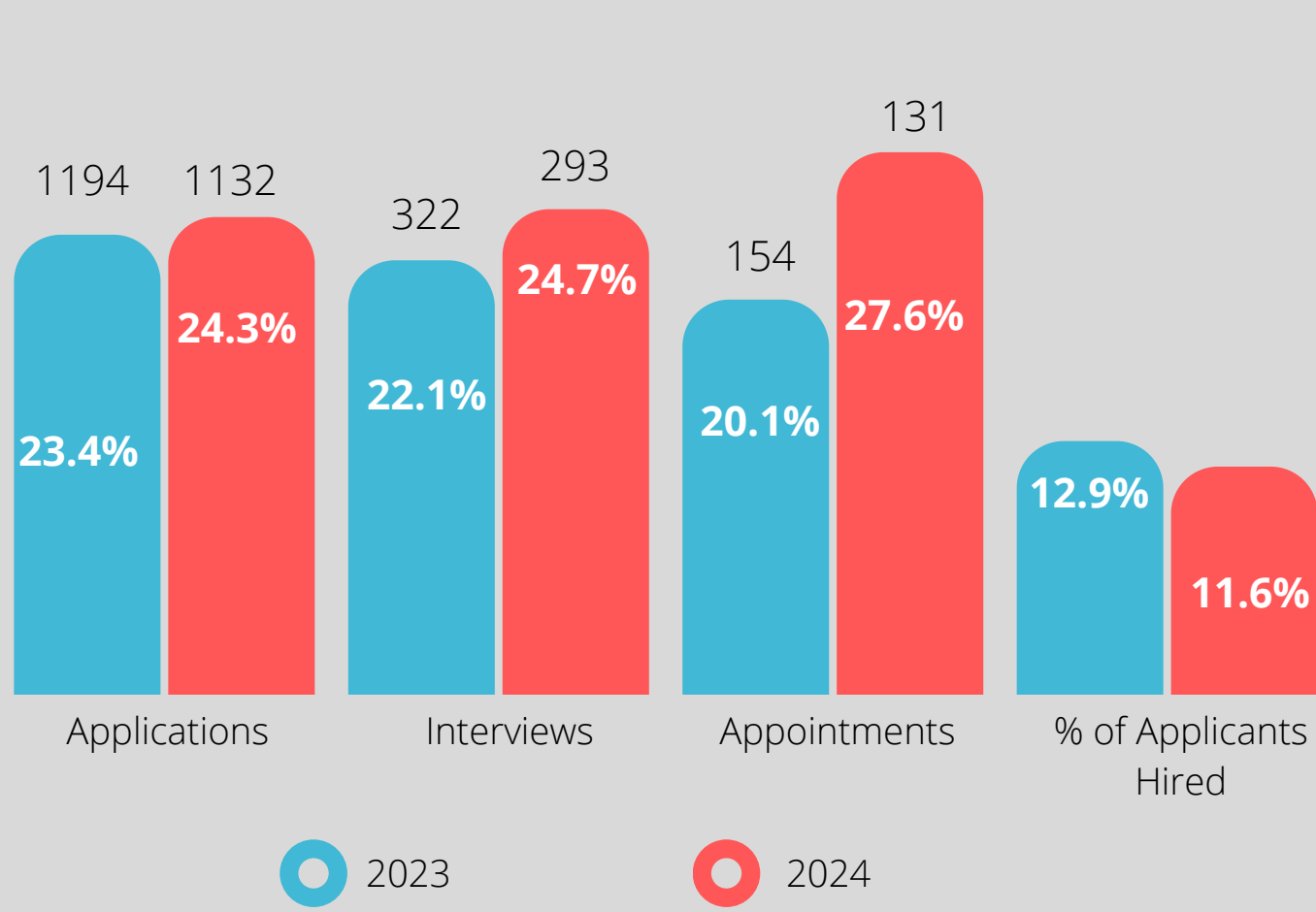
*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, Bisexual or other.

2024 saw an increase in appointments for LGB and an increase in applicants hired.

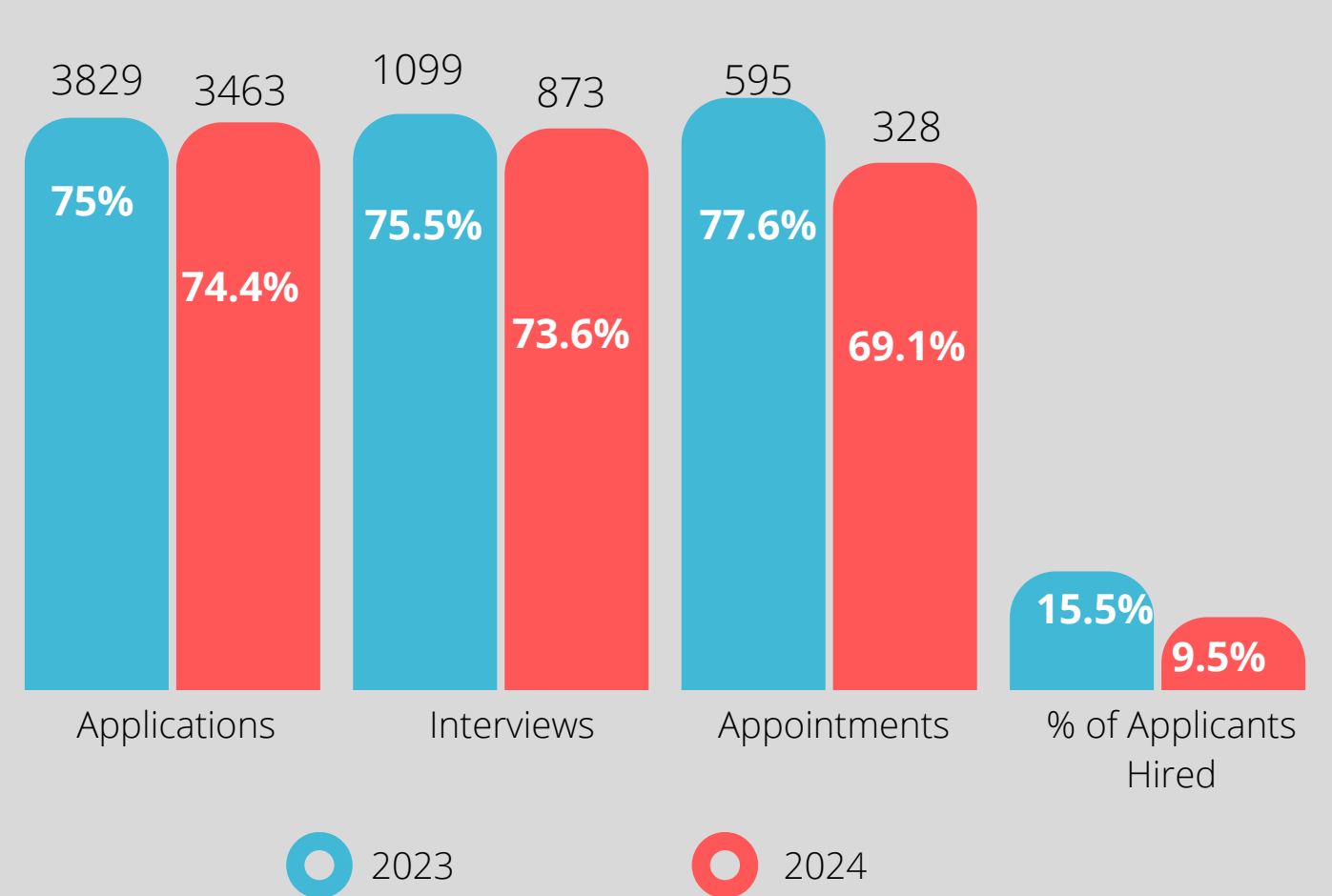
Gender



Men



Women



Non-Disclosed

