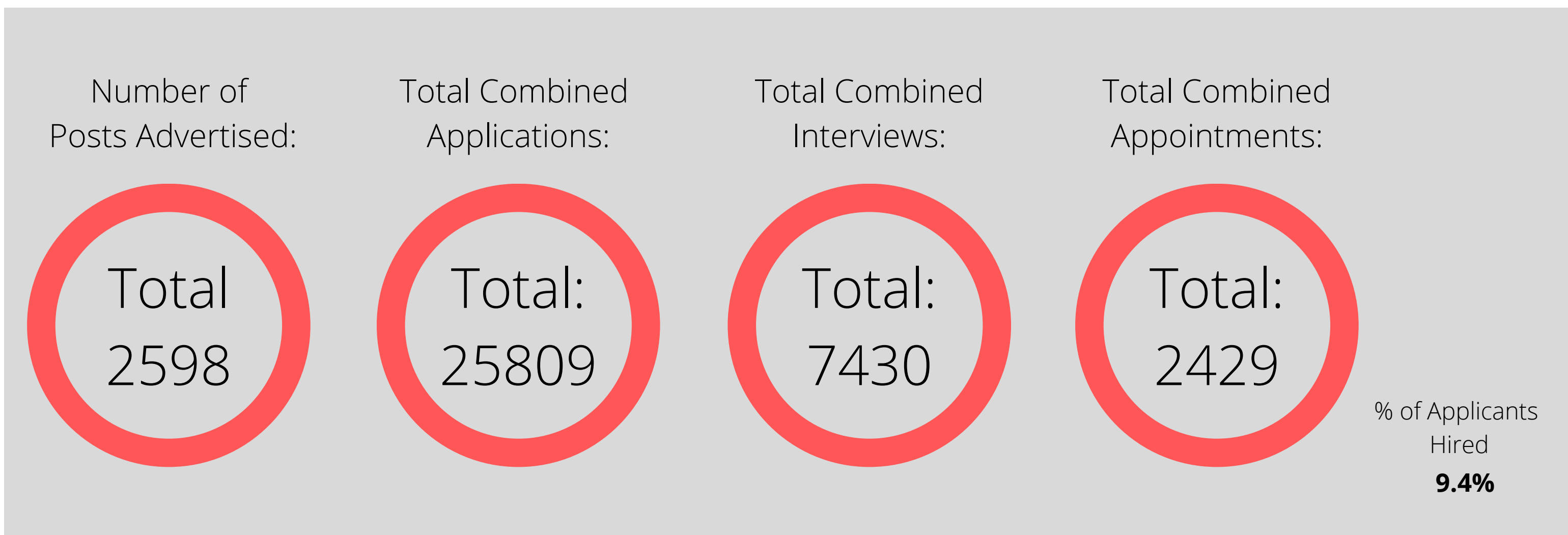
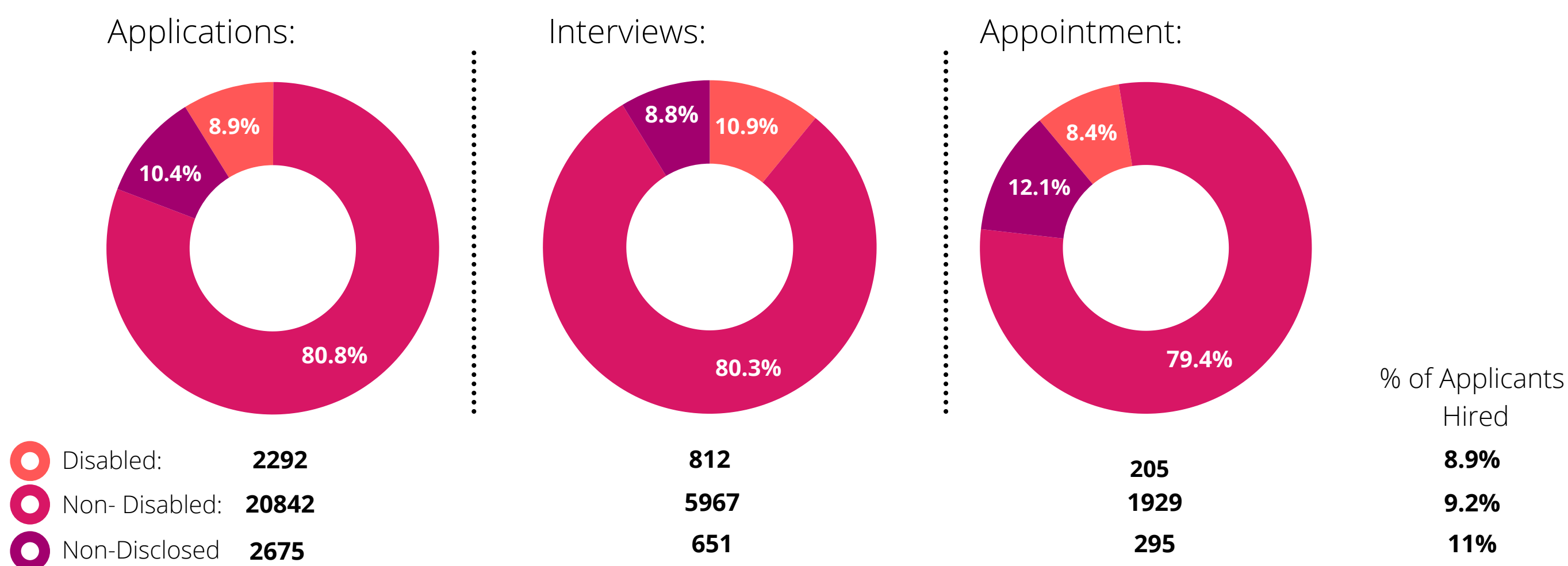


Recruitment Data (Excluding Teachers)

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.

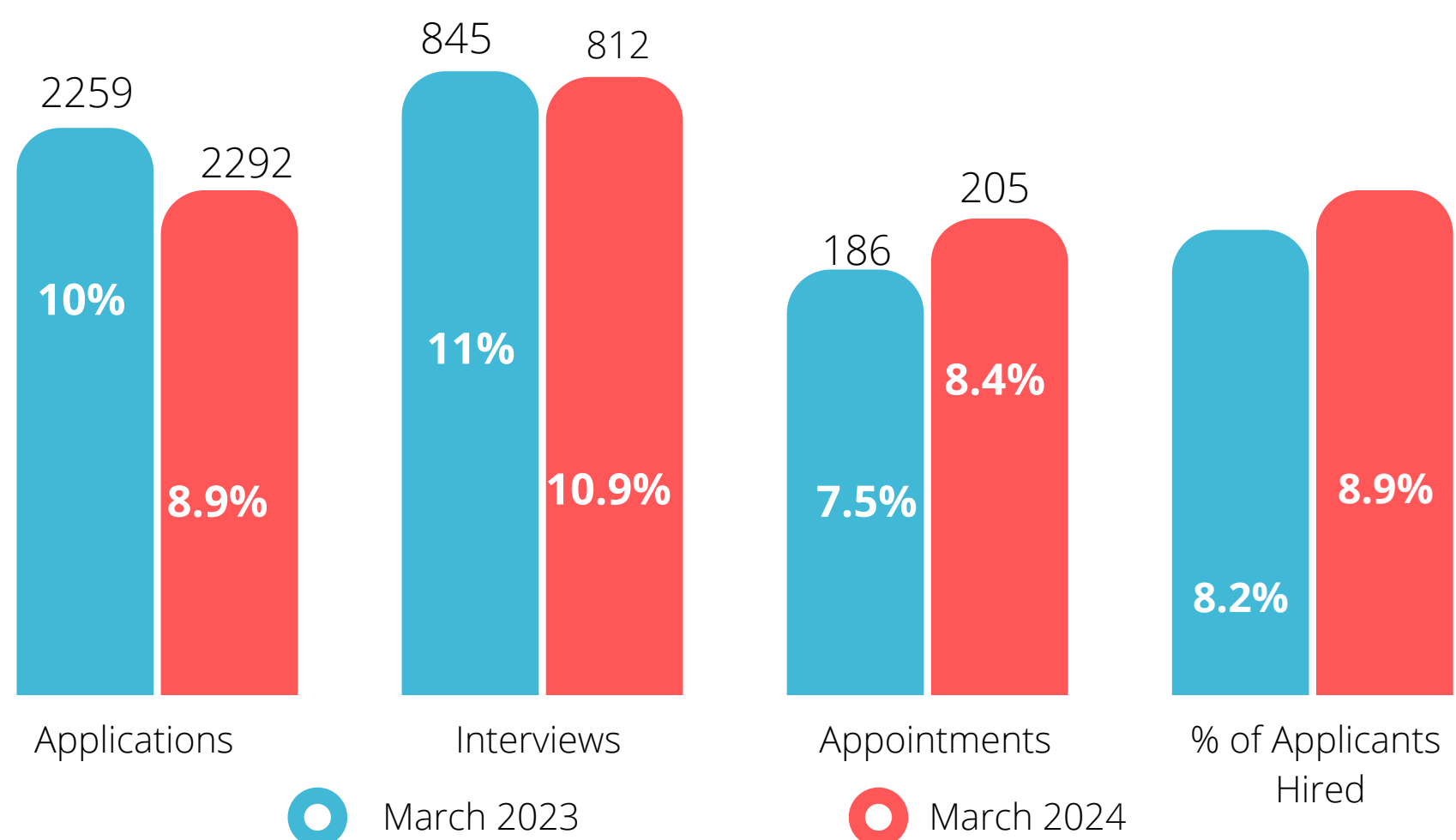


Disability



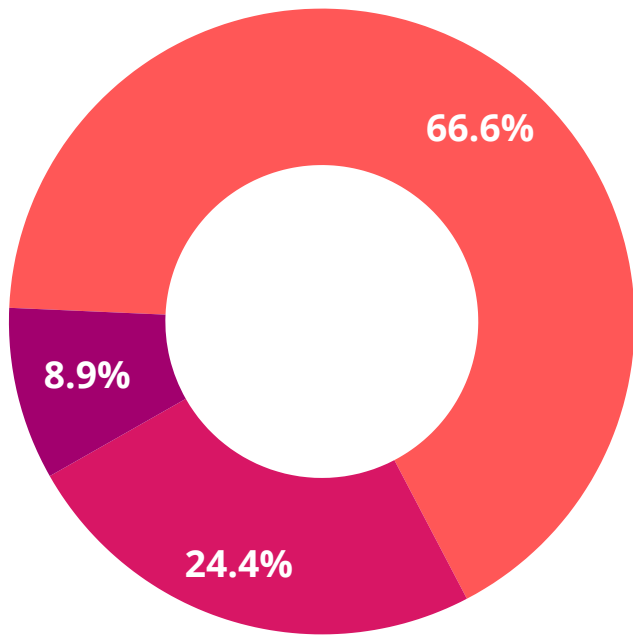
Applicants with Disabilities

The number of jobs posted by March 2024 (2598) this is a decrease from the previous year (4485). The total number of applicants increased from 22701 to 25809. The percentage of applicants with disabilities appointed has increased between 22/23 and 23/24 and the percentage of applicants hired with disabilities has also increased.

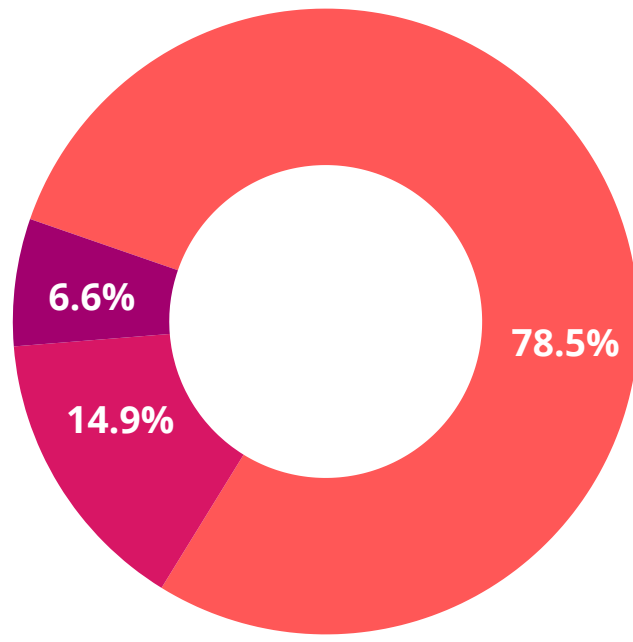


Ethnicity

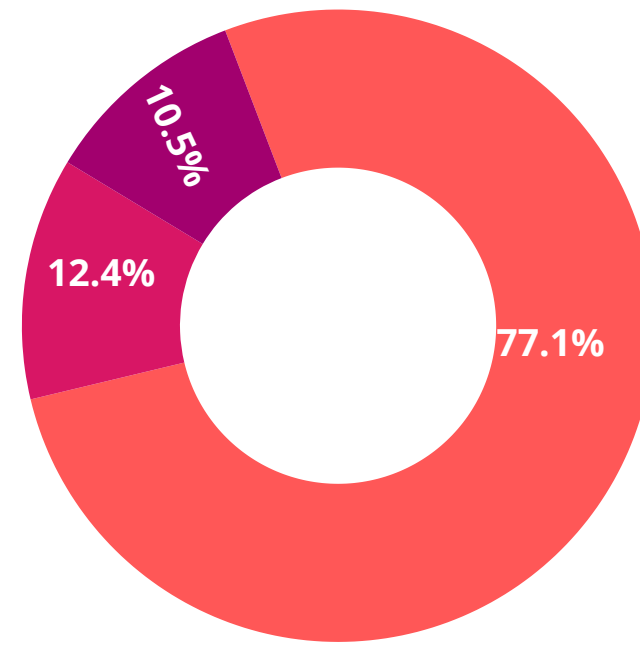
Applications:



Interviews:



Appointments:



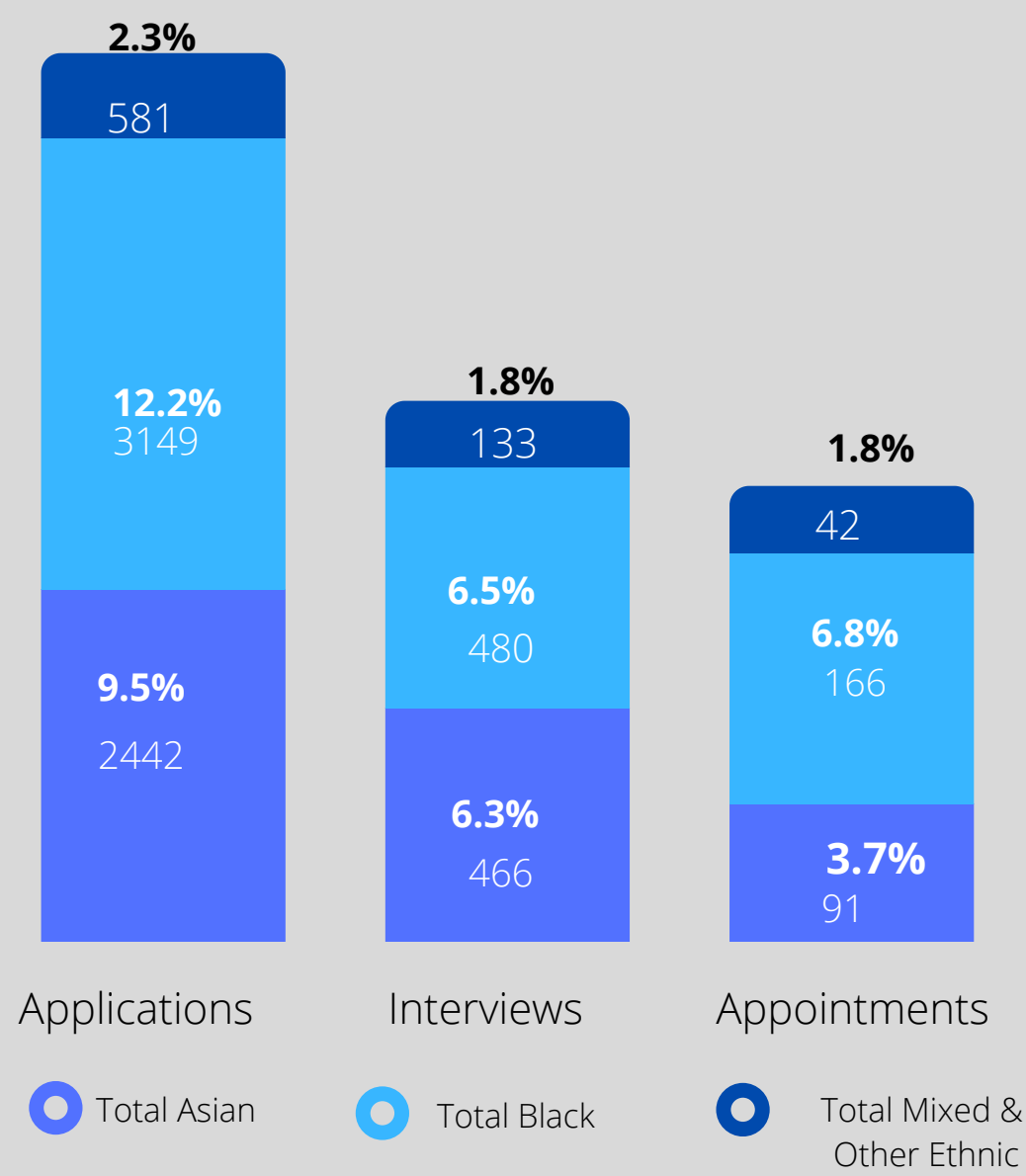
White:	17196
BME:	6310
Non-Disclosed:	2303

5831
1110
489

1872
301
256

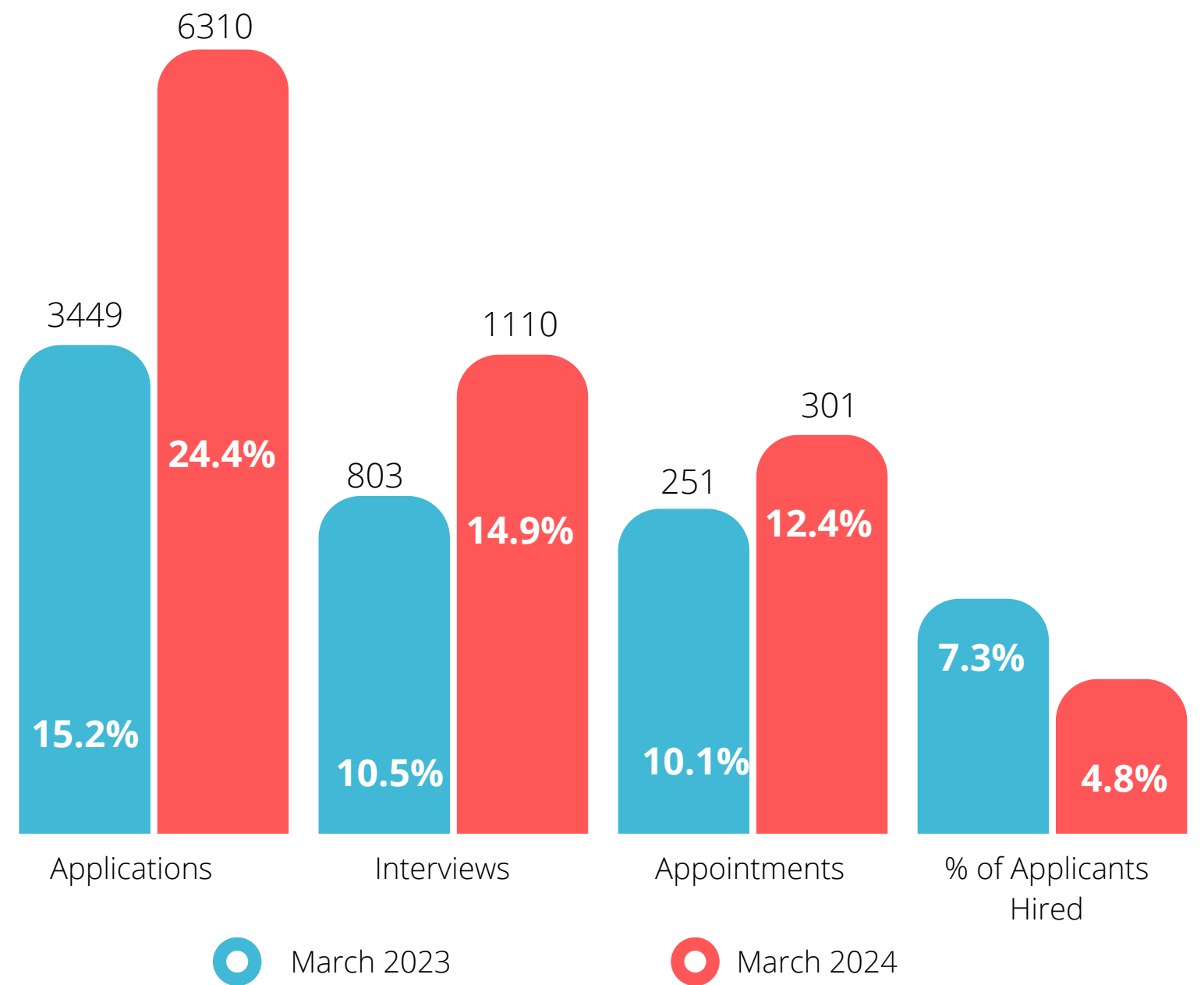
% of Applicants Hired	
White	10.9%
BME	4.8%
Non-Disclosed	11.1%

Breakdown of BME Recruitment



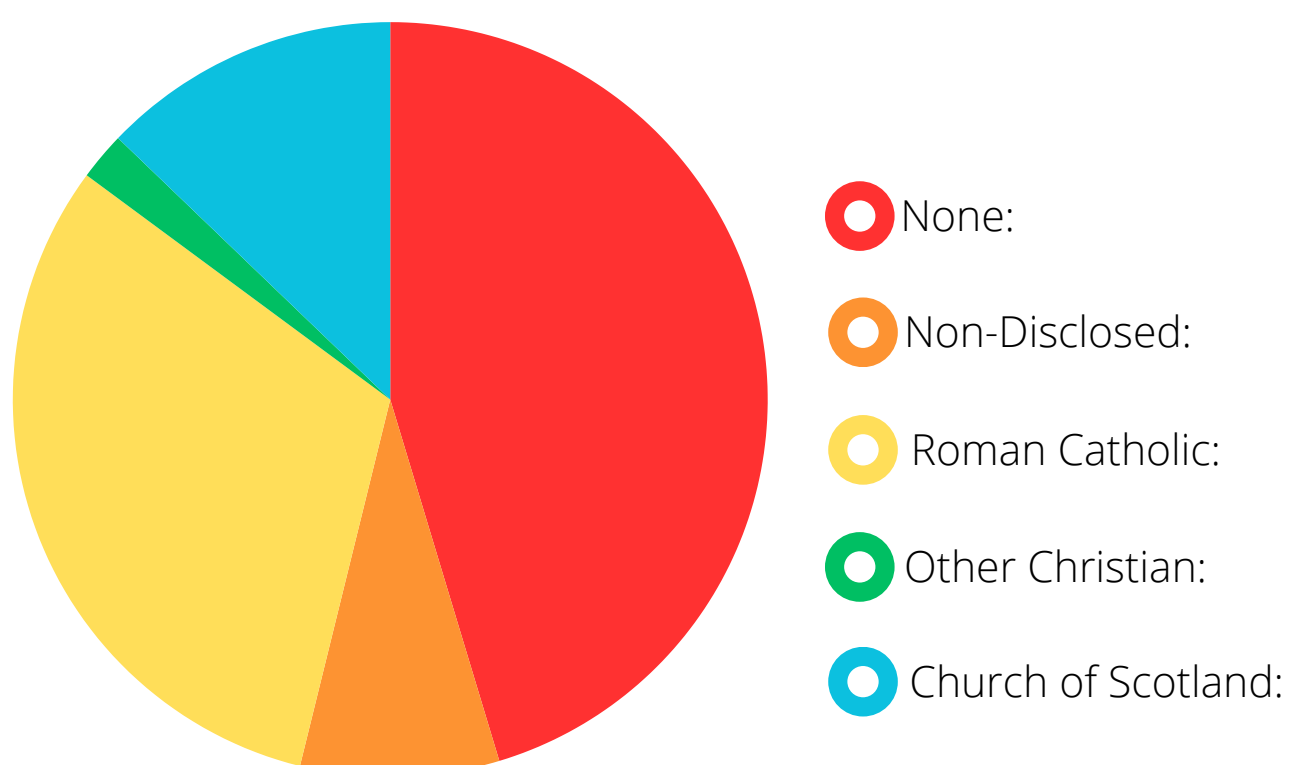
BME Applicants

*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 with the difference being marginal.



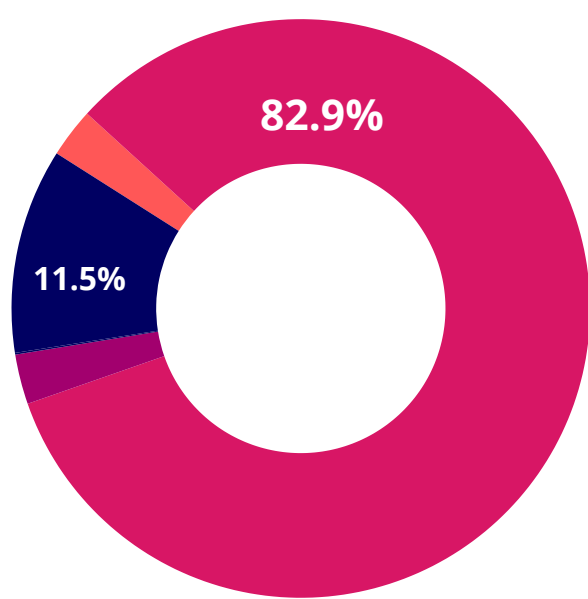
	Applications	Interviews	Appointments
None:	40.8%	47.5%	46.6%
Non-Disclosed:	13.3%	11.6%	14.5%
Roman Catholic:	18.7%	19.9%	20.2%
Other Christian:	8.9%	5.5%	5.2%
Church of Scotland:	7.9%	9.4%	9.7%

Recruitment across Religious Groups:

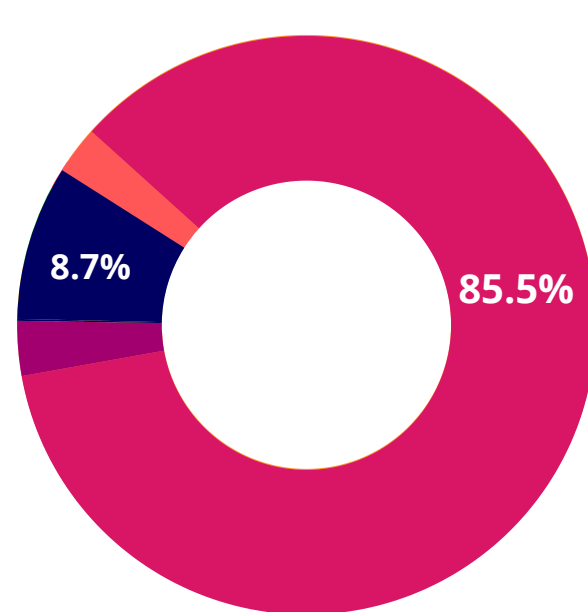
	Buddhist	Church of Scotland	Hindu	Jewish	Muslim	Other Christian	Roman Catholic	Sikh	Pagan	Another Religion	None	Non-Disclosed
Applications	0.4% (99)	7.9% (2051)	2.1% (548)	0.1% (28)	7.3% (1876)	8.9% (2289)	18.7% (4814)	0.3% (87)	0.1% (37)	0.1% (21)	40.8% (10530)	13.3% (3429)
Interviews	0.2% (18)	9.4% (702)	0.9% (65)	0.1% (*)	4.4% (326)	5.5% (408)	19.9% (1482)	0.2% (18)	0.1% (*)	0.0% (*)	47.5% (3531)	11.6% (863)
Appointments	0.1% (*)	9.7% (235)	0.4% (10)	0.1% (*)	2.7% (66)	5.2% (126)	20.2% (491)	0.3% (*)	0.1% (*)	0.0% (*)	46.6% (1133)	14.5% (352)
% of Applicants Hired	3%	11.5%	1.8%	7.1%	3.5%	5.5%	10.2%	9.2%	5.4%	4.8%	10.8%	10.3%

Sexual Orientation

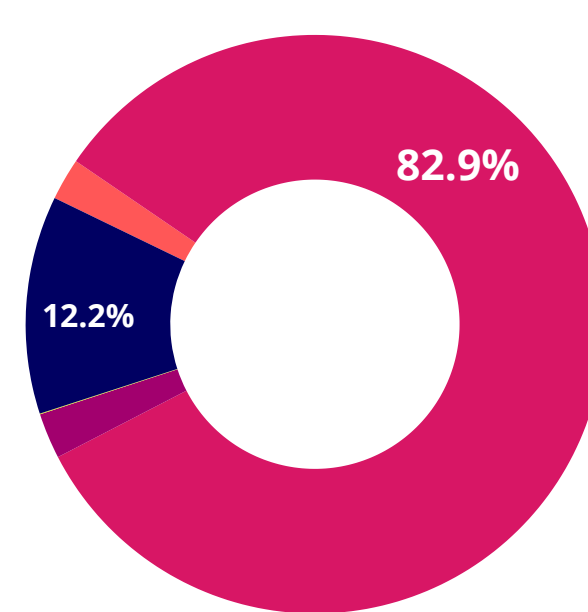
Applications:



Interviews:

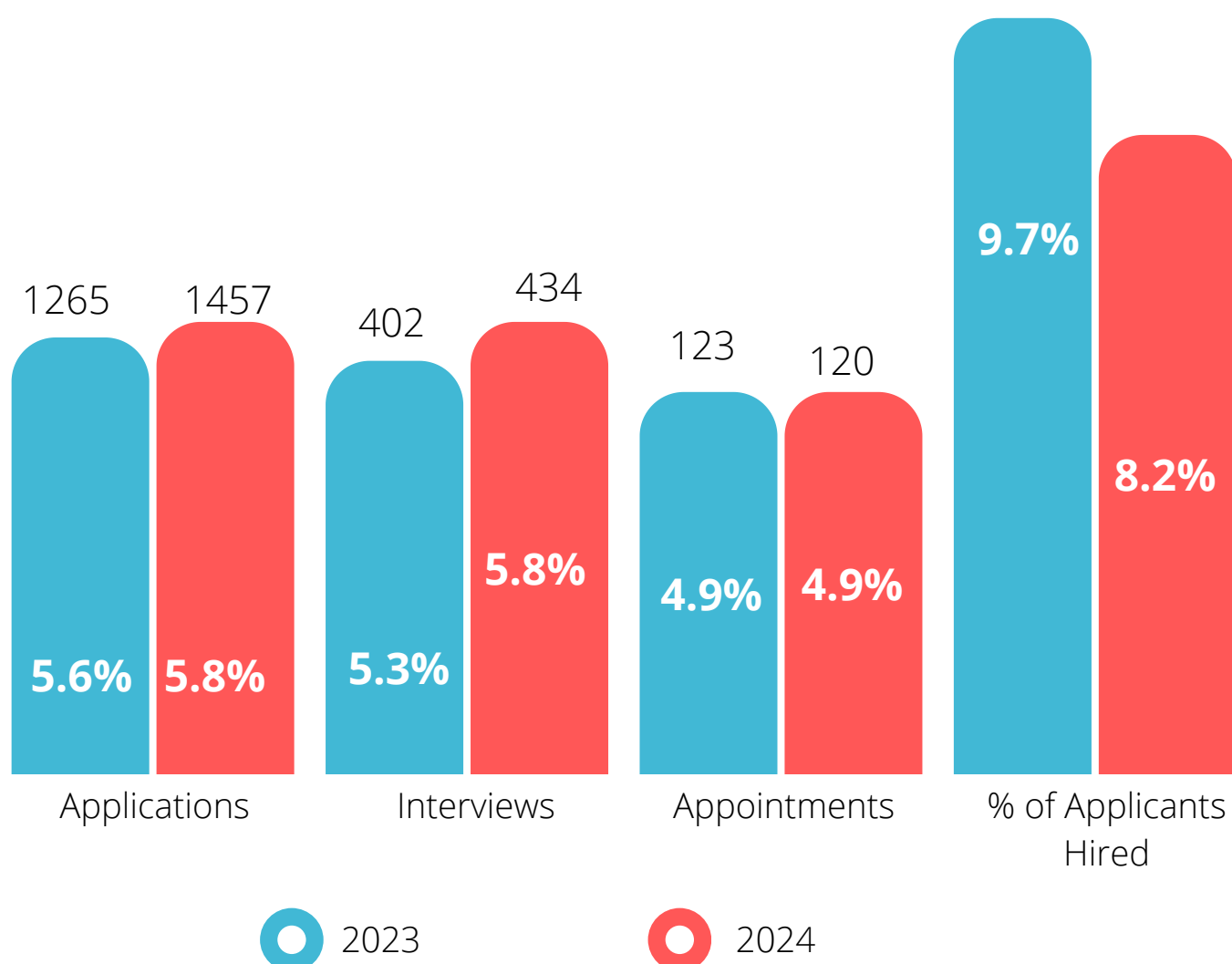


Appointments:



Sexual Orientation	Applications	Interviews	Appointments	% of Applicants Hired
Bisexual	712	199	57	8%
Heterosexual	21394	6353	2013	9.4%
Lesbian/Gay	720	227	62	8.6%
Other	25	8	1	4%
Non-Disclosed	2958	643	296	10%

LGB* Applicants

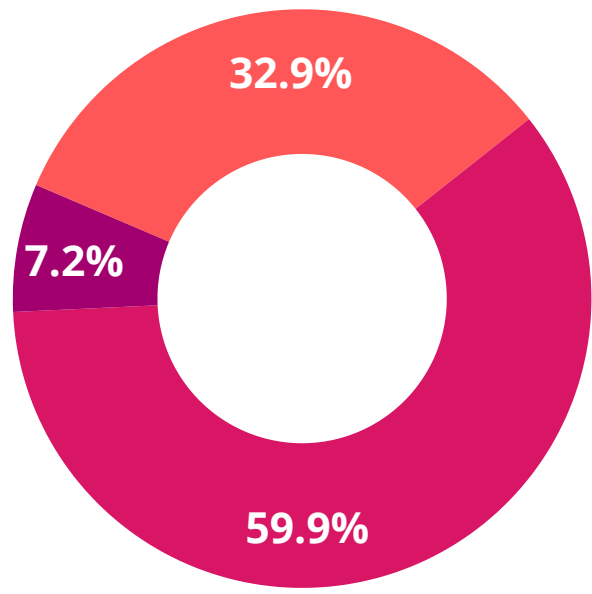


*The data here has been collected from applicants who identified themselves as either Lesbian, Gay, Bisexual or other.

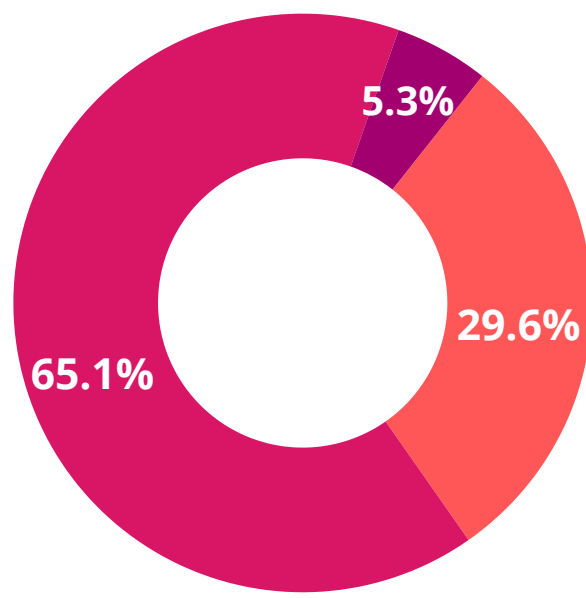
2024 saw a slight increase in applications and a decrease in appointments for LGB applicants

Gender

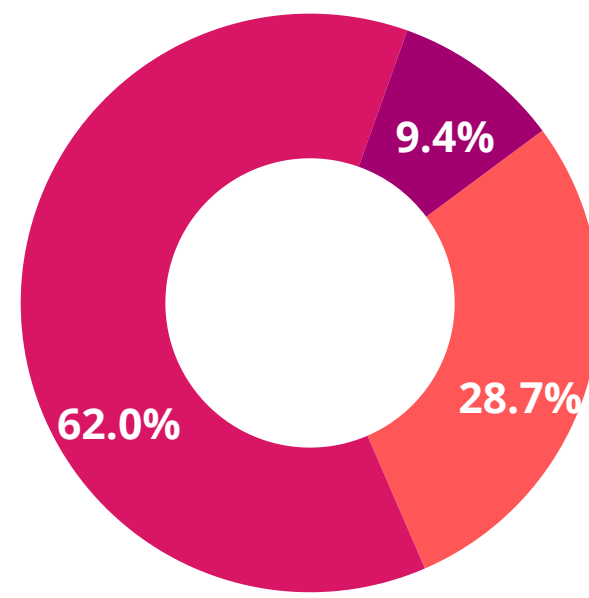
Applications:



Interviews:



Appointments:



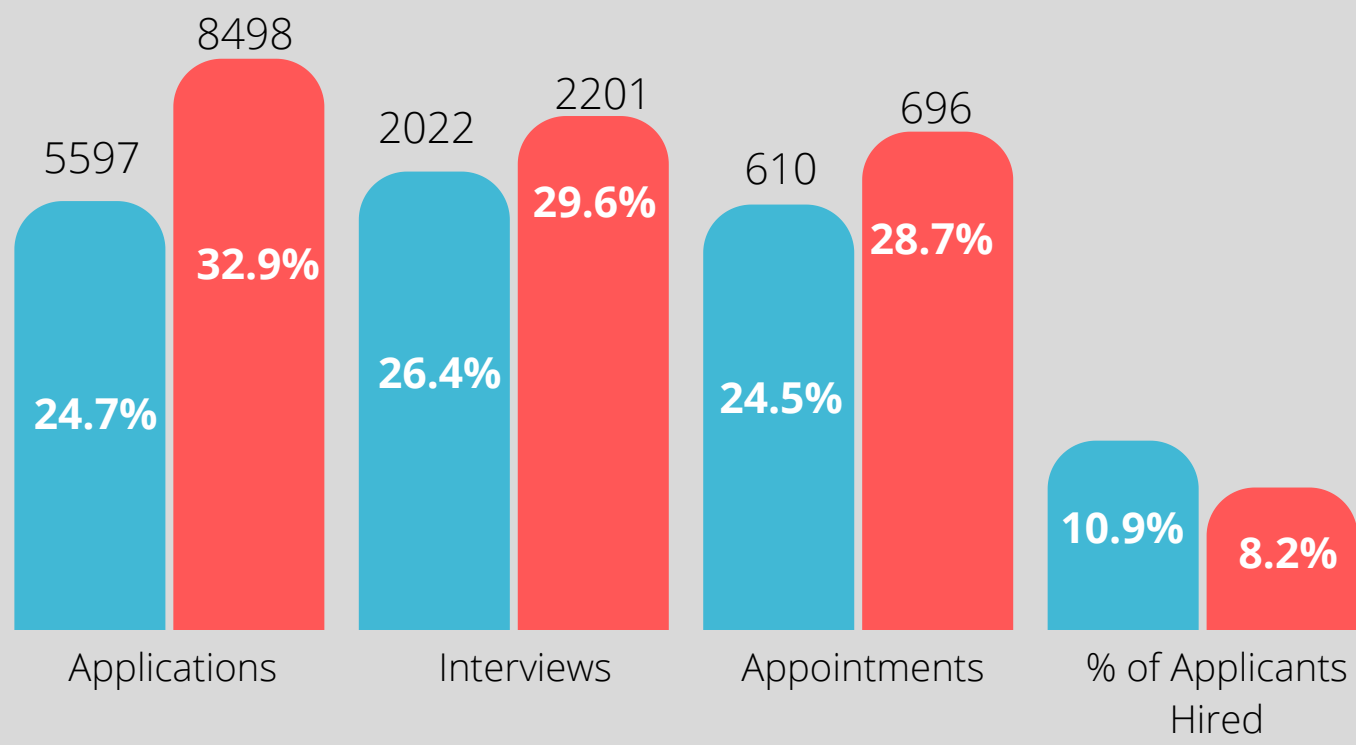
Men	8498
Women	15463
Non-Disclosed	1848

2201
4837
392

696
1505
228

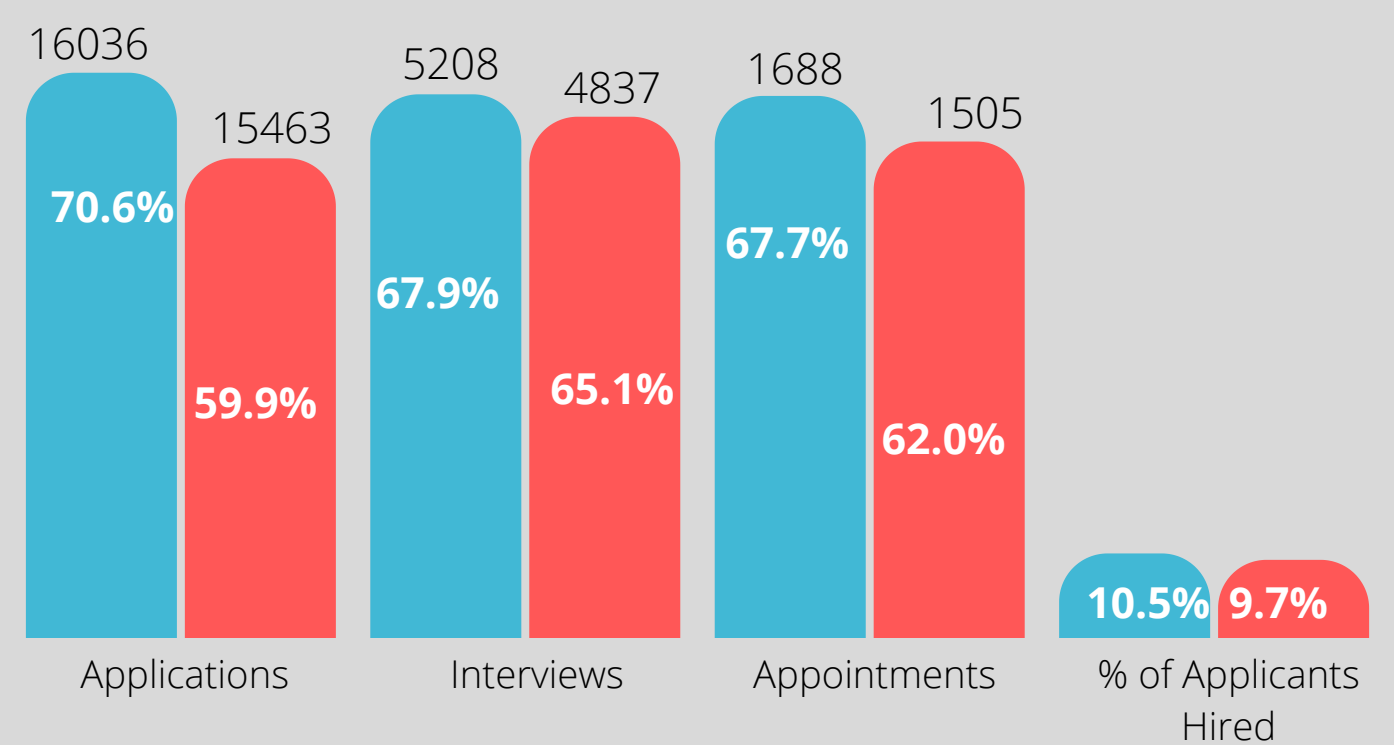
% of Applicants Hired	
	8.2%
	9.7%
	12.3%

Men



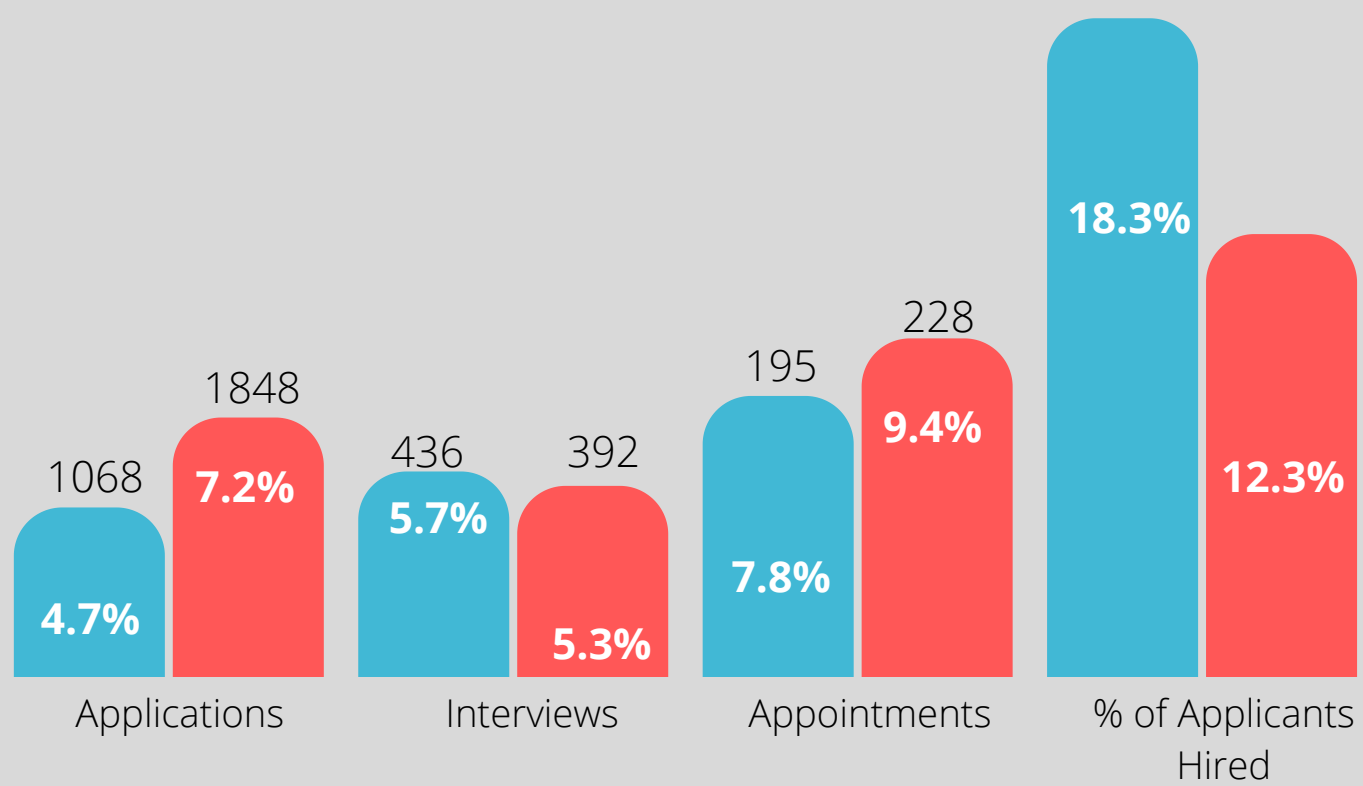
2023 2024

Women



2023 2024

Non-Disclosed



2023 2024