

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL  
AS AT 31 MARCH 2018**

The table below has been simplified to provide a summary of the council's workforce by sexual orientation. The detailed information to support this is provided on pages 2 and 3. Page 2 shows all council employees excluding teachers and page 3 shows teachers information only.

To receive this information in alternative formats please email Thom Hughes, Senior HR Officer, Corporate HR at [thom.hughes@glasgow.gov.uk](mailto:thom.hughes@glasgow.gov.uk)

Grade	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	10	0.2%	1,357	21.0%	22	0.3%		0.1%	5,057	78.3%	6455
Grade 5 - 7 Total		0.1%	1,237	20.1%	39	0.6%		0.0%	4,873	79.2%	6156
Grade 8 Total	0	0.0%	131	21.9%		0.5%		0.0%	463	77.6%	597
Grade 9 - 15 Total		0.4%	64	25.0%		1.2%		0.0%	188	73.4%	256
Other Non Pay & Grading Structure		0.8%	79	65.8%		1.7%		0.8%	37	30.8%	120
Teaching		0.1%	784	13.4%	21	0.4%		0.0%	5,045	86.2%	5856
<b>Total Workforce</b>	<b>22</b>	<b>0.1%</b>	<b>3,652</b>	<b>18.8%</b>	<b>90</b>	<b>0.4%</b>	<b>13</b>	<b>0.1%</b>	<b>15,663</b>	<b>80.6%</b>	<b>19440</b>
<b>Total Full Time Workforce</b>	17	0.1%	2,688	19.4%	72	0.5%	12	0.1%	11,101	79.9%	13890
<b>Total Part Time Workforce</b>		0.1%	964	17.4%	18	0.3%		0.0%	4,562	86.5%	5550

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2018**

<b>GCC OVERALL BY GRADE &amp; SEXUAL ORIENTATION</b>	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	<b>Totals</b>
Grade 1-4 F/T		0.2%	743	20.5%	11	0.3%		0.2%	2,861	78.8%	<b>3,630</b>
Grade 1-4 P/T		0.1%	614	21.7%	11	0.4%		0.0%	2,196	77.7%	<b>2,825</b>
<b>Grade 1-4 Total</b>	<b>10</b>	<b>0.2%</b>	<b>1,357</b>	<b>21.0%</b>	<b>22</b>	<b>0.3%</b>		<b>0.1%</b>	<b>5,057</b>	<b>78.3%</b>	<b>6,455</b>
Grade 5-7 F/T		0.1%	1,042	21.9%	34	0.7%		0.0%	3,674	77.2%	<b>4,757</b>
Grade 5-7 P/T	0	0.0%	195	13.9%		0.4%	0	0.0%	1,199	85.7%	<b>1,399</b>
<b>Grade 5-7 Total</b>		<b>0.1%</b>	<b>1,237</b>	<b>20.1%</b>		<b>0.6%</b>		<b>0.0%</b>	<b>4,873</b>	<b>79.2%</b>	<b>6,156</b>
Grade 8 F/T	0	0.0%	122	22.5%		0.4%	0	0.0%	419	77.2%	<b>543</b>
Grade 8 P/T	0	0.0%		17.3%		1.9%	0	0.0%	42	80.8%	<b>52</b>
<b>Grade 8 Total</b>	<b>0</b>	<b>0.0%</b>	<b>131</b>	<b>22.0%</b>		<b>0.5%</b>	<b>0</b>	<b>0.0%</b>	<b>461</b>	<b>77.5%</b>	<b>595</b>
Grade ACZ 8 F/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%		100.0%	
Grade ACZ 8 P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	<b>0</b>
<b>Grade ACZ 8 Total</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>100.0%</b>	
Grade 9-15 F/T		0.4%	57	24.7%		1.3%	0	0.0%	170	73.6%	<b>231</b>
Grade 9-15 P/T	0	0.0%		26.3%	0	0.0%	0	0.0%	14	73.7%	<b>19</b>
<b>Grade 9-15 Total</b>		<b>0.4%</b>	<b>62</b>	<b>24.8%</b>		<b>1.2%</b>	<b>0</b>	<b>0.0%</b>	<b>184</b>	<b>73.6%</b>	<b>250</b>
Grade ACZ 9-15 F/T	0	0.0%		40.0%	0	0.0%	0	0.0%		60.0%	
Grade ACZ 9-15 P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%		100.0%	
<b>Grade ACZ 9-15 Total</b>	<b>0</b>	<b>0.0%</b>		<b>33.3%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>66.7%</b>	
Other Non Pay & Grading Structure F/T		0.8%	79	65.8%		1.7%		0.8%	37	30.8%	<b>120</b>
Other Non Pay & Grading Structure P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	<b>0</b>
<b>Other Non P&amp;G Structure Total</b>		<b>0.8%</b>	<b>79</b>	<b>65.8%</b>		<b>1.7%</b>		<b>0.8%</b>	<b>37</b>	<b>30.8%</b>	<b>120</b>
<b>Total Workforce F/T</b>	<b>15</b>	<b>0.2%</b>	<b>2,045</b>	<b>22.0%</b>	<b>52</b>	<b>0.6%</b>		<b>0.1%</b>	<b>7,166</b>	<b>77.2%</b>	<b>9,288</b>
<b>Total Workforce P/T</b>		<b>0.1%</b>	<b>823</b>	<b>19.2%</b>	<b>17</b>	<b>0.4%</b>		<b>0.0%</b>	<b>3,452</b>	<b>80.4%</b>	<b>4,296</b>
<b>Total Workforce</b>	<b>18</b>	<b>0.1%</b>	<b>2,868</b>	<b>21.1%</b>	<b>69</b>	<b>0.5%</b>		<b>0.1%</b>	<b>10,618</b>	<b>78.2%</b>	<b>13,584</b>

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

**WORKFORCE PROFILE BY SEXUAL ORIENTATION  
TEACHERS ONLY  
AS AT 31 MARCH 2018**

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T		0.0%	400	13.0%	11	0.4%		0.0%	2,660	86.6%	3,073
Teacher P/T		0.2%	128	11.5%		0.1%	0	0.0%	983	88.2%	1,114
<b>Teacher Total</b>		<b>0.1%</b>	<b>528</b>	<b>12.6%</b>		<b>0.3%</b>		<b>0.0%</b>	<b>3,643</b>	<b>87.0%</b>	<b>4,187</b>
Principal Teacher F/T	0	0.0%	160	17.1%		0.6%		0.1%	771	82.2%	938
Principal Teacher P/T	0	0.0%	5	5.7%	0	0.0%	0	0.0%	82	94.3%	87
<b>Principal Teacher Total</b>	<b>0</b>	<b>0.0%</b>	<b>165</b>	<b>16.1%</b>		<b>0.6%</b>		<b>0.1%</b>	<b>853</b>	<b>83.2%</b>	<b>1,025</b>
Depute Head Teacher F/T	0	0.0%	52	16.0%		0.9%	0	0.0%	269	83.0%	324
Depute Head Teacher P/T	0	0.0%		21.7%	0	0.0%	0	0.0%	18	78.3%	23
<b>Depute Head Teacher Total</b>	<b>0</b>	<b>0.0%</b>		<b>16.4%</b>		<b>0.9%</b>	<b>0</b>	<b>0.0%</b>	<b>287</b>	<b>82.7%</b>	<b>347</b>
Head Teacher F/T		0.4%	17	7.6%	0	0.0%	0	0.0%	205	91.9%	223
Head Teacher P/T		0.0%	0	0.0%	0	0.0%	0	0.0%		100.0%	
<b>Head Teacher Total</b>		<b>0.4%</b>	<b>17</b>	<b>7.5%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>92.0%</b>	
Quality Improvement Officer/Manager F/T	0	0.0%		12.5%	0	0.0%	0	0.0%	14	87.5%	16
Quality Improvement Officer/Manager P/T	0	0.0%	0	0.0%	0	0.0%	0	0.0%		100.0%	
<b>Quality Improvement Officer/Manager Total</b>	<b>0</b>	<b>0.0%</b>		<b>9.1%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>		<b>90.9%</b>	
Psychologist F/T	0	0.0%	12	42.9%	0	0.0%	0	0.0%	16	57.1%	28
Psychologist P/T	0	0.0%		14.3%	0	0.0%	0	0.0%	18	85.7%	21
<b>Psychologist Total</b>	<b>0</b>	<b>0.0%</b>		<b>30.6%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>34</b>	<b>69.4%</b>	<b>49</b>
<b>Total Workforce F/T</b>		<b>0.0%</b>	<b>643</b>	<b>14.0%</b>	<b>20</b>	<b>0.4%</b>		<b>0.0%</b>	<b>3,935</b>	<b>85.5%</b>	<b>4,602</b>
<b>Total Workforce P/T</b>		<b>0.2%</b>	<b>141</b>	<b>11.2%</b>		<b>0.1%</b>		<b>0.0%</b>	<b>1,110</b>	<b>88.5%</b>	<b>1,254</b>
<b>Total Workforce</b>		<b>0.1%</b>	<b>784</b>	<b>13.4%</b>		<b>0.4%</b>		<b>0.0%</b>	<b>5,045</b>	<b>86.2%</b>	<b>5,856</b>

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