

**WORKFORCE PROFILE BY SEXUAL ORIENTATION
ALL COUNCIL
AS AT 31 DECEMBER 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

Grade	Bi-Sexual		Heterosexual		Lesbian / Gay		Other		Not Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	17	0.1%	4,308	34.9%	24	0.2%	10	0.1%	7,990	64.7%	12349
Grade 5 - 7 Total		0.1%	1,578	24.0%	40	0.6%		0.0%	4,951	75.3%	6575
Grade 8 Total		0.3%	158	24.7%		0.6%		0.0%	476	74.4%	640
Grade 9 - 15 Total		0.4%	83	30.0%		1.4%		0.0%	189	68.2%	277
Other Non Pay & Grading Structure		2.7%	108	72.0%		0.7%		0.7%	36	24.0%	150
Teaching	11	0.2%	1,234	20.7%	37	0.6%		0.0%	4,680	78.5%	5963
Total Workforce	41	0.2%	7,469	28.8%	110	0.4%	12	0.0%	18,322	84.2%	25954
Total Full Time Workforce	29	0.2%	4,043	26.2%	90	0.6%	10	0.1%	11,275	73.0%	15447
Total Part Time Workforce	12	0.1%	3,426	32.6%	20	0.2%		0.0%	7,047	86.5%	10507

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 DECEMBER 2018**

GCC OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Grade 1-4 F/T		0.2%	1,414	29.8%	15	0.3%		0.2%	3,300	69.5%	4,745
Grade 1-4 P/T		0.1%	2,894	38.1%		0.1%		0.0%	4,690	61.7%	7,604
Grade 1-4 Total	17	0.1%	4,308	34.9%		0.2%	10	0.1%	7,990	64.7%	12,349
Grade 5-7 F/T		0.1%	1,241	24.9%	31	0.6%	0	0.0%	3,697	74.3%	4,974
Grade 5-7 P/T		0.1%	337	21.0%		0.6%	0	0.0%	1,254	78.3%	1,601
Grade 5-7 Total		0.1%	1,578	24.0%		0.6%	0	0.0%	4,951	75.3%	6,575
Grade 8 F/T		0.3%	147	25.4%		0.7%	0	0.0%	425	73.5%	578
Grade 8 P/T		0.0%		15.5%		0.0%	0	0.0%	49	84.5%	58
Grade 8 Total		0.3%		24.5%		0.6%	0	0.0%	474	74.5%	636
Grade ACZ 8 F/T	0	0.0%		50.0%	0	0.0%	0	0.0%		50.0%	
Grade ACZ 8 P/T	0	0.0%		0.0%	0	0.0%	0	0.0%		0.0%	
Grade ACZ 8 Total	0	0.0%		50.0%	0	0.0%	0	0.0%		50.0%	
Grade 9-15 F/T		0.4%	75	29.9%		1.6%	0	0.0%	171	68.1%	251
Grade 9-15 P/T		0.0%		38.9%		0.0%	0	0.0%	11	61.1%	18
Grade 9-15 Total		0.4%		30.5%		1.5%	0	0.0%	182	67.7%	269
Grade ACZ 9-15 F/T	0	0.0%		16.7%	0	0.0%	0	0.0%		83.3%	
Grade ACZ 9-15 P/T	0	0.0%		0.0%	0	0.0%	0	0.0%		100.0%	
Grade ACZ 9-15 Total	0	0.0%		12.5%	0	0.0%	0	0.0%		87.5%	
Other Non Pay & Grading Structure F/T		2.7%	108	72.0%		0.7%		0.7%	36	24.0%	150
Other Non Pay & Grading Structure P/T		0.0%	0	0.0%		0.0%		0.0%	0	0.0%	0
Other Non P&G Structure Total		2.7%	108	72.0%		0.7%		0.7%	36	24.0%	150
Total Workforce F/T	20	0.2%	2,988	27.9%	55	0.5%	9	0.1%	7,636	71.3%	10,708
Total Workforce P/T	10	0.1%	3,247	35.0%	18	0.2%		0.0%	6,006	64.7%	9,283
Total Workforce	30	0.2%	6,235	31.2%	73	0.4%		0.1%	13,642	68.2%	19,991

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 DECEMBER 2018**

TEACHERS OVERALL BY GRADE & SEXUAL ORIENTATION	Bi-Sexual	%	Heterosexual	%	Lesbian / Gay	%	Other	%	Not Disclosed	%	Totals
Teacher F/T		0.3%	738	23.1%	22	0.7%	0	0.0%	2,429	76.0%	3,197
Teacher P/T		0.2%	161	15.1%		0.2%	0	0.0%	902	84.5%	1,067
Teacher Total	10	0.2%	899	21.1%		0.6%	0	0.0%	3,331	78.1%	4,264
Principal Teacher F/T	0	0.0%	203	21.4%		0.7%		0.1%	739	77.8%	960
Principal Teacher P/T	0	0.0%		8.7%		0.0%		0.0%	84	91.3%	92
Principal Teacher Total	0	0.0%		20.2%		0.7%		0.1%	823	79.0%	1,042
Depute Head Teacher F/T	0	0.0%	67	20.9%		1.2%	0	0.0%	250	77.9%	321
Depute Head Teacher P/T	0	0.0%		15.6%		0.0%	0	0.0%	27	84.4%	32
Depute Head Teacher Total	0	0.0%		20.4%		1.1%	0	0.0%	277	78.5%	353
Head Teacher F/T		0.5%	34	15.3%		0.9%	0	0.0%	185	83.3%	222
Head Teacher P/T		0.0%	0	0.0%		0.0%	0	0.0%		100.0%	
Head Teacher Total		0.4%	34	15.0%		0.9%	0	0.0%		83.7%	
Quality Improvement Officer/Manager F/T	0	0.0%		4.3%	0	0.0%	0	0.0%	22	95.7%	23
Quality Improvement Officer/Manager P/T	0	0.0%		0.0%	0	0.0%	0	0.0%		100.0%	
Quality Improvement Officer/Manager Total	0	0.0%		3.6%	0	0.0%	0	0.0%		96.4%	
Psychologist F/T	0	0.0%	12	46.2%	0	0.0%	0	0.0%	14	53.8%	26
Psychologist P/T	0	0.0%		21.7%	0	0.0%	0	0.0%	18	78.3%	23
Psychologist Total	0	0.0%		34.7%	0	0.0%	0	0.0%	32	65.3%	49
Total Workforce F/T		0.2%	1,055	22.3%	35	0.7%		0.0%	3,639	76.8%	4,739
Total Workforce P/T		0.2%	179	14.6%		0.2%		0.0%	1,041	85.0%	1,224
Total Workforce	11	0.2%	1,234	20.7%	37	0.6%		0.0%	4,680	78.5%	5,963

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