

**WORKFORCE PROFILE BY AGE**  
**GLASGOW LIFE**  
31 March 2025

	Under 25		25-30		31-40		41-49		50-60		61-64		65+		Total Workforc
GRADE	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number
Grade 1-4 Total	167	13%	197	15%	248	19%	240	19%	260	20%	86	7%	78	6%	Redacted
Grade 5-7 Total	Redacted		31	4%	162	22%	227	31%	221	30%	52	7%	34	5%	Redacted
Grade 8 Total	Redacted		Redacted		Redacted		19	32%	28	47%	Redacted		Redacted		Redacted
Grade 9-15 Total	Redacted		Redacted		Redacted		Redacted		Redacted		Redacted		Redacted		Redacted
Other Non Pay &	Redacted		Redacted		Redacted		Redacted		Redacted		Redacted		Redacted		Redacted
Total Workforce	Redacted		Redacted		Redacted		Redacted		Redacted		Redacted		Redacted		Redacted

Note: any value of 12 and under, it's associated percentage, column and row totals have been redacted to protect identity of respondents.

Breakdown by Disability																											
DISABILITY	Grade 1-4									Grade 5-7									Grade 8								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
	93	7%	16	15	22	17	19			26	4%									7%							
	478	37%	79	116	109	69	67	17	21	279	38%		17	100	80	62	11			32	53%				13	13	
	705	55%	72	66	117	154	174	66	56	426	58%		14	55	140	155	38	23		24	40%					14	
Totals																											

	Grade 9-15									Other - Non Pay & Grading Structure									Total Employees								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
Disabled		3%																	124	6%	17	15	31	26	24		
Non Disabled	17	55%									17%								810	38%	81	133	214	171	154	29	28
Non Disclosed	13	42%								19	83%	11							1187	56%	84	81	176	306	352	108	80
Totals																											

Breakdown by Disability type - This information only relates to employees who have declared a disability																											
DISABILITY TYPE	Grade 1-4									Grade 5-7									Grade 8								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
Deafness or partial hearing loss		8%									13%									20%							
Blindness or partial sight loss		2%									3%																
Full or partial loss of voice or difficulty speaking	23	26%									6%									40%							
Physical disability																											
Learning disability	11	13%									13%																
Mental health condition	17	19%									23%																
Long term illness, disease or condition	17	19%									26%																
Developmental disorder		5%																		20%							
Other condition		3%									6%																
Not disclosed		5%									10%									20%							
Totals																											

	Grade 9-15									Other - Non Pay & Grading Structure									Total Employees								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
Deafness or partial hearing loss																			12	10%							
Blindness or partial sight loss																				2%							
Full or partial loss of voice or difficulty speaking																			27	22%							
Physical disability																											
Learning disability																			15	12%							
Mental health condition																			24	19%							
Long term illness, disease or condition																			26	21%							
Developmental disorder																				4%							
Other condition																				4%							
Not disclosed																				6%							
Totals																			125		13	22	32	29	17		

Breakdown by Ethnicity																											
ETHNICITY	Grade 1-4									Grade 5-7									Grade 8								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
White Scottish	852	67%	96	118	144	165	198	63	68	527	72%		18	116	157	170	36	29	41	68%				11	22		
Other British	51	4%		14	11					31	4%				11					12%							
Irish		1%								12	2%									5%							
Gypsy / Traveller																											
Polish		1%																									
Show man/woman																											
Roma																											
Other white ethnic	41	3%		12	13	10				22	3%									3%							
<b>Total White</b>	959	75%	103	147	173	185	210	69	72	595	81%		22	133	181	185	40	32	53	88%				15	25		
<b>Any mixed or multiple ethnic groups</b>	11	1%									1%																
Pakistani, Pakistani Scottish or Pakistani British		1%									1%																
Indian, Indian Scottish or Indian British		1%																		2%							
Bangladeshi, Bangladeshi Scottish or Bangladeshi British																											
Chinese, Chinese Scottish or Chinese British																											
Other Asian background																											
<b>Sub Total Asian</b>	27	2%								10	1%									2%							
African, African Scottish or African British											1%																
Other African background																											
Caribbean, Caribbean Scottish or Caribbean British																											
Black, Black Scottish or Black British																											
Other Caribbean / Black background																											
<b>Sub Total Black</b>		1%									1%																
Arab, Arab Scottish or Arab British																											
Other ethnic background	10	1%																		2%							
<b>Sub Total Other Ethnic</b>																				2%							
<b>Total Ethnic (see note)</b>	56	4%	11		13	16				22	3%									3%							
Non Disclosed	261	20%	53	41	62	39	44	16		114	16%		22	43	28	11				8%							
<b>Total (see note)</b>																											

	Grade 9-15									Other - Non Pay & Grading Structure									Total Employees								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
White Scottish	23	74%				10	11				14%								1446	68%	97	136	266	343	404	102	98
Other British		10%																	92	4%		15	20	20	22		
Irish		6%																	25	1%							
Gypsy / Traveller																											
Polish																											
Show man/woman																											
Roma																											
Other white ethnic																			65	3%		13	21	18			
<b>Total White</b>	28	90%				10	15				14%								1638	77%	105	169	316	391	438	114	105
<b>Any mixed or multiple ethnic groups</b>																			15	1%							
Pakistani, Pakistani Scottish or Pakistani British																			13	1%							
Indian, Indian Scottish or Indian British																			10								
Bangladeshi, Bangladeshi Scottish or Bangladeshi British																											
Chinese, Chinese Scottish or Chinese British																											
Other Asian background																											
<b>Sub Total Asian</b>																			38	2%				11			
African, African Scottish or African British																											
Other African background																											
Caribbean, Caribbean Scottish or Caribbean British																											
Black, Black Scottish or Black British																											
Other Caribbean / Black background																											
<b>Sub Total Black</b>																			13	1%							
Arab, Arab Scottish or Arab British																											
Other ethnic background																			14	1%							
<b>Sub Total Other Ethnic</b>																			14	1%							
<b>Total Ethnic (see note)</b>																			80	4%	12	11	20	21	14		
Non Disclosed		10%								19	86%	11							402	19%	65	49	85	91	77	27	
<b>Total (see note)</b>																											

Breakdown by Religion and Belief																											
RELIGION AND BELIEF	Grade 1-4									Grade 5-7									Grade 8								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
Buddhist																											
Church of Scotland	62	5%		10		10	13			38	5%					15				8%							
Hindu																											
Jewish																											
Muslim		1%									1%																
Other Christian	23	2%								15																	
Roman Catholic	101	8%	19	25	19	10	17			52	7%			15	21					12%							
Sikh																											
Pagan																											
Another Religion		1%									1%																
None	353	28%	75	99	85	41	36		10	173	24%		11	71	48	36			19	32%							
Not Disclosed	712	56%	61	54	121	170	185	69	52	436	60%		12	62	141	152	42	26	27	45%						15	
Total																											

	Grade 9-15									Other - Non Pay & Grading Structure									Total Employees								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
Buddhist																											
Church of Scotland		13%									13%								112	5%		12	20	21	33		11
Hindu																											
Jewish																											
Muslim																			16	1%							
Other Christian		3%																	41	2%			12	13			
Roman Catholic		10%																	163	8%	20	30	35	34	31		
Sikh																											
Pagan																											
Another Religion																			15	1%							
None		29%																	554	26%	76	110	160	101	84	11	12
Not Disclosed	14	45%								20	87%	11							1209	57%	73	67	186	326	363	115	79
Total																											

Breakdown by Sexual Orientation (Including Gender identity)																											
SEXUAL ORIENTATION (INCLUDING GENDER IDENTITY)	Grade 1-4									Grade 5-7								Grade 8									
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
Bi-Sexual	53	4%		27	12					11	2%																
Heterosexual	470	37%	88	106	100	64	70	19	23	252	34%		16	85	76	56	10		27	45%				10			
Lesbian / Gay	33	3%		10						18	2%									3%							
Other																											
Not Disclosed	715	56%	66	53	125	165	187	66	53	448	61%		10	65	143	161	42	26	31	52%						17	
Total																											

	Grade 9-15									Other - Non Pay & Grading Structure									Total Employees								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
Bi-Sexual																			64	3%	10	30	18				
Heterosexual	19	61%				10					13%								771	36%	90	122	193	160	146	30	30
Lesbian / Gay																			53	2%		12	15	13			
Other																											
Not Disclosed	12	39%								20	87%	11							1226	58%	78	64	193	324	375	112	80
Total																											

Breakdown by Gender																											
GENDER	Grade 1-4									Grade 5-7									Grade 8								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
	Male	620	49%	71	75	133	118	136	45	42	276	38%			58	87	80	24	17	23	38%						12
Female	656	51%	96	122	115	122	124	41	36	455	62%		22	104	140	141	28	17	37	62%					12	16	
Non Disclosed																											
Total																											

  

	Grade 9-15									Other - Non Pay & Grading Structure									Total Employees								
	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+	Total	%	Under 25	25-30	31-40	41-49	50-60	61-64	65+
	Male	15	48%								35%									942	44%	78	85	193	220	233	74
Female	16	52%					11			15	65%								1179	56%	104	144	228	283	297	69	54
Non Disclosed																											
Total																											

**Note:** Total Ethnic includes the following -

Any mixed or multiple ethnic groups  
 Sub Total Asian  
 Sub Total Black  
 Sub Total Other Ethnic

Total includes the following -

Total White  
 Total Ethnic  
 Non Disclosed