

WORKFORCE PROFILE BY GENDER
ALL COUNCIL
AS AT 31 DECEMBER 2014

The table below has been simplified to provide a summary of the council's workforce by gender. 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	Male			Female		Total Workforce
	Number	%		Number	%	
Grade 1 - 4 Total	2,505	39.6%		3,819	60.4%	6324
Grade 5 - 7 Total	1,684	27.7%		4,398	72.3%	6082
Grade 8 Total	216	36.8%		371	63.2%	587
Grade 9 - 15 Total	126	50.6%		123	49.4%	249
Other Non Pay & Grading Structure	108	57.4%		80	42.6%	188
Teaching	1,187	21.7%		4,286	78.3%	5473
Total Workforce	5,826	30.8%		13,077	69.2%	18903
Total Full Time Workforce	5,485	39.6%		8,363	60.4%	13848
Total Part Time Workforce	341	6.7%		4,714	93.3%	5055

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 DECEMBER 2014**

GCC OVERALL BY GRADE & GENDER	Total White Males	Total White Females	Total White Employees	Total Mixed Males	Total Mixed Females	Total Mixed Employees	Total Other Ethnic Background Males	Total Other Ethnic Background Females	Total Other Ethnic Background	Total Asian Males	Total Asian Females	Total Asian Employees	Total Black Males	Total Black Females	Total Black Employees	Total Black & Minority Ethnic Males	Total Black & Minority Ethnic Females	Total Black & Minority Ethnic Employees	Total Non-Disclosed	Total White Male Employees %	Total White Female Employees %	Total BME Male Employees %	Total BME Female Employees %	Total Non-Disclosed Employees %	Total Male Employees	Total Female Employees	Total Workforce
Grade 1-4 FIT	1,891	1,020	2,911	3	1	4	2	3	5	10	28	38	4	2	6	19	34	53	769	80.0%	74.6%	0.8%	2.5%	20.6%	2,365	1,368	3,733
Grade 1-4 PIT	62	1,546	1,608	0	4	4	0	3	3	4	35	39	0	11	11	4	53	57	926	44.3%	63.1%	2.9%	2.2%	35.7%	140	2,451	2,591
Grade 1-4 Total	1,953	2,566	4,519	3	5	8	2	6	8	14	63	77	4	13	17	23	87	110	1,695	78.0%	67.2%	0.9%	2.3%	26.8%	2,505	3,819	6,324
Grade 5-7 FIT	1,356	2,447	3,803	1	5	6	2	10	12	18	40	58	4	4	8	25	59	84	897	84.9%	76.8%	1.6%	1.9%	18.8%	1,597	3,167	4,764
Grade 5-7 PIT	72	914	986	0	4	4	0	3	3	1	21	22	0	5	5	1	33	34	278	82.8%	75.5%	1.1%	2.7%	21.4%	87	1,211	1,298
Grade 5-7 Total	1,428	3,361	4,789	1	9	10	2	13	15	19	61	80	4	9	13	26	92	118	1,175	84.8%	76.4%	1.5%	2.1%	19.3%	1,684	4,398	6,082
Grade 8 FIT	191	294	485	1	2	3	1	1	2	0	5	5	1	2	3	3	10	13	39	91.4%	89.6%	1.4%	3.0%	7.3%	209	328	537
Grade 8 PIT	2	37	39	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	5	66.7%	88.1%	0.0%	2.4%	11.1%	3	42	45
Grade 8 Total	193	331	524	1	3	4	1	1	2	0	5	5	1	2	3	3	11	14	44	91.0%	88.5%	1.4%	3.0%	7.6%	212	370	582
Grade AC2 8 FIT	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	75.0%	#DIV/0!	0.0%	#DIV/0!	25.0%	4	0	4
Grade AC2 8 PIT	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	100.0%	#DIV/0!	0.0%	0.0%	0	1	1
Grade AC2 8 Total	3	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	75.0%	100.0%	0.0%	0.0%	20.0%	4	1	5
Grade 9-15 FIT	103	104	207	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	26	84.4%	92.9%	0.8%	0.0%	11.1%	122	112	234
Grade 9-15 PIT	1	9	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100.0%	81.8%	0.0%	0.0%	16.7%	1	11	12
Grade 9-15 Total	104	113	217	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	28	84.6%	91.9%	0.8%	0.0%	11.4%	123	123	246
Grade AC2 9-15 FIT	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	66.7%	#DIV/0!	0.0%	#DIV/0!	33.3%	3	0	3
Grade AC2 9-15 PIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0	0	0
Grade AC2 9-15 Total	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	66.7%	#DIV/0!	0.0%	#DIV/0!	33.3%	3	0	3
Other Non Pay & Grading Structure FIT	67	46	113	0	0	0	0	0	0	1	3	4	0	0	0	1	3	4	68	62.0%	58.7%	0.9%	3.9%	36.8%	108	77	185
Other Non Pay & Grading Structure PIT	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	100.0%	#DIV/0!	0.0%	0.0%	0	3	3
Other Non P&G Structure Total	67	49	116	0	0	0	0	0	0	1	3	4	0	0	0	1	3	4	68	62.0%	61.3%	0.9%	3.8%	36.2%	108	80	188
Total Workforce FIT	3,613	3,911	7,524	5	8	13	5	14	19	30	76	106	9	8	17	49	106	155	1,801	82.0%	77.1%	1.1%	2.1%	19.0%	4,408	5,072	9,480
Total Workforce PIT	137	2,510	2,647	0	9	9	0	6	6	5	56	61	0	16	16	5	87	92	1,211	59.3%	67.5%	2.2%	2.3%	30.7%	231	3,719	3,950
Total Workforce	3,750	6,421	10,171	5	17	22	5	20	25	35	132	167	9	24	33	54	193	247	3,012	80.8%	73.0%	1.2%	2.2%	22.4%	4,639	8,791	13,430

**WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 DECEMBER 2014**

TEACHERS OVERALL BY GRADE & GENDER	Total White Males	Total White Females	Total White Employees	Total Mixed Males	Total Mixed Females	Total Mixed Employees	Total Other Ethnic Background Males	Total Other Ethnic Background Females	Total Other Ethnic Background	Total Asian Males	Total Asian Females	Total Asian Employees	Total Black Males	Total Black Females	Total Black Employees	Total Black & Minority Ethnic Males	Total Black & Minority Ethnic Females	Total Black & Minority Ethnic Employees	Total Non-Disclosed	Total White Male Employees %	Total White Female Employees %	Total BME Male Employees %	Total BME Female Employees %	Total Non-Disclosed Employees %	Total Male Employees	Total Female Employees	Total Head Count of Workforce	
Teacher FIT	426	1,195	1,621	1	6	7	5	6	11	11	38	49	2	2	4	19	52	71	1,297	57.3%	53.2%	2.6%	2.3%	43.4%	744	2,245	2,989	
Teacher PIT	58	583	641	0	3	3	3	3	6	2	12	14	0	1	1	5	19	24	307	59.2%	66.7%	5.1%	2.2%	31.6%	98	874	972	
Teacher Total	484	1,778	2,262	1	9	10	8	9	17	13	50	63	2	3	5	24	71	95	1,604	57.9%	57.0%	2.9%	2.3%	40.9%	842	3,119	3,961	
Principal Teacher FIT	155	412	567	0	2	2	0	2	2	1	8	9	0	1	1	1	13	14	169	75.2%	75.7%	0.5%	2.4%	22.5%	206	544	750	
Principal Teacher PIT	5	63	68	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	20	62.5%	77.6%	0.0%	1.2%	22.5%	8	81	89	
Principal Teacher Total	160	475	635	0	2	2	0	3	3	1	8	9	0	1	1	1	14	15	189	74.8%	76.0%	0.5%	2.2%	22.9%	214	625	839	
Depute Head Teacher FIT	64	213	277	0	1	1	1	0	1	0	0	0	0	0	0	1	1	2	53	78.0%	85.2%	1.2%	0.4%	16.0%	82	250	332	
Depute Head Teacher PIT	2	16	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	100.0%	80.0%	0.0%	0.0%	18.2%	2	20	22	
Depute Head Teacher Total	66	229	295	0	1	1	1	0	1	0	0	0	0	0	0	1	1	2	57	78.6%	84.8%	1.2%	0.4%	16.1%	84	270	354	
Head Teacher FIT	22	171	193	0	0	0	1	0	1	0	4	4	0	0	0	1	4	5	31	81.5%	84.7%	3.7%	2.0%	13.5%	27	202	229	
Head Teacher PIT	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	100.0%	#DIV/0!	0.0%	0.0%	0.0%	0	1	1
Head Teacher Total	22	172	194	0	0	0	1	0	1	0	4	4	0	0	0	1	4	5	31	81.5%	84.7%	3.7%	2.0%	13.5%	27	203	230	
Quality Improvement Officer/Manager FIT	7	20	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	77.8%	80.0%	0.0%	0.0%	20.6%	9	25	34	
Quality Improvement Officer/Manager PIT	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	100.0%	#DIV/0!	0.0%	0.0%	0.0%	0	2	2
Quality Improvement Officer/Manager Total	7	22	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	77.8%	81.5%	0.0%	0.0%	19.4%	9	27	36	
Psychologist FIT	7	15	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	77.8%	60.0%	0.0%	0.0%	35.3%	9	25	34	
Psychologist PIT	2	10	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	100.0%	58.8%	0.0%	0.0%	36.8%	2	17	19	
Psychologist Total	9	25	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	81.8%	59.5%	0.0%	0.0%	35.8%	11	42	53	
Total Workforce FIT	681	2,026	2,707	1	9	10	7	8	15	12	50	62	2	3	5	22	70	92	1,569	63.2%	61.6%	2.0%	2.1%	35.9%	1,077	3,291	4,368	
Total Workforce PIT	67	675	742	0	3	3	3	4	7	2	12	14	0	1	1	5	20	26	338	60.9%	67.8%	4.5%	2.0%	30.6%	110	995	1,105	
Total Workforce	748	2,701	3,449	1	12	13	10	12	22	14	62	76	2	4	6	27	90	117	1,907	63.0%	63.0%	2.3%	2.1%	34.8%	1,187	4,286	5,473	