

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL
AS AT 31 MARCH 2015**

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	2,479	39.3%	3,831	60.7%	6,310
Grade 5 - 7 Total	1,674	27.6%	4,402	72.4%	6,076
Grade 8 Total	215	36.6%	373	63.4%	588
Grade 9 - 15 Total	128	51%	123	49%	251
Other Non Pay & Grading Structure	102	57.6%	75	42.4%	177
Teaching	1,177	21.7%	4,241	78.3%	5,418
Total Workforce	5,775	30.7%	13,045	69.3%	18,820
Total Full Time Workforce	5,420	39.5%	8,286	60.5%	13,706
Total Part Time Workforce	355	6.9%	4,759	93.1%	5,114

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2015**

GCC OVERALL BY GRADE & GENDER	Total White			Total Mixed			Total Other Ethnic Background			Total Asian			Total Black			Total Black & Minority Ethnic			Total Non- Disclosed	Total White		Total BME		Total Non- Disclosed Employees %	Total Male Employees	Total Female Employees	Total Workforce
	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees %		Female Employees %	Male Employees %	Female Employees %					
Grade 1-4 FIT	1,874	1,014	2,888	3	1	4	2	3	5	10	30	40	4	2	6	19	36	55	741	80.3%	75.1%	0.8%	2.7%	20.1%	2,334	1,350	3,684
Grade 1-4 PIT	65	1,577	1,642	0	3	3	0	3	3	4	35	39	0	13	13	4	54	58	926	44.8%	63.6%	2.8%	2.2%	35.3%	145	2,481	2,626
Grade 1-4 Total	1,939	2,591	4,530	3	4	7	2	6	8	14	65	79	4	15	19	23	90	113	1,667	78.2%	67.6%	0.9%	2.3%	26.4%	2,479	3,831	6,310
Grade 5-7 FIT	1,344	2,447	3,791	1	5	6	2	10	12	18	40	58	3	4	7	24	59	83	884	85.0%	76.8%	1.5%	1.9%	18.8%	1,582	3,186	4,768
Grade 5-7 PIT	77	910	987	0	4	4	0	3	3	1	21	22	0	7	7	1	35	36	285	83.7%	74.8%	1.1%	2.9%	21.8%	92	1,216	1,308
Grade 5-7 Total	1,421	3,357	4,778	1	9	10	2	13	15	19	61	80	3	11	14	25	94	119	1,179	84.9%	76.3%	1.5%	2.1%	19.4%	1,674	4,402	6,076
Grade 8 FIT	189	292	481	1	2	3	1	1	2	0	6	6	1	2	3	3	11	14	40	90.9%	89.3%	1.4%	3.4%	7.5%	208	327	535
Grade 8 PIT	2	40	42	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	5	66.7%	88.9%	0.0%	2.2%	10.4%	3	45	48
Grade 8 Total	191	332	523	1	3	4	1	1	2	0	6	6	1	2	3	3	12	15	45	90.5%	89.2%	1.4%	3.2%	7.7%	211	372	583
Grade ACZ 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 ACZ 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 ACZ 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	106	103	209	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	26	84.8%	92.8%	0.8%	0.0%	11.0%	125	111	236
Grade 9-15 PIT	1	8	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100.0%	80.0%	0.0%	0.0%	18.2%	1	10	11
Grade 9-15 Total	107	111	218	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	28	84.9%	91.7%	0.8%	0.0%	11.3%	126	121	247
Grade ACZ 9-15 FIT	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	50.0%	100.0%	0.0%	0.0%	33.3%	2	1	3
Grade ACZ 9-15 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 ACZ 9-15 Total	1	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	50.0%	100.0%	0.0%	0.0%	25.0%	2	2	4
Other Non Pay & Grading Structure FIT	64	48	112	0	0	0	0	0	0	1	4	5	0	0	0	1	4	5	58	62.7%	65.8%	1.0%	5.5%	33.1%	102	73	175
Other Non Pay & Grading Structure 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	2	2
Other Non P&G Structure Total	64	50	114	0	0	0	0	0	0	1	4	5	0	0	0	1	4	5	58	62.7%	66.7%	1.0%	5.3%	32.8%	102	75	177
Total Workforce FIT	3,581	3,905	7,486	5	8	13	5	14	19	30	80	110	8	8	16	48	110	158	1,761	82.2%	77.4%	1.1%	2.2%	18.7%	4,357	5,048	9,405
Total Workforce PIT	145	2,539	2,684	0	8	8	0	6	6	5	56	61	0	20	20	5	90	95	1,218	60.2%	67.6%	2.1%	2.4%	30.5%	241	3,756	3,997
Total Workforce	3,726	6,444	10,170	5	16	21	5	20	25	35	136	171	8	28	36	53	200	253	2,979	81.0%	73.2%	1.2%	2.3%	22.2%	4,598	8,804	13,402

**WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 MARCH 2015**

TEACHERS OVERALL BY GRADE & GENDER	Total White	Total White	Total White	Total Mixed	Total Mixed	Total Mixed	Total Other	Total Other	Total Other	Total Asian	Total Asian	Total Asian	Total Black	Total Black	Total Black	Total Black &	Total Black &	Total Black &	Total Non-	Total White	Total White	Total BME	Total BME	Total Non-	Total Male	Total Female	Total Head Count	
	Males	Females	Employees																									Males
Teacher FIT	419	1,166	1,585	1	6	7	5	6	11	11	35	46	2	2	4	19	49	68	1,277	57.4%	53.0%	2.6%	2.2%	43.6%	730	2,200	2,930	
Teacher PIT	64	508	652	0	3	3	3	4	7	1	13	14	0	1	1	4	21	25	299	62.7%	67.3%	3.9%	2.4%	30.6%	102	874	976	
Teacher Total	483	1,754	2,237	1	9	10	8	10	18	12	48	60	2	3	5	23	70	93	1,576	58.1%	57.1%	2.8%	2.3%	40.3%	832	3,074	3,906	
Principal Teacher FIT	155	407	562	1	2	3	0	2	2	1	9	10	0	1	1	2	14	16	172	74.2%	75.1%	1.0%	2.8%	22.9%	208	542	750	
Principal Teacher PIT	5	63	68	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	23	62.5%	75.9%	0.0%	0.0%	25.3%	8	83	91	
Principal Teacher Total	160	470	630	1	2	3	0	2	2	1	9	10	0	1	1	2	14	16	195	74.1%	75.2%	0.9%	2.2%	23.2%	216	625	841	
Depute Head Teacher FIT	63	211	274	0	1	1	1	0	1	0	1	1	0	0	0	1	2	3	50	78.8%	85.4%	1.3%	0.8%	15.3%	80	247	327	
Depute Head Teacher PIT	3	20	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	100.0%	83.3%	0.0%	0.0%	14.8%	3	24	27	
Depute Head Teacher Total	66	231	297	0	1	1	1	0	1	0	1	1	0	0	0	1	2	3	54	79.5%	85.2%	1.2%	0.7%	15.3%	83	271	354	
Head Teacher FIT	21	169	190	0	0	0	1	0	1	0	3	3	0	0	0	1	3	4	34	77.8%	84.1%	3.7%	1.5%	14.9%	27	201	228	
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	21	170	191	0	0	0	1	0	1	0	3	3	0	0	0	1	3	4	34	77.8%	84.2%	3.7%	1.5%	14.8%	27	202	229	
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	10	77.8%	65.2%	0.0%	0.0%	31.3%	9	23	32	
Psychologist PIT	1	10	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	100.0%	52.6%	0.0%	0.0%	45.0%	1	19	20	
Psychologist Total	8	25	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	80.0%	59.5%	0.0%	0.0%	36.5%	10	42	52	
Total Workforce FIT	672	1,988	2,660	2	9	11	7	8	15	12	48	60	2	3	5	23	68	91	1,550	63.2%	61.4%	2.2%	2.1%	36.0%	1,063	3,220	4,301	
Total Workforce PIT	73	684	757	0	3	3	3	4	7	1	13	14	0	1	1	4	21	25	335	64.0%	68.2%	3.5%	2.1%	30.0%	114	1,003	1,117	
Total Workforce	745	2,672	3,417	2	12	14	10	12	22	13	61	74	2	4	6	27	89	116	1,885	63.3%	63.0%	2.3%	2.1%	34.8%	1,177	4,241	5,418	