

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 31 MARCH 2016**

The table below has been simplified to provide a summary of the council's workforce by disability. 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	Disabled		Non Disabled		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	159	2.6%	910	14.6%	5,154	82.8%	6223
Grade 5 - 7 Total	183	3.1%	1,003	16.8%	4,785	80.1%	5971
Grade 8 Total	16	2.8%	125	21.4%	442	75.8%	583
Grade 9 - 15 Total	4	1.6%	66	26.5%	179	71.9%	249
Other Non Pay & Grading Structure	8	6.2%	78	60.5%	43	33.3%	129
Teaching	71	1.3%	932	17.0%	4,467	81.7%	5470
Total Workforce	441	2.4%	3,114	16.7%	15,070	80.9%	18625
Total Full Time Workforce	358	2.7%	2,381	17.6%	10,754	79.7%	13493
Total Part Time Workforce	83	1.6%	733	14.3%	4,316	84.1%	5132

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2016**

GCC OVERALL BY GRADE & DISABILITY	White Disabled			Black & Minority Ethnic Disabled			Total Disabled			Total Disabled Employees %	Total Non Disclosed	Total Non Disclosed %	Total White Non Disabled			Total Black & Minority Ethnic Non Disabled			Total Non Disabled Employees			Total Non Disabled Employees %	Total Workforce		
	Total White Male Disabled Employees	Total White Disabled Female Employees	Total White Disabled Employees	Total Ethnic Male Disabled Employees	Total Ethnic Female Disabled Employees	Total Ethnic Disabled Employees	Disabled Male Employees	Disabled Female Employees	Total Disabled Employees				Total White Male Non Disabled Employees	Total White Female Non Disabled Employees	Total White Non Disabled Employees	Total Ethnic Male Non Disabled Employees	Total Ethnic Female Non Disabled Employees	Total Ethnic Non Disabled Employees	Total Male Non Disabled Employees	Total Female Non Disabled Employees	Total Non Disabled Employees		Total Male Employees	Total Female Employees	Total Workforce
Grade 1-4 FIT	87	26	113	3	4	7	90	30	120	3.4%	2,912	81.8%	294	191	485	26	18	44	320	209	529	14.9%	2,266	1,235	3,501
Grade 1-4 PIT	3	32	35	0	4	4	3	36	39	1.5%	2,242	84.2%	26	292	318	2	61	63	28	353	381	14.3%	143	2,519	2,662
Grade 1-4 Total	90	58	148	3	8	11	93	66	159	2.6%	5,154	82.8%	320	483	803	28	79	107	348	562	910	14.6%	2,409	3,814	6,223
Grade 5-7 FIT	66	76	142	3	7	10	69	83	152	3.2%	3,685	78.8%	261	511	772	20	49	69	281	560	841	18.0%	1,551	3,127	4,678
Grade 5-7 PIT	6	24	30	0	1	1	6	25	31	2.4%	1,100	85.1%	19	123	142	0	20	20	19	143	162	12.5%	95	1,198	1,293
Grade 5-7 Total	72	100	172	3	8	11	75	108	183	3.1%	4,785	80.1%	280	634	914	20	69	89	300	703	1,003	16.8%	1,646	4,325	5,971
Grade 8 FIT	2	12	14	0	1	1	2	13	15	2.8%	409	75.7%	52	57	109	4	3	7	56	60	116	21.5%	212	328	540
Grade 8 PIT	1	0	1	0	0	0	1	0	1	2.4%	31	75.6%	0	9	9	0	0	0	0	9	9	22.0%	3	38	41
Grade 8 Total	3	12	15	0	1	1	3	13	16	2.8%	440	75.7%	52	66	118	4	3	7	56	69	125	21.5%	215	366	581
Grade ACZ8 FIT	0	0	0	0	0	0	0	0	0	0.0%	2	100.0%	0	0	0	0	0	0	0	0	0	0.0%	2	0	2
Grade ACZ8 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!	0	0.0%	0	0	0	0	0	0	0	0	0	0.0%	0	0	0
Grade ACZ8 Total	0	0	0	0	0	0	0	0	0	0.0%	2	100.0%	0	0	0	0	0	0	0	0	0	0.0%	2	0	2
Grade 9-15 FIT	1	2	3	0	0	0	1	2	3	1.3%	165	72.7%	30	28	58	0	1	1	30	29	59	26.0%	118	109	227
Grade 9-15 PIT	0	0	0	0	0	0	0	0	0	0.0%	11	64.7%	0	6	6	0	0	0	0	6	6	35.3%	1	16	17
Grade 9-15 Total	1	2	3	0	0	0	1	2	3	1.2%	176	72.1%	30	34	64	0	1	1	30	35	65	26.8%	119	125	244
Grade ACZ9-15 FIT	1	0	1	0	0	0	1	0	1	20.0%	3	60.0%	1	0	1	0	0	0	1	0	1	20.0%	5	0	5
Grade ACZ9-15 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!	0	0.0%	0	0	0	0	0	0	0	0	0	0.0%	0	0	0
Grade ACZ9-15 Total	1	0	1	0	0	0	1	0	1	20.0%	3	60.0%	1	0	1	0	0	0	1	0	1	20.0%	5	0	5
Other Non Pay & Grading Structure FIT	5	1	6	2	0	2	7	1	8	6.2%	43	33.3%	45	28	73	0	5	5	45	33	78	60.5%	70	59	129
Other Non Pay & Grading Structure PIT	0	0	0	0	0	0	0	0	0	#DIV/0!	0	0.0%	0	0	0	0	0	0	0	0	0	0.0%	0	0	0
Other Non P&G Structure Total	5	1	6	2	0	2	7	1	8	6.2%	43	33.3%	45	28	73	0	5	5	45	33	78	60.5%	70	59	129
Total Workforce FIT	162	117	279	8	12	20	170	129	299	3.3%	7,219	79.0%	683	815	1,498	50	76	126	733	891	1,624	17.8%	4,224	4,918	9,142
Total Workforce PIT	10	56	66	0	5	5	10	61	71	1.8%	3,384	84.3%	45	430	475	2	81	83	47	511	558	13.9%	242	3,771	4,013
Total Workforce	172	173	345	8	17	25	180	190	370	2.8%	10,603	80.6%	728	1,245	1,973	52	157	209	780	1,402	2,182	16.6%	4,466	8,689	13,155

**WORKFORCE PROFILE BY DISABILITY
TEACHERS ONLY
AS AT 31 MARCH 2016**

TEACHERS OVERALL BY GRADE & DISABILITY	White Disabled			Black & Minority Ethnic Disabled			Total Disabled			Total Disabled Employees %	Total Non Disclosed	Total Non Disclosed %	Total White Non Disabled			Total Black & Minority Ethnic Non Disabled			Total Non Disabled Employees				Total Workforce		
	Total White Male Disabled Employees	Total White Disabled Female Employees	Total White Disabled Employees	Total Ethnic Male Disabled Employees	Total Ethnic Female Disabled Employees	Total Ethnic Disabled Employees	Disabled Male Employees	Disabled Female Employees	Total Disabled Employees				Total White Male Non Disabled Employees	Total White Female Non Disabled Employees	Total White Non Disabled Employees	Total Ethnic Male Non Disabled Employees	Total Ethnic Female Non Disabled Employees	Total Ethnic Non Disabled Employees	Total Male Non Disabled Employees	Total Female Non Disabled Employees	Total Non Disabled Employees	Total Non Disabled Employees %	Total Male Employees	Total Female Employees	Total Workforce
Teacher FIT	12	16	28	1	4	5	13	20	33	1.1%	2,396	80.0%	66	247	313	59	194	253	125	441	566	18.9%	721	2,274	2,995
Teacher PIT	1	7	8	0	0	0	1	7	8	0.8%	842	83.3%	27	92	119	5	37	42	32	129	161	15.9%	97	914	1,011
Teacher Total	13	23	36	1	4	5	14	27	41	1.0%	3,238	80.8%	93	339	432	64	231	295	157	570	727	18.1%	818	3,188	4,006
Principal Teacher FIT	6	13	19	0	0	0	6	13	19	2.6%	601	81.2%	32	56	88	7	25	32	39	81	120	16.2%	215	525	740
Principal Teacher PIT	0	2	2	0	1	1	0	3	3	4.2%	63	87.5%	1	3	4	0	2	2	1	5	6	8.3%	8	64	72
Principal Teacher Total	6	15	21	0	1	1	6	16	22	2.7%	664	81.8%	33	59	92	7	27	34	40	86	126	15.5%	223	589	812
Depute Head Teacher FIT	1	1	2	0	0	0	1	1	2	0.6%	286	88.5%	13	20	33	1	1	2	14	21	35	10.8%	85	238	323
Depute Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%	12	80.0%	0	3	3	0	0	0	0	3	3	20.0%	2	13	15
Depute Head Teacher Total	1	1	2	0	0	0	1	1	2	0.6%	298	88.2%	13	23	36	1	1	2	14	24	38	11.2%	87	251	338
Head Teacher FIT	0	3	3	0	0	0	0	3	3	1.3%	206	90.0%	6	12	18	0	2	2	6	14	20	9.7%	28	201	229
Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%	2	86.7%	1	0	1	0	0	0	1	0	1	33.3%	1	2	3
Head Teacher Total	0	3	3	0	0	0	0	3	3	1.3%	208	89.7%	7	12	19	0	2	2	7	14	21	9.1%	29	203	232
Quality Improvement Officer/Manager FIT	0	1	1	0	0	0	0	1	1	3.3%	26	86.7%	0	3	3	0	0	0	0	3	3	10.0%	7	23	30
Quality Improvement Officer/Manager PIT	0	1	1	0	0	0	0	1	1	50.0%	1	50.0%	0	0	0	0	0	0	0	0	0	0.0%	1	1	2
Quality Improvement Officer/Manager Total	0	2	2	0	0	0	0	2	2	6.3%	27	84.4%	0	3	3	0	0	0	0	3	3	9.4%	8	24	32
Psychologist FIT	0	1	1	0	0	0	0	1	1	2.9%	20	58.8%	1	11	12	0	1	1	1	12	13	38.2%	7	27	34
Psychologist PIT	0	0	0	0	0	0	0	0	0	0.0%	12	75.0%	0	0	0	0	4	4	0	4	4	25.0%	0	16	16
Psychologist Total	0	1	1	0	0	0	0	1	1	2.0%	32	64.0%	1	11	12	0	5	5	1	16	17	34.0%	7	43	50
Total Workforce FIT	19	35	54	1	4	5	20	39	59	1.4%	3,535	81.2%	118	349	467	67	223	290	185	572	757	17.4%	1,063	3,288	4,351
Total Workforce PIT	1	10	11	0	1	1	1	11	12	1.1%	932	83.3%	29	98	127	5	43	48	34	141	175	15.6%	109	1,010	1,119
Total Workforce	20	45	65	1	5	6	21	50	71	1.3%	4,467	81.7%	147	447	594	72	266	338	219	713	932	17.0%	1,172	4,298	5,470