

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

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](mailto:thom.hughes@glasgow.gov.uk)

Grade	Male		Female		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	2,409	38.7%	3,814	61.3%	0	0.0%	6223
Grade 5 - 7 Total	1,646	27.6%	4,325	72.4%	0	0.0%	5971
Grade 8 Total	217	37.2%	366	62.8%	0	0.0%	583
Grade 9 - 15 Total	124	49.8%	125	50.2%	0	0.0%	249
Other Non Pay & Grading Structure	70	54.3%	59	45.7%	0	0.0%	129
Teaching	1,172	21.4%	4,298	78.6%	0	0.0%	5470
<b>Total Workforce</b>	<b>5,638</b>	<b>30.3%</b>	<b>12,987</b>	<b>69.7%</b>	<b>0</b>	<b>0.0%</b>	<b>18625</b>
<b>Total Full Time Workforce</b>	<b>5,287</b>	<b>39.2%</b>	<b>8,206</b>	<b>60.8%</b>	<b>0</b>	<b>0.0%</b>	<b>13493</b>
<b>Total Part Time Workforce</b>	<b>351</b>	<b>6.8%</b>	<b>4,781</b>	<b>93.2%</b>	<b>0</b>	<b>0.0%</b>	<b>5132</b>

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

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	1,846	1,017	2,863	4	2	6	3	3	6	12	29	41	3	1	4	22	35	57	641	81.5%	78.5%	1.0%	2.7%	18.0%	2,266	1,295	3,561
Grade 1-4 PIT	74	1,641	1,715	0	2	2	0	3	3	4	39	43	0	25	25	4	69	73	874	51.7%	65.1%	2.8%	2.7%	32.8%	143	2,519	2,662
Grade 1-4 Total	1,920	2,658	4,578	4	4	8	3	6	9	16	68	84	3	26	29	26	104	130	1,515	79.7%	69.7%	1.1%	2.7%	24.3%	2,409	3,814	6,223
Grade 5-7 FIT	1,340	2,418	3,758	0	10	10	1	8	9	17	44	61	2	3	5	20	65	85	835	86.4%	77.3%	1.3%	2.1%	17.8%	1,551	3,127	4,678
Grade 5-7 PIT	81	904	985	0	4	4	0	2	2	1	21	22	0	6	6	1	33	34	274	65.3%	75.5%	1.1%	2.8%	21.2%	95	1,198	1,293
Grade 5-7 Total	1,421	3,322	4,743	0	14	14	1	10	11	18	65	83	2	9	11	21	98	119	1,109	86.3%	76.8%	1.3%	2.3%	18.6%	1,646	4,325	5,971
Grade 8 FIT	193	299	492	2	1	3	0	1	1	0	4	4	1	2	3	3	8	11	37	91.0%	91.2%	1.4%	2.4%	6.9%	212	328	540
Grade 8 PIT	3	34	37	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	3	100.0%	89.5%	0.0%	2.6%	7.3%	3	38	41
Grade 8 Total	196	333	529	2	2	4	0	1	1	0	4	4	1	2	3	3	9	12	40	91.2%	91.0%	1.4%	2.5%	6.9%	215	366	581
Grade ACZ 8 FIT	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%	2	0	2
Grade ACZ 8 PIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0
Grade ACZ 8 Total	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%	2	0	2
Grade 9-15 FIT	103	104	207	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	19	87.3%	95.4%	0.8%	0.0%	8.4%	118	109	227
Grade 9-15 PIT	1	14	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100.0%	87.5%	0.0%	0.0%	11.8%	1	16	17
Grade 9-15 Total	104	118	222	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	21	87.4%	94.4%	0.8%	0.0%	8.6%	119	125	244
Grade ACZ 9-15 FIT	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	80.0%	0.0%	0.0%	0.0%	20.0%	5	0	5
Grade ACZ 9-15 PIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0
Grade ACZ 9-15 Total	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	80.0%	0.0%	0.0%	0.0%	20.0%	5	0	5
Other Non Pay & Grading Structure FIT	58	41	99	0	0	0	0	0	0	0	3	3	0	0	0	0	3	3	27	82.9%	69.5%	0.0%	5.1%	20.9%	70	59	129
Other Non Pay & Grading Structure PIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0
Other Non P&G Structure Total	58	41	99	0	0	0	0	0	0	0	3	3	0	0	0	0	3	3	27	82.9%	69.5%	0.0%	5.1%	20.9%	70	59	129
<b>Total Workforce FIT</b>	<b>3,546</b>	<b>3,879</b>	<b>7,425</b>	<b>6</b>	<b>13</b>	<b>19</b>	<b>4</b>	<b>12</b>	<b>16</b>	<b>30</b>	<b>80</b>	<b>110</b>	<b>6</b>	<b>6</b>	<b>12</b>	<b>46</b>	<b>111</b>	<b>157</b>	<b>1,560</b>	<b>83.9%</b>	<b>78.9%</b>	<b>1.1%</b>	<b>2.3%</b>	<b>17.1%</b>	<b>4,224</b>	<b>4,918</b>	<b>9,142</b>
<b>Total Workforce PIT</b>	<b>159</b>	<b>2,593</b>	<b>2,752</b>	<b>0</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>60</b>	<b>65</b>	<b>0</b>	<b>31</b>	<b>31</b>	<b>5</b>	<b>103</b>	<b>108</b>	<b>1,153</b>	<b>65.7%</b>	<b>68.8%</b>	<b>2.1%</b>	<b>2.7%</b>	<b>28.7%</b>	<b>242</b>	<b>3,771</b>	<b>4,013</b>
<b>Total Workforce</b>	<b>3,705</b>	<b>6,472</b>	<b>10,177</b>	<b>6</b>	<b>20</b>	<b>26</b>	<b>4</b>	<b>17</b>	<b>21</b>	<b>35</b>	<b>140</b>	<b>175</b>	<b>6</b>	<b>37</b>	<b>43</b>	<b>51</b>	<b>214</b>	<b>265</b>	<b>2,713</b>	<b>83.0%</b>	<b>74.5%</b>	<b>1.1%</b>	<b>2.5%</b>	<b>20.6%</b>	<b>4,466</b>	<b>8,689</b>	<b>13,155</b>

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

TEACHERS OVERALL BY GRADE & GENDER	Total White			Total Mixed			Total Other Ethnic			Total Asian			Total Black			Total Black & Minority Ethnic			Total Non- Disclosed	Total White		Total BME		Total Non- Disclosed	Total Male	Total Female	Total Workforce
	Males	Females	Employees	Males	Females	Employees	Background Males	Background Females	Background Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees %		Female Employees %	Employees %	Female Employees %	Employees %				
Teacher FIT	400	1,124	1,524	1	6	7	8	6	14	12	43	55	2	3	5	23	58	81	1,380	55.5%	49.4%	3.2%	2.6%	46.4%	721	2,274	2,995
Teacher PIT	68	612	680	0	3	3	1	2	3	2	13	15	1	0	1	4	18	22	309	70.1%	67.0%	4.1%	2.0%	30.6%	97	914	1,011
Teacher Total	468	1,736	2,204	1	9	10	9	8	17	14	56	70	3	3	6	27	76	103	1,689	57.2%	54.5%	3.3%	2.4%	42.4%	818	3,188	4,006
Principal Teacher FIT	153	377	530	0	2	2	0	2	2	1	7	8	0	1	1	1	12	13	197	71.2%	71.8%	0.5%	2.3%	26.6%	215	535	749
Principal Teacher PIT	6	50	56	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	15	75.0%	78.1%	0.0%	1.6%	20.8%	8	64	72
Principal Teacher Total	159	427	586	0	3	3	0	2	2	1	7	8	0	1	1	1	13	14	212	71.3%	72.5%	0.4%	2.2%	26.1%	223	599	812
Depute Head Teacher FIT	65	203	268	0	1	1	1	1	2	0	0	0	0	0	0	1	2	3	52	76.5%	85.3%	1.2%	0.8%	16.1%	85	238	323
Depute Head Teacher PIT	2	12	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100.0%	92.3%	0.0%	0.0%	6.7%	2	13	15
Depute Head Teacher Total	67	215	282	0	1	1	1	1	2	0	0	0	0	0	0	1	2	3	53	77.0%	85.7%	1.1%	0.8%	15.7%	87	251	338
Head Teacher FIT	23	172	195	0	0	0	1	0	1	0	4	4	0	0	0	1	4	5	29	82.1%	85.6%	3.6%	2.0%	12.7%	28	201	229
Head Teacher PIT	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	100.0%	50.0%	0.0%	0.0%	33.3%	1	2	3
Head Teacher Total	24	173	197	0	0	0	1	0	1	0	4	4	0	0	0	1	4	5	30	82.8%	85.2%	3.4%	2.0%	12.9%	29	203	232
Quality Improvement Officer/Manager FIT	5	19	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	71.4%	82.6%	0.0%	0.0%	20.0%	7	23	30
Quality Improvement Officer/Manager PIT	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	1	1	2
Quality Improvement Officer/Manager Total	6	20	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	75.0%	83.3%	0.0%	0.0%	18.8%	8	24	32
Psychologist FIT	5	20	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	71.4%	74.1%	0.0%	0.0%	26.5%	7	27	34
Psychologist PIT	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	0.0%	43.8%	0.0%	0.0%	56.3%	0	16	16
Psychologist Total	5	27	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	71.4%	62.8%	0.0%	0.0%	36.6%	7	43	50
Total Workforce FIT	651	1,915	2,566	1	9	10	10	9	19	13	54	67	2	4	6	26	76	102	1,683	61.2%	58.2%	2.4%	2.3%	38.7%	1,063	3,268	4,331
Total Workforce PIT	78	683	761	0	4	4	1	2	3	2	13	15	1	0	1	4	19	23	335	71.6%	67.6%	3.7%	1.9%	29.9%	109	1,010	1,119
Total Workforce	729	2,598	3,327	1	13	14	11	11	22	15	67	82	3	4	7	30	95	125	2,018	62.2%	60.4%	2.6%	2.2%	36.9%	1,172	4,278	5,450

