

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL
AS AT 31 MARCH 2019**

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	3,382	27.3%	9,023	72.7%	12405
Grade 5 - 7 Total	1,772	26.3%	4,963	73.7%	6735
Grade 8 Total	252	39.0%	394	61.0%	646
Grade 9 - 15 Total	143	50.9%	138	49.1%	281
Other Non Pay & Grading Structure	281	55.6%	224	44.4%	505
Teaching	1,276	21.5%	4,651	78.5%	5927
Total Workforce	7,106	26.8%	19,393	73.2%	26499
Total Full Time Workforce	6,009	37.9%	9,844	62.1%	15853
Total Part Time Workforce	1,097	10.3%	9,549	89.7%	10646

ALEOs	Male		Female		Total Workforce
	Number	%	Number	%	
City Building	1,927	88.7%	245	11.3%	2172
Glasgow Life	1,264	45.9%	1,488	54.1%	2752
City Parking	102	63.0%	60	37.0%	162
City Property	56	62.9%	33	37.1%	89
Clyde Gateway	10	37.0%	17	63.0%	27
Jobs & Business Glasgow	42	18.0%	191	82.0%	233
Total Workforce	3,401	62.6%	2,034	37.4%	5435

Note: information for ALEOs not included in sheets 2 and 3.

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2019**

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	2,233	1,754	3,987	4	4	8	4	0	4	14	32	46	7	10	17	29	46	75	697	83.7%	83.0%	1.1%	2.2%	14.0%	2,667	2,092	4,759
Grade 1-4 PIT	494	5,135	5,629	3	23	26	0	7	7	7	75	82	4	30	34	14	135	149	1,898	64.9%	74.1%	2.0%	1.9%	24.8%	715	6,931	7,646
Grade 1-4 Total	2,697	6,889	9,586	7	27	34	4	7	11	21	107	128	11	40	51	43	181	224	2,595	79.7%	76.3%	1.3%	2.0%	20.9%	3,382	9,023	12,405
Grade 5-7 FIT	1,325	2,702	4,027	4	14	18	1	6	7	19	53	72	4	11	15	28	84	112	976	85.4%	75.8%	1.8%	2.4%	19.1%	1,552	3,563	5,115
Grade 5-7 PIT	158	1,020	1,178	7	20	27	8	9	17	7	42	49	5	5	10	27	76	103	339	71.8%	72.9%	12.3%	5.4%	20.9%	220	1,400	1,620
Grade 5-7 Total	1,483	3,722	5,205	11	34	45	9	15	24	26	95	121	9	16	25	55	160	215	1,315	83.7%	75.0%	3.1%	3.2%	19.5%	1,772	4,963	6,735
Grade 8 FIT	215	304	519	2	2	4	0	1	1	0	4	4	1	2	3	3	9	12	53	89.2%	88.0%	1.2%	2.6%	9.1%	241	343	584
Grade 8 PIT	8	44	52	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	5	88.9%	89.0%	0.0%	2.0%	8.6%	9	49	58
Grade 8 Total	223	348	571	2	3	5	0	1	1	0	4	4	1	2	3	3	10	13	58	89.2%	88.8%	1.2%	2.6%	9.0%	250	392	642
Grade ACZ 8 FIT	2	2	4	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%	2	2	4
Grade ACZ 8 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 ACZ 8 Total	2	2	4	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%	2	2	4
Grade 9-15 FIT	120	113	233	1	0	1	0	0	0	1	0	1	0	0	0	2	0	2	21	88.2%	94.2%	1.5%	0.0%	8.2%	136	120	256
Grade 9-15 PIT	2	13	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	66.7%	86.7%	0.0%	0.0%	16.7%	3	15	18
Grade 9-15 Total	122	126	248	1	0	1	0	0	0	1	0	1	0	0	0	2	0	2	24	87.8%	93.3%	1.4%	0.0%	8.8%	139	135	274
Grade ACZ 9-15 FIT	3	2	5	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%	3	2	5
Grade ACZ 9-15 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
Grade ACZ 9-15 Total	4	3	7	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%	4	3	7
Other Non Pay & Grading Structure FIT	190	135	325	0	1	1	0	0	0	5	5	10	3	1	4	8	7	15	83	74.8%	79.9%	3.1%	4.1%	19.6%	254	169	423
Other Non Pay & Grading Structure PIT	15	48	63	1	1	2	1	0	1	0	0	0	0	0	0	2	1	3	16	55.6%	87.3%	7.4%	1.8%	19.5%	27	55	82
Other Non P&G Structure Total	205	183	388	1	2	3	1	0	1	5	5	10	3	1	4	10	8	18	99	73.0%	81.7%	3.6%	3.6%	19.6%	281	224	505
Total Workforce FIT	4,088	5,012	9,100	11	21	32	5	7	12	39	94	133	15	24	39	70	146	216	1,830	84.2%	79.7%	1.4%	2.3%	16.4%	4,855	6,291	11,146
Total Workforce PIT	648	6,261	6,909	11	45	56	9	16	25	14	117	131	9	35	44	43	213	256	2,261	66.5%	74.1%	4.4%	2.5%	24.0%	975	8,451	9,426
Total Workforce	4,736	11,273	16,009	22	66	88	14	23	37	53	211	264	24	59	83	113	359	472	4,091	81.2%	76.5%	1.9%	2.4%	19.9%	5,830	14,742	20,572

**WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 MARCH 2019**

TEACHERS 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	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 %	Employees %					Employees
Teacher FT	451	1,281	1,732	3	7	10	7	8	15	10	62	72	2	5	7	22	82	104	1,352	60.1%	52.5%	2.9%	3.4%	42.4%	750	2,438	3,188	
Teacher PT	73	589	662	1	4	5	1	1	2	1	20	21	1	0	1	4	25	29	372	67.0%	61.7%	3.7%	2.6%	35.0%	109	954	1,063	
Teacher Total	524	1,870	2,394	4	11	15	8	9	17	11	82	93	3	5	8	26	107	133	1,724	61.0%	55.1%	3.0%	3.2%	40.8%	859	3,392	4,251	
Principal Teacher FT	173	442	615	0	3	3	0	1	1	1	7	8	0	1	1	1	12	13	300	66.0%	66.4%	0.4%	1.8%	32.3%	202	666	928	
Principal Teacher PT	4	61	65	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2	24	57.1%	72.6%	0.0%	2.4%	26.4%	7	84	91	
Principal Teacher Total	177	503	680	0	3	3	0	1	1	1	9	10	0	1	1	1	14	15	324	65.8%	67.1%	0.4%	1.9%	31.8%	209	750	1,019	
Depute Head Teacher FT	67	183	250	0	1	1	0	2	2	0	0	0	0	0	0	0	3	3	68	73.6%	79.6%	0.0%	1.3%	21.2%	91	230	321	
Depute Head Teacher PT	2	24	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	50.0%	77.4%	0.0%	0.0%	25.7%	4	31	35	
Depute Head Teacher Total	69	207	276	0	1	1	0	2	2	0	0	0	0	0	0	0	3	3	77	72.6%	79.3%	0.0%	1.1%	21.6%	95	261	356	
Head Teacher FT	31	158	189	0	1	1	2	0	2	0	2	2	0	0	0	2	3	5	28	75.6%	87.3%	4.9%	1.7%	12.6%	41	181	222	
Head Teacher PT	1	3	4	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	100.0%	75.0%	0.0%	25.0%	0.0%	1	4	5	
Head Teacher Total	32	161	193	0	1	1	2	0	2	0	3	3	0	0	0	2	4	6	28	76.2%	87.0%	4.8%	2.2%	12.3%	42	185	227	
Quality Improvement Officer/Manager FT	3	13	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	60.0%	76.5%	0.0%	0.0%	27.3%	5	17	22	
Quality Improvement Officer/Manager PT	0	5	5	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	5	5
Quality Improvement Officer/Manager Total	3	18	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	60.0%	81.8%	0.0%	0.0%	22.2%	5	22	27	
Psychologist FT	4	16	20	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	5	80.0%	76.2%	0.0%	4.8%	19.2%	5	21	26	
Psychologist PT	1	12	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	100.0%	60.0%	0.0%	0.0%	38.1%	1	20	21	
Psychologist Total	5	28	33	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	13	83.3%	68.3%	0.0%	2.4%	27.7%	6	41	47	
Total Workforce FT	729	2,093	2,822	3	12	15	9	11	20	11	72	83	2	6	8	25	101	126	1,759	63.2%	58.9%	2.2%	2.8%	37.4%	1,154	3,553	4,707	
Total Workforce PT	81	684	775	1	4	5	1	1	2	1	23	24	1	0	1	4	28	32	413	66.4%	63.2%	3.3%	2.6%	33.9%	122	1,098	1,220	
Total Workforce	810	2,787	3,597	4	16	20	10	12	22	12	95	107	3	6	9	29	129	158	2,172	63.5%	59.9%	2.3%	2.8%	36.6%	1,276	4,651	5,927	