

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

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	302	2.4%	5,082	41.0%	7,021	56.6%	12405
Grade 5 - 7 Total	204	3.0%	1,845	27.4%	4,686	69.6%	6735
Grade 8 Total	18	2.8%	200	31.0%	428	66.2%	646
Grade 9 - 15 Total			95	33.8%	178	63.4%	281
Other Non Pay & Grading Structure	23	4.6%	355	70.3%	127	25.1%	505
Teaching	76	1.3%	1,971	33.2%	3,880	65.5%	5927
Total Workforce	631	2.4%	9,548	36.0%	16,320	61.6%	26499
Total Full Time Workforce	421	2.6%	5,275	33.3%	10,157	64.0%	15853
Total Part Time Workforce	210	2.0%	4,273	40.1%	6,163	57.9%	10646

To ensure that employees cant be identified we have removed numbers where it is lower than 10.

ALEOs	Disabled		Non Disabled		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
City Building	125	5.8%	22	1.0%	2,025	93.2%	2172
Glasgow Life	113	4.1%	896	32.6%	1,743	63.3%	2752
City Parking			39	24.1%	121	74.7%	162
City Property			36	40.4%	49	55.1%	89
Clyde Gateway	0	0.0%	0	0.0%	27	100.0%	27
Jobs & Business Glasgow	18	7.7%	205	88.0%	10	4.3%	233
Total Workforce	262	4.8%	1,198	21.7%	3,975	73.5%	5435

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

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

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	102	51	153				105	57	162	3.4%	3,013	63.3%	723	797	1,520	30	34	64	753	831	1,584	33.3%	2,667	2,082	4,759	
Grade 1-4 PIT	15	115	130		10	10	15	125	140	1.8%	4,008	52.4%	322	2,900	3,302	15	181	196	337	3,161	3,498	45.7%	715	6,931	7,646	
Grade 1-4 Total	117	166	283				120	182	302	2.4%	7,021	56.6%	1,045	3,777	4,822	45	215	260	1,090	3,992	5,082	41.0%	3,382	9,023	12,405	
Grade 5-7 FIT	57	89	146				58	96	154	3.0%	3,516	88.7%	366	978	1,344	30	71	101	396	1,049	1,445	28.3%	1,552	3,563	5,115	
Grade 5-7 PIT	10	36	46				10	40	50	3.1%	1,170	72.2%	58	257	315	24	61	85	82	318	400	24.7%	220	1,400	1,620	
Grade 5-7 Total	67	125	192			12	68	136	204	3.0%	4,686	69.6%	424	1,235	1,659	54	132	186	478	1,367	1,845	27.4%	1,772	4,963	6,735	
Grade 8 FIT			16	0					17	2.9%	384	65.8%	80	92	172			11	84	99	183	31.3%	241	343	584	
Grade 8 PIT				0						1.7%	42	72.4%		13	15			0		13	15	25.0%		49	58	
Grade 8 Total				0					10	2.8%	426	66.4%		105	187			11	84	112	198	30.8%		392	642	
Grade ACZ 8 FIT	0	0	0	0	0	0	0	0	0	0.0%		50.0%		0		0	0	0	0	0	0	50.0%				
Grade ACZ 8 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!		#DIV/0!		0		0	0	0	0	0	0	#DIV/0!				
Grade ACZ 8 Total	0	0	0	0	0	0	0	0	0	0.0%		50.0%		0		0	0	0	0	0	0	50.0%				
Grade 9-15 FIT				0	0	0				2.3%	164	64.1%	43	42	85	0			43	43	86	33.6%	136	120	256	
Grade 9-15 PIT				0	0	0				5.6%		50.0%	0			0			0		8	44.4%		15	18	
Grade 9-15 Total				0	0	0				2.6%		63.1%	43			0			43		94	34.3%		136	135	274
Grade ACZ 9-15 FIT	0			0	0	0	0			20.0%		60.0%		0		0	0	0	0	0	0	20.0%				
Grade ACZ 9-15 PIT	0			0	0	0	0			0.0%		100.0%		0		0	0	0	0	0	0	0.0%				
Grade ACZ 9-15 Total	0			0	0	0	0			14.3%		71.4%		0		0	0	0	0	0	0	14.3%				
Other Non Pay & Grading Structure FIT	15		17				15		18	4.3%	108	25.5%	158	119	277	10	10	20	168	129	297	70.2%	254	169	423	
Other Non Pay & Grading Structure PIT										6.1%	19	23.2%	13	43	56				14	44	58	70.7%	27	55	82	
Other Non P&G Structure Total										4.6%	127	25.1%	171	162	333				182	173	355	70.3%	281	224	505	
Total Workforce FIT	184	165	339		15	19	188	170	358	3.2%	7,190	64.5%	1,373	2,028	3,401	74	123	197	1,447	2,151	3,598	32.3%	4,855	6,291	11,146	
Total Workforce PIT	26	166	182		14	15	27	170	197	2.1%	5,250	55.7%	395	3,301	3,696	40	243	283	435	3,544	3,979	42.2%	975	8,451	9,426	
Total Workforce	210	311	521		29	34	215	340	555	2.7%	12,440	60.5%	1,768	5,329	7,097	114	366	480	1,882	5,695	7,577	36.8%	5,830	14,742	20,572	

To ensure that employees cant be identified we have removed numbers where it is lower than 10.

WORKFORCE PROFILE BY DISABILITY TEACHERS ONLY AS AT 31 MARCH 2019

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 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
Teacher FT	16	21	37				17	26	43	1.3%	1,900	59.6%	191	665	856	84	305	389	275	970	1,245	39.1%	750	2,438	3,188
Teacher PT			10						11	1.0%	791	74.4%	35	182	217		57	64	42	219	261	24.6%	109	954	1,063
Teacher Total			47						54	1.3%	2,691	63.3%	226	847	1,073	84	362	453	317	1,189	1,506	35.4%	859	3,392	4,251
Principal Teacher FT			12	0	0	0		9	12	1.3%	634	68.3%	73	138	211	15	36	51	88	194	282	30.4%	262	666	928
Principal Teacher PT				0	0	0	0		1	1.1%	76	83.5%	0							13	14	15.4%		64	91
Principal Teacher Total			10	0	0	0	0	0	13	1.3%	710	69.7%	73	138	211	15	36	51	88	13	14	29.9%	262	730	993
Depute Head Teacher FT				0						1.6%	228	71.0%	27	55	82				20	60	80	27.4%	91	230	321
Depute Head Teacher PT				0						2.9%	26	74.3%	0									22.9%		31	35
Depute Head Teacher Total				0						1.7%	254	71.3%	27	55	82				20	60	80	27.0%	91	261	356
Head Teacher FT	0			0	0	0	0			0.5%	173	77.9%	15	32	47	0			15	33	48	21.6%	41	181	222
Head Teacher PT	0			0	0	0	0	0	0	0.0%		100.0%	0	0	0	0			0	0	0	0.0%			
Head Teacher Total	0			0	0	0	0	0	0	0.4%	173	78.4%	15	32	47	0			15	33	48	21.1%	41	181	222
Quality Improvement Officer/Manager FT	0	0	0	0	0	0	0	0	0	0.0%	21	95.5%	0			0	0	0	0			4.5%		17	22
Quality Improvement Officer/Manager PT	0	0	0	0	0	0	0	0	0	0.0%		80.0%	0			0	0	0	0			20.0%			
Quality Improvement Officer/Manager Total	0	0	0	0	0	0	0	0	0	0.0%	21	92.6%	0			0	0	0	0			7.4%		17	22
Psychologist FT	0			0	0	0	0			7.7%	11	42.3%			11	0				11	13	50.0%		21	26
Psychologist PT	0			0	0	0	0	0	0	0.0%	11	52.4%	0			0			0	10	10	47.6%		20	21
Psychologist Total	0			0	0	0	0	0	0	4.3%	22	46.8%	0	16	11	0			0	21	23	48.9%		41	47
Total Workforce FT	20	36	56				21	42	63	1.3%	2,967	63.0%	308	920	1,228	100	349	449	408	1,269	1,677	35.8%	1,154	3,553	4,707
Total Workforce PT		10	12					11	13	1.1%	913	74.8%	35	185	220		65	74	44	250	294	24.1%	122	1,988	1,220
Total Workforce		46	68					53	76	1.3%	3,880	65.5%	343	1,105	1,448		414	523	452	1,519	1,971	33.3%	1,276	4,661	5,927

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