

OFFICIAL

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 31 MARCH 2020**

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 | 311 | 2.4% | 5,397 | 42.1% | 7,106 | 55.5% | 12,814 |
| Grade 5 - 7 Total | 211 | 3.0% | 2,442 | 34.4% | 4,452 | 62.6% | 7,105 |
| Grade 8 Total | 24 | 3.7% | 213 | 32.6% | 416 | 63.7% | 653 |
| Grade 9 - 15 Total | | | 103 | 33.9% | 193 | 63.5% | 304 |
| Other Non Pay & Grading Structure | 28 | 5.3% | 346 | 65.7% | 153 | 29.0% | 527 |
| Teaching | 88 | 1.4% | 2,298 | 37.7% | 3,720 | 60.9% | 6,106 |
| Total Workforce | 670 | 2.4% | 10,799 | 39.3% | 16,040 | 58.3% | 27,509 |
| Total Full Time Workforce | 434 | 2.7% | 6,241 | 38.3% | 9,620 | 59.0% | 16,295 |
| Total Part Time Workforce | 236 | 2.1% | 4,558 | 40.6% | 6,420 | 57.3% | 11,214 |

To ensure that employees can't 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 | 6.2% | 17 | 0.8% | 1,862 | 92.9% | 2,004 |
| Glasgow Life | 126 | 4.5% | 1,019 | 36.1% | 1,681 | 59.5% | 2,826 |
| City Parking | | | 38 | 25.3% | 109 | 72.7% | 150 |
| City Property | | | 36 | 40.0% | 50 | 55.6% | 90 |
| Clyde Gateway | 0 | 0.0% | 0 | 0.0% | 27 | 100.0% | 27 |
| Jobs & Business Glasgow | 21 | 9.2% | 196 | 85.6% | 12 | 5.2% | 229 |
| Total Workforce | 279 | 5.2% | 1,306 | 24.5% | 3,741 | 70.3% | 5,326 |

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

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**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2020**

| 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 | 98 | 53 | 151 | | | | 101 | 58 | 159 | 3.4% | 2,813 | 59.9% | 760 | 876 | 1,636 | 31 | 57 | 88 | 791 | 933 | 1,724 | 36.7% | 2,572 | 2,124 | 4,696 |
| Grade 1-4 PIT | 22 | 118 | 140 | | | | 23 | 129 | 152 | 1.9% | 4,293 | 52.9% | 317 | 3,127 | 3,444 | 18 | 211 | 229 | 335 | 3,330 | 3,673 | 45.2% | 763 | 7,355 | 8,118 |
| Grade 1-4 Total | 120 | 171 | 291 | | | 16 | 124 | 187 | 311 | 2.4% | 7,106 | 55.5% | 1,077 | 4,003 | 5,080 | 49 | 268 | 317 | 1,126 | 4,221 | 5,397 | 42.1% | 3,335 | 9,479 | 12,814 |
| Grade 5-7 FIT | 56 | 88 | 144 | | | | 58 | 94 | 152 | 2.8% | 3,353 | 61.2% | 438 | 1,393 | 1,831 | 38 | 106 | 144 | 476 | 1,499 | 1,975 | 36.0% | 1,628 | 3,852 | 5,480 |
| Grade 5-7 PIT | | | 53 | | | | | | 59 | 3.6% | 1,089 | 67.6% | 55 | 324 | 379 | 25 | 63 | 88 | 80 | 387 | 467 | 28.7% | 225 | 1,400 | 1,625 |
| Grade 5-7 Total | 65 | 132 | 197 | | | 12 | 67 | 144 | 211 | 3.0% | 4,452 | 62.7% | 493 | 1,717 | 2,210 | 63 | 169 | 232 | 556 | 1,886 | 2,442 | 34.4% | 1,853 | 5,252 | 7,105 |
| Grade 8 FIT | | | 20 | 0 | 0 | 0 | | | 20 | 3.5% | 382 | 62.6% | 83 | 104 | 187 | | | | 86 | 110 | 196 | 33.9% | 234 | 344 | 578 |
| Grade 8 PIT | | | | 0 | | | | | | 5.7% | 52 | 74.3% | | | 14 | 0 | 0 | 0 | | | 14 | 20.0% | 11 | 59 | 70 |
| Grade 8 Total | 10 | 13 | 23 | 0 | | | 10 | 14 | 24 | 3.7% | 414 | 63.9% | | 116 | 201 | | | | 88 | 122 | 210 | 32.4% | 245 | 403 | 648 |
| Grade AC2 8 FIT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | | 0.0% | | | | 0 | 0 | 0 | | | | 100.0% | | | |
| Grade AC2 8 PIT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | | 100.0% | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0.0% | | | |
| Grade AC2 8 Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | | 40.0% | | | | 0 | 0 | 0 | | | | 60.0% | | | |
| Grade 9-15 FIT | | | | 0 | 0 | 0 | | | | 2.6% | 174 | 63.7% | 46 | 44 | 90 | | | | 46 | 46 | 92 | 33.7% | 138 | 135 | 273 |
| Grade 9-15 PIT | | | | 0 | 0 | 0 | | | | 4.3% | 14 | 60.9% | 0 | | | 0 | 0 | 0 | 0 | | | 34.8% | | 18 | 23 |
| Grade 9-15 Total | | | | 0 | 0 | 0 | | | | 2.7% | 188 | 63.5% | 46 | | | | | 46 | | | 92 | 33.8% | | 153 | 296 |
| Grade AC2 9-15 FIT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | | 62.5% | | | | 0 | 0 | 0 | | | | 37.5% | | | |
| Grade AC2 9-15 PIT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | #DIV/0! | | #DIV/0! | 0 | 0 | 0 | 0 | 0 | 0 | | | | #DIV/0! | | | |
| Grade AC2 9-15 Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | | 62.5% | | | | 0 | 0 | 0 | | | | 37.5% | | | |
| Other Non Pay & Grading Structure FIT | | | 20 | | | | | | 21 | 4.8% | 137 | 31.4% | 154 | 107 | 261 | 10 | | | 154 | 114 | 278 | 63.8% | 282 | 174 | 456 |
| Other Non Pay & Grading Structure PIT | | | | | | | | | | 7.7% | 16 | 17.6% | 12 | 54 | 66 | | | | 13 | 56 | 68 | 74.7% | 24 | 67 | 91 |
| Other Non P&G Structure Total | 14 | 12 | 26 | | | | 15 | 13 | 28 | 5.3% | 153 | 29.8% | 166 | 161 | 327 | | | 19 | 177 | 169 | 346 | 65.7% | 286 | 241 | 527 |
| Total Workforce FIT | 178 | 164 | 342 | | 12 | 17 | 183 | 176 | 359 | 3.1% | 6,844 | 59.6% | 1,485 | 2,526 | 4,011 | 82 | 178 | 260 | 1,567 | 2,704 | 4,271 | 37.2% | 4,841 | 6,633 | 11,474 |
| Total Workforce PIT | 33 | 170 | 203 | | 18 | 20 | 35 | 188 | 223 | 2.2% | 5,476 | 55.2% | 386 | 3,526 | 3,911 | 44 | 275 | 319 | 430 | 3,800 | 4,220 | 42.6% | 1,028 | 8,901 | 9,929 |
| Total Workforce | 211 | 334 | 545 | | 30 | 37 | 218 | 364 | 582 | 2.7% | 12,320 | 57.6% | 1,871 | 6,051 | 7,922 | 126 | 453 | 579 | 1,997 | 6,504 | 8,501 | 39.7% | 5,869 | 15,534 | 21,403 |

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

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WORKFORCE PROFILE BY DISABILITY
TEACHERS ONLY
AS AT 31 MARCH 2020

| 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 FIT | 20 | 29 | 48 | | | | 21 | 35 | 56 | 1.7% | 1,764 | 53.3% | 249 | 888 | 1,137 | 79 | 272 | 351 | 328 | 1,160 | 1,488 | 45.0% | 787 | 2,521 | 3,308 |
| Teacher PIT | | | 11 | | | | | | 12 | 1.1% | 806 | 72.6% | 36 | 183 | 219 | | 67 | 73 | 42 | 250 | 292 | 26.3% | 117 | 993 | 1,110 |
| Teacher Total | | | 59 | | | | | | 68 | 1.5% | 2,570 | 58.2% | 285 | 1,071 | 1,356 | | 339 | 424 | 370 | 1,410 | 1,780 | 40.3% | 904 | 3,514 | 4,418 |
| Principal Teacher FIT | | | | 0 | 0 | 0 | | | | 1.0% | 605 | 65.3% | 82 | 170 | 252 | 19 | 42 | 61 | 101 | 212 | 313 | 33.8% | 261 | 666 | 927 |
| Principal Teacher PIT | | | | 0 | 0 | 0 | | | | 0.9% | 92 | 86.6% | 0 | | | | | | | 11 | 13 | 12.3% | 13 | 93 | 106 |
| Principal Teacher Total | | | | 0 | 0 | 0 | | | | 1.0% | 697 | 67.3% | 82 | | | | | | | 223 | 326 | 31.6% | 274 | 759 | 1,033 |
| Depute Head Teacher FIT | | | | | | | | | | 1.9% | 218 | 67.5% | 28 | 60 | 88 | | | | 29 | 70 | 99 | 30.7% | 84 | 239 | 323 |
| Depute Head Teacher PIT | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0.0% | 27 | 73.0% | 0 | 10 | 10 | | | | 0 | 10 | 10 | 27.0% | | 34 | 37 |
| Depute Head Teacher Total | | | | | | | | | | 1.7% | 245 | 68.1% | 28 | 70 | 98 | | | | 29 | 80 | 109 | 30.3% | | 273 | 360 |
| Head Teacher FIT | | | | 0 | 0 | 0 | 0 | | | 0.5% | 154 | 72.6% | 18 | 37 | 55 | | | | 19 | 38 | 57 | 26.9% | 45 | 167 | 212 |
| Head Teacher PIT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0.0% | | 87.5% | 0 | | | | | | 0 | | | 12.5% | | | |
| Head Teacher Total | | | | 0 | 0 | 0 | 0 | | | 0.5% | | 73.2% | 18 | | | | | | 19 | | | 26.4% | | | |
| Quality Improvement Officer/Manager FIT | | | | 0 | 0 | 0 | 0 | | | 5.0% | 17 | 86.0% | 0 | | | 0 | 0 | 0 | 0 | | | 10.0% | | 16 | 20 |
| Quality Improvement Officer/Manager PIT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0.0% | | 66.7% | 0 | | | 0 | 0 | 0 | 0 | | | 33.3% | | | |
| Quality Improvement Officer/Manager Total | | | | 0 | 0 | 0 | 0 | | | 4.3% | | 82.6% | 0 | | | 0 | 0 | 0 | 0 | | | 13.0% | | | 23 |
| Psychologist FIT | | | | 0 | 0 | 0 | 0 | | | 6.5% | 18 | 58.1% | | | | 0 | | | | | 11 | 35.5% | | 25 | 31 |
| Psychologist PIT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0.0% | 10 | 47.6% | | | | 0 | | | | 11 | 11 | 52.4% | | 20 | 21 |
| Psychologist Total | | | | 0 | 0 | 0 | 0 | | | 3.8% | 28 | 53.8% | | 15 | 17 | 0 | | | | 20 | 22 | 42.3% | | 45 | 52 |
| Total Workforce FIT | 24 | 42 | 66 | | | | 25 | 50 | 75 | 1.6% | 2,776 | 57.6% | 379 | 1,164 | 1,543 | 100 | 327 | 427 | 479 | 1,491 | 1,970 | 40.9% | 1,187 | 3,634 | 4,821 |
| Total Workforce PIT | | | 10 | | | | | | 13 | 1.0% | 944 | 73.5% | 36 | 210 | 246 | | 74 | 82 | 44 | 284 | 328 | 25.5% | 135 | 1,150 | 1,285 |
| Total Workforce | 26 | 52 | 78 | | | | 27 | 61 | 88 | 1.4% | 3,720 | 60.9% | 415 | 1,374 | 1,789 | 108 | 401 | 509 | 523 | 1,775 | 2,298 | 37.6% | 1,322 | 4,784 | 6,106 |

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