

**OFFICIAL**

**WORKFORCE PROFILE BY DISABILITY  
ALL COUNCIL  
AS AT 31 MARCH 2023**

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 Corporate HR Officer, Corporate HR at [thom.hughes@glasgow.gov.uk](mailto:thom.hughes@glasgow.gov.uk)

Grade	Disabled		Non Disabled		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	337	2.6%	5,886	45.9%	6,611	51.5%	12,834
Grade 5 - 7 Total	229	3.2%	2,731	38.3%	4,176	58.5%	7,136
Grade 8 Total	22	3.1%	259	36.9%	421	60.0%	702
Grade 9 - 15 Total			117	37.3%	190	60.5%	314
Other Non Pay & Grading Structure	29	6.5%	282	63.4%	134	30.1%	445
Teaching	152	2.4%	2,758	42.9%	3,522	54.7%	6,432
<b>Total Workforce</b>	<b>776</b>	<b>2.8%</b>	<b>12,033</b>	<b>43.2%</b>	<b>15,054</b>	<b>54.0%</b>	<b>27,863</b>
<b>Total Full Time Workforce</b>	516	3.1%	7,007	41.7%	9,285	55.2%	16,808
<b>Total Part Time Workforce</b>	26	0.2%	5,026	46.4%	5,769	53.4%	10,821

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					91	89.2%	102
Glasgow Life	128	6.4%	73	3.7%	1,799	90.0%	2,000
City Parking	112	4.6%	866	35.7%	1,450	59.7%	2,428
City Property			42	47.7%	45	51.1%	88
Clyde Gateway	0	0.0%	0	0.0%	24	100.0%	24
Jobs & Business Glasgow	19	11.7%	81	50.0%	62	38.3%	162
<b>Total Workforce</b>	<b>262</b>	<b>5.5%</b>	<b>1,071</b>	<b>22.3%</b>	<b>3,471</b>	<b>72.3%</b>	<b>4,804</b>

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 2023

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	51	138				90	57	147	3.1%	2,773	58.5%	758	955	1,713	33	76	109	791	1,031	1,822	38.4%	2,494	2,248	4,742
Grade 1-4 PIT	33	146	179		11	11	33	157	190	2.3%	3,838	47.4%	341	3,293	3,634	44	386	430	385	3,679	4,064	50.2%	775	7,317	8,092
Grade 1-4 Total	120	197	317		17	20	123	214	337	2.6%	6,611	51.5%	1,099	4,248	5,347	77	462	539	1,176	4,710	5,886	45.9%	3,269	9,565	12,834
Grade 5-7 FIT	62	111	173				65	117	182	3.2%	3,229	57.0%	517	1,562	2,079	49	129	178	566	1,691	2,257	39.8%	1,671	3,997	5,668
Grade 5-7 PIT		35	43					39	47	3.2%	947	64.5%	45	392	437	2	35	37	47	427	474	32.3%	167	1,301	1,468
Grade 5-7 Total	70	146	216		10	13	73	156	229	3.2%	4,176	58.5%	562	1,954	2,516	51	164	215	613	2,118	2,731	38.3%	1,838	5,298	7,136
Grade 8 FIT		11	18	0	0	0		11	18	2.8%	375	58.8%	85	146	231	4	10	14	89	156	245	38.4%	222	416	638
Grade 8 PIT				0	0	0				6.8%	42	71.2%	3	10	13	0	0	0	3	10	13	22.0%	15	44	59
Grade 8 Total		14	22	0	0	0		14	22	3.2%	417	59.8%	88	156	244	4	10	14	92	166	258	37.0%	237	460	697
Grade ACZ 8 FIT	0	0	0	0	0	0	0	0	0	0.0%		80.0%				0	0	0		0		20.0%			
Grade ACZ 8 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!		#DIV/0!				0	0	0	0	0	0	#DIV/0!	0	0	0
Grade ACZ 8 Total	0	0	0	0	0	0	0	0	0	0.0%		80.0%				0	0	0	0	0	0	20.0%			
Grade 9-15 FIT				0	0	0				2.3%	179	59.3%	54	57	111	0	2	2	54	59	113	37.8%	140	159	299
Grade 9-15 PIT	0	0	0	0	0	0				0.0%		81.8%				0	0	0	0			18.2%			11
Grade 9-15 Total				0	0	0				2.3%	188	60.6%	54	59	113	0	2	2	54	61	115	37.1%	145	165	310
Grade ACZ 9-15 FIT	0	0	0	0	0	0	0	0	0	0.0%		50.0%	0			0	0	0				50.0%			
Grade ACZ 9-15 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!		#DIV/0!	0	0	0	0	0	0				#DIV/0!	0	0	0
Grade ACZ 9-15 Total	0	0	0	0	0	0	0	0	0	0.0%		50.0%	0			0	0	0				50.0%			
Other Non Pay & Grading Structure FIT	12		19				12		20	5.6%	118	33.1%	114	91	205				122	97	219	61.3%	207	150	357
Other Non Pay & Grading Structure PIT										10.2%	16	18.2%	12	49	61				13	50	63	71.6%	19	69	88
Other Non P&G Structure Total	12	16	28				12	17	29	6.3%	134	30.1%	126	140	266				135	147	282	63.4%	226	219	445
Total Workforce FIT	169	186	355		13	19	175	199	374	3.2%	6,680	57.0%	1,529	2,813	4,342	94	223	317	1,623	3,006	4,659	39.9%	4,737	6,976	11,713
Total Workforce PIT	42	193	235		15	15	42	208	250	2.6%	4,852	49.9%	401	3,746	4,147	47	422	469	448	4,168	4,616	47.5%	981	8,737	9,718
Total Workforce	211	379	590		28	34	217	407	624	2.9%	11,532	53.8%	1,930	6,559	8,489	141	645	786	2,071	7,204	9,275	43.3%	5,718	15,713	21,431

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WORKFORCE PROFILE BY DISABILITY  
TEACHERS ONLY  
AS AT 31 MARCH 2023

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	25	82	107			10	27	90	117	3.3%	1,660	46.8%	346	1,114	1,460	69	229	308	415	1,353	1,768	49.9%	660	2,685	3,345
Teacher PIT				0						0.8%	798	68.2%	22	234	256		84	91	29	318	347	30.1%	107	1,047	1,154
Teacher Total	27	87	114		10	12	29	97	126	2.7%	2,458	52.3%	368	1,348	1,716	76	323	399	444	1,671	2,115	45.0%	967	3,732	4,699
Principal Teacher FIT				0					12	1.2%	569	59.0%	99	208	306	26	51	77	124	259	383	39.7%	274	630	904
Principal Teacher PIT	0	0	0	0			0			0.9%	77	68.8%		24	25					30	34	30.4%	17	95	112
Principal Teacher Total				0				10	13	1.2%	646	60.0%	99	232	331	29	57	86	128	289	417	38.8%	291	785	1,076
Depute Head Teacher FIT				0						2.8%	198	61.9%	29	75	104				30	83	113	35.3%	86	234	320
Depute Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%	30	71.4%		10	11					11	12	28.6%		38	42
Depute Head Teacher Total				0						2.5%	228	63.0%	30	85	115			10	31	94	125	34.5%	90	272	362
Head Teacher FIT	0	0	0	0	0	0	0	0	0	0.0%	142	66.7%	18	50	68	0			18	53	71	33.3%	43	170	213
Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%		100.0%	0	0	0	0	0	0	0	0	0	0.0%	0		
Head Teacher Total	0	0	0	0	0	0	0	0	0	0.0%	147	67.4%	18	50	68	0			18	53	71	32.6%	43	175	218
Quality Improvement Officer/Manager FIT	0			0	0	0	0			4.3%	19	82.6%				0	0	0				13.0%		21	23
Quality Improvement Officer/Manager PIT	0	0	0	0	0	0	0	0	0	#DIV/0!		#DIV/0!	0	0	0	0	0	0	0	0	0	#DIV/0!	0	0	0
Quality Improvement Officer/Manager Total	0			0	0	0	0			4.3%	19	82.6%				0	0	0				13.0%		21	23
Psychologist FIT	0			0	0	0	0			10.0%	17	56.7%				0					10	33.3%		23	30
Psychologist PIT	0	0	0	0	0	0	0	0	0	0.0%		29.2%		13	14	0				16	17	70.8%		23	24
Psychologist Total	0			0	0	0	0			5.6%	24	44.4%		17	21	0				23	27	50.0%		46	54
Total Workforce FIT	29	100	129		11	13	31	111	142	2.8%	2,605	51.1%	495	1,453	1,948	96	304	400	591	1,757	2,348	46.1%	1,272	3,823	5,095
Total Workforce PIT				0					10	0.7%	917	68.6%	25	281	306	10	94	104	35	375	410	30.7%	129	1,208	1,337
Total Workforce	31	105	136		14	16	33	119	152	2.4%	3,522	54.8%	520	1,734	2,254	106	398	504	626	2,132	2,758	42.9%	1,401	5,031	6,432

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