

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 31 MARCH 2018**

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	181	2.8%	1,418	22.0%	4,856	75.2%	6455
Grade 5 - 7 Total	184	3.0%	1,379	22.4%	4,593	74.6%	6156
Grade 8 Total	20	3.4%	152	25.5%	425	71.1%	597
Grade 9 - 15 Total			75	29.3%	177	69.1%	256
Other Non Pay & Grading Structure			87	72.5%	29	24.2%	120
Teaching	72	1.2%	1,536	26.2%	4,248	72.6%	5856
Total Workforce	465	2.4%	4,647	23.9%	14,328	73.7%	19440
Total Full Time Workforce	353	2.5%	3,539	25.5%	9,998	72.0%	13890
Total Part Time Workforce	112	2.0%	1,108	20.0%	4,330	78.0%	5550

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2018**

GCC OVERALL BY GRADE & DISABILITY	White Disabled			Black & Minority Ethnic Disabled			Total Disabled				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 Disabled Employees %	Total Non Disclosed	Total Non Disclosed %	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	
Grade 1-4 FIT	96	25	121				99	30	129	3.6%	2,710	74.7%	515	231	746	20	25	45	535	256	791	21.8%	2,411	1,219	3,630	
Grade 1-4 PIT		41	46					47	52	1.8%	2,146	76.0%	37	505	542		81	86	41	586	627	22.2%	160	2,065	2,825	
Grade 1-4 Total	101	66	167			14	104	77	181	2.8%	4,856	75.2%	552	736	1,288	24	106	130	576	842	1,418	22.0%	2,571	3,884	6,455	
Grade 5-7 FIT	60	74	134				61	82	143	3.0%	3,466	72.9%	332	729	1,061	28	59	87	360	788	1,148	24.1%	1,545	3,212	4,757	
Grade 5-7 PIT		30	39					32	41	2.9%	1,127	80.6%	28	175	203		27	28	29	202	231	16.5%	128	1,271	1,399	
Grade 5-7 Total	60	104	173			11	70	114	184	3.0%	4,593	74.6%	360	904	1,264	29	86	115	389	990	1,379	22.4%	1,673	4,483	6,156	
Grade 8 FIT		12	17	0				13	18	3.3%	386	71.1%	61	69	130				65	74	139	25.6%	217	326	543	
Grade 8 PIT				0						3.8%	37	71.2%		10						11	13	25.0%		43	52	
Grade 8 Total			19	0				14	20	3.4%	423	71.1%		79	142			10	67	85	152	25.5%	226	369	595	
Grade ACZ 8 FIT	0	0	0	0	0	0	0	0	0	0.0%		100.0%	0	0	0	0	0	0	0	0	0	0.0%				
Grade ACZ 8 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!		#DIV/0!	0	0	0	0	0	0	0	0	0	#DIV/0!				
Grade ACZ 8 Total	0	0	0	0	0	0	0	0	0	0.0%		100.0%	0	0	0	0	0	0	0	0	0	0.0%				
Grade 9-15 FIT				0	0	0				1.3%	161	69.7%	34	32	66	0			34	33	67	29.0%	124	107	231	
Grade 9-15 PIT				0	0	0				0.0%	12	63.2%				0			0			38.8%		16	19	
Grade 9-15 Total				0	0	0				1.2%	173	69.2%	34	39	73	0			34	40	74	29.6%	127	123	250	
Grade ACZ 9-15 FIT				0	0	0	0			20.0%		60.0%				0	0	0				20.0%				
Grade ACZ 9-15 PIT				0	0	0	0			0.0%		100.0%				0	0	0				0.0%				
Grade ACZ 9-15 Total				0	0	0	0			16.7%		66.7%				0	0	0				16.7%				
Other Non Pay & Grading Structure FIT										3.3%	29	24.2%	40	32	72			11	15	44	43	87	72.5%	59	61	120
Other Non Pay & Grading Structure PIT										#DIV/0!	0	#DIV/0!	0	0	0			0	0	0	0	#DIV/0!	0	0	0	
Other Non P&G Structure Total										3.3%	29	24.2%	40	32	72			11	15	44	43	87	72.5%	59	61	120
Total Workforce FIT	164	115	279		14	19	169	129	298	3.2%	6,757	72.7%	963	1,093	2,076	56	101	157	1,039	1,194	2,233	24.0%	4,361	4,927	9,288	
Total Workforce PIT	15	72	87				15	80	95	2.2%	3,323	77.4%	67	697	764		109	114	72	806	878	20.4%	300	3,996	4,296	
Total Workforce	179	187	366		22	27	184	209	393	2.9%	10,080	74.2%	1,030	1,790	2,840	61	210	271	1,111	2,000	3,111	22.9%	4,661	8,923	13,584	

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

**WORKFORCE PROFILE BY DISABILITY
TEACHERS ONLY
AS AT 31 MARCH 2018**

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 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	12	11	23				16	15	31	1.0%	2,093	68.1%	124	414	538	89	322	411	213	736	949	30.9%	749	2,324	3,073
Teacher PIT		12	15					13	16	1.4%	890	79.9%	25	128	153		52	55	28	180	208	18.7%	95	1,019	1,114
Teacher Total	15	23	38				19	28	47	1.1%	2,983	71.2%	149	542	691	92	374	466	241	916	1,157	27.6%	844	3,343	4,187
Principal Teacher FIT		12	15	0				13	16	1.7%	674	71.9%	57	125	182	21	45	66	78	170	248	28.4%	265	673	938
Principal Teacher PIT				0						1.1%	78	89.7%	0			0			0			9.2%		83	87
Principal Teacher Total		13	16	0				14	17	1.7%	752	73.4%	57	130	187	21	48	69	78	178	256	25.0%	269	756	1,025
Depute Head Teacher FIT				0						1.2%	254	78.4%	23	39	62				25	41	66	20.4%	96	228	324
Depute Head Teacher PIT				0						0.0%	18	78.3%	0			0	0	0	0			21.7%	0	23	23
Depute Head Teacher Total				0						1.2%	272	78.4%	23	44	67				25	46	71	20.5%	96	251	347
Head Teacher FIT				0	0	0	0			1.3%	192	66.1%		19	27	0				20	28	12.6%	32	191	223
Head Teacher PIT				0	0	0	0			0.0%		100.0%		0	0	0				0	0	0.0%	0		
Head Teacher Total				0	0	0	0			1.3%	195	86.3%		19	27	0				20	28	12.4%	32	194	226
Quality Improvement Officer/Manager FIT	0	0	0	0	0	0	0	0	0	0.0%	14	87.5%	0			0	0	0	0			12.5%		12	16
Quality Improvement Officer/Manager PIT	0	0	0	0	0	0	0	0	0	0.0%		83.3%	0			0	0	0	0			16.7%			
Quality Improvement Officer/Manager Total	0	0	0	0	0	0	0	0	0	0.0%	19	86.4%	0			0	0	0	0			13.6%		18	22
Psychologist FIT	0			0	0	0	0			3.6%	14	50.0%		10	12	0				11	13	46.4%		22	28
Psychologist PIT	0			0	0	0	0			0.0%	13	61.9%				0						38.1%		20	21
Psychologist Total	0			0	0	0	0			2.0%	27	55.1%		15	17	0				19	21	42.9%		42	49
Total Workforce FIT	16	29	45			10	20	35	55	1.2%	3,241	70.4%	214	609	823	112	371	483	326	980	1,306	28.4%	1,152	3,450	4,602
Total Workforce PIT		13	16	0				14	17	1.4%	1,007	80.3%	25	144	169		58	61	28	202	230	18.3%	100	1,154	1,254
Total Workforce	19	42	61			11	23	49	72	1.2%	4,248	72.5%	239	753	992	115	429	544	354	1,182	1,536	26.2%	1,252	4,604	5,856

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