

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 31 DECEMBER 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	301	2.4%	5,043	40.8%	7,005	56.7%	12349
Grade 5 - 7 Total	201	3.1%	1,761	26.8%	4,613	70.2%	6575
Grade 8 Total	20	3.1%	187	29.2%	433	67.7%	640
Grade 9 - 15 Total			93	33.6%	176	63.5%	277
Other Non Pay & Grading Structure			110	73.3%	37	24.7%	150
Teaching	75	1.3%	1,944	32.6%	3,944	66.1%	5963
Total Workforce	608	2.3%	9,138	35.2%	16,208	62.4%	25954
Total Full Time Workforce	402	2.6%	4,963	32.1%	10,082	65.3%	15447
Total Part Time Workforce	206	2.0%	4,175	39.7%	6,126	58.3%	10507

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

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

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	50	152				105	56	161	3.4%	3,019	63.6%	726	778	1,504	28	33	61	754	811	1,565	33.0%	2,861	2,064	4,745
Grade 1-4 PIT	14	116	130		10	10	14	126	140	1.8%	3,986	52.4%	324	2,959	3,283	16	179	195	340	3,138	3,478	45.7%	713	6,881	7,604
Grade 1-4 Total	116	166	282				119	182	301	2.4%	7,005	56.7%	1,050	3,737	4,787	44	212	256	1,094	3,949	5,043	40.8%	3,394	8,955	12,349
Grade 5-7 FIT	57	84	141				58	92	150	3.0%	3,448	69.3%	349	937	1,286	25	65	90	374	1,002	1,376	27.7%	1,526	3,448	4,974
Grade 5-7 PIT	11	36	47				11	40	51	3.2%	1,165	72.8%	49	251	300	24	61	85	73	312	385	24.0%	213	1,308	1,601
Grade 5-7 Total	68	120	188			13	69	132	201	3.1%	4,613	70.2%	398	1,188	1,586	49	126	175	447	1,314	1,761	26.8%	1,739	4,836	6,675
Grade 8 FIT		11	18	0				12	19	3.3%	389	67.3%	77	83	160			10	81	89	170	29.4%	239	339	578
Grade 8 PIT				0						1.7%	42	72.4%		13	15			0		13	15	25.9%		49	58
Grade 8 Total				0						3.1%	431	67.8%		96	175			10	81	102	185	28.1%		388	636
Grade ACZ 8 FIT	0	0	0	0	0	0	0	0	0	0.0%		50.0%		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				#DIV/0!			
Grade ACZ 8 Total	0	0	0	0	0	0	0	0	0	0.0%		50.0%		0		0	0	0				50.0%			
Grade 9-15 FIT				0	0	0				2.4%	161	64.1%	41	42	83	0			41	43	84	33.5%	132	119	251
Grade 9-15 PIT				0	0	0				5.6%		50.0%	0			0			0	8	8	44.4%		15	18
Grade 9-15 Total				0	0	0				2.8%		63.2%	41			0			41	51	92	34.2%		134	269
Grade ACZ 9-15 FIT	0			0	0	0	0			16.7%		66.7%		0		0	0	0				16.7%			
Grade ACZ 9-15 PIT	0			0	0	0	0			0.0%		100.0%		0		0	0	0				0.0%			
Grade ACZ 9-15 Total	0			0	0	0	0			12.8%		75.0%		0		0	0	0				12.5%			
Other Non Pay & Grading Structure FIT		0			0			0		2.0%	37	24.7%	54	46	100			10	57	53	110	73.3%	72	78	150
Other Non Pay & Grading Structure PIT		0			0			0		#DIV/0!	0	#DIV/0!	0	0	0			0	0	0	0	#DIV/0!	0	0	0
Other Non P&G Structure Total		0			0			0		2.0%	37	24.7%	54	46	100			10	57	53	110	73.3%	72	78	150
Total Workforce FIT	170	150	320		15	20	175	165	340	3.2%	7,060	65.8%	1,250	1,886	3,136	60	112	172	1,310	1,998	3,308	30.9%	4,656	6,052	10,708
Total Workforce PIT	25	164	179		14	14	25	168	193	2.1%	5,204	56.1%	375	3,231	3,606	40	240	280	415	3,471	3,886	41.9%	939	8,344	9,283
Total Workforce	195	304	499		29	34	200	333	533	2.7%	12,264	61.3%	1,625	5,117	6,742	100	352	452	1,725	5,469	7,194	36.0%	5,595	14,396	19,991

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 DECEMBER 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 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	16	21	37				17	25	42	1.3%	1,922	60.1%	194	646	840	84	309	393	278	955	1,233	38.6%	761	2,436	3,197
Teacher PIT			10						11	1.0%	800	75.0%	34	160	194		55	62	41	215	256	24.0%	107	900	1,007
Teacher Total			47						53	1.2%	2,722	63.8%	228	806	1,034		364	455	319	1,170	1,489	34.9%	868	3,336	4,204
Principal Teacher FIT		10	13	0	0	0		10	13	1.4%	657	69.2%	72	156	228	16	36	52	88	192	280	29.5%	270	680	950
Principal Teacher PIT				0	0	0				1.1%	76	82.8%	0							14	15	16.3%		86	92
Principal Teacher Total				0	0	0		11		1.3%	733	70.3%	72						206	295	28.3%		766	1,042	
Depute Head Teacher FIT				0						1.6%	235	73.2%	26	50	76				27	54	81	25.2%	92	229	321
Depute Head Teacher PIT				0						3.1%	24	75.0%	0									21.9%		28	32
Depute Head Teacher Total				0						1.7%	259	73.4%	26									24.9%		257	353
Head Teacher FIT	0			0	0	0	0			0.5%	174	78.4%	13	33	46	0			13	34	47	21.2%	39	183	222
Head Teacher PIT	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			0.4%		78.9%	13	33	46	0			13	34	47	20.7%			
Quality Improvement Officer/Manager FIT	0	0	0	0	0	0	0	0	0	0.0%	22	95.7%	0			0	0	0	0			4.3%		18	23
Quality Improvement Officer/Manager PIT	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%		92.9%	0			0	0	0	0			7.1%			
Psychologist FIT	0			0	0	0	0			3.8%	12	46.2%			11	0				11	13	50.0%		21	26
Psychologist PIT	0			0	0	0	0			0.0%	13	56.5%				0				10	10	43.5%		22	23
Psychologist Total	0			0	0	0	0			2.0%	25	51.0%				0				21	23	46.9%		43	49
Total Workforce FIT	20	36	56				21	41	62	1.3%	3,022	63.8%	307	895	1,202	101	362	463	408	1,247	1,655	34.9%	1,172	3,587	4,759
Total Workforce PIT		10	12	0				11	13	1.1%	922	75.3%	34	182	216		64	73	43	246	289	23.6%	119	1,105	1,224
Total Workforce	22	46	68				23	52	75	1.3%	3,944	66.1%	341	1,077	1,418		416	526	451	1,493	1,944	32.6%	1,291	4,692	5,983

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