

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL
AS AT 31 DECEMBER 2018**

The table below has been simplified to provide a summary of the council's workforce by gender. 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	Male		Female		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	3,394	27.5%	8,955	72.5%	0	0.0%	12349
Grade 5 - 7 Total	1,739	26.4%	4,836	73.6%	0	0.0%	6575
Grade 8 Total	250	39.1%	390	60.9%	0	0.0%	640
Grade 9 - 15 Total	140	50.5%	137	49.5%	0	0.0%	277
Other Non Pay & Grading Structure	72	48.0%	78	52.0%	0	0.0%	150
Teaching	1,291	21.7%	4,672	78.3%	0	0.0%	5963
Total Workforce	6,886	26.5%	19,068	73.5%	0	0.0%	25954
Total Full Time Workforce	5,828	37.7%	9,619	62.3%	0	0.0%	15447
Total Part Time Workforce	1,058	10.1%	9,449	89.9%	0	0.0%	10507

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

GCC OVERALL BY GRADE & GENDER	Total White Males	Total White Females	Total White Employees	Total Mixed Males	Total Mixed Females	Total Mixed Employees	Total Other Ethnic Background Males	Total Other Ethnic Background Females	Total Other Ethnic Background Employees	Total Asian Males	Total Asian Females	Total Asian Employees	Total Black Males	Total Black Females	Total Black Employees	Total Black & Minority Ethnic Males	Total Black & Minority Ethnic Females	Total Black & Minority Ethnic Employees	Total Non- Disclosed	Total White Male Employees %	Total White Female Employees %	Total BME Male Employees %	Total BME Female Employees %	Total Non- Disclosed Employees %	Total Male Employees	Total Female Employees	Total Workforce
Grade 1-4 FIT	2,253	1,735	3,988	4	4	8	4	0	4	12	31	43	6	10	16	26	45	71	686	84.0%	84.1%	1.0%	2.2%	14.5%	2,681	2,064	4,745
Grade 1-4 PIT	467	5,150	5,617	3	22	25	0	7	7	7	75	82	5	29	34	15	133	148	1,839	65.5%	74.7%	2.1%	1.9%	24.2%	713	6,891	7,604
Grade 1-4 Total	2,720	6,885	9,605	7	26	33	4	7	11	19	106	125	11	39	50	41	178	219	2,525	80.1%	76.9%	1.2%	2.0%	20.4%	3,394	8,955	12,349
Grade 5-7 FIT	1,317	2,650	3,967	3	13	16	1	6	7	16	50	66	3	8	11	23	77	100	907	86.3%	76.9%	1.5%	2.2%	18.2%	1,526	3,448	4,974
Grade 5-7 PIT	151	1,030	1,181	7	20	27	8	10	18	7	41	48	5	5	10	27	76	103	317	70.9%	74.2%	12.7%	5.5%	19.8%	213	1,388	1,601
Grade 5-7 Total	1,468	3,680	5,148	10	33	43	9	16	25	23	91	114	8	13	21	50	153	203	1,224	84.4%	76.1%	2.9%	3.2%	18.6%	1,739	4,836	6,575
Grade 8 FIT	215	300	515	2	2	4	0	1	1	0	4	4	1	2	3	3	9	12	51	90.0%	86.5%	1.3%	2.7%	8.8%	239	339	578
Grade 8 PIT	8	44	52	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	5	88.9%	89.8%	0.0%	2.0%	8.6%	9	49	58
Grade 8 Total	223	344	567	2	3	5	0	1	1	0	4	4	1	2	3	3	10	13	56	89.9%	88.7%	1.2%	2.6%	8.8%	248	388	636
Grade AC2 8 FIT	2	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	2	2	4
Grade AC2 8 PIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0	0	0
Grade AC2 8 Total	2	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	2	2	4
Grade 9-15 FIT	116	112	228	1	0	1	0	0	0	1	0	1	0	0	0	2	0	2	21	87.9%	94.1%	1.5%	0.0%	8.4%	132	119	251
Grade 9-15 PIT	2	13	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	66.7%	86.7%	0.0%	0.0%	16.7%	3	15	18
Grade 9-15 Total	118	125	243	1	0	1	0	0	0	1	0	1	0	0	0	2	0	2	24	87.4%	93.3%	1.5%	0.0%	8.9%	135	134	269
Grade AC2 9-15 FIT	4	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	4	2	6
Grade AC2 9-15 PIT	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	1	1	2
Grade AC2 9-15 Total	5	3	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	5	3	8
Other Non Pay & Grading Structure FIT	60	56	116	0	0	0	0	0	0	3	4	7	0	1	1	3	5	8	26	83.3%	71.8%	4.2%	6.4%	17.3%	72	78	150
Other Non Pay & Grading Structure PIT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0	0	0
Other Non P&G Structure Total	60	56	116	0	0	0	0	0	0	3	4	7	0	1	1	3	5	8	26	83.3%	71.8%	4.2%	6.4%	17.3%	72	78	150
Total Workforce FIT	3,967	4,867	8,834	10	19	29	5	7	12	32	89	121	10	21	31	57	136	193	1,691	85.2%	80.3%	1.2%	2.2%	15.8%	4,666	6,062	10,708
Total Workforce PIT	629	6,238	6,867	10	43	53	8	17	25	14	116	130	10	34	44	42	210	262	2,164	67.0%	74.8%	4.5%	2.5%	23.3%	939	8,344	9,283
Total Workforce	4,596	11,096	15,691	20	62	82	13	24	37	46	205	251	20	55	75	99	346	445	3,855	82.1%	77.1%	1.8%	2.4%	19.3%	5,596	14,396	19,991

**WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 DECEMBER 2018**

TEACHERS OVERALL BY GRADE & GENDER	Total White Males	Total White Females	Total White Employees	Total Mixed Males	Total Mixed Females	Total Mixed Employees	Total Other Ethnic Background Males	Total Other Ethnic Background Females	Total Other Ethnic Background Employees	Total Asian Males	Total Asian Females	Total Asian Employees	Total Black Males	Total Black Females	Total Black Employees	Total Black & Minority Ethnic Males	Total Black & Minority Ethnic Females	Total Black & Minority Ethnic Employees	Total Non-Disclosed	Total White Male Employees %	Total White Female Employees %	Total BME Male Employees %	Total BME Female Employees %	Total Non-Disclosed Employees %	Total Male Employees	Total Female Employees	Total Workforce	
Teacher FT	457	1,270	1,727	3	7	10	7	8	15	11	61	72	2	6	8	23	82	105	1,365	60.1%	52.1%	3.0%	3.4%	42.7%	761	2,436	3,197	
Teacher PIT	72	595	667	1	4	5	1	1	2	1	18	19	1	0	1	4	23	27	373	67.3%	62.0%	3.7%	2.4%	35.0%	107	960	1,067	
Teacher Total	529	1,865	2,394	4	11	15	8	9	17	12	79	91	3	6	9	27	105	1,738	60.9%	54.9%	3.1%	3.1%	40.8%	868	3,396	4,264		
Principal Teacher FT	177	445	622	0	3	3	0	1	1	1	8	9	0	1	1	1	13	14	314	65.6%	65.4%	0.4%	1.9%	33.1%	270	680	950	
Principal Teacher PIT	4	62	66	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2	24	66.7%	72.1%	0.0%	2.3%	26.1%	6	86	92	
Principal Teacher Total	181	507	688	0	3	3	0	1	1	1	10	11	0	1	1	1	15	16	338	65.6%	66.2%	0.4%	2.0%	32.4%	276	766	1,042	
Depute Head Teacher FT	67	181	248	0	1	1	0	2	2	0	0	0	0	0	0	0	3	3	70	72.8%	79.0%	0.0%	1.3%	21.8%	92	229	321	
Depute Head Teacher PIT	2	22	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	50.0%	78.6%	0.0%	0.0%	25.0%	4	28	32	
Depute Head Teacher Total	69	203	272	0	1	1	0	2	2	0	0	0	0	0	0	0	3	3	78	71.9%	79.0%	0.0%	1.2%	22.1%	96	257	353	
Head Teacher FT	29	160	189	0	1	1	2	0	2	0	2	2	0	0	0	2	3	5	28	74.4%	87.4%	5.1%	1.6%	12.6%	39	183	222	
Head Teacher PIT	1	3	4	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	100.0%	75.0%	0.0%	25.0%	0.0%	1	4	5	
Head Teacher Total	30	163	193	0	1	1	2	0	2	0	3	3	0	0	0	2	4	6	28	75.0%	87.2%	5.0%	2.1%	12.3%	40	187	227	
Quality Improvement Officer/Manager FT	3	14	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	60.0%	77.8%	0.0%	0.0%	26.1%	5	18	23	
Quality Improvement Officer/Manager PIT	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	=DIV/0!	100.0%	=DIV/0!	0.0%	0.0%	0.0%	0	5	5
Quality Improvement Officer/Manager Total	3	19	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	60.0%	82.6%	0.0%	0.0%	21.4%	5	23	28	
Psychologist FT	4	15	19	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	6	80.0%	71.4%	0.0%	4.8%	23.1%	5	21	26	
Psychologist PIT	1	13	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	100.0%	58.1%	0.0%	0.0%	39.1%	1	22	23	
Psychologist Total	5	28	33	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	15	83.3%	65.1%	0.0%	2.3%	30.6%	6	43	49	
Total Workforce FT	737	2,085	2,822	3	12	15	9	11	20	12	72	84	2	7	9	26	102	128	1,789	62.9%	58.5%	2.2%	2.9%	37.8%	1,172	3,567	4,739	
Total Workforce PIT	80	700	780	1	4	5	1	1	2	1	21	22	1	0	1	4	26	30	414	67.2%	63.3%	3.4%	2.4%	33.8%	119	1,105	1,224	
Total Workforce	817	2,785	3,602	4	16	20	10	12	22	13	93	106	3	7	10	30	128	158	2,203	63.3%	58.6%	2.3%	2.7%	36.9%	1,291	4,672	5,963	