

OFFICIAL

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

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		Total Workforce
	Number	%	Number	%	
Grade 1 - 4 Total	3,335	26.0%	9,479	74.0%	12,814
Grade 5 - 7 Total	1,853	26.1%	5,252	73.9%	7,105
Grade 8 Total	247	37.8%	406	62.2%	653
Grade 9 - 15 Total	148	48.7%	156	51.3%	304
Other Non Pay & Grading Structure	286	54.3%	241	45.7%	527
Teaching	1,322	21.7%	4,784	78.3%	6,106
Total Workforce	7,191	26.1%	20,318	73.9%	27,509
Total Full Time Workforce	6,028	37.0%	10,267	63.0%	16,295
Total Part Time Workforce	1,163	10.4%	10,051	89.6%	11,214

ALEOs	Male		Female		Total Workforce
	Number	%	Number	%	
City Building	1,759	87.8%	245	12.2%	2004
Glasgow Life	1,284	45.4%	1,542	54.6%	2826
City Parking	95	63.3%	55	36.7%	150
City Property	57	63.3%	33	36.7%	90
Clyde Gateway	10	37.0%	17	63.0%	27
Jobs & Business Glasgow	41	17.9%	188	82.1%	229
Total Workforce	3,246	60.9%	2,080	39.1%	5326

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

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

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	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	2,452	1,751	3,903	4	8	12	4	0	4	18	38	56	7	13	20	33	59	92	701	83.7%	82.4%	1.3%	2.8%	14.9%	2,572	2,124	4,696	
Grade 1-4 PIT	483	5,292	5,775	1	21	22	2	12	14	7	99	106	8	43	51	18	175	193	2,150	63.3%	72.0%	2.4%	2.4%	26.5%	763	7,365	8,118	
Grade 1-4 Total	2,635	7,043	9,678	5	29	34	6	12	18	25	137	162	15	56	71	51	234	285	2,851	79.0%	74.3%	1.9%	2.5%	22.2%	3,335	9,479	12,814	
Grade 5-7 FIT	1,392	3,137	4,529	4	15	19	2	8	10	20	67	87	5	18	23	31	108	139	812	85.5%	81.4%	1.9%	2.8%	14.8%	1,628	3,852	5,480	
Grade 5-7 PIT	160	1,058	1,218	7	21	28	8	8	16	7	46	53	5	2	7	27	77	104	303	71.1%	75.6%	12.0%	5.5%	18.6%	225	1,400	1,625	
Grade 5-7 Total	1,552	4,195	5,747	11	36	47	10	16	26	27	113	140	10	20	30	58	185	243	1,115	83.8%	79.9%	3.1%	3.5%	15.7%	1,853	5,252	7,105	
Grade 8 FIT	210	301	511	2	1	3	0	1	1	0	5	5	1	2	3	3	9	12	55	89.7%	87.5%	1.3%	2.6%	9.6%	234	344	578	
Grade 8 PIT	10	50	60	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2	8	90.9%	84.7%	0.0%	3.4%	11.4%	11	59	70	
Grade 8 Total	220	351	571	2	3	5	0	1	1	0	5	5	1	2	3	3	11	14	63	89.8%	87.1%	1.2%	2.7%	9.7%	245	403	648	
Grade ACZ 8 FIT	2	1	3	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	1	3	
Grade ACZ 8 PIT	0	2	2	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	2	2
Grade ACZ 8 Total	2	3	5	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	3	5	
Grade 9-15 FIT	123	124	247	1	0	1	0	0	0	1	1	2	0	0	0	2	1	3	23	89.1%	91.9%	1.4%	0.7%	8.4%	138	135	273	
Grade 9-15 PIT	5	16	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100.0%	88.9%	0.0%	0.0%	8.7%	5	18	23	
Grade 9-15 Total	128	140	268	1	0	1	0	0	0	1	1	2	0	0	0	2	1	3	25	89.5%	91.5%	1.4%	0.7%	8.4%	143	153	296	
Grade ACZ 9-15 FIT	3	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	60.0%	66.7%	0.0%	0.0%	37.5%	5	3	8	
Grade ACZ 9-15 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 ACZ 9-15 Total	3	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	60.0%	66.7%	0.0%	0.0%	37.5%	5	3	8	
Other Non Pay & Grading Structure FIT	187	136	323	0	1	1	0	0	0	5	4	9	3	1	4	8	6	14	99	71.4%	78.2%	3.1%	3.4%	22.7%	262	174	436	
Other Non Pay & Grading Structure PIT	14	61	75	1	1	2	1	0	1	0	0	0	0	0	0	2	1	3	13	58.3%	91.0%	8.3%	1.5%	14.3%	24	67	91	
Other Non P&G Structure Total	201	197	398	1	2	3	1	0	1	5	4	9	3	1	4	10	7	17	112	70.3%	81.7%	3.5%	2.9%	21.3%	286	241	527	
Total Workforce FIT	4,869	5,452	9,521	11	25	36	6	9	15	44	115	159	16	34	50	77	183	260	1,693	84.1%	82.2%	1.6%	2.8%	14.8%	4,841	6,633	11,474	
Total Workforce PIT	672	6,479	7,151	9	45	54	11	20	31	14	145	159	13	45	58	47	255	302	2,476	65.4%	72.8%	4.6%	2.9%	24.9%	1,028	8,901	9,929	
Total Workforce	4,741	11,931	16,672	20	70	90	17	29	46	58	260	318	29	79	108	124	438	562	4,169	80.8%	76.8%	2.1%	2.8%	19.5%	5,869	15,534	21,403	

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WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 MARCH 2020

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	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 DME Male Employees %	Total DME Female Employees %	Total Non-Disclosed Employees %	Total Male Employees	Total Female Employees	Total Workforce	
Teacher FIT	496	1,462	1,958	5	11	16	7	6	13	11	61	72	1	6	7	24	84	108	1,242	63.0%	58.0%	3.0%	3.3%	37.5%	707	2,521	3,300	
Teacher PIT	76	592	668	0	3	3	1	3	4	1	20	21	1	0	1	3	26	29	413	65.0%	59.6%	2.6%	2.6%	37.2%	117	993	1,110	
Teacher Total	572	2,054	2,626	5	14	19	8	9	17	12	81	93	2	6	8	27	110	137	1,655	63.3%	58.5%	3.0%	3.1%	37.5%	824	3,514	4,418	
Principal Teacher FIT	175	427	602	0	3	3	0	1	1	1	11	12	0	1	1	1	16	17	308	67.0%	64.1%	0.4%	2.4%	33.2%	261	666	927	
Principal Teacher PIT	2	59	61	0	0	0	0	0	0	0	3	3	0	0	0	0	3	3	42	15.4%	63.4%	0.0%	3.2%	39.6%	13	93	106	
Principal Teacher Total	177	486	663	0	3	3	0	1	1	1	14	15	0	1	1	1	19	20	350	64.6%	64.0%	0.4%	2.5%	33.9%	274	759	1,033	
Depute Head Teacher FIT	66	100	254	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	67	76.6%	78.7%	0.0%	0.8%	20.7%	84	239	323	
Depute Head Teacher PIT	3	26	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	100.0%	76.5%	0.0%	0.0%	21.6%	3	34	37	
Depute Head Teacher Total	69	214	283	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	75	79.3%	78.4%	0.0%	0.7%	20.8%	87	273	360	
Head Teacher FIT	33	148	181	0	1	1	2	0	2	0	2	2	0	0	0	2	3	5	26	73.3%	88.6%	4.4%	1.8%	12.3%	45	167	212	
Head Teacher PIT	1	4	5	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	2	100.0%	57.1%	0.0%	14.3%	25.0%	1	7	8	
Head Teacher Total	34	152	186	0	1	1	2	0	2	0	3	3	0	0	0	2	4	6	28	73.9%	87.4%	4.3%	2.3%	12.7%	46	174	220	
Quality Improvement Officer/Manager FIT	3	14	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	75.0%	87.5%	0.0%	0.0%	15.0%	4	16	20	
Quality Improvement Officer/Manager PIT	0	3	3	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	3	3
Quality Improvement Officer/Manager Total	3	17	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	75.0%	89.5%	0.0%	0.0%	13.0%	4	19	23	
Psychologist FIT	4	17	21	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	9	66.7%	68.0%	0.0%	4.0%	29.0%	6	25	31	
Psychologist PIT	1	12	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	100.0%	60.0%	0.0%	0.0%	38.1%	1	20	21	
Psychologist Total	5	29	34	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	17	71.4%	64.4%	0.0%	2.2%	32.7%	7	45	52	
Total Workforce FIT	777	2,256	3,033	5	16	21	9	8	17	12	75	87	1	7	8	27	106	133	1,655	65.9%	62.1%	2.3%	2.9%	34.3%	1,107	3,634	4,821	
Total Workforce PIT	83	696	779	0	3	3	1	3	4	1	24	25	1	0	1	3	30	33	473	61.3%	60.5%	2.2%	2.6%	36.0%	135	1,150	1,285	
Total Workforce	860	2,952	3,812	5	19	24	10	11	21	13	99	112	2	7	9	30	136	166	2,128	65.1%	61.7%	2.3%	2.8%	34.9%	1,322	4,784	6,106	