

OFFICIAL

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 31 DECEMBER 2020**

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	330	2.5%	5,672	43.6%	6,999	53.8%	13,001
Grade 5 - 7 Total	206	2.9%	2,484	35.2%	4,369	61.9%	7,059
Grade 8 Total	20	3.1%	219	33.6%	412	63.3%	651
Grade 9 - 15 Total			99	33.8%	187	63.8%	293
Other Non Pay & Grading Structure	28	5.9%	313	65.7%	135	28.4%	476
Teaching	114	1.8%	2,514	39.8%	3,685	58.4%	6,313
Total Workforce	705	2.5%	11,301	40.7%	15,787	56.8%	27,793
Total Full Time Workforce	462	2.8%	6,504	39.6%	9,480	57.6%	16,446
Total Part Time Workforce	243	2.1%	4,797	42.3%	6,307	55.6%	11,347

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	126	6.3%	17	0.8%	1,865	92.9%	2,008
Glasgow Life	117	4.3%	962	35.7%	1,619	60.0%	2,698
City Parking			29	21.3%	104	76.5%	136
City Property			36	41.4%	48	55.2%	87
Clyde Gateway					26	100.0%	26
Jobs & Business Glasgow	22	10.4%	102	48.1%	88	41.5%	212
Total Workforce	271	5.1%	1,146	21.7%	3,750	71.1%	5,167

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

OFFICIAL

OFFICIAL

WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 DECEMBER 2020

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	95	56	151				98	61	159	3.4%	2,809	59.3%	761	917	1,678	33	55	88	794	972	1,766	37.3%	2,543	2,191	4,734
Grade 1-4 PIT	27	130	157		13	14	28	143	171	2.1%	4,190	50.7%	311	3,274	3,585	33	288	321	344	3,562	3,906	47.2%	788	7,499	8,287
Grade 1-4 Total	122	186	308				126	204	330	2.5%	6,999	53.8%	1,072	4,191	5,263	66	343	409	1,138	4,534	5,672	43.6%	3,311	9,690	13,001
Grade 5-7 FIT	55	87	142				56	95	151	2.8%	3,283	60.3%	446	1,414	1,860	43	108	151	489	1,522	2,011	38.9%	1,620	3,825	5,445
Grade 5-7 PIT	10	41	51				10	45	55	3.4%	1,086	67.3%	51	343	394	21	58	79	72	401	473	29.3%	217	1,397	1,614
Grade 5-7 Total	65	128	193		12	13	66	140	206	2.9%	4,369	61.9%	497	1,757	2,254	64	166	230	561	1,923	2,484	35.2%	1,837	5,222	7,059
Grade 8 FIT		10		0	0	0		10	18	3.1%	357	62.0%	81	111	192				84	117	201	34.9%	226	350	576
Grade 8 PIT				0	0	0				2.9%	53	75.7%		11						13		21.4%	13	57	70
Grade 8 Total			20	0	0	0		11	20	3.1%	410	63.5%	83	122	205			11		130	216	33.4%	239	407	646
Grade AC2 8 FIT	0	0	0	0	0	0	0	0	0	0.0%		25.0%				0	0	0				75.0%			
Grade AC2 8 PIT	0	0	0	0	0	0	0	0	0	0.0%		100.0%				0	0	0				0.0%			
Grade AC2 8 Total	0	0	0	0	0	0	0	0	0	0.0%		40.0%				0	0	0				60.0%			
Grade 9-15 FIT				0	0	0				2.6%	170	63.9%	42	45	87				42	47	89	33.5%	128	138	266
Grade 9-15 PIT				0	0	0				0.0%	13	72.2%	0			0	0	0	0			27.8%		10	
Grade 9-15 Total				0	0	0				2.5%	183	64.4%	42						42			33.1%		148	264
Grade AC2 9-15 FIT	0	0	0	0	0	0	0	0	0	0.0%		44.4%				0	0	0				55.6%			
Grade AC2 9-15 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!		#DIV/0!				0	0	0				#DIV/0!			
Grade AC2 9-15 Total	0	0	0	0	0	0	0	0	0	0.0%		44.4%				0	0	0				55.6%			
Other Non Pay & Grading Structure FIT	13						13		21	5.4%	119	30.7%	134	97	231			17	143	105	248	63.9%	222	166	388
Other Non Pay & Grading Structure PIT										8.0%	16	18.2%	13	51	64				14	51	65	73.9%	24	64	88
Other Non P&G Structure Total	13	12	25				14	14	28	5.9%	135	28.4%	147	148	295	10			157	156	313	65.8%	246	230	476
Total Workforce FIT	173	164	337		15	19	177	179	356	3.1%	6,743	59.0%	1,469	2,587	4,056	88	179	267	1,557	2,786	4,323	37.8%	4,747	6,675	11,422
Total Workforce PIT	38	178	216		17	19	40	195	235	2.3%	5,359	53.3%	377	3,684	4,061	55	348	403	432	4,032	4,464	44.4%	1,030	9,028	10,058
Total Workforce	211	342	553		32	38	217	374	591	2.8%	12,102	56.3%	1,846	6,271	8,117	143	527	670	1,989	6,798	8,787	40.9%	5,777	15,703	21,480

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

OFFICIAL

WORKFORCE PROFILE BY DISABILITY
TEACHERS ONLY
AS AT 31 DECEMBER 2020

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 FT	25	54	79				26	62	88	2.5%	1,751	50.0%	238	1,023	1,261	82	263	345	380	1,286	1,666	47.5%	828	2,677	3,505
Teacher PT										0.6%	811	73.2%	25	178	203		79	87	33	257	290	26.2%	114	994	1,108
Teacher Total			86						95	2.1%	2,562	55.5%	323	1,201	1,524		342	432	413	1,543	1,956	42.4%	942	3,671	4,613
Principal Teacher FT				0	0	0				0.7%	598	63.3%	88	189	277	19	44	63	107	233	340	36.0%	263	682	945
Principal Teacher PT				0	0	0				1.0%	83	79.0%		14	15					18	21	20.0%	18	67	105
Principal Teacher Total				0	0	0				0.8%	681	64.9%		203	292					251	361	34.4%	281	749	1,030
Depute Head Teacher FT										2.2%	210	66.0%	27	62	89		10		29	72	101	31.8%	85	233	318
Depute Head Teacher PT										0.0%	36	80.0%	0				0		0			20.0%		39	45
Depute Head Teacher Total										1.9%	246	67.8%	27				10		29			30.3%		272	363
Head Teacher FT				0	0	0	0			0.5%	147	70.3%	19	41	60				19	42	61	29.2%	39	170	209
Head Teacher PT				0	0	0	0			0.0%		80.0%	0						0			20.0%	0		
Head Teacher Total				0	0	0	0			0.5%		70.6%	19						19			29.0%	39		
Quality Improvement Officer/Manager FT				0	0	0	0			6.7%	12	80.0%	0			0	0	0	0			13.3%		13	15
Quality Improvement Officer/Manager PT				0	0	0	0			0.0%		80.0%	0			0	0	0	0			20.0%			
Quality Improvement Officer/Manager Total				0	0	0	0			5.0%		80.0%	0			0	0	0	0			15.0%			
Psychologist FT				0	0	0	0			6.3%	19	59.4%				0					11	34.4%		26	32
Psychologist PT				0	0	0	0			0.0%	10	47.6%	0			0				11	11	52.4%		20	21
Psychologist Total				0	0	0	0			3.8%	29	54.7%			17	0				22	41.5%		46	53	
Total Workforce FT	29	67	96			10	30	76	106	2.1%	2,737	54.5%	434	1,324	1,758	103	320	423	537	1,644	2,181	43.4%	1,223	3,801	5,024
Total Workforce PT						0				0.6%	948	73.5%	26	211	237	10	86	96	36	297	333	25.8%	141	1,148	1,289
Total Workforce			104			10		83	114	1.8%	3,685	58.4%	460	1,535	1,995	113	406	519	573	1,941	2,514	39.8%	1,364	4,949	6,313

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