

**OFFICIAL**

**WORKFORCE PROFILE BY GENDER  
ALL COUNCIL  
AS AT 31 DECEMBER 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](mailto:thom.hughes@glasgow.gov.uk)

Grade	Male		Female		Total Workforce
	Number	%	Number	%	
Grade 1 - 4 Total	3,311	25.5%	9,690	74.5%	13,001
Grade 5 - 7 Total	1,837	26.0%	5,222	74.0%	7,059
Grade 8 Total	241	37.0%	410	63.0%	651
Grade 9 - 15 Total	142	48.5%	151	51.5%	293
Other Non Pay & Grading Structure	246	51.7%	230	48.3%	476
Teaching	1,364	21.6%	4,949	78.4%	6,313
<b>Total Workforce</b>	<b>7,141</b>	<b>25.7%</b>	<b>20,652</b>	<b>74.3%</b>	<b>27,793</b>
<b>Total Full Time Workforce</b>	5,970	36.3%	10,476	63.7%	16,446
<b>Total Part Time Workforce</b>	1,171	10.3%	10,176	89.7%	11,347

ALEOs	Male		Female		Total Workforce
	Number	%	Number	%	
City Building	1,764	87.8%	244	12.2%	2008
Glasgow Life	1,222	45.3%	1,476	54.7%	2698
City Parking	85	62.5%	51	37.5%	136
City Property	54	62.1%	33	37.9%	87
Clyde Gateway	9	34.6%	17	65.4%	26
Jobs & Business Glasgow	40	18.9%	172	81.1%	212
<b>Total Workforce</b>	<b>3,174</b>	<b>61.4%</b>	<b>1,993</b>	<b>38.6%</b>	<b>5167</b>

**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 DECEMBER 2020

GOC 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	2,117	1,783	3,900	4	7	11	4	0	4	17	39	56	8	10	18	33	56	89	745	83.2%	81.4%	1.3%	2.6%	15.7%	2,543	2,191	4,734	
Grade 1-4 PIT	481	5,424	5,905	0	22	22	2	17	19	9	141	150	25	82	107	36	262	298	2,064	62.6%	72.3%	4.7%	3.5%	25.0%	768	7,499	8,267	
Grade 1-4 Total	2,598	7,207	9,805	4	29	33	6	17	23	26	180	206	33	92	125	69	318	387	2,809	78.5%	74.4%	2.1%	3.3%	21.6%	3,311	9,690	13,001	
Grade 5-7 FIT	1,376	3,101	4,477	4	17	21	3	7	10	23	69	92	5	19	24	35	112	147	821	84.9%	81.1%	2.2%	2.9%	15.1%	1,620	3,825	5,445	
Grade 5-7 PIT	159	1,068	1,227	5	19	24	7	6	13	6	44	50	4	2	6	22	71	93	294	73.3%	76.4%	10.1%	5.1%	18.2%	217	1,397	1,614	
Grade 5-7 Total	1,535	4,169	5,704	9	36	45	10	13	23	29	113	142	9	21	30	57	183	240	1,115	83.6%	79.8%	3.1%	3.5%	15.8%	1,837	5,222	7,059	
Grade 8 FIT	201	310	511	2	0	2	0	1	1	0	5	5	1	3	4	3	9	12	53	88.9%	88.6%	1.3%	2.6%	9.2%	226	350	576	
Grade 8 PIT	13	46	59	0	3	3	0	0	0	0	0	0	0	0	0	0	3	3	8	100.0%	80.7%	0.0%	5.3%	11.4%	13	57	70	
Grade 8 Total	214	356	570	2	3	5	0	1	1	0	5	5	1	3	4	3	12	15	61	89.5%	87.5%	1.3%	2.9%	9.4%	239	407	646	
Grade ACZ 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 ACZ 8 PIT	0	1	1	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	1	1
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	112	127	239	1	0	1	0	0	0	1	1	2	0	0	0	2	1	3	24	87.5%	92.0%	1.6%	0.7%	9.0%	128	138	266	
Grade 9-15 PIT	8	8	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100.0%	80.0%	0.0%	0.0%	11.1%	8	10	18	
Grade 9-15 Total	120	135	255	1	0	1	0	0	0	1	1	2	0	0	0	2	1	3	26	88.2%	91.2%	1.5%	0.7%	9.2%	136	148	284	
Grade ACZ 9-15 FIT	4	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	66.7%	66.7%	0.0%	0.0%	33.3%	6	3	9	
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	4	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	66.7%	66.7%	0.0%	0.0%	33.3%	6	3	9	
Other Non Pay & Grading Structure FIT	164	134	298	0	1	1	0	0	0	4	7	11	3	1	4	7	9	16	74	73.9%	80.7%	3.2%	5.4%	19.1%	222	166	388	
Other Non Pay & Grading Structure PIT	14	59	73	1	0	1	1	0	1	0	0	0	0	0	0	2	0	2	13	58.3%	92.2%	8.3%	0.0%	14.8%	24	64	88	
Other Non P&G Structure Total	178	193	371	1	1	2	1	0	1	4	7	11	3	1	4	9	9	18	87	72.4%	83.9%	3.7%	3.9%	16.3%	246	230	476	
Total Workforce FIT	3,976	5,459	9,435	11	25	36	7	8	15	45	121	166	17	33	50	80	187	267	1,720	83.8%	81.8%	1.7%	2.8%	15.1%	4,747	6,675	11,422	
Total Workforce PIT	675	6,606	7,281	6	44	50	10	23	33	15	185	200	29	84	113	60	336	396	2,381	65.5%	73.2%	5.8%	3.7%	23.7%	1,030	9,028	10,058	
Total Workforce	4,651	12,065	16,716	17	69	86	17	31	48	60	306	366	46	117	163	140	523	663	4,101	80.5%	76.8%	2.4%	3.3%	19.1%	5,777	15,703	21,480	

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WORKFORCE PROFILE BY GENDER  
TEACHERS ONLY  
AS AT 31 DECEMBER 2020

TEACHERS OVERALL BY GRADE & GENDER	Total White			Total Mixed			Total Other Ethnic Background			Total Asian			Total Black			Total Black & Minority Ethnic			Total Non-Disclosed	Total White		Total BME		Total Non-Disclosed	Total Male	Total Female	Total Workforce
	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Employees %	Female Employees %	Male Employees %		Female Employees %	Employees %	Employees %					
Teacher FT	540	1,659	2,199	4	11	15	9	7	16	13	64	77	4	8	12	30	90	120	1,186	65.2%	62.0%	3.6%	3.4%	33.8%	828	2,677	3,505
Teacher PT	70	561	631	0	4	4	1	1	2	1	21	22	0	1	1	2	27	29	448	61.4%	56.4%	1.8%	2.7%	40.4%	114	994	1,108
Teacher Total	610	2,220	2,830	4	15	19	10	8	18	14	85	99	4	9	13	32	117	149	1,634	64.8%	60.5%	3.4%	3.2%	35.4%	942	3,671	4,613
Principal Teacher FT	176	440	616	1	3	4	0	2	2	1	10	11	0	1	1	2	16	18	311	66.9%	64.5%	0.8%	2.3%	32.9%	263	682	945
Principal Teacher PT	5	53	58	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2	45	27.8%	60.8%	0.0%	2.3%	42.8%	16	87	103
Principal Teacher Total	181	493	674	1	3	4	0	2	2	1	12	13	0	1	1	2	18	20	356	64.4%	64.1%	0.7%	2.3%	33.9%	281	769	1,050
Depute Head Teacher FT	64	166	230	0	1	1	0	1	1	0	1	1	0	0	0	0	3	3	66	75.3%	79.4%	0.0%	1.3%	20.8%	85	233	318
Depute Head Teacher PT	5	27	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	83.3%	69.2%	0.0%	0.0%	28.9%	6	39	45
Depute Head Teacher Total	69	212	281	0	1	1	0	1	1	0	1	1	0	0	0	0	3	3	79	75.8%	77.9%	0.0%	1.1%	21.8%	91	272	363
Head Teacher FT	29	146	175	0	1	1	1	0	1	0	0	0	0	0	0	1	1	2	30	74.4%	87.1%	2.6%	0.6%	14.4%	39	170	209
Head Teacher PT	0	3	3	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	1	#DIV/0!	60.0%	#DIV/0!	20.0%	20.0%	0	5	5
Head Teacher Total	29	151	180	0	1	1	1	0	1	0	1	1	0	0	0	1	2	3	31	74.4%	86.3%	2.6%	1.1%	14.5%	39	175	214
Quality Improvement Officer/Manager FT	2	11	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100.0%	84.6%	0.0%	0.0%	13.3%	2	13	15
Quality Improvement Officer/Manager PT	1	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	50.0%	100.0%	0.0%	0.0%	20.0%	2	3	5
Quality Improvement Officer/Manager Total	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
Psychologist FT	4	16	20	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	11	66.7%	61.5%	0.0%	3.8%	34.4%	6	26	32
Psychologist PT	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	28	33	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	19	71.4%	60.9%	0.0%	2.2%	35.8%	7	46	53
Total Workforce FT	815	2,459	3,274	5	16	21	10	10	20	14	76	90	4	9	13	33	111	144	1,606	66.6%	64.7%	2.7%	2.9%	32.0%	1,223	3,901	5,024
Total Workforce PT	82	659	741	0	4	4	1	1	2	1	24	25	0	1	1	2	30	32	516	58.2%	57.4%	1.4%	2.6%	40.0%	141	1,148	1,289
Total Workforce	897	3,118	4,015	5	20	25	11	11	22	15	100	115	4	10	14	35	141	176	2,122	65.8%	63.0%	2.6%	2.8%	33.6%	1,364	4,949	6,313

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