

**OFFICIAL**

**WORKFORCE PROFILE BY DISABILITY  
ALL COUNCIL  
AS AT 31 MARCH 2021**

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 Corporate HR Officer, Corporate HR at [thom.hughes@glasgow.gov.uk](mailto:thom.hughes@glasgow.gov.uk)

| Grade                             | Disabled   |             | Non Disabled  |              | Non Disclosed |              | Total Workforce |
|-----------------------------------|------------|-------------|---------------|--------------|---------------|--------------|-----------------|
|                                   | Number     | %           | Number        | %            | Number        | %            |                 |
| Grade 1 - 4 Total                 | 333        | 2.5%        | 5,846         | 44.4%        | 6,986         | 53.1%        | 13,165          |
| Grade 5 - 7 Total                 | 212        | 3.0%        | 2,557         | 35.9%        | 4,350         | 61.1%        | 7,119           |
| Grade 8 Total                     | 21         | 3.1%        | 224           | 33.6%        | 422           | 63.3%        | 667             |
| Grade 9 - 15 Total                |            |             | 100           | 34.0%        | 187           | 63.6%        | 294             |
| Other Non Pay & Grading Structure | 26         | 5.5%        | 313           | 66.6%        | 131           | 27.9%        | 470             |
| Teaching                          | 115        | 1.8%        | 2,520         | 39.9%        | 3,679         | 58.3%        | 6,314           |
| <b>Total Workforce</b>            | <b>714</b> | <b>2.6%</b> | <b>11,560</b> | <b>41.2%</b> | <b>15,755</b> | <b>56.2%</b> | <b>28,029</b>   |
| <b>Total Full Time Workforce</b>  | 466        | 2.8%        | 6,610         | 40.0%        | 9,457         | 57.2%        | 16,533          |
| <b>Total Part Time Workforce</b>  | 248        | 2.2%        | 4,950         | 43.0%        | 6,298         | 54.8%        | 11,496          |

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           | 123        | 6.2%        | 17           | 0.8%         | 1,846         | 93.0%        | 1,986           |
| Glasgow Life            | 117        | 4.4%        | 953          | 35.7%        | 1,602         | 59.9%        | 2,672           |
| City Parking            |            |             | 30           | 21.9%        | 104           | 75.9%        | 137             |
| City Property           |            |             | 36           | 41.9%        | 47            | 54.7%        | 86              |
| Clyde Gateway           | 0          | 0.0%        | 0            | 0.0%         | 24            | 100.0%       | 24              |
| Jobs & Business Glasgow | 19         | 9.3%        | 99           | 48.8%        | 85            | 41.9%        | 203             |
| <b>Total Workforce</b>  | <b>265</b> | <b>5.2%</b> | <b>1,135</b> | <b>22.2%</b> | <b>3,708</b>  | <b>72.6%</b> | <b>5,108</b>    |

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

**OFFICIAL**

OFFICIAL

WORKFORCE PROFILE BY DISABILITY  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2021

| 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                            | 94                                  | 53                                    | 147                            |                                      |  |                                 | 96                      | 58                        | 154                      | 3.2%                       | 2,800               | 58.8%                 | 766                                     | 950                                       | 1,716                              | 33   | 60   | 93                                  | 799                               | 1,010                               | 1,809                        | 38.0%                          | 2,529                | 2,234                  | 4,763           |
| Grade 1-4 PIT                            | 31                                  | 135                                   | 166                            |                                      | 12                                     | 13                              | 32                      | 147                       | 179                      | 2.1%                       | 4,186               | 49.8%                 | 334                                     | 3,367                                     | 3,701                              | 34   | 302  | 336                                 | 368                               | 3,669                               | 4,037                        | 48.0%                          | 800                  | 7,602                  | 8,402           |
| <b>Grade 1-4 Total</b>                   | <b>125</b>                          | <b>188</b>                            | <b>313</b>                     |                                      | <b>17</b>                              | <b>20</b>                       | <b>128</b>              | <b>205</b>                | <b>333</b>               | <b>2.5%</b>                | <b>6,986</b>        | <b>53.1%</b>          | <b>1,100</b>                            | <b>4,317</b>                              | <b>5,417</b>                       | <b>67</b>                                  | <b>362</b>                                 | <b>429</b>                          | <b>1,167</b>                      | <b>4,679</b>                        | <b>5,846</b>                 | <b>44.4%</b>                   | <b>3,329</b>         | <b>9,836</b>           | <b>13,165</b>   |
| Grade 5-7 FIT                            | 57                                  | 93                                    | 150                            |                                      |  |                                 | 58                      | 101                       | 159                      | 2.9%                       | 3,270               | 59.4%                 | 466                                     | 1,454                                     | 1,920                              | 43   | 110  | 153                                 | 509                               | 1,594                               | 2,073                        | 37.7%                          | 1,635                | 3,367                  | 5,002           |
| Grade 5-7 PIT                            | 10                                  | 39                                    | 49                             |                                      |  |                                 | 10                      | 43                        | 53                       | 3.3%                       | 1,080               | 66.8%                 | 51                                      | 353                                       | 404                                | 21   | 59   | 80                                  | 72                                | 412                                 | 484                          | 29.9%                          | 217                  | 1,400                  | 1,617           |
| <b>Grade 5-7 Total</b>                   | <b>67</b>                           | <b>132</b>                            | <b>199</b>                     |                                      | <b>12</b>                              | <b>13</b>                       | <b>68</b>               | <b>144</b>                | <b>212</b>               | <b>3.0%</b>                | <b>4,350</b>        | <b>61.1%</b>          | <b>517</b>                              | <b>1,807</b>                              | <b>2,324</b>                       | <b>64</b>                                  | <b>169</b>                                 | <b>233</b>                          | <b>581</b>                        | <b>1,976</b>                        | <b>2,557</b>                 | <b>35.9%</b>                   | <b>1,852</b>         | <b>5,267</b>           | <b>7,119</b>    |
| Grade 8 FIT                              |                                     |                                       | 19                             | 0                                    | 0                                      | 0                               |                         | 11                        |                          | 3.2%                       | 369                 | 62.3%                 | 81                                      | 114                                       | 195                                |  |  |                                     | 84                                | 120                                 | 204                          | 34.5%                          | 230                  | 362                    | 592             |
| Grade 8 PIT                              |                                     |                                       |                                | 0                                    | 0                                      | 0                               |                         |                           |                          | 2.9%                       | 51                  | 72.9%                 |   | 13  |                                    |  |  |                                     |                                   | 15                                  |                              | 24.3%                          | 13                   | 57                     | 70              |
| <b>Grade 8 Total</b>                     |                                     |                                       | <b>19</b>                      | <b>0</b>                             | <b>0</b>                               | <b>0</b>                        |                         | <b>11</b>                 | <b>21</b>                | <b>3.2%</b>                | <b>420</b>          | <b>63.4%</b>          | <b>81</b>                               | <b>127</b>                                | <b>210</b>                         |  |  | <b>11</b>                           | <b>99</b>                         | <b>135</b>                          | <b>221</b>                   | <b>33.4%</b>                   | <b>243</b>           | <b>419</b>             | <b>662</b>      |
| Grade ACZ 8 FIT                          | 0                                   | 0                                     | 0                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 0                        | 0.0%                       |                     | 25.0%                 |   |   |                                    | 0  | 0  | 0                                   |                                   |                                     |                              | 75.0%                          |                      |                        |                 |
| Grade ACZ 8 PIT                          | 0                                   | 0                                     | 0                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 0                        | 0.0%                       |                     | 100.0%                |   |   |                                    | 0  | 0  | 0                                   |                                   |                                     |                              | 0.0%                           |                      |                        |                 |
| <b>Grade ACZ 8 Total</b>                 | <b>0</b>                            | <b>0</b>                              | <b>0</b>                       | <b>0</b>                             | <b>0</b>                               | <b>0</b>                        | <b>0</b>                | <b>0</b>                  | <b>0</b>                 | <b>0.0%</b>                |                     | <b>40.0%</b>          |   |   |                                    | <b>0</b>                                   | <b>0</b>                                   | <b>0</b>                            |                                   |                                     |                              | <b>60.0%</b>                   |                      |                        |                 |
| Grade 9-15 FIT                           |                                     |                                       |                                | 0                                    | 0                                      | 0                               |                         |                           |                          | 2.6%                       | 170                 | 63.4%                 | 43                                      | 46  | 89                                 |  |  |                                     | 43                                | 48                                  | 91                           | 34.0%                          | 129                  | 139                    | 268             |
| Grade 9-15 PIT                           |                                     |                                       |                                | 0                                    | 0                                      | 0                               |                         |                           |                          | 0.0%                       | 13                  | 76.5%                 | 0                                       |   |                                    |  |  |                                     | 0                                 |                                     |                              | 23.5%                          |                      | 9                      |                 |
| <b>Grade 9-15 Total</b>                  |                                     |                                       |                                | <b>0</b>                             | <b>0</b>                               | <b>0</b>                        |                         |                           |                          | <b>2.5%</b>                | <b>183</b>          | <b>64.2%</b>          | <b>43</b>                               | <b>46</b>                                 | <b>89</b>                          |  |  |                                     | <b>43</b>                         | <b>48</b>                           | <b>91</b>                    | <b>33.3%</b>                   | <b>129</b>           | <b>148</b>             | <b>285</b>      |
| Grade ACZ 9-15 FIT                       | 0                                   | 0                                     | 0                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 0                        | 0.0%                       |                     | 44.4%                 |   |   |                                    | 0  | 0  | 0                                   |                                   |                                     |                              | 55.6%                          |                      |                        |                 |
| Grade ACZ 9-15 PIT                       | 0                                   | 0                                     | 0                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 0                        | #DIV/0!                    |                     | #DIV/0!               |   |   |                                    | 0  | 0  | 0                                   |                                   |                                     |                              | #DIV/0!                        |                      |                        |                 |
| <b>Grade ACZ 9-15 Total</b>              | <b>0</b>                            | <b>0</b>                              | <b>0</b>                       | <b>0</b>                             | <b>0</b>                               | <b>0</b>                        | <b>0</b>                | <b>0</b>                  | <b>0</b>                 | <b>0.0%</b>                |                     | <b>44.4%</b>          |   |   |                                    | <b>0</b>                                   | <b>0</b>                                   | <b>0</b>                            |                                   |                                     |                              | <b>55.6%</b>                   |                      |                        |                 |
| Other Non Pay & Grading Structure FIT    | 13                                  |                                       |                                |                                      |  |                                 | 13                      |                           |                          | 5.3%                       | 115                 | 30.6%                 | 133                                     | 91  | 224                                |  |  | 17                                  | 141                               | 100                                 | 241                          | 64.1%                          | 218                  | 158                    | 376             |
| Other Non Pay & Grading Structure PIT    | 0                                   |                                       |                                |                                      |  |                                 |                         |                           |                          | 6.4%                       | 16                  | 17.0%                 | 13                                      | 58  | 71                                 |  |  |                                     | 14                                | 58                                  | 72                           | 76.6%                          | 24                   | 70                     | 94              |
| <b>Other Non P&amp;G Structure Total</b> | <b>13</b>                           | <b>10</b>                             | <b>23</b>                      |                                      |  |                                 | <b>14</b>               | <b>12</b>                 | <b>26</b>                | <b>5.5%</b>                | <b>131</b>          | <b>27.9%</b>          | <b>146</b>                              | <b>149</b>                                | <b>295</b>                         |  |  | <b>17</b>                           | <b>155</b>                        | <b>158</b>                          | <b>313</b>                   | <b>66.6%</b>                   | <b>242</b>           | <b>228</b>             | <b>470</b>      |
| <b>Total Workforce FIT</b>               | <b>174</b>                          | <b>167</b>                            | <b>341</b>                     |                                      | <b>15</b>                              |                                 | <b>177</b>              | <b>182</b>                | <b>359</b>               | <b>3.1%</b>                | <b>6,729</b>        | <b>58.4%</b>          | <b>1,494</b>                            | <b>2,658</b>                              | <b>4,152</b>                       | <b>87</b>                                  | <b>187</b>                                 | <b>274</b>                          | <b>1,581</b>                      | <b>2,845</b>                        | <b>4,426</b>                 | <b>38.4%</b>                   | <b>4,749</b>         | <b>6,765</b>           | <b>11,514</b>   |
| <b>Total Workforce PIT</b>               | <b>42</b>                           | <b>180</b>                            | <b>222</b>                     |                                      | <b>16</b>                              |                                 | <b>44</b>               | <b>196</b>                | <b>240</b>               | <b>2.4%</b>                | <b>5,347</b>        | <b>52.4%</b>          | <b>400</b>                              | <b>3,795</b>                              | <b>4,195</b>                       | <b>56</b>                                  | <b>363</b>                                 | <b>419</b>                          | <b>466</b>                        | <b>4,150</b>                        | <b>4,614</b>                 | <b>45.2%</b>                   | <b>1,062</b>         | <b>9,139</b>           | <b>10,201</b>   |
| <b>Total Workforce</b>                   | <b>216</b>                          | <b>347</b>                            | <b>563</b>                     |                                      | <b>31</b>                              |                                 | <b>221</b>              | <b>378</b>                | <b>599</b>               | <b>2.8%</b>                | <b>12,076</b>       | <b>55.6%</b>          | <b>1,894</b>                            | <b>6,453</b>                              | <b>8,347</b>                       | <b>143</b>                                 | <b>550</b>                                 | <b>693</b>                          | <b>2,037</b>                      | <b>7,003</b>                        | <b>9,040</b>                 | <b>41.6%</b>                   | <b>5,811</b>         | <b>15,904</b>          | <b>21,715</b>   |

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

OFFICIAL

WORKFORCE PROFILE BY DISABILITY  
TEACHERS ONLY  
AS AT 31 MARCH 2021

| 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                                | 26                                  | 54                                    | 80                             |                                      |  |                                 | 27                      | 62                        | 89                       | 2.5%                       | 1,751               | 49.9%                 | 301                                     | 1,017                                     | 1,318                              | 85   | 265  | 350                                 | 386                               | 1,282                               | 1,668                        | 47.5%                          | 835                  | 2,673                  | 3,508           |
| Teacher PT                                |                                     |                                       |                                |                                      |  |                                 |                         |                           |                          | 0.6%                       | 814                 | 72.9%                 | 25                                      | 182                                       | 207                                |  | 80   | 88                                  | 33                                | 282                                 | 285                          | 26.4%                          | 115                  | 1,001                  | 1,116           |
| Teacher Total                             |                                     |                                       | 87                             |                                      |  |                                 |                         |                           |                          | 2.1%                       | 2,565               | 55.5%                 | 326                                     | 1,199                                     | 1,525                              |  | 345  | 438                                 | 419                               | 1,564                               | 1,953                        | 42.5%                          | 950                  | 3,674                  | 4,624           |
| Principal Teacher FT                      |                                     |                                       |                                | 0                                    | 0                                      | 0                               |                         |                           |                          | 0.7%                       | 589                 | 62.9%                 | 88                                      | 195                                       | 283                                | 19   | 39   | 58                                  | 107                               | 234                                 | 341                          | 36.4%                          | 266                  | 671                    | 937             |
| Principal Teacher PT                      |                                     |                                       |                                | 0                                    | 0                                      | 0                               |                         |                           |                          | 1.0%                       | 79                  | 79.8%                 |   | 12  |                                    |  |  |                                     |                                   | 16                                  | 19                           | 19.2%                          | 17                   | 82                     | 99              |
| Principal Teacher Total                   |                                     |                                       |                                | 0                                    | 0                                      | 0                               |                         |                           |                          | 0.8%                       | 668                 | 64.5%                 |   | 207                                       | 286                                |  |  |                                     |                                   | 250                                 | 360                          | 34.7%                          | 283                  | 753                    | 1,036           |
| Depute Head Teacher FT                    |                                     |                                       |                                |                                      |  |                                 |                         |                           |                          | 2.2%                       | 214                 | 66.7%                 | 25                                      | 63  | 88                                 |  |  | 12                                  | 27                                | 73                                  | 100                          | 31.2%                          | 82                   | 239                    | 321             |
| Depute Head Teacher PT                    |                                     |                                       |                                |                                      |  |                                 |                         |                           |                          | 0.0%                       | 40                  | 80.0%                 | 0                                       | 10  | 10                                 |  |  | 0                                   | 0                                 | 10                                  | 10                           | 20.0%                          |                      | 43                     | 50              |
| Depute Head Teacher Total                 |                                     |                                       |                                |                                      |  |                                 |                         |                           |                          | 1.9%                       | 254                 | 68.5%                 | 25                                      | 73  | 98                                 |  |  | 12                                  | 27                                | 83                                  | 110                          | 29.6%                          |                      | 282                    | 371             |
| Head Teacher FT                           |                                     |                                       |                                | 0                                    | 0                                      | 0                               | 0                       |                           |                          | 0.5%                       | 143                 | 69.8%                 | 19                                      | 41  | 60                                 | 0  |  |                                     | 19                                | 42                                  | 61                           | 29.9%                          | 39                   | 166                    | 205             |
| Head Teacher PT                           |                                     |                                       |                                | 0                                    | 0                                      | 0                               | 0                       |                           |                          | 0.0%                       |                     | 83.3%                 | 0                                       |   |                                    | 0  |  |                                     | 0                                 |                                     |                              | 16.7%                          | 0                    |                        |                 |
| Head Teacher Total                        |                                     |                                       |                                | 0                                    | 0                                      | 0                               | 0                       |                           |                          | 0.5%                       |                     | 70.1%                 | 19                                      |   |                                    | 0  |  |                                     | 19                                |                                     |                              | 29.4%                          | 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                       |                           |                          | 6.1%                       | 19                  | 57.6%                 |   |   | 10                                 | 0  |  |                                     |                                   |                                     | 12                           | 36.4%                          |                      | 27                     | 33              |
| Psychologist PT                           |                                     |                                       |                                | 0                                    | 0                                      | 0                               | 0                       |                           |                          | 0.0%                       |                     | 47.4%                 |   |   |                                    | 0  |  |                                     |                                   |                                     | 10                           | 52.6%                          |                      | 18                     | 19              |
| Psychologist Total                        |                                     |                                       |                                | 0                                    | 0                                      | 0                               | 0                       |                           |                          | 3.8%                       |                     | 53.8%                 |   |   | 17                                 | 0  |  |                                     |                                   |                                     | 22                           | 42.3%                          |                      | 45                     | 52              |
| Total Workforce FT                        | 30                                  | 67                                    | 97                             |                                      |  | 10                              | 31                      | 76                        | 107                      | 2.1%                       | 2,728               | 54.4%                 | 435                                     | 1,326                                     | 1,761                              | 106  | 317  | 423                                 | 541                               | 1,643                               | 2,184                        | 43.5%                          | 1,220                | 3,789                  | 5,009           |
| Total Workforce PT                        |                                     |                                       |                                |                                      |  | 0                               |                         |                           |                          | 0.6%                       | 951                 | 73.4%                 | 26                                      | 213                                       | 239                                | 10   | 87   | 97                                  | 36                                | 300                                 | 336                          | 25.9%                          | 142                  | 1,153                  | 1,295           |
| Total Workforce                           |                                     |                                       | 105                            |                                      |  | 10                              |                         |                           |                          | 1.8%                       | 3,679               | 58.3%                 | 461                                     | 1,539                                     | 2,000                              | 116  | 404  | 520                                 | 577                               | 1,943                               | 2,520                        | 39.9%                          | 1,372                | 4,942                  | 6,314           |

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