

OFFICIAL

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

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 Corporate HR Officer, Corporate HR at thom.hughes@glasgow.gov.uk

Grade	Male		Female		Total Workforce
	Number	%	Number	%	
Grade 1 - 4 Total	3,329	25.3%	9,836	74.7%	13,165
Grade 5 - 7 Total	1,852	26.0%	5,267	74.0%	7,119
Grade 8 Total	245	36.7%	422	63.3%	667
Grade 9 - 15 Total	143	48.6%	151	51.4%	294
Other Non Pay & Grading Structure	242	51.5%	228	48.5%	470
Teaching	1,372	21.7%	4,942	78.3%	6,314
Total Workforce	7,183	25.6%	20,846	74.4%	28,029
Total Full Time Workforce	5,979	36.2%	10,554	63.8%	16,533
Total Part Time Workforce	1,204	10.5%	10,292	89.5%	11,496

ALEOs	Male		Female		Total Workforce
	Number	%	Number	%	
City Building	1,751	88.2%	235	11.8%	1986
Glasgow Life	1,212	45.4%	1,460	54.6%	2672
City Parking	85	62.0%	52	38.0%	137
City Property	54	62.8%	32	37.2%	86
Clyde Gateway	8	33.3%	16	66.7%	24
Jobs & Business Glasgow	38	18.7%	165	81.3%	203
Total Workforce	3,148	61.6%	1,960	38.4%	5108

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

OFFICIAL

OFFICIAL

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

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 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	2,106	1,817	3,923	4	7	11	4	1	5	16	39	55	8	11	19	32	58	90	750	83.3%	81.3%	1.3%	2.6%	15.7%	2,529	2,234	4,763	
Grade 1-4 PIT	510	5,519	6,029	0	24	24	3	17	20	11	145	156	24	88	112	38	274	312	2,061	63.8%	72.6%	4.8%	3.6%	24.5%	800	7,602	8,402	
Grade 1-4 Total	2,616	7,336	9,952	4	31	35	7	18	25	27	184	211	32	99	131	70	332	402	2,811	78.6%	74.6%	2.1%	3.4%	21.4%	3,329	9,836	13,165	
Grade 5-7 FIT	1,380	3,139	4,529	4	18	22	3	7	10	23	71	94	6	22	28	36	118	154	819	85.0%	81.2%	2.2%	3.1%	14.9%	1,635	3,867	5,502	
Grade 5-7 PIT	160	1,073	1,233	5	19	24	7	6	13	6	42	48	4	2	6	22	69	91	293	73.7%	76.6%	10.1%	4.9%	18.1%	217	1,400	1,617	
Grade 5-7 Total	1,550	4,212	5,762	9	37	46	10	13	23	29	113	142	10	24	34	58	187	245	1,112	83.7%	80.0%	3.1%	3.6%	15.6%	1,852	5,267	7,119	
Grade 8 FIT	202	321	523	2	0	2	0	1	1	0	5	5	1	3	4	3	9	12	57	87.8%	88.7%	1.3%	2.5%	9.6%	230	362	592	
Grade 8 PIT	13	47	60	0	3	3	0	0	0	0	0	0	0	0	0	0	3	3	7	100.0%	82.5%	0.0%	5.3%	10.0%	13	57	70	
Grade 8 Total	215	368	583	2	3	5	0	1	1	0	5	5	1	3	4	3	12	15	64	88.5%	87.6%	1.2%	2.9%	9.7%	243	419	662	
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	113	128	241	1	0	1	0	0	0	1	1	2	0	0	0	2	1	3	24	87.6%	92.1%	1.6%	0.7%	9.0%	129	139	268	
Grade 9-15 PIT	8	7	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	100.0%	77.8%	0.0%	0.0%	11.8%	8	9	17	
Grade 9-15 Total	121	135	256	1	0	1	0	0	0	1	1	2	0	0	0	2	1	3	26	88.3%	91.2%	1.5%	0.7%	9.1%	137	148	285	
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	162	126	288	0	1	1	0	0	0	4	7	11	2	2	4	6	10	16	72	74.3%	79.7%	2.8%	6.3%	19.1%	218	158	376	
Other Non Pay & Grading Structure PIT	14	65	79	1	0	1	1	0	1	0	0	0	0	0	0	2	0	2	13	58.3%	82.9%	8.3%	0.0%	13.8%	24	70	94	
Other Non P&G Structure Total	176	191	367	1	1	2	1	0	1	4	7	11	2	2	4	8	10	18	85	72.7%	83.8%	3.3%	4.4%	18.1%	242	228	470	
Total Workforce FIT	3,979	5,535	9,514	11	26	37	7	9	16	44	123	167	17	38	55	79	196	275	1,725	83.8%	81.8%	1.7%	2.9%	15.0%	4,749	6,765	11,514	
Total Workforce PIT	705	6,712	7,417	6	46	52	11	23	34	17	187	204	28	90	118	62	346	408	2,376	66.4%	73.4%	5.8%	3.8%	23.3%	1,062	9,139	10,201	
Total Workforce	4,684	12,247	16,931	17	72	89	18	32	50	61	310	371	45	128	173	141	542	683	4,101	80.6%	77.0%	2.4%	3.4%	18.9%	5,811	15,904	21,715	

OFFICIAL

WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 MARCH 2021

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 BME Male Employees %	Total BME Female Employees %	Total Non-Disclosed Employees %	Total Male Employees	Total Female Employees	Total Workforce
Teacher FT	547	1,654	2,201	4	11	15	10	7	17	13	66	79	4	8	12	31	92	123	1,184	65.5%	61.9%	3.7%	3.4%	33.8%	835	2,673	3,508
Teacher PT	72	562	634	0	4	4	1	1	2	1	22	23	0	1	1	2	29	30	452	62.6%	56.1%	1.7%	2.8%	40.5%	115	1,001	1,116
Teacher Total	619	2,216	2,835	4	15	19	11	8	19	14	88	102	4	9	13	33	120	153	1,636	65.2%	60.3%	3.5%	3.3%	35.4%	950	3,674	4,624
Principal Teacher FT	176	438	614	1	3	4	0	2	2	1	8	9	0	1	1	2	14	16	307	66.2%	65.3%	0.8%	2.1%	32.8%	266	671	937
Principal Teacher PT	6	50	56	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2	41	35.3%	61.0%	0.0%	2.4%	41.4%	17	82	99
Principal Teacher Total	182	488	670	1	3	4	0	2	2	1	10	11	0	1	1	2	16	18	348	64.3%	64.8%	0.7%	2.1%	33.8%	283	753	1,036
Depute Head Teacher FT	60	166	246	0	1	1	0	1	1	0	2	2	0	0	0	0	4	4	71	73.2%	77.8%	0.0%	1.7%	22.1%	82	239	321
Depute Head Teacher PT	4	30	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	57.1%	69.8%	0.0%	0.0%	32.0%	7	43	50
Depute Head Teacher Total	64	216	280	0	1	1	0	1	1	0	2	2	0	0	0	0	4	4	87	71.9%	76.6%	0.0%	1.4%	23.5%	89	282	371
Head Teacher FT	29	145	174	0	1	1	1	0	1	0	0	0	0	0	0	1	1	2	29	74.4%	87.3%	2.6%	0.6%	14.1%	39	166	205
Head Teacher PT	0	4	4	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	1	#DIV/0!	66.7%	#DIV/0!	16.7%	16.7%	0	6	6
Head Teacher Total	29	149	178	0	1	1	1	0	1	0	1	1	0	0	0	1	2	3	30	74.4%	86.6%	2.6%	1.2%	14.2%	39	172	211
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
Psychologists FT	4	17	21	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	11	66.7%	63.0%	0.0%	3.7%	33.3%	6	27	33
Psychologists PT	1	10	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	100.0%	55.6%	0.0%	0.0%	42.1%	1	18	19
Psychologists Total	5	27	32	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	19	71.4%	60.0%	0.0%	2.2%	36.5%	7	45	52
Total Workforce FT	818	2,451	3,269	5	16	21	11	10	21	14	77	91	4	9	13	34	112	146	1,804	66.5%	64.7%	2.8%	3.0%	32.0%	1,230	3,789	5,019
Total Workforce PT	84	659	743	0	4	4	1	1	2	1	25	26	0	1	1	2	31	33	519	59.2%	57.2%	1.4%	2.7%	40.1%	142	1,153	1,295
Total Workforce	902	3,110	4,012	5	20	25	12	11	23	15	102	117	4	10	14	36	143	179	2,123	65.7%	62.9%	2.6%	2.9%	33.6%	1,372	4,942	6,314