

OFFICIAL

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 31 MARCH 2022**

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

Grade	Disabled		Non Disabled		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	335	2.6%	5,863	45.0%	6,825	52.4%	13,023
Grade 5 - 7 Total	210	2.9%	2,648	36.9%	4,319	60.2%	7,177
Grade 8 Total	21	3.0%	244	34.8%	437	62.2%	702
Grade 9 - 15 Total			111	36.1%	189	61.6%	307
Other Non Pay & Grading Structure	25	5.4%	289	62.6%	148	32.0%	462
Teaching	143	2.2%	2,543	39.4%	3,766	58.4%	6,452
Total Workforce	741	2.6%	11,698	41.6%	15,684	55.8%	28,123
Total Full Time Workforce	483	2.9%	6,698	39.9%	9,596	57.2%	16,777
Total Part Time Workforce	258	2.3%	5,000	44.1%	6,088	53.6%	11,346

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	122	6.0%	16	0.8%	1,890	93.2%	2,028
Glasgow Life	104	4.4%	832	34.9%	1,446	60.7%	2,382
City Property			37	46.8%	41	51.9%	78
Clyde Gateway	0	0.0%	0	0.0%	27	100.0%	27
Jobs & Business Glasgow	21	11.3%	93	50.0%	72	38.7%	186
Total Workforce	248	5.3%	978	20.8%	3,476	73.9%	4,702

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

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WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2022

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	90	51	141				91	56	147	3.1%	2,819	58.0%	748	960	1,708	34	67	101	782	1,027	1,809	37.9%	2,504	2,271	4,775
Grade 1-4 PIT	25	148	173		14		26	162	188	2.3%	4,006	48.6%	343	3,392	3,735	26	293	319	369	3,685	4,054	49.2%	767	7,481	8,248
Grade 1-4 Total	115	199	314		19	21	117	218	335	2.8%	6,825	52.4%	1,091	4,352	5,443	60	360	420	1,151	4,712	5,863	45.0%	3,271	9,752	13,023
Grade 5-7 FIT	58	99	157				59	106	165	3.0%	3,271	58.7%	497	1,490	1,977	46	111	157	543	1,591	2,134	38.3%	1,660	3,910	5,570
Grade 5-7 PIT			41					37		2.8%	1,048	65.2%	53	365	438	20	56	76	73	441	514	32.0%	215	1,392	1,607
Grade 5-7 Total		132	198		11			143		2.9%	4,319	60.2%	550	1,855	2,415	66	167	233	616	2,032	2,648	36.9%	1,875	5,302	7,177
Grade 8 FIT		10	18	0	0	0		10		2.8%	387	61.1%	87	130	217			11	90	138	228	36.0%	234	399	633
Grade 8 PIT				0	0	0				4.5%	49	73.1%		12				0		12		22.4%	14	53	67
Grade 8 Total				0	0	0		12	21	3.0%	436	62.3%	90	142	232			11		150	243	34.7%	248	452	700
Grade ACZ 8 FIT	0	0	0	0	0	0	0	0	0	0.0%		0.0%				0	0	0				100.0%			
Grade ACZ 8 PIT	0	0	0	0	0	0	0	0	0	0.0%		100.0%	0	0	0	0	0	0	0	0	0	0.0%			
Grade ACZ 8 Total	0	0	0	0	0	0	0	0	0	0.0%		50.0%				0	0	0				50.0%			
Grade 9-15 FIT				0	0	0				2.5%	176	61.8%	50	50	100	0			50	52	102	35.8%	135	150	285
Grade 9-15 PIT	0	0	0	0	0	0				0.0%		53.3%				0						46.7%			15
Grade 9-15 Total				0	0	0				2.3%		61.3%				0						36.3%			300
Grade ACZ 9-15 FIT	0	0	0	0	0	0	0	0	0	0.0%		71.4%				0	0	0	0			28.6%			
Grade ACZ 9-15 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!		#DIV/0!	0	0	0	0	0	0	0			#DIV/0!	0	0	0
Grade ACZ 9-15 Total	0	0	0	0	0	0	0	0	0	0.0%		71.4%				0	0	0	0			28.6%			
Other Non Pay & Grading Structure FIT	12						12			4.9%	107	30.7%	115	95	210				122	102	224	64.4%	199	149	348
Other Non Pay & Grading Structure PIT	0									7.0%	41	36.0%	12	52	64				13	52	65	57.0%	28	86	114
Other Non P&G Structure Total	12	11								5.4%	148	32.0%	127	147	274				135	154	289	62.6%	227	235	462
Total Workforce FIT	170	169	339		13		172	182	354	3.0%	6,765	58.2%	1,498	2,717	4,215	90	195	285	1,588	2,912	4,500	38.7%	4,737	6,882	11,619
Total Workforce PIT	34	190	224		18		36	208	244	2.4%	5,153	51.3%	413	3,846	4,259	47	349	396	460	4,195	4,655	46.3%	1,000	9,022	10,052
Total Workforce	204	339	563		31		208	390	598	2.8%	11,918	55.0%	1,911	6,563	8,474	137	544	681	2,048	7,107	9,155	42.2%	5,767	15,904	21,671

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

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WORKFORCE PROFILE BY DISABILITY
TEACHERS ONLY
AS AT 31 MARCH 2022

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 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 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 Non Disabled Employees %	Total Male Employees	Total Female Employees	Total Workforce
Teacher FIT	28	71	99				29	77	106	3.0%	1,841	51.3%	310	1,005	1,315	75	250	325	385	1,255	1,640	45.7%	862	2,725	3,587
Teacher PIT			9					10	12	1.1%	802	72.8%	23	183	206		73	82	32	256	288	26.1%	115	987	1,102
Teacher Total			108			10		87	118	2.5%	2,643	56.4%	333	1,188	1,521		323	407	417	1,511	1,928	41.1%	977	3,712	4,689
Principal Teacher FIT			10						11	1.1%	595	60.8%	96	208	304	26	42	68	122	250	372	38.0%	285	693	978
Principal Teacher PIT				0	0	0				1.7%	82	69.5%		23				10		32	34	28.8%	16	102	118
Principal Teacher Total			12					10	13	1.2%	677	61.8%		231				78		282	406	37.0%	301	795	1,096
Depute Head Teacher FIT										2.4%	215	65.0%	29	68	97		10		30	78	108	32.6%	88	242	331
Depute Head Teacher PIT	0	0	0	0	0	0				0.0%	37	80.4%	0	9	9		0		0			19.6%		43	46
Depute Head Teacher Total										2.1%	252	66.8%	29	77	106		10		30	78	108	31.0%		285	377
Head Teacher FIT	0	0	0	0	0	0	0	0	0	0.0%	148	69.5%	19	44	63	0			19	46	65	30.5%	42	171	213
Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%		83.3%	0			0			0			16.7%	0		
Head Teacher Total	0	0	0	0	0	0	0	0	0	0.0%		69.9%	19			0			19	46	65	30.1%	42	171	213
Quality Improvement Officer/Manager FIT				0	0	0	0			5.6%	14	77.8%	0			0	0	0	0			16.7%		16	18
Quality Improvement Officer/Manager PIT	0	0	0	0	0	0	0			0.0%		86.7%	0			0	0	0	0			33.3%			
Quality Improvement Officer/Manager Total				0	0	0	0			4.8%		76.2%	0			0	0	0	0			19.0%			
Psychologist FIT				0	0	0	0			9.7%	18	58.1%				0					10	32.3%		24	31
Psychologist PIT				0	0	0	0			0.0%		36.8%				0				12	12	63.2%		18	19
Psychologist Total				0	0	0	0			6.0%		50.0%		15	17	0				22	22	44.0%		42	50
Total Workforce FIT	32	88	120				33	96	129	2.5%	2,831	54.9%	456	1,334	1,790	102	306	408	558	1,640	2,198	42.6%	1,287	3,871	5,158
Total Workforce PIT			11					12	14	1.1%	955	72.3%	24	226	250	10	85	95	34	311	345	26.7%	136	1,158	1,294
Total Workforce	34	97	131		11	12	35	108	143	2.2%	3,786	58.4%	480	1,560	2,040	112	391	503	592	1,951	2,543	39.4%	1,423	5,029	6,452

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