

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL
AS AT 31 MARCH 2014**

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

| Grade | Male | | | Female | | | Non Disclosed | | Total Workforce |
|-----------------------------------|--------------|--------------|--|---------------|--------------|--|---------------|-------------|-----------------|
| | Number | % | | Number | % | | Number | % | |
| Grade 1 - 4 Total | 2,556 | 40.1% | | 3,823 | 59.9% | | 0 | 0.0% | 6379 |
| Grade 5 - 7 Total | 1,701 | 28.0% | | 4,381 | 72.0% | | 0 | 0.0% | 6082 |
| Grade 8 Total | 208 | 36.7% | | 359 | 63.3% | | 0 | 0.0% | 567 |
| Grade 9 - 15 Total | 130 | 52.6% | | 117 | 47.4% | | 0 | 0.0% | 247 |
| Other Non Pay & Grading Structure | 144 | 63.2% | | 84 | 36.8% | | 0 | 0.0% | 228 |
| Teaching | 1,180 | 21.7% | | 4,269 | 78.3% | | 0 | 0.0% | 5449 |
| | | | | | | | | | |
| Total Workforce | 5,919 | 31.2% | | 13,033 | 68.8% | | 0 | 0.0% | 18952 |
| | | | | | | | | | |
| Total Full Time Workforce | 5,573 | 39.9% | | 8,383 | 60.1% | | 0 | 0.0% | 13956 |
| Total Part Time Workforce | 346 | 6.9% | | 4,650 | 93.1% | | 0 | 0.0% | 4996 |

WORKFORCE PROFILE BY GENDER ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2014

| 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 F/T | 1,948 | 1,038 | 2,986 | 3 | 2 | 5 | 2 | 3 | 5 | 9 | 28 | 37 | 4 | 2 | 6 | 18 | 35 | 53 | 764 | 80.6% | 74.9% | 0.7% | 2.5% | 20.1% | 2,417 | 1,366 | 3,883 |
| Grade 1-4 P/T | 59 | 1,502 | 1,561 | 0 | 3 | 3 | 0 | 3 | 3 | 5 | 34 | 39 | 1 | 6 | 7 | 6 | 46 | 52 | 963 | 42.4% | 61.6% | 4.3% | 1.9% | 37.4% | 139 | 2,437 | 2,576 |
| Grade 1-4 Total | 2,007 | 2,540 | 4,547 | 3 | 5 | 8 | 2 | 6 | 8 | 14 | 62 | 76 | 5 | 8 | 13 | 24 | 81 | 105 | 1,727 | 78.5% | 66.4% | 0.9% | 2.1% | 27.1% | 2,556 | 3,823 | 6,379 |
| Grade 5-7 F/T | 1,359 | 2,467 | 3,826 | 3 | 5 | 8 | 1 | 12 | 13 | 18 | 39 | 57 | 5 | 3 | 8 | 27 | 59 | 86 | 880 | 84.7% | 77.4% | 1.7% | 1.9% | 18.4% | 1,604 | 3,188 | 4,792 |
| Grade 5-7 P/T | 77 | 885 | 962 | 0 | 4 | 4 | 0 | 2 | 2 | 3 | 21 | 24 | 0 | 4 | 4 | 3 | 31 | 34 | 294 | 79.4% | 74.2% | 3.1% | 2.6% | 22.8% | 97 | 1,193 | 1,290 |
| Grade 5-7 Total | 1,436 | 3,352 | 4,788 | 3 | 9 | 12 | 1 | 14 | 15 | 21 | 60 | 81 | 5 | 7 | 12 | 30 | 90 | 120 | 1,174 | 84.4% | 76.5% | 1.8% | 2.1% | 19.3% | 1,701 | 4,381 | 6,082 |
| Grade 8 F/T | 188 | 288 | 476 | 1 | 3 | 4 | 1 | 1 | 2 | 0 | 5 | 5 | 0 | 2 | 2 | 2 | 11 | 13 | 37 | 92.2% | 89.4% | 1.0% | 3.4% | 7.0% | 204 | 322 | 526 |
| Grade 8 P/T | 2 | 33 | 35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 66.7% | 91.7% | 0.0% | 0.0% | 10.3% | 3 | 36 | 39 |
| Grade 8 Total | 190 | 321 | 511 | 1 | 3 | 4 | 1 | 1 | 2 | 0 | 5 | 5 | 0 | 2 | 2 | 2 | 11 | 13 | 41 | 91.8% | 89.7% | 1.0% | 3.1% | 7.3% | 207 | 358 | 565 |
| Grade ACZ 8 F/T | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1 | 0 | 1 |
| Grade ACZ 8 P/T | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0 | 1 | 1 |
| Grade ACZ 8 Total | 1 | 1 | 2 | 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% | 1 | 1 | 2 |
| Grade 9-15 F/T | 108 | 98 | 206 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 26 | 85.0% | 92.5% | 0.8% | 0.0% | 11.2% | 127 | 106 | 233 |
| Grade 9-15 P/T | 1 | 9 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 100.0% | 81.8% | 0.0% | 0.0% | 16.7% | 1 | 11 | 12 |
| Grade 9-15 Total | 109 | 107 | 216 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 28 | 85.2% | 91.5% | 0.8% | 0.0% | 11.4% | 128 | 117 | 245 |
| Grade ACZ 9-15 F/T | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50.0% | 0.0% | 0.0% | 0.0% | 50.0% | 2 | 0 | 2 |
| Grade ACZ 9-15 P/T | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0.0% | 0.0% | 0.0% | #DIV/0! | 0 | 0 | 0 |
| Grade ACZ 9-15 Total | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50.0% | 0.0% | 0.0% | 0.0% | 50.0% | 2 | 0 | 2 |
| Other Non Pay & Grading Structure F/T | 64 | 45 | 109 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 3 | 4 | 1 | 0 | 1 | 2 | 4 | 6 | 111 | 44.4% | 54.9% | 1.4% | 4.9% | 49.1% | 144 | 82 | 226 |
| Other Non Pay & Grading Structure P/T | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0 | 2 | 2 |
| Other Non P&G Structure Total | 64 | 47 | 111 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 3 | 4 | 1 | 0 | 1 | 2 | 4 | 6 | 111 | 44.4% | 56.0% | 1.4% | 4.8% | 48.7% | 144 | 84 | 228 |
| Total Workforce F/T | 3,669 | 3,936 | 7,605 | 7 | 10 | 17 | 4 | 17 | 21 | 29 | 75 | 104 | 10 | 7 | 17 | 50 | 109 | 159 | 1,819 | 81.6% | 77.4% | 1.1% | 2.1% | 19.0% | 4,499 | 5,084 | 9,583 |
| Total Workforce P/T | 139 | 2,432 | 2,571 | 0 | 7 | 7 | 0 | 5 | 5 | 8 | 55 | 63 | 1 | 10 | 11 | 9 | 77 | 86 | 1,263 | 57.9% | 66.1% | 3.8% | 2.1% | 32.2% | 240 | 3,680 | 3,920 |
| Total Workforce | 3,808 | 6,368 | 10,176 | 7 | 17 | 24 | 4 | 22 | 26 | 37 | 130 | 167 | 11 | 17 | 28 | 59 | 186 | 245 | 3,082 | 80.4% | 72.7% | 1.2% | 2.1% | 22.8% | 4,739 | 8,764 | 13,503 |

WORKFORCE PROFILE BY GENDER TEACHERS ONLY AS AT 31 MARCH 2014

| 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 F/T | 443 | 1,269 | 1,712 | 1 | 5 | 6 | 7 | 5 | 12 | 9 | 37 | 46 | 3 | 3 | 6 | 20 | 50 | 70 | 1,161 | 62.1% | 66.9% | 2.8% | 2.2% | 39.4% | 713 | 2,230 | 2,943 |
| Teacher P/T | 58 | 584 | 652 | 0 | 3 | 3 | 1 | 3 | 4 | 2 | 12 | 14 | 0 | 2 | 2 | 3 | 20 | 23 | 26 | 59.8% | 68.8% | 3.1% | 2.3% | 29.8% | 97 | 664 | 761 |
| Teacher Total | 501 | 1,853 | 2,364 | 1 | 8 | 9 | 8 | 8 | 16 | 11 | 49 | 60 | 3 | 5 | 8 | 23 | 70 | 93 | 1,447 | 61.9% | 68.2% | 2.8% | 2.3% | 37.1% | 810 | 3,094 | 3,904 |
| Principal Teacher F/T | 174 | 439 | 613 | 0 | 2 | 2 | 0 | 2 | 2 | 1 | 8 | 9 | 0 | 0 | 0 | 1 | 12 | 13 | 152 | 76.7% | 79.7% | 0.4% | 2.2% | 19.5% | 227 | 551 | 778 |
| Principal Teacher P/T | 4 | 60 | 64 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 100.0% | 89.6% | 0.0% | 0.0% | 9.9% | 4 | 67 | 71 |
| Principal Teacher Total | 178 | 499 | 677 | 0 | 2 | 2 | 0 | 2 | 2 | 1 | 8 | 9 | 0 | 0 | 0 | 1 | 12 | 13 | 159 | 77.1% | 88.7% | 0.4% | 1.9% | 18.7% | 231 | 618 | 849 |
| Depute Head Teacher F/T | 63 | 218 | 281 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 53 | 79.7% | 84.8% | 1.3% | 0.4% | 15.8% | 79 | 257 | 336 |
| Depute Head Teacher P/T | 3 | 13 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 100.0% | 72.2% | 0.0% | 0.0% | 23.8% | 3 | 16 | 21 |
| Depute Head Teacher Total | 66 | 231 | 297 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 58 | 80.5% | 84.0% | 1.2% | 0.4% | 16.2% | 82 | 273 | 357 |
| Head Teacher F/T | 23 | 179 | 202 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 4 | 4 | 0 | 0 | 0 | 1 | 4 | 5 | 30 | 76.7% | 86.5% | 3.3% | 1.9% | 12.7% | 30 | 207 | 237 |
| Head Teacher P/T | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0 | 2 | 2 |
| Head Teacher Total | 23 | 181 | 204 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 4 | 4 | 0 | 0 | 0 | 1 | 4 | 5 | 30 | 76.7% | 86.6% | 3.3% | 1.9% | 12.6% | 30 | 209 | 239 |
| Quality Improvement Officer/Manager F/T | 12 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 9 | 75.0% | 80.0% | 6.3% | 0.0% | 19.6% | 16 | 30 | 46 |
| Quality Improvement Officer/Manager P/T | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0.0% | 66.7% | 0.0% | 0.0% | 33.3% | 0 | 3 | 3 |
| Quality Improvement Officer/Manager Total | 12 | 26 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 10 | 75.0% | 78.8% | 6.3% | 0.0% | 20.4% | 16 | 33 | 49 |
| Psychologist F/T | 7 | 12 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 77.8% | 50.0% | 0.0% | 0.0% | 42.4% | 9 | 24 | 33 |
| Psychologist P/T | 2 | 10 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 100.0% | 62.5% | 0.0% | 0.0% | 33.3% | 2 | 16 | 18 |
| Psychologist Total | 9 | 22 | 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 81.8% | 55.0% | 0.0% | 0.0% | 39.2% | 11 | 40 | 51 |
| Total Workforce F/T | 722 | 2,141 | 2,863 | 1 | 8 | 9 | 9 | 7 | 16 | 10 | 49 | 59 | 4 | 3 | 7 | 24 | 67 | 91 | 1,419 | 67.2% | 64.9% | 2.2% | 2.0% | 32.4% | 1,074 | 3,299 | 4,373 |
| Total Workforce P/T | 67 | 681 | 748 | 0 | 3 | 3 | 1 | 3 | 4 | 2 | 12 | 14 | 0 | 2 | 2 | 3 | 20 | 23 | 305 | 63.2% | 70.2% | 2.8% | 2.1% | 28.3% | 106 | 970 | 1,076 |
| Total Workforce | 789 | 2,822 | 3,611 | 1 | 11 | 12 | 10 | 10 | 20 | 12 | 61 | 73 | 4 | 5 | 9 | 27 | 87 | 114 | 1,724 | 66.9% | 66.1% | 2.3% | 2.0% | 31.6% | 1,180 | 4,269 | 5,449 |