

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 31 DECEMBER 2014**

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 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	143	2.3%		470	7.4%		5,711	90.3%	6324
Grade 5 - 7 Total	178	2.9%		600	9.9%		5,304	87.2%	6082
Grade 8 Total	12	2.0%		62	10.6%		513	87.4%	587
Grade 9 - 15 Total	3	1.2%		31	12.5%		215	86.3%	249
Other Non Pay & Grading Structure	6	3.2%		70	37.2%		112	59.6%	188
Teaching	80	1.5%		765	14.0%		4,628	84.5%	5473
Total Workforce	422	2.2%		1,998	10.6%		16,483	87.2%	18903
Total Full Time Workforce	347	2.5%		1,583	11.4%		11,918	86.1%	13848
Total Part Time Workforce	75	1.5%		415	8.2%		4,565	90.3%	5055

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 DECEMBER 2014**

	White Disabled			Black & Ethnic Disabled			Total Disabled						Total White Non Disabled			Total Black & Minority Ethnic Non Disabled			Total Non Disabled Employees				Total Workforce		
GCC OVERALL BY GRADE & DISABILITY	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 Disabled Employees %	Total Non Disclosed	Total Non Disclosed %	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 Non Disabled Employees %	Total Male Employees	Total Female Employees	Total Workforce
Grade 1-4 FIT	84	20	104	3	3	6	87	23	110	2.9%	3,351	88.8%	118	109	227	25	20	45	143	129	272	7.3%	2,365	1,368	3,733
Grade 1-4 PIT	2	27	29	1	3	4	3	30	33	1.3%	2,360	91.1%	10	145	155	1	42	43	11	187	198	7.6%	140	2,451	2,591
Grade 1-4 Total	86	47	133	4	6	10	90	53	143	2.3%	5,711	90.3%	128	254	382	26	62	88	154	316	470	7.4%	2,505	3,819	6,324
Grade 5-7 FIT	65	74	139	4	7	11	69	81	150	3.1%	4,125	86.2%	167	275	442	26	41	67	193	316	509	10.8%	1,597	3,187	4,784
Grade 5-7 PIT	4	22	26	0	2	2	4	24	28	2.2%	1,179	90.8%	9	67	76	0	15	15	9	82	91	7.0%	87	1,211	1,298
Grade 5-7 Total	69	96	165	4	9	13	73	105	178	2.9%	5,304	87.2%	176	342	518	26	56	82	202	398	600	9.9%	1,684	4,398	6,082
Grade 8 FIT	2	10	12	0	0	0	2	10	12	2.2%	467	87.0%	27	27	54	1	3	4	28	30	58	10.8%	209	328	537
Grade 8 PIT	0	0	0	0	0	0	0	0	0	0.0%	41	91.1%	0	4	4	0	0	0	0	4	4	8.9%	3	42	45
Grade 8 Total	2	10	12	0	0	0	2	10	12	2.1%	508	87.3%	27	31	58	1	3	4	28	34	62	10.7%	212	370	582
Grade AC2 8 FIT	0	0	0	0	0	0	0	0	0	0.0%	4	100.0%	0	0	0	0	0	0	0	0	0	0.0%	4	0	4
Grade AC2 8 PIT	0	0	0	0	0	0	0	0	0	0.0%	1	100.0%	0	0	0	0	0	0	0	0	0	0.0%	0	1	1
Grade AC2 8 Total	0	0	0	0	0	0	0	0	0	0.0%	5	100.0%	0	0	0	0	0	0	0	0	0	0.0%	4	1	5
Grade 9-15 FIT	2	1	3	0	0	0	2	1	3	1.3%	201	85.9%	16	12	28	2	0	2	18	12	30	12.8%	122	112	234
Grade 9-15 PIT	0	0	0	0	0	0	0	0	0	0.0%	11	91.7%	0	1	1	0	0	0	0	1	1	8.3%	1	11	12
Grade 9-15 Total	2	1	3	0	0	0	2	1	3	1.2%	212	86.2%	16	13	29	2	0	2	18	13	31	12.6%	123	123	246
Grade AC2 9-15 FIT	0	0	0	0	0	0	0	0	0	0.0%	3	100.0%	0	0	0	0	0	0	0	0	0	0.0%	3	0	3
Grade AC2 9-15 PIT	0	0	0	0	0	0	0	0	0	#DIV/0!	0	#DIV/0!	0	0	0	0	0	0	0	0	0	#DIV/0!	0	0	0
Grade AC2 9-15 Total	0	0	0	0	0	0	0	0	0	0.0%	3	100.0%	0	0	0	0	0	0	0	0	0	0.0%	3	0	3
Other Non Pay & Grading Structure FIT	3	2	5	1	0	1	4	2	6	3.2%	109	58.9%	37	27	64	1	5	6	38	32	70	37.8%	108	77	185
Other Non Pay & Grading Structure PIT	0	0	0	0	0	0	0	0	0	0.0%	3	100.0%	0	0	0	0	0	0	0	0	0	0.0%	0	3	3
Other Non P&G Structure Total	3	2	5	1	0	1	4	2	6	3.2%	112	58.8%	37	27	64	1	5	6	38	32	70	37.2%	108	80	188
Total Workforce FIT	156	107	263	8	10	18	164	117	281	3.0%	8,280	87.1%	365	450	815	55	69	124	420	519	939	9.9%	4,408	5,072	9,480
Total Workforce PIT	6	49	55	1	5	6	7	54	61	1.5%	3,595	91.0%	19	217	236	1	57	58	20	274	294	7.4%	231	3,719	3,950
Total Workforce	162	156	318	9	15	24	171	171	342	2.5%	11,855	88.3%	384	667	1,051	56	126	182	440	793	1,233	9.2%	4,639	8,791	13,430

**WORKFORCE PROFILE BY DISABILITY
TEACHERS ONLY
AS AT 31 DECEMBER 2014**

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 FIT	13	20	33	1	4	5	14	24	38	1.3%	2,432	81.4%	55	163	218	88	233	301	123	396	519	17.4%	744	2,245	2,989
Teacher PIT	0	10	10	0	0	0	0	10	10	1.0%	855	88.0%	12	64	76	4	27	31	16	91	107	11.0%	98	874	972
Teacher Total	13	30	43	1	4	5	14	34	48	1.2%	3,287	83.0%	67	227	294	72	260	332	139	487	626	15.8%	842	3,119	3,961
Principal Teacher FIT	5	15	20	0	0	0	5	15	20	2.7%	651	88.8%	16	37	53	6	20	26	22	57	79	10.5%	206	544	750
Principal Teacher PIT	0	1	1	0	1	1	0	2	2	2.2%	78	87.6%	0	5	5	1	3	4	1	8	9	10.1%	8	81	89
Principal Teacher Total	5	16	21	0	1	1	5	17	22	2.6%	729	88.9%	16	42	58	7	23	30	23	65	88	10.6%	214	625	839
Depute Head Teacher FIT	1	2	3	0	0	0	1	2	3	0.9%	306	92.2%	8	13	21	1	1	2	9	14	23	6.9%	82	250	332
Depute Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%	20	90.9%	0	2	2	0	0	0	0	2	2	9.1%	2	20	22
Depute Head Teacher Total	1	2	3	0	0	0	1	2	3	0.9%	326	92.1%	8	15	23	1	1	2	9	16	25	7.1%	84	270	354
Head Teacher FIT	0	4	4	0	0	0	0	4	4	1.7%	212	92.6%	4	7	11	0	2	2	4	9	13	5.7%	27	202	229
Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%	1	100.0%	0	0	0	0	0	0	0	0	0	0.0%	0	1	1
Head Teacher Total	0	4	4	0	0	0	0	4	4	1.7%	213	92.6%	4	7	11	0	2	2	4	9	13	5.7%	27	203	230
Quality Improvement Officer/Manager FIT	0	1	1	0	0	0	0	1	1	2.9%	31	91.2%	0	2	2	0	0	0	0	2	2	5.9%	9	25	34
Quality Improvement Officer/Manager PIT	0	1	1	0	0	0	0	1	1	50.0%	1	50.0%	0	0	0	0	0	0	0	0	0	0.0%	0	2	2
Quality Improvement Officer/Manager Total	0	2	2	0	0	0	0	2	2	5.6%	32	88.9%	0	2	2	0	0	0	0	2	2	5.6%	9	27	36
Psychologist FIT	0	0	0	0	0	0	0	0	0	0.0%	26	76.5%	0	6	6	0	2	2	0	8	8	23.5%	9	25	34
Psychologist PIT	0	1	1	0	0	0	0	1	1	5.3%	15	78.9%	0	0	0	0	3	3	0	3	3	15.8%	2	17	19
Psychologist Total	0	1	1	0	0	0	0	1	1	1.9%	41	77.4%	0	6	6	0	5	5	0	11	11	20.8%	11	42	53
Total Workforce FIT	19	42	61	1	4	5	20	46	66	1.5%	3,658	83.7%	83	228	311	75	258	333	158	486	644	14.7%	1,077	3,291	4,368
Total Workforce PIT	0	13	13	0	1	1	0	14	14	1.3%	970	87.8%	12	71	83	5	33	38	17	104	121	11.0%	110	995	1,105
Total Workforce	19	55	74	1	5	6	20	60	80	1.5%	4,628	84.6%	95	299	394	80	291	371	175	590	765	14.0%	1,187	4,286	5,473