

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL
AS AT 30 SEPTEMBER 2016**

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	158	2.6%	913	15.2%	4,936	82.2%	6007
Grade 5 - 7 Total	184	3.1%	1,103	18.6%	4,653	78.3%	5940
Grade 8 Total	18	3.1%	132	22.6%	433	74.3%	583
Grade 9 - 15 Total	4	1.6%	70	28.1%	175	70.3%	249
Other Non Pay & Grading Structure	6	5.9%	64	63.4%	31	30.7%	101
Teaching	69	1.2%	994	17.8%	4,517	80.9%	5580
Total Workforce	439	2.4%	3,276	17.7%	14,745	79.9%	18460
Total Full Time Workforce	356	2.7%	2,545	18.9%	10,532	78.4%	13433
Total Part Time Workforce	83	1.7%	731	14.5%	4,213	83.8%	5027

**WORKFORCE PROFILE BY DISABILITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 30 SEPTEMBER 2016**

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	86	27	113	3	6	9	89	33	122	3.5%	2,767	80.3%	301	208	509	25	21	46	326	229	555	16.1%	2,208	1,236	3,444
Grade 1-4 PIT	3	29	32	0	4	4	3	33	36	1.4%	2,189	84.6%	22	279	301	1	56	57	23	335	358	14.0%	135	2,428	2,563
Grade 1-4 Total	89	56	145	3	10	13	92	66	158	2.6%	4,956	82.2%	323	487	810	26	77	103	349	564	913	15.2%	2,343	3,664	6,007
Grade 5-7 FIT	65	77	142	2	7	9	67	84	151	3.3%	3,563	77.0%	273	580	853	24	56	80	297	616	913	19.7%	1,534	3,083	4,617
Grade 5-7 PIT	7	25	32	0	1	1	7	26	33	2.5%	1,090	83.0%	17	153	170	0	20	20	17	173	190	14.5%	100	1,213	1,313
Grade 5-7 Total	72	102	174	2	8	10	74	110	184	3.1%	4,653	78.3%	290	733	1,023	24	76	100	314	789	1,103	18.6%	1,634	4,306	5,940
Grade 8 FIT	3	13	16	0	1	1	3	14	17	3.2%	398	74.1%	55	59	114	4	4	8	59	63	122	22.7%	210	327	537
Grade 8 PIT	1	0	1	0	0	0	1	0	1	2.3%	33	75.0%	1	9	10	0	0	0	1	9	10	22.7%	5	39	44
Grade 8 Total	4	13	17	0	1	1	4	14	18	3.1%	431	74.2%	56	68	124	4	4	8	60	72	132	22.7%	215	366	581
Grade ACZ 8 FIT	0	0	0	0	0	0	0	0	0	0.0%	2	100.0%	0	0	0	0	0	0	0	0	0	0.0%	1	1	2
Grade ACZ 8 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 ACZ 8 Total	0	0	0	0	0	0	0	0	0	0.0%	2	100.0%	0	0	0	0	0	0	0	0	0	0.0%	1	1	2
Grade 9-15 FIT	2	2	4	0	0	0	2	2	4	1.8%	161	70.6%	32	30	62	0	1	1	32	31	63	27.6%	122	106	228
Grade 9-15 PIT	0	0	0	0	0	0	0	0	0	0.0%	12	66.7%	0	6	6	0	0	0	0	6	6	33.3%	2	16	18
Grade 9-15 Total	2	2	4	0	0	0	2	2	4	1.6%	173	70.3%	32	36	68	0	1	1	32	37	69	28.0%	124	122	246
Grade ACZ 9-15 FIT	0	0	0	0	0	0	0	0	0	0.0%	2	66.7%	1	0	1	0	0	0	1	0	1	33.3%	3	0	3
Grade ACZ 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 ACZ 9-15 Total	0	0	0	0	0	0	0	0	0	0.0%	2	66.7%	1	0	1	0	0	0	1	0	1	33.3%	3	0	3
Other Non Pay & Grading Structure FIT	4	1	5	1	0	1	5	1	6	5.9%	31	30.7%	37	23	60	0	4	4	37	27	64	61.4%	54	47	101
Other Non Pay & Grading Structure 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
Other Non P&G Structure Total	4	1	5	1	0	1	5	1	6	5.9%	31	30.7%	37	23	60	0	4	4	37	27	64	61.4%	54	47	101
Total Workforce FIT	160	120	280	6	14	20	166	134	300	3.4%	6,924	77.4%	699	880	1,579	53	68	139	752	966	1,718	19.2%	4,132	4,810	8,942
Total Workforce PIT	11	54	65	0	5	5	11	59	70	1.8%	3,384	83.9%	40	447	487	1	76	77	41	523	564	14.3%	242	3,696	3,938
Total Workforce	171	174	345	6	19	25	177	193	370	2.9%	10,228	79.4%	739	1,327	2,066	54	162	216	793	1,489	2,282	17.7%	4,374	8,506	12,880

**WORKFORCE PROFILE BY DISABILITY
TEACHERS ONLY
AS AT 30 SEPTEMBER 2016**

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	14	13	27	1	4	5	15	17	32	1.0%	2,536	79.5%	88	298	386	57	180	237	145	478	623	19.5%	778	2,413	3,191
Teacher PIT	1	9	10	0	1	1	1	10	11	1.1%	818	83.5%	16	87	103	7	41	48	23	128	151	15.4%	92	888	980
Teacher Total	15	22	37	1	5	6	16	27	43	1.0%	3,354	80.4%	104	385	489	64	221	285	168	606	774	18.6%	870	3,301	4,171
Principal Teacher FIT	5	11	16	0	0	0	5	11	16	2.3%	567	79.9%	34	62	96	6	25	31	40	87	127	17.9%	205	505	710
Principal Teacher PIT	0	1	1	0	0	0	0	1	1	1.4%	61	87.1%	1	4	5	0	3	3	1	7	8	11.4%	7	63	70
Principal Teacher Total	5	12	17	0	0	0	5	12	17	2.2%	628	80.5%	35	66	101	6	28	34	41	94	135	17.3%	212	568	780
Depute Head Teacher FIT	1	2	3	0	0	0	1	2	3	1.0%	271	86.3%	14	24	38	1	1	2	15	25	40	12.7%	83	231	314
Depute Head Teacher PIT	0	0	0	0	0	0	0	0	0	0.0%	14	77.8%	0	4	4	0	0	0	0	4	4	22.2%	0	18	18
Depute Head Teacher Total	1	2	3	0	0	0	1	2	3	0.9%	285	85.8%	14	28	42	1	1	2	15	29	44	13.3%	83	249	332
Head Teacher FIT	0	3	3	0	0	0	0	3	3	1.4%	195	88.6%	7	13	20	0	2	2	7	15	22	10.0%	31	189	220
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	3	3	0	0	0	0	3	3	1.4%	196	88.7%	7	13	20	0	2	2	7	15	22	10.0%	31	190	221
Quality Improvement Officer/Manager FIT	0	1	1	0	0	0	0	1	1	4.3%	19	82.6%	0	3	3	0	0	0	0	3	3	13.0%	4	19	23
Quality Improvement Officer/Manager PIT	0	1	1	0	0	0	0	1	1	25.0%	3	75.0%	0	0	0	0	0	0	0	0	0	0.0%	1	3	4
Quality Improvement Officer/Manager Total	0	2	2	0	0	0	0	2	2	7.4%	22	81.5%	0	3	3	0	0	0	0	3	3	11.1%	5	22	27
Psychologist FIT	0	1	1	0	0	0	0	1	1	3.0%	20	60.6%	1	10	11	0	1	1	1	11	12	38.4%	7	26	33
Psychologist PIT	0	0	0	0	0	0	0	0	0	0.0%	12	75.0%	0	0	0	0	4	4	0	4	4	25.0%	0	16	16
Psychologist Total	0	1	1	0	0	0	0	1	1	2.0%	32	65.3%	1	10	11	0	5	5	1	15	16	32.7%	7	42	49
Total Workforce FIT	20	31	51	1	4	5	21	35	56	1.2%	3,808	80.3%	144	410	554	64	209	273	208	619	827	18.4%	1,108	3,383	4,491
Total Workforce PIT	1	11	12	0	1	1	1	12	13	1.2%	909	83.5%	17	95	112	7	48	55	24	143	167	15.3%	100	989	1,089
Total Workforce	21	42	63	1	5	6	22	47	69	1.2%	4,517	80.9%	161	505	666	71	257	328	232	762	994	17.8%	1,208	4,372	5,580