

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

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	2,343	39.0%	3,664	61.0%	0	0.0%	6007
Grade 5 - 7 Total	1,634	27.5%	4,306	72.5%	0	0.0%	5940
Grade 8 Total	216	37.0%	367	63.0%	0	0.0%	583
Grade 9 - 15 Total	127	51.0%	122	49.0%	0	0.0%	249
Other Non Pay & Grading Structure	54	53.5%	47	46.5%	0	0.0%	101
Teaching	1,208	21.6%	4,372	78.4%	0	0.0%	5580
Total Workforce	5,582	30.2%	12,878	69.8%	0	0.0%	18460
Total Full Time Workforce	5,240	39.0%	8,193	61.0%	0	0.0%	13433
Total Part Time Workforce	342	6.8%	4,685	93.2%	0	0.0%	5027

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

GCC 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	1,806	982	2,788	4	2	6	3	3	6	12	28	40	3	4	7	22	37	59	597	81.8%	79.4%	1.0%	3.0%	17.3%	2,208	1,236	3,444
Grade 1-4 PIT	71	1,599	1,670	0	2	2	0	3	3	4	40	44	0	23	23	4	68	72	821	52.6%	65.9%	3.0%	2.8%	32.0%	135	2,420	2,553
Grade 1-4 Total	1,877	2,581	4,458	4	4	8	3	6	9	16	68	84	3	27	30	26	105	131	1,418	80.1%	70.4%	1.1%	2.9%	23.6%	2,343	3,656	6,007
Grade 5-7 FIT	1,329	2,411	3,740	0	13	13	2	7	9	16	40	56	3	4	7	21	64	85	802	86.6%	78.0%	1.4%	2.1%	17.3%	1,534	3,093	4,627
Grade 5-7 PIT	85	922	1,007	0	4	4	0	3	3	2	26	28	0	5	5	2	38	40	266	85.0%	76.0%	2.0%	3.1%	20.3%	100	1,213	1,313
Grade 5-7 Total	1,414	3,333	4,747	0	17	17	2	10	12	18	66	84	3	9	12	23	102	125	1,068	86.5%	77.4%	1.4%	2.4%	18.0%	1,634	4,306	5,940
Grade 8 FIT	191	299	490	2	1	3	0	1	1	0	4	4	1	2	3	3	8	11	36	91.0%	91.4%	1.4%	2.4%	6.7%	210	327	537
Grade 8 PIT	5	35	40	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	3	100.0%	89.7%	0.0%	2.6%	8.8%	5	39	44
Grade 8 Total	196	334	530	2	2	4	0	1	1	0	4	4	1	2	3	3	9	12	39	91.2%	91.3%	1.4%	2.9%	6.7%	215	366	581
Grade ACZ 8 FIT	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 ACZ 8 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 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 FIT	108	101	209	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	18	88.9%	95.3%	0.8%	0.0%	7.9%	122	106	228
Grade 9-15 PIT	1	14	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	50.0%	87.5%	0.0%	0.0%	16.7%	2	16	18
Grade 9-15 Total	109	115	224	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	21	87.9%	94.3%	0.8%	0.0%	8.5%	124	122	246
Grade ACZ 9-15 FIT	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	66.7%	#DIV/0!	0.0%	#DIV/0!	33.3%	3	0	3
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	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	66.7%	#DIV/0!	0.0%	#DIV/0!	33.3%	3	0	3
Other Non Pay & Grading Structure FIT	48	36	84	0	0	0	0	0	0	0	3	3	0	0	0	0	3	3	14	89.9%	76.6%	0.0%	6.4%	13.9%	54	47	101
Other Non Pay & Grading Structure 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
Other Non P&G Structure Total	48	36	84	0	0	0	0	0	0	0	3	3	0	0	0	0	3	3	14	89.9%	76.6%	0.0%	6.4%	13.9%	54	47	101
Total Workforce FIT	3,485	3,830	7,315	6	16	22	5	11	16	29	75	104	7	10	17	47	112	159	1,468	84.3%	78.6%	1.1%	2.3%	16.4%	4,132	4,810	8,942
Total Workforce PIT	162	2,570	2,732	0	7	7	0	6	6	6	66	72	0	28	28	6	107	113	1,093	66.9%	68.5%	2.5%	2.9%	27.8%	242	3,696	3,938
Total Workforce	3,647	6,400	10,047	6	23	29	5	17	22	35	141	176	7	38	45	53	219	272	2,561	83.4%	75.2%	1.2%	2.6%	19.9%	4,374	8,506	12,880

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

TEACHERS OVERALL BY GRADE & GENDER	Total White			Total Mixed			Total Other Ethnic			Total Asian			Total Black			Total Black & Minority Ethnic			Total Non-Disclosed	Total White		Total BME		Total Non-Disclosed	Total Male Employees	Total Female Employees	Total Workforce	
	Males	Females	Employees	Males	Females	Employees	Males	Other Ethnic Background	Other Ethnic Background	Males	Females	Employees	Males	Females	Employees	Males	Minority Ethnic	Minority Ethnic		Employees %	Female Employees %	Male Employees %	Female Employees %					
Teacher FT	418	1,125	1,543	2	5	7	8	6	14	10	41	51	3	3	6	23	55	78	1,570	53.7%	46.6%	3.0%	2.3%	49.2%	778	2,413	3,191	
Teacher PIT	54	563	617	0	5	5	1	2	3	2	11	13	0	0	0	3	18	21	342	56.7%	63.4%	3.3%	2.0%	34.9%	92	888	980	
Teacher Total	472	1,688	2,160	2	10	12	9	8	17	12	52	64	3	3	6	26	73	99	1,912	54.3%	51.1%	3.0%	2.2%	46.8%	870	3,301	4,171	
Principal Teacher FT	147	351	498	0	2	2	0	2	2	1	7	8	0	1	1	1	12	13	199	71.7%	69.5%	0.5%	2.4%	28.0%	205	505	710	
Principal Teacher PIT	6	53	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	85.7%	84.1%	0.0%	0.0%	15.7%	7	63	70	
Principal Teacher Total	153	404	557	0	2	2	0	2	2	1	7	8	0	1	1	1	12	13	210	72.2%	71.1%	0.5%	2.4%	26.9%	212	568	780	
Depute Head Teacher FT	64	194	258	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	54	77.1%	84.0%	0.0%	0.9%	17.2%	83	231	314	
Depute Head Teacher PIT	0	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	#DIV/0!	83.3%	#DIV/0!	0.0%	0.0%	16.7%	0	18	18
Depute Head Teacher Total	64	209	273	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	57	77.1%	83.9%	0.0%	0.9%	17.2%	83	249	332	
Head Teacher FT	24	163	187	0	0	0	2	0	2	0	4	4	0	0	0	2	4	6	27	77.4%	86.2%	6.5%	2.1%	12.3%	31	189	220	
Head Teacher 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
Head Teacher Total	24	164	188	0	0	0	2	0	2	0	4	4	0	0	0	2	4	6	27	77.4%	86.3%	6.5%	2.1%	12.2%	31	190	221	
Quality Improvement Officer/Manager FT	2	17	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	50.0%	89.5%	0.0%	0.0%	17.4%	4	19	23	
Quality Improvement Officer/Manager PIT	1	3	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%	1	3	4	
Quality Improvement Officer/Manager Total	3	20	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	60.0%	90.9%	0.0%	0.0%	14.8%	5	22	27	
Psychologist FT	5	19	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	71.4%	73.1%	0.0%	0.0%	27.3%	7	26	33	
Psychologist PIT	0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	#DIV/0!	43.8%	#DIV/0!	0.0%	0.0%	56.3%	0	16	16
Psychologist Total	5	26	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	71.4%	61.9%	0.0%	0.0%	36.7%	7	42	49	
Total Workforce FT	660	1,869	2,529	2	8	10	10	9	19	11	52	63	3	4	7	26	73	99	1,863	58.6%	55.2%	2.3%	2.2%	41.5%	1,108	3,383	4,491	
Total Workforce PIT	61	642	703	0	5	5	1	2	3	2	11	13	0	0	0	3	18	21	365	61.0%	64.9%	3.0%	1.8%	33.5%	100	989	1,089	
Total Workforce	721	2,511	3,232	2	13	15	11	11	22	13	63	76	3	4	7	29	91	120	2,228	58.7%	57.4%	2.4%	2.1%	38.9%	1,208	4,372	5,580	