

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL
AS AT 31 MARCH 2017**

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	2,455	40.0%	3,685	60.0%	0	0.0%	6140
Grade 5 - 7 Total	1,629	27.4%	4,316	72.6%	0	0.0%	5945
Grade 8 Total	224	37.8%	368	62.2%	0	0.0%	592
Grade 9 - 15 Total	126	50.2%	125	49.8%	0	0.0%	251
Other Non Pay & Grading Structure	45	42.5%	61	57.5%	0	0.0%	106
Teaching	1,205	21.6%	4,366	78.4%	0	0.0%	5571
Total Workforce	5,684	30.6%	12,921	69.4%	0	0.0%	18605
Total Full Time Workforce	5,333	39.7%	8,099	60.3%	0	0.0%	13432
Total Part Time Workforce	351	6.8%	4,822	93.2%	0	0.0%	5173

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2017**

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	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	1,886	936	2,802	3	3	6	3	3	6	12	28	40	3	4	7	21	38	59	651	80.3%	78.7%	0.9%	3.2%	16.5%	2,323	1,189	3,512
Grade 1-4 PIT	73	1,667	1,740	0	2	2	0	3	3	4	44	48	0	23	23	4	72	76	812	55.3%	66.0%	3.0%	2.9%	30.9%	132	2,496	2,628
Grade 1-4 Total	1,939	2,603	4,542	3	5	8	3	6	9	16	72	88	3	27	30	25	110	135	1,463	79.0%	70.6%	1.0%	3.0%	23.8%	2,455	3,685	6,140
Grade 5-7 FIT	1,327	2,417	3,744	1	12	13	1	6	7	15	41	56	4	5	9	21	64	85	780	87.0%	78.4%	1.4%	2.1%	16.9%	1,525	3,084	4,609
Grade 5-7 PIT	86	935	1,021	0	4	4	0	4	4	3	25	28	0	5	5	3	38	41	274	82.7%	75.9%	2.9%	3.1%	20.5%	104	1,232	1,336
Grade 5-7 Total	1,413	3,352	4,765	1	16	17	1	10	11	18	66	84	4	10	14	24	102	126	1,054	86.7%	77.7%	1.6%	2.4%	17.7%	1,629	4,316	5,945
Grade 8 FIT	195	297	492	3	1	4	0	1	1	0	4	4	1	2	3	4	8	12	39	90.3%	90.0%	1.9%	2.4%	7.2%	216	327	543
Grade 8 PIT	6	35	41	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	3	100.0%	89.7%	0.0%	2.6%	6.7%	6	39	45
Grade 8 Total	201	332	533	3	2	5	0	1	1	0	4	4	1	2	3	4	9	13	42	90.6%	90.7%	1.8%	2.6%	7.1%	222	366	588
Grade AC2 8 FIT	2	2	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%	2	2	4
Grade AC2 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 AC2 8 Total	2	2	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%	2	2	4
Grade 9-15 FIT	107	103	210	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	16	89.9%	95.4%	0.8%	0.0%	7.0%	119	108	227
Grade 9-15 PIT	1	15	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	50.0%	88.2%	0.0%	0.0%	15.0%	2	17	19
Grade 9-15 Total	108	118	226	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	19	89.3%	94.4%	0.8%	0.0%	7.7%	121	125	246
Grade AC2 9-15 FIT	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	60.0%	#DIV/0!	0.0%	#DIV/0!	40.0%	5	0	5
Grade AC2 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 AC2 9-15 Total	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	60.0%	#DIV/0!	0.0%	#DIV/0!	40.0%	5	0	5
Other Non Pay & Grading Structure FIT	40	52	92	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2	12	88.9%	85.2%	0.0%	3.3%	11.3%	45	61	106
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	40	52	92	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2	12	88.9%	85.2%	0.0%	3.3%	11.3%	45	61	106
Total Workforce FIT	3,640	3,807	7,347	7	16	23	4	10	14	28	75	103	8	11	19	47	112	159	1,500	83.6%	79.8%	1.1%	2.3%	16.7%	4,235	4,771	9,006
Total Workforce PIT	166	2,652	2,818	0	7	7	0	7	7	7	69	76	0	28	28	7	111	118	1,092	68.0%	70.1%	2.9%	2.9%	27.1%	244	3,784	4,028
Total Workforce	3,706	6,459	10,165	7	23	30	4	17	21	35	144	179	8	39	47	54	223	277	2,592	82.7%	75.6%	1.2%	2.6%	19.9%	4,479	8,555	13,034

**WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 MARCH 2017**

TEACHERS OVERALL BY GRADE & GENDER	Total White			Total Mixed			Total Other Ethnic Background			Total Asian			Total Black			Total Black & Minority Ethnic			Total Non- Disclosed	Total White		Total BME		Total Non- Disclosed	Total Male	Total Female	Total Workforce	
	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees	Males	Females	Employees %		Female	Employees %	Female	Employees %					
Teacher FIT	403	1,089	1,602	2	6	8	9	6	15	10	39	49	3	4	7	24	55	79	1,464	54.0%	47.6%	3.3%	2.4%	48.1%	736	2,309	3,045	
Teacher PIT	59	583	642	0	3	3	1	2	3	2	18	20	0	0	0	3	23	26	355	59.6%	63.1%	3.0%	2.9%	34.7%	99	924	1,023	
Teacher Total	462	1,682	2,144	2	9	11	10	8	18	12	57	69	3	4	7	27	78	105	1,819	55.3%	52.0%	3.2%	2.4%	44.7%	835	3,233	4,068	
Principal Teacher FIT	154	374	528	0	3	3	0	2	2	1	11	12	0	1	1	1	17	18	254	67.0%	65.6%	0.4%	3.0%	31.8%	230	570	800	
Principal Teacher PIT	5	57	62	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	82.5%	80.3%	0.0%	0.0%	21.5%	8	71	79	
Principal Teacher Total	159	431	590	0	3	3	0	2	2	1	11	12	0	1	1	1	17	18	271	66.8%	67.2%	0.4%	2.7%	30.8%	238	641	879	
Depute Head Teacher FIT	66	185	251	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	59	75.0%	82.6%	0.0%	0.9%	18.9%	88	224	312	
Depute Head Teacher PIT	0	16	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	#DIV/0!	84.2%	#DIV/0!	0.0%	0.0%	15.0%	0	19	19
Depute Head Teacher Total	66	201	267	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	62	75.0%	82.7%	0.0%	0.8%	18.7%	88	243	331	
Head Teacher FIT	25	182	187	0	0	0	2	0	2	0	2	2	0	0	0	2	2	4	26	78.1%	87.6%	6.3%	1.1%	12.0%	32	165	217	
Head Teacher PIT	0	2	2	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	#DIV/0!	66.7%	#DIV/0!	33.3%	0.0%	0.0%	0	3	3
Head Teacher Total	25	184	189	0	0	0	2	0	2	0	3	3	0	0	0	2	3	5	26	78.1%	87.2%	6.3%	1.6%	11.8%	32	168	220	
Quality Improvement Officer/Manager FIT	3	17	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	60.0%	94.4%	0.0%	0.0%	13.0%	5	18	23	
Quality Improvement Officer/Manager PIT	0	2	2	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	2	2
Quality Improvement Officer/Manager Total	3	19	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	60.0%	95.0%	0.0%	0.0%	12.0%	5	20	25	
Psychologist FIT	5	16	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	71.4%	72.7%	0.0%	0.0%	27.6%	7	22	29	
Psychologist PIT	0	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	#DIV/0!	47.4%	#DIV/0!	0.0%	0.0%	52.6%	0	19	19
Psychologist Total	5	25	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	71.4%	61.0%	0.0%	0.0%	37.5%	7	41	48	
Total Workforce FIT	666	1,853	2,509	2	10	12	11	9	20	11	52	63	3	5	8	27	76	103	1,814	59.7%	55.7%	2.5%	2.3%	41.0%	1,098	3,328	4,426	
Total Workforce PIT	64	689	753	0	3	3	1	2	3	2	19	21	0	0	0	3	24	27	385	59.8%	64.5%	2.8%	2.3%	33.6%	107	1,038	1,145	
Total Workforce	730	2,542	3,262	2	13	15	12	11	23	13	71	84	3	5	8	30	100	130	2,199	59.8%	57.8%	2.6%	2.3%	38.5%	1,205	4,366	5,571	