

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL
AS AT 31 MARCH 2018**

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	2,571	39.8%	3,884	60.2%	0	0.0%	6455
Grade 5 - 7 Total	1,673	27.2%	4,483	72.8%	0	0.0%	6156
Grade 8 Total	227	38.0%	370	62.0%	0	0.0%	597
Grade 9 - 15 Total	131	51.2%	125	48.8%	0	0.0%	256
Other Non Pay & Grading Structure	59	49.2%	61	50.8%	0	0.0%	120
Teaching	1,252	21.4%	4,604	78.6%	0	0.0%	5856
Total Workforce	5,913	30.4%	13,527	69.6%	0	0.0%	19440
Total Full Time Workforce	5,513	39.7%	8,377	60.3%	0	0.0%	13890
Total Part Time Workforce	400	7.2%	5,150	92.8%	0	0.0%	5550

**WORKFORCE PROFILE BY GENDER
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2018**

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	1,994	950	2,944	3	3	6	3	4	7	10	30	40	5	8	13	21	45	66	620	82.7%	77.9%	0.9%	3.7%	17.1%	2,411	1,219	3,630	
Grade 1-4 PIT	95	1,809	1,904	0	9	9	0	4	4	5	48	53	2	29	31	7	90	97	824	59.4%	67.9%	4.4%	3.4%	29.2%	180	2,665	2,805	
Grade 1-4 Total	2,089	2,759	4,848	3	12	15	3	8	11	15	78	93	7	37	44	28	135	163	1,444	81.3%	71.0%	1.1%	3.5%	22.4%	2,571	3,884	6,455	
Grade 5-7 FIT	1,333	2,476	3,809	3	14	17	1	8	9	17	41	58	2	8	10	23	71	94	854	86.3%	77.1%	1.5%	2.2%	18.0%	1,545	3,212	4,757	
Grade 5-7 PIT	105	947	1,052	0	4	4	0	4	4	3	31	34	0	6	6	3	45	48	299	82.0%	74.5%	2.3%	3.5%	21.4%	128	1,271	1,399	
Grade 5-7 Total	1,438	3,423	4,861	3	18	21	1	12	13	20	72	92	2	14	16	26	116	142	1,153	86.0%	76.4%	1.6%	2.6%	18.7%	1,673	4,483	6,156	
Grade 8 FIT	196	294	490	2	2	4	0	1	1	0	3	3	1	2	3	3	8	11	42	90.3%	90.2%	1.4%	2.5%	7.7%	217	326	543	
Grade 8 PIT	9	38	47	0	1	1	0	0	0	0	1	1	0	0	0	0	2	2	3	100.0%	88.4%	0.0%	4.7%	5.6%	9	43	52	
Grade 8 Total	205	332	537	2	3	5	0	1	1	0	4	4	1	2	3	3	10	13	45	90.7%	90.0%	1.3%	2.7%	7.6%	226	369	595	
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	110	101	211	1	0	1	0	0	0	1	0	1	0	0	0	2	0	2	18	88.7%	94.4%	1.6%	0.0%	7.6%	124	107	231	
Grade 9-15 PIT	2	14	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	66.7%	67.5%	0.0%	0.0%	15.8%	3	16	19	
Grade 9-15 Total	112	115	227	1	0	1	0	0	0	1	0	1	0	0	0	2	0	2	21	88.2%	93.5%	1.6%	0.0%	8.4%	127	123	250	
Grade ACZ 9-15 FIT	3	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	75.0%	100.0%	0.0%	0.0%	20.0%	4	1	5	
Grade ACZ 9-15 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
Grade ACZ 9-15 Total	3	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	75.0%	100.0%	0.0%	0.0%	16.7%	4	2	6	
Other Non Pay & Grading Structure FIT	44	44	88	0	0	0	0	0	0	3	3	6	0	1	1	3	4	7	25	74.6%	72.1%	5.1%	6.6%	20.8%	59	61	120	
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	44	44	88	0	0	0	0	0	0	3	3	6	0	1	1	3	4	7	25	74.6%	72.1%	5.1%	6.6%	20.8%	59	61	120	
Total Workforce FIT	3,661	3,667	7,328	9	19	28	4	13	17	31	77	108	8	19	27	62	128	180	1,560	84.4%	78.5%	1.2%	2.6%	16.8%	4,361	4,927	9,288	
Total Workforce PIT	211	2,809	3,020	0	14	14	0	8	8	8	80	88	2	35	37	10	137	147	1,129	70.3%	70.3%	3.3%	3.4%	26.3%	300	3,996	4,296	
Total Workforce	3,872	6,676	10,348	9	33	42	4	21	25	39	157	196	10	54	64	62	265	327	2,689	83.5%	74.8%	1.3%	3.0%	19.8%	4,661	8,923	13,584	

**WORKFORCE PROFILE BY GENDER
TEACHERS ONLY
AS AT 31 MARCH 2018**

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	Total Female	Total Workforce	
	Males	Females	Employees	Males	Females	Employees	Males	Other Ethnic Background	Females	Employees	Males	Females	Employees	Males	Females	Employees	Employees %	Female Employees %		Male Employees %	Female Employees %	Employees %	Employees					Employees
Teacher FT	408	1,007	1,485	2	7	9	8	6	14	11	50	61	2	5	7	23	68	91	1,407	54.5%	46.8%	3.1%	2.9%	48.4%	749	2,324	3,073	
Teacher PT	64	643	707	0	2	2	1	1	2	1	16	17	0	0	0	2	19	21	366	67.4%	63.1%	2.1%	1.9%	34.6%	95	1,019	1,114	
Teacher Total	472	1,730	2,202	2	9	11	9	7	16	12	66	78	2	5	7	25	87	112	1,873	55.9%	51.7%	3.0%	2.6%	44.7%	844	3,343	4,187	
Principal Teacher FT	172	426	598	1	3	4	0	1	1	1	10	11	0	1	1	2	15	17	323	64.9%	63.3%	0.8%	2.2%	34.4%	265	673	938	
Principal Teacher PT	2	62	64	0	0	0	0	0	0	0	3	3	0	0	0	0	3	3	20	50.0%	74.7%	0.0%	3.6%	23.0%	4	83	87	
Principal Teacher Total	174	488	662	1	3	4	0	1	1	1	13	14	0	1	1	2	18	20	343	64.7%	64.6%	0.7%	2.4%	33.5%	269	756	1,025	
Depute Head Teacher FT	69	185	254	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	68	71.9%	81.1%	0.0%	0.9%	21.0%	96	228	324	
Depute Head Teacher PT	0	19	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	#DIV/0!	82.6%	#DIV/0!	0.0%	17.4%	0	23	23	
Depute Head Teacher Total	69	204	273	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	72	71.9%	81.3%	0.0%	0.8%	20.7%	96	251	347	
Head Teacher FT	25	167	192	0	1	1	2	1	3	0	2	2	0	0	0	2	4	6	25	78.1%	87.4%	6.3%	2.1%	11.2%	32	191	223	
Head Teacher PT	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	3	3	
Head Teacher Total	25	169	194	0	1	1	2	1	3	0	3	3	0	0	0	2	5	7	25	78.1%	87.1%	6.3%	2.6%	11.1%	32	194	226	
Quality Improvement Officer/Manager FT	3	12	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	75.0%	100.0%	0.0%	0.0%	6.3%	4	12	16	
Quality Improvement Officer/Manager PT	0	6	6	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	6	6
Quality Improvement Officer/Manager Total	3	18	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	75.0%	100.0%	0.0%	0.0%	4.5%	4	18	22		
Psychologist FT	5	17	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	83.3%	77.3%	0.0%	0.0%	21.4%	6	22	28	
Psychologist PT	1	10	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	100.0%	50.0%	0.0%	0.0%	47.6%	1	20	21	
Psychologist Total	6	27	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	85.7%	64.3%	0.0%	0.0%	32.7%	7	42	49		
Total Workforce FT	682	1,894	2,576	3	12	15	10	9	19	12	62	74	2	6	8	27	89	116	1,910	59.2%	54.9%	2.3%	2.6%	41.5%	1,152	3,450	4,602	
Total Workforce PT	67	742	809	0	2	2	1	1	2	1	20	21	0	0	0	2	23	25	420	67.0%	64.3%	2.0%	2.0%	33.5%	100	1,154	1,254	
Total Workforce	749	2,636	3,385	3	14	17	11	10	21	13	82	95	2	6	8	29	112	141	2,330	59.9%	57.3%	2.3%	2.4%	39.9%	1,252	4,604	5,856	