

**WORKFORCE PROFILE BY GENDER**  
**GLASGOW LIFE**  
 30 September 2020

GRADE & GENDER	Male		Female		Total Workforce
	Number	%	Number	%	Number
Grade 1-4 Total	780	49.3%	801	50.7%	1,581
Grade 5-7 Total	293	38.0%	478	62.0%	771
Grade 8 Total	21	43.8%	27	56.3%	48
Grade 9-15 Total	11	34.4%	21	65.6%	32
Other Non Pay & Grading Structure Total	5	13.9%	31	86.1%	36
Total Workforce F/T	829	53.1%	733	46.9%	1,562
Total Workforce P/T	281	31.0%	625	69.0%	906
Total Workforce	1,110	45.0%	1,358	55.0%	2,468

WORKFORCE PROFILE BY GENDER

GLASGOW LIFE 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 Head Count of Workforce
Grade 1-4 F/T	434	249	683	1	0	1	1	0	1	6	2	8	2	1	3	10	3	13	126	83.3%	82.7%	1.9%	1.0%	15.3%	521	301	822
Grade 1-4 P/T	188	394	582	1	5	6	0	1	1	8	8	16	4	1	5	13	15	28	149	72.6%	78.8%	5.0%	3.0%	19.6%	259	500	759
<b>Grade 1-4 Total</b>	<b>622</b>	<b>643</b>	<b>1,265</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>14</b>	<b>10</b>	<b>24</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>23</b>	<b>18</b>	<b>41</b>	<b>275</b>	<b>79.7%</b>	<b>80.3%</b>	<b>2.9%</b>	<b>2.2%</b>	<b>17.4%</b>	<b>780</b>	<b>801</b>	<b>1,581</b>
Grade 5-7 F/T	222	315	537	1	1	2	0	3	3	4	4	8	1	0	1	6	8	14	87	81.6%	86.1%	2.2%	2.2%	13.6%	272	366	638
Grade 5-7 P/T	19	89	108	0	3	3	0	1	1	0	2	2	1	0	1	1	6	7	18	90.5%	79.5%	4.8%	5.4%	13.5%	21	112	133
<b>Grade 5-7 Total</b>	<b>241</b>	<b>404</b>	<b>645</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>14</b>	<b>21</b>	<b>105</b>	<b>82.3%</b>	<b>84.5%</b>	<b>2.4%</b>	<b>2.9%</b>	<b>13.6%</b>	<b>293</b>	<b>478</b>	<b>771</b>
Grade 8 F/T	20	23	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	95.2%	95.8%	0.0%	0.0%	4.4%	21	24	45
Grade 8 P/T	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.0%	66.7%	0.0%	0.0%	33.3%	0	3	3
<b>Grade 8 Total</b>	<b>20</b>	<b>25</b>	<b>45</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>95.2%</b>	<b>92.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>21</b>	<b>27</b>	<b>48</b>
Grade ACZ 8 F/T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0
Grade ACZ 8 P/T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0
<b>Grade ACZ 8 Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>
Grade 9-15 F/T	10	17	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	90.9%	81.0%	0.0%	0.0%	15.6%	11	21	32
Grade 9-15 P/T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0
<b>Grade 9-15 Total</b>	<b>10</b>	<b>17</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>90.9%</b>	<b>81.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>15.6%</b>	<b>11</b>	<b>21</b>	<b>32</b>
Grade ACZ 9-15 F/T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0	0	0
Grade ACZ 9-15 P/T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	#NAME?	0.0%	0.0%	0.0%	0	0	0
<b>Grade ACZ 9-15 Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>
Other Non Pay & Grading Structure F/T	1	6	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	25.0%	28.6%	0.0%	0.0%	72.0%	4	21	25
Other Non Pay & Grading Structure P/T	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0.0%	30.0%	0.0%	0.0%	72.7%	1	10	11
<b>Other Non P&amp;G Structure Total</b>	<b>1</b>	<b>9</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>20.0%</b>	<b>29.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>72.2%</b>	<b>5</b>	<b>31</b>	<b>36</b>
<b>Total Workforce F/T</b>	<b>687</b>	<b>610</b>	<b>1,297</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>16</b>	<b>11</b>	<b>27</b>	<b>238</b>	<b>82.9%</b>	<b>83.2%</b>	<b>1.9%</b>	<b>1.5%</b>	<b>15.2%</b>	<b>829</b>	<b>733</b>	<b>1,562</b>
<b>Total Workforce P/T</b>	<b>207</b>	<b>488</b>	<b>695</b>	<b>1</b>	<b>8</b>	<b>9</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>8</b>	<b>10</b>	<b>18</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>14</b>	<b>21</b>	<b>35</b>	<b>176</b>	<b>73.7%</b>	<b>78.1%</b>	<b>5.0%</b>	<b>3.4%</b>	<b>19.4%</b>	<b>281</b>	<b>625</b>	<b>906</b>
<b>Total Workforce</b>	<b>894</b>	<b>1,098</b>	<b>1,992</b>	<b>3</b>	<b>9</b>	<b>12</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>18</b>	<b>16</b>	<b>34</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>30</b>	<b>32</b>	<b>62</b>	<b>414</b>	<b>80.5%</b>	<b>80.9%</b>	<b>2.7%</b>	<b>2.4%</b>	<b>16.8%</b>	<b>1,110</b>	<b>1,358</b>	<b>2,468</b>