

WORKFORCE PROFILE BY GENDER
GLASGOW LIFE
 Sep-18

The table below has been simplified to provide a summary of the Company's workforce by Gender. The detailed information to support this is provided on Page 2

GRADE & GENDER	Male		Female		Total Workforce
	Number	%	Number	%	Number
Grade 1-4 Total	847	50.6%	828	49.4%	1,675
Grade 5-7 Total	306	39.6%	466	60.4%	772
Grade 8 Total	18	36.0%	32	64.0%	50
Grade 9-15 Total	13	44.8%	16	55.2%	29
Other Non Pay & Gra	29	34.1%	56	65.9%	85
Total Workforce F/T	910	53.4%	795	46.6%	1,705
Total Workforce P/T	303	33.4%	603	66.6%	906
Total Workforce	1,213	46.5%	1,398	53.5%	2,611

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 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	462	272	734	2	0	2	1	1	2	6	2	3	1	4	12	4	16	185	79.4%	77.1%	2.1%	1.1%	19.8%	582	353	935
Grade 1-4 P/T	198	377	575	2	1	3	0	1	1	8	6	0	1	10	9	19	146	74.7%	79.4%	3.8%	1.9%	19.7%	265	475	740	
Grade 1-4 Total	660	649	1,309	4	1	5	1	2	3	14	8	3	2	5	22	13	35	331	77.9%	78.4%	2.8%	1.6%	19.8%	847	828	1,675
Grade 5-7 F/T	227	300	527	1	0	1	0	2	2	5	4	0	0	0	6	6	12	99	80.5%	84.3%	2.1%	1.7%	15.5%	282	356	638
Grade 5-7 P/T	19	89	108	0	3	3	0	0	0	0	1	0	0	0	4	4	4	22	79.2%	80.9%	0.0%	3.6%	16.4%	24	110	134
Grade 5-7 Total	246	389	635	1	3	4	0	2	2	5	5	0	0	0	6	10	16	121	80.4%	83.5%	2.0%	2.1%	15.7%	306	466	772
Grade 8 F/T	15	25	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	83.3%	86.2%	0.0%	0.0%	14.9%	18	29	47
Grade 8 P/T	0	2	2	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
Grade 8 Total	15	27	42	0	0	0	0	0	0	0	0	0	0	0	0	0	8	83.3%	84.4%	0.0%	0.0%	16.0%	18	32	50	
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
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
Grade ACZ 8 Total	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 9-15 F/T	11	12	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	91.7%	75.0%	0.0%	0.0%	17.9%	12	16	28
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
Grade 9-15 Total	11	12	23	0	0	0	0	0	0	0	0	0	0	0	0	0	5	91.7%	75.0%	0.0%	0.0%	17.9%	12	16	28	
Grade ACZ 9-15 F/T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%	1	0	1
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%	0.0%	0.0%	0.0%	0.0%	0	0	0
Grade ACZ 9-15 Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	100.0%	1	0	1	
Other Non Pay & Grading Structure F/T	5	15	20	0	0	0	0	0	0	1	0	0	0	0	1	0	1	35	33.3%	36.6%	6.7%	0.0%	62.5%	15	41	56
Other Non Pay & Grading Structure P/T	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	0.0%	13.3%	0.0%	0.0%	93.1%	14	15	29
Other Non P&G Structure Total	5	17	22	0	0	0	0	0	0	1	0	0	0	0	1	1	62	17.2%	30.4%	3.4%	0.0%	72.9%	29	56	85	
Total Workforce F/T	720	624	1,344	3	0	3	1	3	4	12	6	3	1	4	19	10	29	332	79.1%	78.5%	2.1%	1.3%	19.5%	910	795	1,705
Total Workforce P/T	217	470	687	2	4	6	0	1	1	8	7	0	1	1	10	13	23	196	71.6%	77.9%	3.3%	2.2%	21.6%	303	603	906
Total Workforce	937	1,094	2,031	5	4	9	1	4	5	20	13	3	2	5	29	23	52	528	77.2%	78.3%	2.4%	1.6%	20.2%	1,213	1,398	2,611