

**WORKFORCE PROFILE BY DISABILITY**  
**GLASGOW LIFE**  
**30 September 2022**

| GRADE & DISABILITY                      | Disabled |      | Non Disabled |       | Non Disclosed |       | Total Workforce |
|-----------------------------------------|----------|------|--------------|-------|---------------|-------|-----------------|
|                                         | Number   | %    | Number       | %     | Number        | %     | Number          |
| Grade 1-4 Total                         | 73       | 5.2% | 467          | 33.5% | 856           | 61.3% | 1,396           |
| Grade 5-7 Total                         | 27       | 3.8% | 231          | 32.2% | 460           | 64.1% | 718             |
| Grade 8 Total                           |          | 2.0% | 21           | 41.2% | 29            | 56.9% | 51              |
| Grade 9-15 Total                        |          | 3.2% | 13           | 41.9% | 17            | 54.8% | 31              |
| Other Non Pay & Grading Structure Total | 0        | 0.0% |              | 33.3% | 18            | 66.7% | 27              |
| Total Workforce F/T                     | 58       | 4.1% | 457          | 32.2% | 903           | 63.7% | 1,418           |
| Total Workforce P/T                     | 44       | 5.5% | 284          | 35.3% | 477           | 59.3% | 805             |
| Total Workforce                         | 102      | 4.6% | 741          | 33.3% | 1,380         | 62.1% | 2,223           |

\* Note - To limit possible identification, cells which contain a figure of less than 10 have been shaded

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| GLASGOW LIFE BY GRADE & DISABILITY    | White Disabled                      |                                       |                                | Black & Minority Ethnic Disabled     |                                        |                                 | Total Disabled          |                           |                          | Total Disabled Employees % | Total Non Disclosed | Total Non Disclosed % | Total White Non Disabled                |                                           |                                    | Total Black & Minority Ethnic Non Disabled |                                            |                                     | Total Non Disabled Employees      |                                     |                              | Total Non Disabled Employees % | Total Workforce      |                        |                 |
|---------------------------------------|-------------------------------------|---------------------------------------|--------------------------------|--------------------------------------|----------------------------------------|---------------------------------|-------------------------|---------------------------|--------------------------|----------------------------|---------------------|-----------------------|-----------------------------------------|-------------------------------------------|------------------------------------|--------------------------------------------|--------------------------------------------|-------------------------------------|-----------------------------------|-------------------------------------|------------------------------|--------------------------------|----------------------|------------------------|-----------------|
|                                       | Total White Male Disabled Employees | Total White Disabled Female Employees | Total White Disabled Employees | Total Ethnic Male Disabled Employees | Total Ethnic Female Disabled Employees | Total Ethnic Disabled Employees | Disabled Male Employees | Disabled Female Employees | Total Disabled Employees |                            |                     |                       | Total White Male Non Disabled Employees | Total White Female Non Disabled Employees | Total White Non Disabled Employees | Total Ethnic Male Non Disabled Employees   | Total Ethnic Female Non Disabled Employees | Total Ethnic Non Disabled Employees | Total Male Non Disabled Employees | Total Female Non Disabled Employees | Total Non Disabled Employees |                                | Total Male Employees | Total Female Employees | Total Workforce |
| Grade 1-4 F/T                         | 23                                  | 10                                    | 33                             | 0                                    | 0                                      | 0                               | 23                      | 10                        | 33                       | 4.5%                       | 470                 | 64.4%                 | 135                                     | 75                                        | 210                                | 12                                         | 0                                          | 17                                  | 147                               | 80                                  | 227                          | 31.1%                          | 463                  | 267                    | 730             |
| Grade 1-4 P/T                         | 18                                  | 20                                    | 38                             | 0                                    | 0                                      | 0                               | 19                      | 21                        | 40                       | 6.0%                       | 386                 | 58.0%                 | 75                                      | 141                                       | 216                                | 10                                         | 14                                         | 24                                  | 85                                | 155                                 | 240                          | 36.0%                          | 220                  | 437                    | 656             |
| Grade 1-4 Total                       | 41                                  | 30                                    | 71                             | 1                                    | 1                                      | 2                               | 42                      | 31                        | 73                       | 5.2%                       | 856                 | 61.3%                 | 210                                     | 216                                       | 426                                | 22                                         | 19                                         | 41                                  | 232                               | 235                                 | 467                          | 33.5%                          | 692                  | 704                    | 1,396           |
| Grade 5-7 F/T                         | 0                                   | 14                                    | 22                             | 0                                    | 0                                      | 1                               | 0                       | 15                        | 23                       | 3.9%                       | 377                 | 63.7%                 | 81                                      | 88                                        | 179                                | 0                                          | 0                                          | 13                                  | 87                                | 105                                 | 192                          | 32.4%                          | 268                  | 324                    | 592             |
| Grade 5-7 P/T                         | 0                                   | 3                                     | 3                              | 0                                    | 0                                      | 1                               | 0                       | 4                         | 4                        | 3.2%                       | 63                  | 69.0%                 | 31                                      | 35                                        | 66                                 | 0                                          | 0                                          | 4                                   | 0                                 | 36                                  | 39                           | 31.0%                          | 19                   | 107                    | 126             |
| Grade 5-7 Total                       | 9                                   | 16                                    | 25                             | 0                                    | 2                                      | 2                               | 9                       | 18                        | 27                       | 3.8%                       | 460                 | 64.1%                 | 85                                      | 129                                       | 214                                | 6                                          | 11                                         | 17                                  | 91                                | 140                                 | 231                          | 32.2%                          | 287                  | 431                    | 718             |
| Grade 8 F/T                           | 0                                   | 0                                     | 1                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 1                        | 2.1%                       | 27                  | 57.4%                 | 0                                       | 0                                         | 18                                 | 0                                          | 0                                          | 1                                   | 0                                 | 10                                  | 19                           | 40.4%                          | 23                   | 24                     | 47              |
| Grade 8 P/T                           | 0                                   | 0                                     | 0                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 0                        | 0.0%                       | 0                   | 0.0%                  | 0                                       | 0                                         | 2                                  | 0                                          | 0                                          | 0                                   | 0                                 | 0                                   | 2                            | 50.0%                          | 0                    | 4                      | 4               |
| Grade 8 Total                         | 1                                   | 0                                     | 1                              | 0                                    | 0                                      | 0                               | 1                       | 0                         | 1                        | 2.8%                       | 29                  | 56.9%                 | 9                                       | 11                                        | 20                                 | 0                                          | 1                                          | 1                                   | 9                                 | 12                                  | 21                           | 43.2%                          | 23                   | 28                     | 51              |
| 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               |
| 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               |
| 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               |
| Grade 9-15 F/T                        | 0                                   | 0                                     | 1                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 1                        | 3.2%                       | 17                  | 54.8%                 | 0                                       | 0                                         | 13                                 | 0                                          | 0                                          | 0                                   | 0                                 | 0                                   | 13                           | 41.9%                          | 13                   | 18                     | 31              |
| 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               |
| Grade 9-15 Total                      | 1                                   | 0                                     | 1                              | 0                                    | 0                                      | 0                               | 1                       | 0                         | 1                        | 3.2%                       | 17                  | 54.8%                 | 5                                       | 8                                         | 13                                 | 0                                          | 0                                          | 0                                   | 5                                 | 8                                   | 13                           | 41.9%                          | 13                   | 18                     | 31              |
| 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               |
| 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               |
| Grade ACZ 9-15 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               |
| Other Non Pay & Grading Structure F/T | 0                                   | 0                                     | 0                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 0                        | 0.0%                       | 12                  | 66.7%                 | 0                                       | 0                                         | 4                                  | 0                                          | 0                                          | 2                                   | 0                                 | 0                                   | 6                            | 33.3%                          | 4                    | 14                     | 18              |
| Other Non Pay & Grading Structure 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               |
| Other Non P&G Structure Total         | 0                                   | 0                                     | 0                              | 0                                    | 0                                      | 0                               | 0                       | 0                         | 0                        | 0.0%                       | 18                  | 66.7%                 | 0                                       | 6                                         | 6                                  | 2                                          | 1                                          | 3                                   | 2                                 | 7                                   | 9                            | 33.3%                          | 5                    | 22                     | 27              |
| Total Workforce F/T                   | 33                                  | 24                                    | 57                             | 0                                    | 1                                      | 1                               | 33                      | 25                        | 58                       | 4.1%                       | 903                 | 63.7%                 | 230                                     | 194                                       | 424                                | 19                                         | 14                                         | 33                                  | 249                               | 208                                 | 457                          | 32.2%                          | 771                  | 647                    | 1,418           |
| Total Workforce P/T                   | 19                                  | 22                                    | 41                             | 1                                    | 2                                      | 3                               | 20                      | 24                        | 44                       | 5.5%                       | 477                 | 59.3%                 | 79                                      | 176                                       | 255                                | 11                                         | 18                                         | 29                                  | 90                                | 194                                 | 284                          | 35.3%                          | 249                  | 556                    | 805             |
| Total Workforce                       | 52                                  | 46                                    | 98                             | 1                                    | 3                                      | 4                               | 53                      | 49                        | 102                      | 4.6%                       | 1,380               | 62.1%                 | 309                                     | 370                                       | 679                                | 30                                         | 32                                         | 62                                  | 339                               | 402                                 | 741                          | 33.3%                          | 1,020                | 1,203                  | 2,223           |