

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 MARCH 2013**

The table below has been simplified to provide a summary of the council's workforce by ethnicity. 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	White Employees			BEM Employees			Non Disclosed		Total Workforce
	Number	%		Number	%		Number	%	
Grade 1-4 Total	4664	71.5%		106	1.6%		1755	26.9%	6525
Grade 5-7 Total	4709	78.7%		118	2.0%		1158	19.3%	5985
Grade 8 Total	495	90.7%		12	2.2%		39	7.1%	546
Grade 9-15 Total	188	86.2%		1	0.5%		29	13.3%	218
Other Non Pay & Grading Structure	58	20.5%		2	0.7%		223	78.8%	283
Teaching	3700	67.9%		108	2.0%		1640	30.1%	5448
Total Workforce	13814	72.7%		347	1.8%		4844	25.5%	19005
Total Full Time Workforce	10447	75.1%		242	1.7%		3221	23.2%	13910
Total Part Time Workforce	3367	66.1%		105	2.1%		1623	31.9%	5095

WORKFORCE PROFILE BY ETHNICITY ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2013

OVERALL WORKFORCE PROFILE BY GRADE & ETHNICITY	TOTAL WHITE							MIXED or Multiple Ethnic Groups	ARAB Arab, Arab Scottish or Arab British	OTHER ETHNIC Total Other Ethnic Background	ASIAN						BLACK						TOTAL BEM	Total Non Disclosed	TOTAL %			Total Workforce
	White Scottish	Other British	Irish	Gypsy / Traveller	Polish	Other White Ethnic	White Total				Pakistani	Indian	Bangladeshi	Chinese	Other Asian Background	Asian Total	African	Other African Background	Caribbean	Black	Other Caribbean / Black Background	Black Total	Total Black & Ethnic Minority Employees		Total White Employees %	Total Black & Ethnic Minority Employees %	Total Non Disclosed %	
Grade 1-4 F/T	2,903	131	11	0	0	26	3,071	5	0	6	19	14	0	5	2	40	4	0	1	0	1	6	57	756	79.1%	1.5%	19.5%	3,884
Grade 1-4 P/T	1,430	133	6	0	0	24	1,593	5	0	3	22	9	1	3	1	36	1	0	0	0	4	5	49	999	80.3%	1.9%	37.8%	2,641
Grade 1-4 Total	4,333	264	17	0	0	50	4,664	10	0	9	41	23	1	8	3	76	5	0	1	0	5	11	106	1,755	71.5%	1.6%	26.9%	6,525
Grade 5-7 F/T	3,346	250	33	0	0	46	3,675	7	1	14	19	20	0	12	4	55	2	0	2	1	1	6	83	880	79.6%	1.8%	18.6%	4,618
Grade 5-7 P/T	930	83	7	0	0	14	1,034	4	0	2	12	8	0	5	2	27	1	0	0	0	1	2	35	286	75.6%	2.6%	21.8%	1,367
Grade 5-7 Total	4,276	333	40	0	0	60	4,709	11	1	16	31	28	0	17	6	82	3	0	2	1	2	8	118	1,158	78.7%	2.0%	19.3%	5,985
Grade 8 F/T	408	30	6	0	0	9	453	4	0	1	1	2	0	0	1	4	1	0	1	0	0	2	11	35	90.8%	2.2%	7.0%	499
Grade 8 P/T	30	4	1	0	0	1	36	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	4	87.8%	2.4%	9.8%	41
Grade 8 Total	438	34	7	0	0	10	489	4	0	1	2	2	0	0	1	5	1	0	1	0	0	2	12	39	90.6%	2.2%	7.2%	540
Grade ACZ 8 F/T	6	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	6
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	6	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	6
Grade 9-15 F/T	157	10	5	0	0	2	174	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	26	86.6%	0.5%	12.9%	201
Grade 9-15 P/T	12	1	0	0	0	0	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	81.3%	0.0%	18.8%	16	
Grade 9-15 Total	169	11	5	0	0	2	187	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	29	86.2%	0.5%	13.4%	217
Grade ACZ 9-15 F/T	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	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	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	1
Other Non Pay & Grading Structure F/T	56	0	0	0	0	1	57	0	0	0	1	1	0	0	0	2	0	0	0	0	0	0	2	218	20.6%	0.7%	78.7%	277
Other Non Pay & Grading Structure P/T	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	16.7%	0.0%	83.3%	6	
Other Non P&G Structure Total	57	0	0	0	0	1	58	0	0	0	1	1	0	0	0	2	0	0	0	0	0	0	2	223	20.5%	0.7%	78.8%	283
Total Workforce F/T	6,877	421	55	0	0	84	7,437	16	1	21	40	38	0	17	7	102	7	0	4	1	2	14	154	1,895	78.4%	1.6%	20.0%	9,486
Total Workforce P/T	2,403	221	14	0	0	39	2,677	9	0	5	35	17	1	8	3	64	2	0	0	0	5	7	85	1,309	65.8%	2.1%	32.2%	4,071
Total Workforce	9,280	642	69	0	0	123	10,114	25	1	26	75	55	1	25	10	166	9	0	4	1	7	21	239	3,204	74.6%	1.8%	23.6%	13,557

WORKFORCE PROFILE BY ETHNICITY TEACHERS ONLY AS AT 31 MARCH 2013

TEACHERS OVERALL BY GRADE & ETHNICITY	TOTAL WHITE							MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK						TOTAL BEM	Total Non Disclosed	TOTAL %			Total Workforce
	White Scottish	Other British	Irish	Gypsy / Traveller	Polish	Other White Ethnic	White Total	Mixed or Multiple Ethnic Groups	Arab, Arab Scottish or Arab British	Total Other Ethnic Background	Pakistani	Indian	Bangladeshi	Chinese	Other Asian Background	Asian Total	African	Other African Background	Caribbean	Black	Other Caribbean / Black Background	Black Total	Total Black & Ethnic Minority Employees		Total White Employees %	Total Black & Ethnic Minority Employees %	Total Non Disclosed %	
Teacher F/T	1,317	424	26	0	1	42	1,810	7	1	11	23	9	0	2	9	43	2	0	1	1	2	6	68	1,072	61.4%	2.3%	36.3%	2,950
Teacher P/T	438	140	8	0	0	19	605	3	0	4	8	1	0	0	2	11	1	0	0	0	0	1	19	297	65.7%	2.1%	32.2%	921
Teacher Total	1,755	564	34	0	1	61	2,415	10	1	15	31	10	0	2	11	54	3	0	1	1	2	7	87	1,369	62.4%	2.2%	35.4%	3,871
Principal Teacher F/T	435	172	8	0	0	18	633	2	0	1	7	0	0	0	1	8	0	0	0	0	0	0	11	152	79.5%	1.4%	19.1%	796
Principal Teacher P/T	39	15	1	0	0	1	56	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	7	87.5%	1.6%	10.9%	64
Principal Teacher Total	474	187	9	0	0	19	689	2	0	1	8	0	0	0	1	9	0	0	0	0	0	0	12	159	80.1%	1.4%	18.5%	860
AHT/OHT F/T	209	74	4	0	0	5	292	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3	43	86.4%	0.9%	12.7%	338
AHT/OHT P/T	9	5	0	0	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	82.4%	0.0%	17.6%	17
AHT/OHT Total	218	79	4	0	0	5	306	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3	46	86.2%	0.8%	13.0%	355
Head Teacher F/T	173	41	1	0	0	3	218	0	0	1	1	1	0	1	1	4	0	0	0	0	0	0	5	32	85.5%	2.0%	12.5%	255
Head Teacher P/T	1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	66.7%	0.0%	33.3%	3
Head Teacher Total	174	41	1	0	0	4	220	0	0	1	1	1	0	1	1	4	0	0	0	0	0	0	5	33	85.3%	1.9%	12.8%	258
Advisor F/T	27	7	1	0	0	0	35	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	11	74.5%	2.1%	23.4%	47
Advisor P/T	2	0	1	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	3
Advisor Total	29	7	2	0	0	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	11	76.0%	2.0%	22.0%	50
Psychologist F/T	20	1	1	0	0	0	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	57.9%	0.0%	42.1%	38
Psychologist P/T	10	0	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	62.5%	0.0%	37.5%	16
Psychologist Total	30	1	1	0	0	0	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	22	59.3%	0.0%	40.7%	54
Total Workforce F/T	2,181	719	41	0	1	68	3,010	10	1	15	31	10	0	3	11	55	2	0	1	1	3	7	88	1,326	68.0%	2.0%	30.0%	4,424
Total Workforce P/T	499	160	10	0	0	21	690	3	0	4	9	1	0	0	2	12	1	0	0	0	0	1	20	314	67.4%	2.0%	30.7%	1,024
Total Workforce	2,680	879	51	0	1	89	3,700	13	1	19	40	11	0	3	13	67	3	0	1	1	3	8	108	1,640	67.9%	2.0%	30.1%	5,448