

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 MARCH 2016**

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		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	4,578	73.6%	130	2.1%	1,515	24.3%	6223
Grade 5 - 7 Total	4,743	79.4%	119	2.0%	1,109	18.6%	5971
Grade 8 Total	531	91.1%	12	2.0%	40	6.9%	583
Grade 9 - 15 Total	226	90.8%	1	0.4%	22	8.8%	249
Other Non Pay & Grading Structure	99	78.0%	3	2.3%	27	20.9%	129
Teaching	3,327	60.8%	125	2.3%	2,018	36.9%	5470
Total Workforce	13,504	72.5%	390	2.1%	4,731	25.4%	18625
Total Full Time Workforce	9,991	74.1%	259	1.9%	3,243	24.0%	13493
Total Part Time Workforce	3,513	68.5%	131	2.5%	1,488	29.0%	5132

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2016**

OVERALL WORKFORCE PROFILE BY GRADE & ETHNICITY	TOTAL WHITE							MIXED Mixed or Multiple Ethnic Groups	ARAB Arab, Arab Scottish or Arab British	OTHER ETHNIC Total Other Ethnic Background	ASIAN						BLACK						TOTAL BME Total Black & Minority Ethnic Employees	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 White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %		
																													Total White Employees %
Grade 1-4 FT	2,708	124	9	0	0	22	2,863	6	1	5	22	12	0	5	2	41	3	0	1	0	0	4	57	641	80.4%	1.6%	18.0%	3,561	
Grade 1-4 P/T	1,546	128	4	0	1	36	1,715	2	0	3	21	15	1	5	1	43	13	8	0	1	3	25	73	874	64.4%	2.7%	32.8%	2,662	
Grade 1-4 Total	4,254	252	13	0	1	58	4,578	8	1	8	43	27	1	10	3	84	16	8	1	1	3	29	130	1,515	73.8%	2.1%	24.3%	6,223	
Grade 5-7 FT	3,420	234	43	1	4	56	3,758	10	1	8	24	21	1	11	4	61	2	0	2	1	0	5	85	835	80.3%	1.8%	17.8%	4,678	
Grade 5-7 P/T	883	81	8	0	0	13	965	4	0	2	11	3	0	5	3	22	5	0	0	0	1	6	34	274	76.2%	2.6%	21.2%	1,293	
Grade 5-7 Total	4,303	315	51	1	4	69	4,743	14	1	10	35	24	1	16	7	83	7	0	2	1	1	11	119	1,109	79.4%	2.0%	18.6%	5,971	
Grade 8 FT	445	32	4	0	0	11	492	3	0	1	2	1	0	0	1	4	1	0	1	0	1	3	11	37	91.1%	2.0%	6.9%	540	
Grade 8 P/T	35	2	0	0	0	0	37	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	90.2%	2.4%	7.3%	41	
Grade 8 Total	480	34	4	0	0	11	529	4	0	1	2	1	0	0	1	4	1	0	1	0	1	3	12	40	91.0%	2.1%	6.9%	581	
Grade ACZ 8 FT	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	2
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
Grade ACZ 8 Total	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	2
Grade 9-15 FT	184	12	7	0	0	4	207	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	19	91.2%	0.4%	8.4%	227	
Grade 9-15 P/T	14	1	0	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	88.2%	0.0%	11.8%	17	
Grade 9-15 Total	198	13	7	0	0	4	222	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	21	91.0%	0.4%	8.6%	244	
Grade ACZ 9-15 FT	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	80.0%	0.0%	20.0%	5	
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%	0
Grade ACZ 9-15 Total	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	80.0%	0.0%	20.0%	5	
Other Non Pay & Grading Structure FT	97	2	0	0	0	0	99	0	0	0	2	0	0	0	1	3	0	0	0	0	0	0	3	27	76.7%	2.3%	20.9%	129	
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%	0.0%	0.0%	0
Other Non P&G Structure Total	97	2	0	0	0	0	99	0	0	0	2	0	0	0	1	3	0	0	0	0	0	0	3	27	76.7%	2.3%	20.9%	129	
Total Workforce FT	6,860	404	63	1	4	93	7,425	19	2	14	50	35	1	16	8	110	6	0	4	1	1	12	157	1,560	81.2%	1.7%	17.1%	9,142	
Total Workforce P/T	2,478	212	12	0	1	49	2,752	7	0	5	32	18	1	10	4	65	18	8	0	1	4	31	108	1,153	68.6%	2.7%	28.7%	4,013	
Total Workforce	9,338	616	75	1	5	142	10,177	26	2	19	82	53	2	26	12	175	24	8	4	2	5	43	265	2,713	77.4%	2.0%	20.6%	13,155	

**WORKFORCE PROFILE BY ETHNICITY
TEACHERS ONLY
AS AT 31 MARCH 2016**

TEACHERS OVERALL BY GRADE & ETHNICITY	TOTAL WHITE							MIXED Mixed or Multiple Ethnic Groups	ARAB Arab, Arab Scottish or Arab British	OTHER ETHNIC Total Other Ethnic Background	ASIAN						BLACK						TOTAL BME Total Black & Minority Ethnic Employees	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 White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %	
Teacher FIT	1,135	311	36	0	1	41	1,524	7	2	12	32	13	0	2	8	55	3	0	1	0	1	5	81	1,390	50.9%	2.7%	46.4%	2,995
Teacher PIT	406	163	9	0	2	20	600	3	0	3	9	3	0	0	3	15	1	0	0	0	0	1	22	309	67.3%	2.2%	30.6%	1,011
Teacher Total	1,621	474	45	0	3	61	2,204	10	2	15	41	16	0	2	11	70	4	0	1	0	1	6	103	1,699	55.0%	2.6%	42.4%	4,006
Principal Teacher FIT	383	119	11	0	0	17	530	2	0	2	7	0	0	0	1	8	0	0	0	1	0	1	13	197	71.6%	1.8%	26.6%	740
Principal Teacher PIT	45	11	0	0	0	0	56	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	15	77.8%	1.4%	20.8%	72
Principal Teacher Total	428	130	11	0	0	17	586	3	0	2	7	0	0	0	1	8	0	0	0	1	0	1	14	212	72.2%	1.7%	26.1%	812
Depute Head Teacher FIT	194	64	5	0	0	5	268	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3	52	83.0%	0.9%	16.1%	323
Depute Head Teacher PIT	12	2	0	0	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	93.3%	0.0%	6.7%	15
Depute Head Teacher Total	206	66	5	0	0	5	282	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3	53	83.4%	0.9%	15.7%	338
Head Teacher FIT	152	41	1	0	0	1	195	0	0	1	2	1	0	0	1	4	0	0	0	0	0	0	5	29	85.2%	2.2%	12.7%	229
Head Teacher PIT	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	66.7%	0.0%	33.3%	3
Head Teacher Total	154	41	1	0	0	1	197	0	0	1	2	1	0	0	1	4	0	0	0	0	0	0	5	30	84.9%	2.2%	12.9%	232
Quality Improvement Officer/Manager FIT	17	6	1	0	0	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	80.0%	0.0%	20.0%	30
Quality Improvement Officer/Manager PIT	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	2
Quality Improvement Officer/Manager Total	19	6	1	0	0	0	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	81.3%	0.0%	18.8%	32
Psychologist FIT	23	2	0	0	0	0	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	73.5%	0.0%	26.5%	34
Psychologist PIT	6	0	1	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	43.8%	0.0%	56.3%	16
Psychologist Total	29	2	1	0	0	0	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	64.0%	0.0%	36.0%	50
Total Workforce FIT	1,904	543	54	0	1	64	2,566	10	2	17	41	14	0	2	10	67	3	0	1	1	1	6	102	1,683	59.0%	2.3%	38.7%	4,351
Total Workforce PIT	553	176	10	0	2	20	761	4	0	3	9	3	0	0	3	15	1	0	0	0	0	1	23	335	68.0%	2.1%	29.9%	1,119
Total Workforce	2,457	719	64	0	3	84	3,327	14	2	20	50	17	0	2	13	82	4	0	1	1	1	7	125	2,018	60.8%	2.3%	36.9%	5,470