OFFICIAL

WORKFORCE PROFILE BY ETHNICITY ALL COUNCIL AS AT 31 MARCH 2020

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 Er	nployees		BME En	nployees		Non Di	sclosed		Total Workforc
	Number	%	1	Number	%	1	Number	%	1	
Grade 1 - 4 Total	9,678	75.5%	1	285	2.2%	1	2,851	22.3%	1	12,814
Grade 5 - 7 Total	5,747	80.9%	1	243	3.4%	1	1,115	15.7%	1	7,105
Grade 8 Total	576	88.2%	1	14	2.1%	1	63	9.7%	1	653
Grade 9 - 15 Total	273	89.8%	1		1.0%	1	28	9.2%	1	304
Other Non Pay & Grading Structure	398	75.5%	1	17	3.2%	1	112	21.3%	1	527
Teaching	3,812	62.4%		166	2.7%		2,128	34.9%		6,106
Total Workforce	20,484	74.5%		728	2.6%		6,297	22.9%		27,509
Total Full Time Workforce	12,554	77.0%		393	2.4%		3,348	20.6%		16,295
Total Part Time Workforce	7,930	70.7%		335	3.0%	1	2,949	26.3%		11,214

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

ALEOs	White Er	nployees	BME Er	nployees		Non Di	sclosed	Total Workforc
	Number	%	Number	%	1	Number	%	
City Building	1,974	98.5%	27	1.3%				2004
Glasgow Life	2,200	77.8%	70	2.5%	7	556	19.7%	2826
City Parking	128	85.3%				18	12.0%	150
City Property	54	60.0%				35	38.9%	90
Clyde Gateway	10	37.0%	0	0.0%	1	17	63.0%	27
Jobs & Business Glasgow	202	88.2%				22	9.6%	229
Total Workforce	4,568	85.8%	107	2.0%		651	12.2%	5326

Note: information for ALEOs not included in sheets 2 and 3.

OFFICIAL

WORKFORCE PROFILE BY ETHNICITY ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2020

	TOTAL WHITE							MIXED	ARAB	other Ethnic	Asian								E	BLACK			TOTAL BME		TOTAL %			
OVERALL WORKFORCE PROFILE By grade & ethnicity	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		African	Other African Background	Caribbean	Black	Other Caribbean / Black Background	Black Total	Total Black & Minority Ethnic Employees	Total Non Disclosed	Total White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %	Total Workforce
Grade 1-4 F/T	2,774	1,051	22	0		48	3,903	12			25	18	0			56	11				0	20	92	701	83.1%	2.0%	14.9%	4,696
Grade 1-4 P/T	2.637	2,987	30	0	19	102	5,775	22			45	37		13		106	31	13	0			51	193	2,150	71.1%	2.4%	26.5%	8,118
Grade 1.4 Total	5,411	4,038	52	0		150	9,678	34		11	70	55			16	162	42		-			71	285	2,851	75.5%	2.2%	22.2%	12,814
Grade 5-7 F/T	3,969	425	45		12	76	4,529	19			43	27	0		10	87	16				0	23	139	042	82.6%	2.5%	14.8%	5,480
Grade 5-7 P/T			40	0	12				10				0	17	10	53	10	0	0	0	U	23	104	812 303	02.0%		14.0%	1,625
Grade 5-7 Total	1,067 5,036	116 541		U	20	19 95	1,218 5,747	28	10 11	45	16 59	14 41	0	11		03 140		U	U	U			243	303 1,115	75.0% 80.9%	6.4%	18.6%	
G1808 3-1 10181	3,036	341			20	1 30	3,141	41	1 1	15	39	41	V			140							243	1,110	00.9%	3.4%	13.1%	7,105
Grade 8 F/T	448	45		0	0	10	511		0				0		0			0		0			12	55	88.4%	2.1%	9.5%	578
Grade 8 P/T	54			0	0	0	60		0	0	0	0	0	0	0	0	0	0	0	0	0	0			85.7%	2.9%	11.4%	70
Grade 8 Total	502			0	0	10	571		0				0		0			0		0					88.1%	2.2%	9.7%	648
0.1.107057																												
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	100.0%	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	100.0%	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	100.0%	0.0%	0.0%	
Grade 9-15 F/T	213	18	10	0	0		247		0	0			0	0	0		0	0	0	0	0	0		23	90.5%	1.1%	8.4%	273
Grade 9-15 P/T	18		0	0	0	0	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		91.3%	0.0%	8.7%	23
Grade 9-15 Total	231		10	0	0		268		0	0			0	0	0		0	0	0	0	0	0			90.5%	1.0%	8.4%	296
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		62.5%	0.0%	37.5%	
Grade ACZ 9-15 P/T	0	U	0	0	0	0	U	0	U	0	0	0	0	0	0	0	0	0	0	0	U	0	0	U	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	U	0	0	0	0	0		62.5%	0.0%	37.5%	
Other Non Pay & Grading Structure F/T	297	22	0	0			323		0	0			0	0	0			0			0		14	99	74.1%	3.2%	22.7%	436
Other Non Pay & Grading Structure P/T	69			0	0		75		0		0	0	0	0	0	0	0	0	0	0	0	0		13	82.4%	3.3%	14.3%	91
Other Non P&G Structure Total	366			0			398		0				0	0	0			0			0			112	75.5%	3.2%	21.3%	527
Total Workforce F/T	7,708	1,562	85		22	142	9,521	36		12	11	51	0	14	17	159	30					50	260	1,693	83.0%	2.3%	14.8%	11,474
Total Workforce P/T	3,847	3,114	40	0	27	123	7,151	54	15	16	61	51		30	15	159	37	13	0			58	302	2,476	72.0%	3.0%	24.9%	9,929
Total Workforce	11,555	4,676	125		49	265	16,672	90	18	28	138	102		44	32	318	67	22				108	562	4,169	77.9%	2.6%	19.5%	21,403
100011101000										_ ~																		2.1,100

To ensure that employees cant be identified we have removed numbers where it is lower than 10.

OFFICIAL

WORKFORCE PROFILE BY ETHNICITY TEACHERS ONLY AS AT 31 MARCH 2020

TEACHERS OVERALL BY GRADE & ETHNICITY While Scottish Other British Teacher F/T 1.550 242 Teacher F/T 502 136 Teacher P/T 502 136 Teacher Total 2,452 378 Principal Teacher F/T 476 91 Principal Teacher F/T 46 11 Principal Teacher F/T 64 11 Principal Teacher F/T 206 42 Depute Head Teacher F/T 206 42 Depute Head Teacher Total 231 102 Head Teacher F/T 144 32 Head Teacher Total 11 11 Quality Improvement Officer/Manager F/T 12 12 Quality Improvement Officer/Manager P/T 12 12 Quality Improvement Officer/Manager P/T 13 14	104 21	104 0 0 0 21 0 0 0 0 0 0 0 0 0 0 0		Other White Ethnic	 White Total 1,958 660 2,626 61 663 663 	Mixed or Multiple Ethnic Groups	Scottish or	Total Other Ethnic Background	Pakistani 39 12 51	Indian 16	Bangladeshi 0 0 0	Chinese	Other Asian Background	Asian Total 72 21 93		Other African Background	Caribbean	Black	Other Caribbean / Black Background	Black Total	Total Black & Minority Ethnic Employees 108 29	1,242	Total White Employees % 59.2% 60.2%	Ethnic Employees % 3.3% 2.6%	Total Non Disclosed % 37.5% 37.2%	Total Workforce 3,308 1,110
Teacher PIT 502 136 Teacher Total 2,052 378 Principal Teacher FIT 476 91 Principal Teacher FIT 476 91 Principal Teacher FIT 46 11 Principal Teacher FIT 46 11 Principal Teacher FIT 46 11 Principal Teacher FIT 206 42 Depute Head Teacher FIT 206 42 Depute Head Teacher FOT 25 0 Depute Head Teacher FOT 231 0 Head Teacher FIT 144 32 Head Teacher FIT 144 32 Head Teacher FIT 12 0 Quality Improvement Officer/Manager FIT 12 0 Quality Improvement Officer/Manager Total 0 0		21 0 0 0 0 0 0 0	0	21	668 2,626 602 61 663		0		12	16	0 0 0 0 0		13	21		0	0	0	0		29	413	60.2%	2.6%	37.2%	-
Teacher P/T 502 136 Teacher Total 2,052 378 Principal Teacher F/T 476 91 Phincipal Teacher P/T 46 11 Principal Teacher P/T 206 42 Depute Head Teacher F/T 206 42 Depute Head Teacher F/T 25 0 Depute Head Teacher F/T 144 32 Head Teacher F/T 144 32 Head Teacher P/T 12 0 Quality Improvement Oficer/Manager F/T 12 0 Quality Improvement Officer/Manager Total 0 0		21 0 0 0 0 0 0 0	0	21	668 2,626 602 61 663		0		12	16	0 0 0 0 0 0		13	21		0	0	0	0		29	413	60.2%	2.6%	37.2%	-
Teacher Total 2,052 378 Principal Teacher F/T 476 91 Principal Teacher P/T 46 11 Principal Teacher P/T 46 11 Principal Teacher F/T 46 11 Principal Teacher F/T 46 11 Depute Head Teacher F/T 206 42 Depute Head Teacher F/T 25 02 Depute Head Teacher P/T 25 02 Head Teacher F/T 144 32 Head Teacher P/T 144 32 Head Teacher Total 0 0 Quality Improvement Officer/Marager F/T 12 0 Quality Improvement Officer/Marager F/T 0 0 Quality Improvement Officer/Marager F/T 0 0	21	21 0 0 0 0 0	0	78	2,626 602 61 663	0	0	0			0					0	0	0	0							1.110
Principal Teacher F/T 476 91 Principal Teacher F/T 46 11 Principal Teacher P/T 46 11 Principal Teacher P/T 46 11 Principal Teacher F/T 206 42 Depute Head Teacher F/T 206 42 Depute Head Teacher P/T 25 25 Depute Head Teacher P/T 25 20 Head Teacher F/T 144 32 Head Teacher P/T 46 42 Quality Improvement Officer/Manager F/T 12 20 Quality Improvement Officer/Manager Total 42 42	21	21 0 0 0	0		602 61 663		0	0	51		0			93												-
Principal Teacher PIT 46 11 Principal Teacher Total 522 102 Depute Head Teacher F/T 206 42 Depute Head Teacher F/T 25 25 Depute Head Teacher F/T 25 21 Head Teacher F/T 144 32 Head Teacher F/T 144 32 Head Teacher F/T 144 32 Head Teacher F/T 12 20 Quality Improvement Officer/Manager F/T 12 20 Quality Improvement Officer/Manager Total 20 20	21	0	0	13	61 663	0	0	0			0										137	1,655	59.4%	3.1%	37.5%	4,418
Principal Teacher PIT 46 11 Principal Teacher Total 522 102 Depute Head Teacher Total 522 102 Depute Head Teacher FIT 206 42 Depute Head Teacher FIT 25 102 Head Teacher FIT 144 32 Uaitly Improvement Officer/Manager FIT 12 12 Quality Improvement Officer/Manager Total 14 14	21	0	0	13	61 663	0	0	0			I V			12	0	0	0		٥		17	308	64.9%	1.8%	33.2%	927
Principal Teacher Total 522 102 Depute Head Teacher FIT 206 42 Depute Head Teacher FIT 25 25 Depute Head Teacher FIT 25 231 Head Teacher FIT 144 32 Head Teacher FIT 144 32 Head Teacher FIT 144 32 Mead Teacher FIT 144 32 Mead Teacher FIT 12 24 Quality Improvement Officer/Manager FIT 12 24 Quality Improvement Officer/Manager Total 32 34		0	0		663		0	v		1 0	0	v	0	12	0	0	0	0	0	0		42	57.5%	2.8%	39.6%	106
Depute Head Teacher F/T 206 42 Depute Head Teacher P/T 25 25 Depute Head Teacher P/T 25 21 Head Teacher F/T 144 32 Head Teacher P/T 144 32 Head Teacher P/T 144 32 Head Teacher P/T 144 32 Quality Improvement Officer/Manager F/T 12 20 Quality Improvement Officer/Manager F/T 12 20 Quality Improvement Officer/Manager Total 32 33		0	0				· ·				0		· ·		0	0	0	v	0			350	64.2%	1.9%	33.9%	1,033
Depute Head Teacher PIT 25 Depute Head Teacher Total 231 Head Teacher FIT 144 32 Use Teacher FIT 144 32 Head Teacher Total 12 12 Quality Improvement Officer/Manager FIT 12 12 Quality Improvement Officer/Manager FIT 12 12 Quality Improvement Officer/Manager FIT 12 14		0	0		254										v	v	•		v			330	04.2.1	1.278	201010	1,000
Depute Head Teacher Total 201 Head Teacher F/T 144 32 Head Teacher F/T 144 32 Head Teacher F/T 144 32 Head Teacher Total 144 32 Quality Improvement Officer/Manager F/T 12 12 Quality Improvement Officer/Manager F/T 12 12 Quality Improvement Officer/Manager Total 144 144		0	0				0		0	0	0	0	0	0	0	0	0	0	0	0		67	78.6%	0.6%	20.7%	323
Head Teacher F/T 144 32 Head Teacher F/T 144 32 Head Teacher Total Image: Total Quality Improvement Officer/Manager F/T 12 Quality Improvement Officer/Manager F/T 12		_		0	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		78.4%	0.0%	21.6%	37
Head Teacher PT Image: Content of the image: Content of th		0	0		283		0		0	0	0	0	0	0	0	0	0	0	0	0			78.6%	0.6%	20.8%	360
Head Teacher PIT Image: Content of the image: Content of t																										
Head Teacher Total Image: Content of the		0	0		181		0				0	0	0		0	0	0	0	0	0		26	85.4%	2.4%	12.3%	212
Quality improvement Officer/Marager F/T 12 Quality improvement Officer/Marager P/T 12 Quality improvement Officer/Marager F/T 12	0	0 0	0	0		0	0	0	0	0	0	0			0	0	0	0	0	0			62.5%	12.5%	25.0%	
Quality Improvement Officer/Manager P/T Quality Improvement Officer/Manager Total		0	0				0				0	0			0	0	0	0	0	0			84.5%	2.7%	12.7%	
Quality Improvement Officer/Manager P/T Quality Improvement Officer/Manager Total																										-
Quality Improvement Officer/Manager Total	0	0 0	0	0	17		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		85.0%	0.0%	15.0%	20
	0	0 0	0	U			U	0	0	0	0	U	0	0	0	0	U	U	0	0	0	U	100.0%	0.0%	0.0%	
Psychologist F/T 19	U	0 0	V	0		U	U	U	0	0	V	V	U	0	0	0	V	0	U	0	U		87.0%	0.03	13.0%	
	0	0 0	0		21		0	0	0	0	0		0		0	٥	0	0	0	0			67.7%	3.2%	29.0%	31
Psychologist P/T 12 0		0	0	0	13		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		61.9%	0.0%	38.1%	21
Psychologist Total 31		0	0		34		0	0	0	0	0		0		0	0	0	0	0	0		17	65.4%	1.9%	32.7%	52
, , , , , , , , , , , , , , , , , , ,							-			-					-		-	-	-							
Total Workforce F/T 2,407 413		130 0		11	3,033	21		15	46	21	0		15	87							133	1,655	62.9%	2.8%	34.3%	4,821
Total Workforce P/T 591 152	130			22	779				14		0			25		0	0	0	0		33	473	60.6%	2.6%	36.8%	1,285
Total Workforce 2,998 565	130 12	12 0						18	60		0			112							166	2,128	62.4%	2.7%	34.9%	6,106

To ensure that employees cant be identified we have removed numbers where it is lower than 10.