

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 Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	9,678	75.5%	285	2.2%	2,851	22.3%	12,814
Grade 5 - 7 Total	5,747	80.9%	243	3.4%	1,115	15.7%	7,105
Grade 8 Total	576	88.2%	14	2.1%	63	9.7%	653
Grade 9 - 15 Total	273	89.8%		1.0%	28	9.2%	304
Other Non Pay & Grading Structure	398	75.5%	17	3.2%	112	21.3%	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%	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 Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
City Building	1,974	98.5%	27	1.3%			2004
Glasgow Life	2,200	77.8%	70	2.5%	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%	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.

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

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 %		
Grade 1-4 FIT	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 PIT	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 FIT	3,969	425	45		12	76	4,529	19			43	27	0		10	87		16				0	23	139	812	82.6%	2.5%	14.8%	5,400
Grade 5-7 PIT	1,067	116		0		19	1,218	28	10		16	14	0	17			53		0	0	0			104	303	75.0%	6.4%	18.6%	1,625
Grade 5-7 Total	5,036	541			20	95	5,747	47	11	15	59	41	0				140							243	1,115	80.9%	3.4%	15.7%	7,105
Grade 8 FIT	448	45		0	0	10	511		0				0		0				0	0	0	0	0	12	55	88.4%	2.1%	9.5%	578
Grade 8 PIT	54			0	0	0	60		0	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		0	0	0	0	0			88.1%	2.2%	9.7%	648
Grade ACZ 8 FIT		0	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 PIT		0	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	0	100.0%	0.0%	0.0%	
Grade 9-15 FIT	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 PIT	18		0	0	0	0	21		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 FIT			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 PIT	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	0	0	0	0			62.5%	0.0%	37.5%	
Other Non Pay & Grading Structure FIT	297	22	0	0			323		0	0			0	0	0				0	0	0			14	99	74.1%	3.2%	22.7%	436
Other Non Pay & Grading Structure PIT	69			0	0		75		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	0			112		75.5%	3.2%	21.3%	527
Total Workforce FIT	7,708	1,562	85		22	142	9,521	36		12	77	51	0	14	17	159		30				50	260	1,693		83.0%	2.3%	14.8%	11,474
Total Workforce PIT	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

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

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WORKFORCE PROFILE BY ETHNICITY
TEACHERS ONLY
AS AT 31 MARCH 2020

TEACHERS OVERALL BY GRADE & ETHNICITY	TOTAL WHITE							MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK						TOTAL BME	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	
Teacher FIT	1,550	242	104	0		57	1,958	16		11	39	16	0		13	72							108	1,242	59.2%	3.3%	37.5%	3,308
Teacher PIT	502	136		0		21	668				12		0			21		0	0	0	0		29	413	60.2%	2.6%	37.2%	1,110
Teacher Total	2,052	378		0		78	2,626				51		0			93							137	1,655	59.4%	3.1%	37.5%	4,418
Principal Teacher FIT	476	91	21	0		13	602		0				0	0		12	0	0	0		0		17	308	64.9%	1.8%	33.2%	927
Principal Teacher PIT	46	11		0	0		61	0	0	0			0	0		0	0	0	0	0	0		42		57.5%	2.8%	39.6%	106
Principal Teacher Total	522	102		0			663		0				0	0		12	0	0	0		0		59	308	64.2%	1.9%	33.9%	1,033
Depute Head Teacher FIT	206	42		0	0		254		0		0	0	0	0	0	0	0	0	0	0	0		67		78.6%	0.6%	20.7%	323
Depute Head Teacher PIT	25			0	0	0	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0		78.4%	0.0%	21.6%	37
Depute Head Teacher Total	231			0	0		283		0		0	0	0	0	0	0	0	0	0	0	0		67		78.8%	0.6%	20.8%	360
Head Teacher FIT	144	32		0	0		181		0				0	0	0	0	0	0	0	0	0		26		85.4%	2.4%	12.3%	212
Head Teacher PIT				0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0				62.5%	12.5%	25.0%	
Head Teacher Total				0	0				0				0	0		0	0	0	0	0	0				84.5%	2.7%	12.7%	
Quality Improvement Officer/Manager FIT	12		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
Quality Improvement Officer/Manager PIT				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%	
Quality Improvement Officer/Manager Total				0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			87.0%	0.0%	13.0%	
Psychologist FIT	19		0	0	0		21	0	0	0	0	0	0	0	0	0	0	0	0	0	0				67.7%	3.2%	29.0%	31
Psychologist PIT	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	0	0				65.4%	1.9%	32.7%	52
Total Workforce FIT	2,407	413	130	0		77	3,033	21		15	46	21	0		15	87							133	1,655	62.9%	2.8%	34.3%	4,821
Total Workforce PIT	591	152	12	0		22	779				14		0			25		0	0	0	0		33	473	60.6%	2.6%	36.8%	1,285
Total Workforce	2,998	565	142	0		99	3,812	24		18	60		0			112							166	2,128	62.4%	2.7%	34.9%	6,106

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