

OFFICIAL

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 DECEMBER 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	9,805	75.4%	387	3.0%	2,809	21.6%	13,001
Grade 5 - 7 Total	5,704	80.8%	240	3.4%	1,115	15.8%	7,059
Grade 8 Total	575	88.3%	15	2.3%	61	9.4%	651
Grade 9 - 15 Total	261	89.1%			29	9.9%	293
Other Non Pay & Grading Structure	371	77.9%	18	3.8%	87	18.3%	476
Teaching	4,015	63.6%	176	2.8%	2,122	33.6%	6,313
Total Workforce	20,731	74.6%	839	3.0%	6,223	22.4%	27,793
Total Full Time Workforce	12,709	77.3%	411	2.5%	3,326	20.2%	16,446
Total Part Time Workforce	8,022	70.7%	428	3.8%	2,897	25.5%	11,347

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	1,978	98.5%	27	1.3%			2008
Glasgow Life	2,110	78.2%	67	2.5%	521	19.3%	2698
City Parking	117	86.0%			17	12.5%	136
City Property	54	62.1%			32	36.8%	87
Clyde Gateway					17	65.4%	26
Jobs & Business Glasgow	187	88.2%			20	9.4%	212
Total Workforce	4,455	84.5%	102	1.9%	610	11.6%	5167

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 DECEMBER 2020

OVERALL WORKFORCE PROFILE BY GRADE & ETHNICITY	TOTAL WHITE							MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK					TOTAL BME	TOTAL %					
	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 & Minority Ethnic Employees	Total Non Disclosed	Total White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %	Total Workforce
Grade 1-4 FIT	2,784	1,036	24	0		48	3,900	11			25	18	0		56					0	18	89	745	82.4%	1.9%	15.7%	4,734	
Grade 1-4 P/T	2,914	2,832	29	0	21	109	5,905	22		10	77	43		13	150		51	43			107	298	2,064	71.4%	3.6%	25.0%	8,267	
Grade 1-4 Total	5,698	3,868	53	0		157	9,805	33	11		102	61			206						125	387	2,809	75.4%	3.0%	21.6%	13,001	
Grade 5-7 FIT	3,331	416	42		10	76	4,477	21			46	28	0		92		17			0	24	147	821	82.2%	2.7%	15.1%	5,445	
Grade 5-7 P/T	1,095	100				18	1,227	24			16	15	0	14	50							93	294	76.0%	5.8%	18.2%	1,614	
Grade 5-7 Total	5,026	516				94	5,704	45		14	62	43	0		142							240	1,115	80.8%	3.4%	15.8%	7,059	
Grade 8 FIT	448	43	10	0	0	10	511		0				0	0				0	0	0	0	12	53	88.7%	2.1%	9.2%	576	
Grade 8 P/T	53			0	0	0	59		0				0	0				0	0	0	0				84.3%	4.3%	11.4%	70
Grade 8 Total	501			0	0	10	570		0				0	0				0	0	0	0				88.2%	2.3%	9.4%	646
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	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 FIT	206	18		0	0		239		0	0			0	0			0	0	0	0	0		24	89.8%	1.1%	9.0%	266	
Grade 9-15 P/T	15			0	0	0	16		0	0			0	0			0	0	0	0	0				88.9%	0.0%	11.1%	18
Grade 9-15 Total	221			0	0	0	255		0	0			0	0			0	0	0	0	0				89.8%	1.1%	9.2%	284
Grade ACZ 9-15 FIT			0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			66.7%	0.0%	33.3%	
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%	
Grade ACZ 9-15 Total			0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			66.7%	0.0%	33.3%	
Other Non Pay & Grading Structure FIT	275	19	0	0			298		0	0			0	0	11			0		0		16	74	76.8%	4.1%	19.1%	388	
Other Non Pay & Grading Structure P/T	67			0			73		0				0	0	0			0		0			13		83.0%	2.3%	14.8%	88
Other Non P&G Structure Total	342			0			371		0				0	0	11			0		0			87		77.9%	3.8%	16.3%	476
Total Workforce FIT	7,653	1,533	85		20	142	9,435	36		12	81	53	0	15	166		30				50	267	1,720	82.6%	2.3%	15.1%	11,422	
Total Workforce P/T	4,145	2,941	39		27	129	7,281	50	17	16	93	58		27	200		56	43			113	396	2,381	72.4%	3.9%	23.7%	10,058	
Total Workforce	11,798	4,474	124		47	271	16,716	86		28	174	111		42	366		86			12	163	663	4,101	77.8%	3.1%	19.1%	21,480	

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 DECEMBER 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	Bangladeshii	Chinese	Other Asian Background	Asian Total	African	Other African Background	Caribbean			Black	Other Caribbean / Black Background	Black Total	
Teacher FIT	1,767	256	107	0		63	2,199	15		14	43	17	0		13	77						12	120	1,186	62.7%	3.4%	33.8%	3,505
Teacher PIT	491	115		0		15	631				13		0		22		0	0		0		29	448	56.9%	2.6%	40.4%	1,108	
Teacher Total	2,258	371		0		78	2,830				56		0		99							149	1,634	61.3%	3.2%	35.4%	4,613	
Principal Teacher FIT	492	81	28	0		14	616						0	0	11		0	0	0			18	311	65.2%	1.9%	32.9%	945	
Principal Teacher PIT	47			0			58						0				0	0	0			45	45	55.2%	1.9%	42.9%	105	
Principal Teacher Total	539			0			674						0		11		0	0	0			63	356	64.2%	1.9%	33.9%	1,050	
Depute Head Teacher FIT	203	41		0	0		249		0		0		0	0			0	0	0	0	0	0	66	66	78.3%	0.9%	20.8%	318
Depute Head Teacher PIT	25			0	0		32		0		0		0	0			0	0	0	0	0	0	13	13	71.1%	0.0%	28.9%	45
Depute Head Teacher Total	228			0	0		281		0		0		0	0			0	0	0	0	0	0	79	79	77.4%	0.8%	21.8%	363
Head Teacher FIT	142	31		0	0		177		0		0	0	0	0	0		0	0	0	0	0	0	30	30	84.7%	1.0%	14.4%	209
Head Teacher PIT				0	0				0		0	0	0	0			0	0	0	0	0	0			60.0%	20.0%	20.0%	
Head Teacher Total				0	0				0		0	0	0	0			0	0	0	0	0	0			84.1%	1.4%	14.5%	
Quality Improvement Officer/Manager FIT	10		0	0	0	0	13	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0		86.7%	0.0%	13.3%	15
Quality Improvement Officer/Manager PIT			0	0	0	0		0	0	0	0	0	0	0			0	0	0	0	0	0			80.0%	0.0%	20.0%	
Quality Improvement Officer/Manager Total			0	0	0	0		0	0	0	0	0	0	0			0	0	0	0	0	0			85.0%	0.0%	15.0%	
Psychologist FIT	18		0	0	0		20	0	0	0	0	0	0	0			0	0	0	0	0	0	11	11	62.5%	3.1%	34.4%	32
Psychologist PIT	12			0	0		13	0	0	0	0	0	0	0			0	0	0	0	0	0			61.9%	0.0%	38.1%	21
Psychologist Total	30			0	0		33	0	0	0	0	0	0	0			0	0	0	0	0	0			62.3%	1.9%	35.8%	53
Total Workforce FIT	2,632	413	139	0		83	3,274	21		17	49	21	0		15	90						13	144	1,606	65.2%	2.9%	32.0%	5,024
Total Workforce PIT	580	132	11	0		16	741				14		0		25		0	0	0		0	32	516	57.5%	2.5%	40.0%	1,289	
Total Workforce	3,212	545	150	0		99	4,015				63		0		115							14	176	2,122	63.6%	2.8%	33.6%	6,313

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