

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 MARCH 2018**

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	4,848	75.1%	163	2.5%	1,444	22.4%	6455
Grade 5 - 7 Total	4,861	79.0%	142	2.3%	1,153	18.7%	6156
Grade 8 Total	539	90.3%	13	2.2%	45	7.5%	597
Grade 9 - 15 Total	232	90.6%			22	8.6%	256
Other Non Pay & Grading Structure	88	73.4%			25	20.8%	120
Teaching	3,385	57.8%	141	2.4%	2,330	39.8%	5856
Total Workforce	13,953	71.8%	468	2.4%	5,019	25.8%	19440
Total Full Time Workforce	10,124	72.9%	296	2.1%	3,470	25.0%	13890
Total Part Time Workforce	3,829	69.0%	172	3.1%	1,549	27.9%	5550

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

WORKFORCE PROFILE BY ETHNICITY ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2018

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 %			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 & Minority Ethnic Employees	Total Non Disclosed	Total White Employees %	
Grade 1-4 FIT	2,790	122		0		22	2,944				21	11	0					0	13	66	620	81.1%	1.8%	17.1%	3,630	
Grade 1-4 PIT	1,732	125		0		34	1,904				25	18							31	97	824	67.4%	3.4%	29.2%	2,825	
Grade 1-4 Total	4,522	247	15	0		56	4,848	15		10	46	29	11					44	163	1,444	75.1%	2.5%	22.4%	6,455		
Grade 5-7 FIT	3,436	246	51			71	3,809	17	0		24	22	0					10	94	854	80.1%	2.0%	18.0%	4,757		
Grade 5-7 PIT	961	70				13	1,052				17	299							48	299	75.2%	3.4%	21.4%	1,399		
Grade 5-7 Total	4,397	316	58			84	4,861	21	0	12	41	27	0	16				16	142	1,153	79.0%	2.3%	18.7%	6,156		
Grade 8 FIT	440	34		0	0	11	490		0				0	0	0	0	0	0	11	42	90.2%	2.0%	7.7%	543		
Grade 8 PIT	44			0	0	0	47		0				0	0	0	0	0	0			90.4%	3.8%	5.8%	52		
Grade 8 Total	484	37		0	0	11	537		0				0	0	0	0	0	0	13	45	90.3%	2.2%	7.6%	595		
Grade ACZ 8 FIT		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%	0.0%			
Grade ACZ 8 Total		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	187			0	0		211		0	0	0	0	0	0	0	0	0	0		18	91.3%	0.9%	7.8%	231		
Grade 9-15 PIT	14			0	0		16		0	0	0	0	0	0	0	0	0	0			84.2%	0.0%	15.8%	19		
Grade 9-15 Total	201			0	0		227		0	0	0	0	0	0	0	0	0	0		21	90.8%	0.8%	8.4%	250		
Grade ACZ 9-15 FIT				0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		80.0%	0.0%	20.0%			
Grade ACZ 9-15 PIT				0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		100.0%	0.0%	0.0%			
Grade ACZ 9-15 Total				0	0	0		0	0	0	0	0	0	0	0	0	0	0	0		83.3%	0.0%	16.7%			
Other Non Pay & Grading Structure FIT	80			0	0	0	88	0	0	0			0	0	0	0	0	0		25	73.3%	5.8%	20.8%	120		
Other Non Pay & Grading Structure PIT	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	80			0	0	0	88	0	0	0			0	0	0	0	0	0		25	73.3%	5.8%	20.8%	120		
Total Workforce FIT	6,939	415	74			114	7,548	28		16	52	36	0	14				27	180	1,560	81.3%	1.9%	16.8%	9,288		
Total Workforce PIT	2,751	201	13	0		47	3,020	14			42	24		13				37	147	1,129	70.3%	3.4%	26.3%	4,296		
Total Workforce	9,690	616	87		13	161	10,568	42		23	94	60		27	14			64	327	2,689	77.8%	2.4%	19.8%	13,584		

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

**WORKFORCE PROFILE BY ETHNICITY
TEACHERS ONLY
AS AT 31 MARCH 2018**

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 FT	1,132	260	58	0		43	1,495			12	33	17	0			61		0					91	1,487	48.6%	3.0%	48.4%	3,073
Teacher PIT	518	156		0		23	707		0		12		0	0		17	0	0	0	0	0	0	21	386	63.5%	1.9%	34.6%	1,114
Teacher Total	1,650	416	66	0		66	2,202	11		14	45	21	0		10	78	0	0	0	0	0	112	1,873	52.6%	2.7%	44.7%	4,187	
Principal Teacher FT	444	117	19	0	0	18	598		0				0			11	0	0	0		0	17	323	63.8%	1.8%	34.4%	938	
Principal Teacher PIT	51	11		0	0		64	0	0	0		0	0	0	0		0	0	0	0	0	20	20	73.6%	3.4%	23.0%	87	
Principal Teacher Total	495	128	20	0	0	19	662		0		10		0			14	0	0	0		0	20	343	64.6%	2.0%	33.5%	1,025	
Depute Head Teacher FT	193	50		0	0		254		0		0	0	0	0	0	0	0	0	0	0	0	68	68	78.4%	0.6%	21.0%	324	
Depute Head Teacher PIT	14			0	0	0	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	82.6%	0.0%	17.4%	23
Depute Head Teacher Total	207	54		0	0		273		0		0	0	0	0	0	0	0	0	0	0	0	68	72	78.7%	0.6%	20.7%	347	
Head Teacher FT	150	39		0	0		192		0				0	0	0		0	0	0	0	0	25	25	86.1%	2.7%	11.2%	223	
Head Teacher PIT		0	0	0	0	0		0	0	0	0	0	0				0	0	0	0	0	0	0	66.7%	33.3%	0.0%		
Head Teacher Total	152	39		0	0		194		0				0	0	0		0	0	0	0	0	25	25	85.8%	3.1%	11.1%	226	
Quality Improvement Officer/Manager FT	12			0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			93.8%	0.0%	6.3%	16
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	16			0	0	0	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			95.5%	0.0%	4.5%	22
Psychologist FT	20		0	0	0		22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			78.6%	0.0%	21.4%	28
Psychologist PIT	10	0		0	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	10	52.4%	0.0%	47.6%	21
Psychologist Total	30			0	0		33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	16	67.3%	0.0%	32.7%	49
Total Workforce FT	1,951	469	86	0		68	2,576	15		17	41	19	0		11	74		0				116	1,910	56.0%	2.5%	41.5%	4,802	
Total Workforce PIT	599	173	11	0		24	809		0		15		0	0		21	0	0	0	0	0	25	420	64.5%	2.0%	33.5%	1,254	
Total Workforce	2,550	642	97	0		92	3,385	17		19	56	23	0		13	95		0				141	2,330	57.8%	2.4%	39.8%	5,856	

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