

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 DECEMBER 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	9,605	77.8%	219	1.8%	2,525	20.4%	12349
Grade 5 - 7 Total	5,147	78.3%	203	3.1%	1,225	18.6%	6575
Grade 8 Total	571	89.2%	13	2.0%	56	8.8%	640
Grade 9 - 15 Total	251	90.6%			24	8.7%	277
Other Non Pay & Grading Structure	116	77.3%			26	17.3%	150
Teaching	3,602	60.4%	158	2.6%	2,203	36.9%	5963
Total Workforce	19,292	74.3%	603	2.3%	6,059	23.3%	25954
Total Full Time Workforce	11,646	75.4%	321	2.1%	3,480	22.5%	15447
Total Part Time Workforce	7,646	72.8%	282	2.7%	2,579	24.5%	10507

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 DECEMBER 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 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 Black & Minority Employees %	Total White Employees %	
Grade 1-4 FIT	2,780	1,139	22	0		45	3,988				19	15	0			43	10			0	16	71	686	84.0%	1.5%	14.5%	4,745
Grade 1-4 PIT	2,165	3,303	31	0	14	104	6,617	25			30	37				82	20	10	0		34	148	1,839	73.9%	1.9%	24.2%	7,604
Grade 1-4 Total	4,945	4,442	53	0		149	9,605	33			49	52		13	9	125	30	13			50	219	2,525	77.8%	1.8%	20.4%	12,349
Grade 5-7 FIT	3,442	419	46	0	4	56	3,967	16	0		28	26	0			66				0	11	100	907	79.8%	2.0%	18.2%	4,974
Grade 5-7 PIT	1,025	120				19	1,180	27	10		15	11	0	17		48		0	0	0	10	103	318	73.7%	6.4%	19.9%	1,601
Grade 5-7 Total	4,467	539				75	5,147	43	10	15	43	37	0			114	16				21	203	1,225	78.3%	3.1%	18.6%	6,575
Grade 8 FIT	448	49				0	515		0				0	0	0			0	0	0	0	12	51	89.1%	2.1%	8.8%	578
Grade 8 PIT	46		0	0	0	0	52		0		0	0	0	0	0	0		0	0	0	0			89.7%	1.7%	8.6%	58
Grade 8 Total	494					0	567		0		0	0	0	0	0	0		0	0	0	0			89.2%	2.0%	8.8%	636
Grade ACZ 8 FIT		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	0.0%	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	0	0	100.0%	0.0%	0.0%	0
Grade 9-15 FIT	194	19	10	0	0		228		0	0	0		0	0	0		0	0	0	0	0	21		90.8%	0.8%	8.4%	251
Grade 9-15 PIT	12		0	0	0	0	15	0	0	0	0	0	0	0	0	0		0	0	0	0	0		83.3%	0.0%	16.7%	18
Grade 9-15 Total	206		10	0	0		243		0	0	0	0	0	0	0		0	0	0	0	0			90.3%	0.7%	8.9%	269
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	100.0%	0.0%	0.0%	
Grade ACZ 9-15 PIT			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 9-15 Total			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%	0
Other Non Pay & Grading Structure FIT	101	10	0	0			116	0	0	0			0	0	0		0		0	0	0	26		77.3%	5.3%	17.3%	150
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	0.0%	0.0%	0.0%	0
Other Non P&G Structure Total	101	10	0	0			116	0	0	0			0	0	0		0		0	0	0	26		77.3%	5.3%	17.3%	150
Total Workforce FIT	6,975	1,636	85		8	119	8,824	29		10	55	45	0	13		121	18				31	193	1,691	82.4%	1.8%	15.8%	10,708
Total Workforce PIT	3,249	3,433	38		22	123	6,866	53	11	14	45	48		25	10	130	29	10	0		44	252	2,165	74.0%	2.7%	23.3%	9,283
Total Workforce	10,224	5,069	123		30	242	15,690	82	13	24	100	93		38	18	251	47	15			75	445	3,856	78.5%	2.2%	19.3%	19,991

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

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

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 F/T	1,336	256	85	0		46	1,727	10		13	38	17	0		13	72		0					105	1,365	54.0%	3.3%	42.7%	3,197
Teacher PIT	495	140		0		20	667		0				0		19			0	0	0	0		27	373	62.5%	2.5%	35.0%	1,067
Teacher Total	1,831	396		0		66	2,394						0		91			0					132	1,738	56.1%	3.1%	40.8%	4,264
Principal Teacher F/T	481	103	24	0	0	14	622		0				0	0				0	0	0		14	314	65.5%	1.5%	33.1%	950	
Principal Teacher PIT	55	10	0	0	0		66	0	0	0			0	0	0	0		0	0	0		24	24	71.7%	2.2%	26.1%	92	
Principal Teacher Total	536	113	24	0	0		688		0				0	0	0	0		0	0	0		338	338	66.0%	1.5%	32.4%	1,042	
Depute Head Teacher F/T	200	41		0	0		248		0		0	0	0	0	0	0		0	0	0			70		77.3%	0.9%	21.8%	321
Depute Head Teacher PIT	19			0	0	0	24	0	0	0			0	0	0	0		0	0	0		0			75.0%	0.0%	25.0%	32
Depute Head Teacher Total	219			0	0		272		0		0	0	0	0	0	0		0	0	0					77.1%	0.8%	22.1%	353
Head Teacher F/T	146	38		0	0		189		0				0	0	0	0		0	0	0			28		85.1%	2.3%	12.6%	222
Head Teacher PIT				0	0	0		0	0	0			0	0	0	0		0	0	0		0			80.0%	20.0%	0.0%	
Head Teacher Total				0	0				0				0	0	0	0		0	0	0		28			85.0%	2.6%	12.3%	
Quality Improvement Officer/Manager F/T	12		0	0	0	0	17	0	0	0	0	0	0	0	0	0		0	0	0		0			73.9%	0.0%	26.1%	23
Quality Improvement Officer/Manager PIT			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	22	0	0	0	0	0	0	0	0	0		0	0	0		0			78.6%	0.0%	21.4%	
Psychologist F/T	17		0	0	0		19	0	0	0	0	0	0	0	0	0		0	0	0					73.1%	3.8%	23.1%	26
Psychologist PIT	13	0		0	0	0	14	0	0	0			0	0	0	0		0	0	0		0			60.9%	0.0%	39.1%	23
Psychologist Total	30			0	0		33	0	0	0	0	0	0	0	0	0		0	0	0		15			67.3%	2.0%	30.6%	49
Total Workforce F/T	2,192	444	115	0		67	2,822	15		18	45	19	0		15	84		0				128	1,789	59.5%	2.7%	37.8%	4,739	
Total Workforce PIT	589	156	11	0		21	780	5	0	2	11		0		22			0	0	0		30	414	63.7%	2.5%	33.8%	1,224	
Total Workforce	2,781	600	126	0		88	3,602	20		20	56		0		106			0				158	2,203	60.4%	2.6%	36.9%	5,963	

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