

**OFFICIAL**

**WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL  
AS AT 31 MARCH 2021**

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 Corporate HR Officer, Corporate HR at [thom.hughes@glasgow.gov.uk](mailto:thom.hughes@glasgow.gov.uk)

Grade	White Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	9,952	75.6%	402	3.1%	2,811	21.3%	13,165
Grade 5 - 7 Total	5,762	80.9%	245	3.5%	1,112	15.6%	7,119
Grade 8 Total	588	88.2%	15	2.2%	64	9.6%	667
Grade 9 - 15 Total	262	89.1%			29	9.9%	294
Other Non Pay & Grading Structure	367	78.1%	18	3.8%	85	18.1%	470
Teaching	4,012	63.6%	179	2.8%	2,123	33.6%	6,314
<b>Total Workforce</b>	<b>20,943</b>	<b>74.7%</b>	<b>862</b>	<b>3.1%</b>	<b>6,224</b>	<b>22.2%</b>	<b>28,029</b>
<b>Total Full Time Workforce</b>	12,783	77.3%	421	2.6%	3,329	20.1%	16,533
<b>Total Part Time Workforce</b>	8,160	71.0%	441	3.8%	2,895	25.2%	11,496

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	1,956	98.5%	27	1.4%			1986
Glasgow Life	2,089	78.2%	65	2.4%	518	19.4%	2672
City Parking	118	86.1%			17	12.4%	137
City Property	54	62.8%			31	36.0%	86
Clyde Gateway			0	0.0%	15	62.5%	24
Jobs & Business Glasgow	179	88.2%			19	9.4%	203
<b>Total Workforce</b>	<b>4,405</b>	<b>86.2%</b>	<b>100</b>	<b>2.0%</b>	<b>603</b>	<b>11.8%</b>	<b>5108</b>

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

OFFICIAL

WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2021

OVERALL WORKFORCE PROFILE BY GRADE & ETHNICITY	TOTAL WHITE							MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK						TOTAL BME	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	Total Black & Minority Ethnic Employees	Total Non Disclosed	Total White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %	
Grade 1-4 FIT	2,807	1,034	25	0		48	3,923	11			25	18	0		55	10				0	19	90	750	82.4%	1.9%	15.7%	4,763	
Grade 1-4 PIT	3,034	2,828	29	0	24	114	6,029	24		12	80	44		13	16	156	53	43			112	312	2,061	71.8%	3.7%	24.5%	8,402	
Grade 1-4 Total	5,841	3,862	54	0		162	9,952	35	11	14	105	62			211	63				0	131	402	2,811	75.6%	3.1%	21.4%	13,165	
Grade 5-7 FIT	3,973	424	44			76	4,529	22			47	29	0		10	94	18				0	28	154	819	82.3%	2.8%	14.9%	5,502
Grade 5-7 PIT	1,095	105		0		20	1,233	24			15	14	0	14	48			0	0				91	293	76.3%	5.6%	18.1%	1,617
Grade 5-7 Total	5,068	529			16	96	5,762	46		14	62	43	0		142								245	1,112	80.9%	3.4%	15.6%	7,119
Grade 8 FIT	460	42	10	0	0	11	523		0				0		0							12	57	88.3%	2.0%	9.6%	592	
Grade 8 PIT	54			0	0	0	60		0	0	0	0	0	0	0										85.7%	4.3%	10.0%	70
Grade 8 Total	514			0	0	11	583		0		0	0	0	0	0										88.1%	2.3%	9.7%	662
Grade ACZ 8 FIT		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	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	100.0%	0.0%	0.0%		
Grade 9-15 FIT	206	20		0	0		241		0	0			0	0	0								24		89.9%	1.1%	9.0%	268
Grade 9-15 PIT	14			0	0		15		0	0	0	0	0	0	0										88.2%	0.0%	11.8%	17
Grade 9-15 Total	220			0	0		256		0	0	0	0	0	0	0										89.8%	1.1%	9.1%	285
Grade ACZ 9-15 FIT			0	0	0	0		0	0	0	0	0	0	0	0							0			66.7%	0.0%	33.3%	
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%		
Grade ACZ 9-15 Total			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	265	19	0	0			288		0	0			0	0	11							16	72		76.6%	4.3%	19.1%	376
Other Non Pay & Grading Structure PIT	74		0	0	0		79		0		0	0	0	0	0								13		84.0%	2.1%	13.8%	94
Other Non P&G Structure Total	339		0	0			367		0				0	0	11								85		78.1%	3.8%	18.1%	470
Total Workforce FIT	7,720	1,540	88		21	143	9,514	37		12	82	54	0	14	17	167	32				0	55	275	1,725	82.6%	2.4%	15.0%	11,514
Total Workforce PIT	4,272	2,942	37	0	30	136	7,417	52	16	18	95	58		27	21	204	58	43				118	408	2,376	72.7%	4.0%	23.3%	10,201
Total Workforce	11,992	4,482	125		51	279	16,931	89	20	30	177	112		41	38	371	90			15		173	683	4,101	78.0%	3.1%	18.9%	21,715

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

OFFICIAL

WORKFORCE PROFILE BY ETHNICITY  
TEACHERS ONLY  
AS AT 31 MARCH 2021

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	1,762	256	113	0		63	2,201	15		15	43	18	0		13	79						12	123	1,184	62.7%	3.5%	33.8%	3,508
Teacher PIT	490	116		0		18	634		0		13		0	0	23		0	0	0	1	0		30	452	56.8%	2.7%	40.5%	1,116
Teacher Total	2,252	372		0	10	81	2,835				56		0		102							153	1,636	61.3%	3.3%	35.4%	4,624	
Principal Teacher FIT	498	74	28	0		13	614						0	0			0	0	0		0		16	307	65.5%	1.7%	32.8%	937
Principal Teacher PIT	46		0	0	0		56	0	0	0		0	0	0			0	0	0	0	0		41		56.6%	2.0%	41.4%	99
Principal Teacher Total	544		28	0			670						0		11		0	0	0		0		348		64.7%	1.7%	33.6%	1,036
Depute Head Teacher FIT	198	43		0	0		246		0		0		0	0			0	0	0	0	0		71		76.6%	1.2%	22.1%	321
Depute Head Teacher PIT	29		0	0	0	0	34	0	0	0	0	0	0	0	0		0	0	0	0	0		16		68.0%	0.0%	32.0%	50
Depute Head Teacher Total	227			0	0		280		0		0		0	0			0	0	0	0	0		87		75.5%	1.1%	23.5%	371
Head Teacher FIT	141	29		0	0		174		0		0	0	0	0	0		0	0	0	0	0		29		84.9%	1.0%	14.1%	205
Head Teacher PIT	3		0	0	0	0	3	0	0	0	0	0	0	0	0		0	0	0	0	0				66.7%	16.7%	16.7%	205
Head Teacher Total	144			0	0		177		0		0	0	0	0	0		0	0	0	0	0				84.4%	1.4%	14.2%	205
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		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	0		0		80.0%	0.0%	20.0%	15
Quality Improvement Officer/Manager Total			0	0	0	0	13	0	0	0	0	0	0	0	0		0	0	0	0	0		0		85.0%	0.0%	15.0%	15
Psychologist FIT	19		0	0	0		21	0	0	0	0	0	0	0	0		0	0	0	0	0		11		63.6%	3.0%	33.3%	33
Psychologist PIT	10	0		0	0	0	11	0	0	0	0	0	0	0	0		0	0	0	0	0		0		57.9%	0.0%	42.1%	19
Psychologist Total	29			0	0		32	0	0	0	0	0	0	0	0		0	0	0	0	0		11		61.5%	1.9%	36.5%	52
Total Workforce FIT	2,628	406	145	0		82	3,269	21		18	49	21	0		15	91						13	146	1,604	65.1%	2.9%	32.0%	5,019
Total Workforce PIT	581	132		0		19	743		0		14		0		26		0	0	0		0		33	519	57.4%	2.5%	40.1%	1,295
Total Workforce	3,209	538		0	11	101	4,012				63		0		117								179	2,123	63.5%	2.8%	33.6%	6,314

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

OFFICIAL