

**OFFICIAL
WORKFORCE PROFILE BY
ETHNICITY ALL COUNCIL
AS AT 31 MARCH 2024**

The table below has been simplified to provide a summary of the council's workforce by age. 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, HR Manager Corporate at thom.hughes@glasgow.gov.uk

Grade	White Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	9,036	72.4%	627	5.0%	2,825	22.6%	12,488
Grade 5 - 7 Total	5,477	78.3%	239	3.4%	1,277	18.3%	6,993
Grade 8 Total	605	85.3%	14	2.0%	90	12.7%	709
Grade 9 - 15 Total	268	85.6%		1.0%	42	13.4%	313
Other Non Pay & Grading Structure	308	72.1%	17	4.0%	102	23.9%	427
Teaching	4,239	65.9%	213	3.3%	1,980	30.8%	6,432
Total Workforce	19,933	72.8%	1,113	4.1%	6,316	23.1%	27,362
Total Full Time Workforce	12,321	75.1%	521	3.2%	3,561	21.7%	16,403
Total Part Time Workforce	7,612	69.5%	592	5.4%	2,755	25.1%	10,959

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	1,779	98.2%	31	1.7%		0.1%	1811
Glasgow Life	1,783	75.8%	81	3.4%	487	20.7%	2351
City Property	50	62.5%		0.0%	27	33.8%	80
Clyde Gateway		16.7%		0.0%	20	83.3%	24
Jobs & Business Glasgow	88	88.0%		4.0%		8.0%	100
Total Workforce	3,704	13.1%	119	0.4%	543	1.9%	4366

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

OFFICIAL

WORKFORCE PROFILE
BY ETHNICITY ALL COUNCIL
EXCLUDING TEACHERS
AS AT 31 MARCH 2024

OVERALL WORKFORCE PROFILE 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	Show man/Show woman	Roma	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 White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %		
Grade 1-4 FIT	2,610	819	23	0	17	0		46	3,516	13		23	24	18				59	43	12				60	141	947	76.4%	3.1%	20.6%	4,604	
Grade 1-4 P/T	3,301	2,044	30	0	29	0		113	5,520	28	13	23	130	53		19	27	232	117	58				190	486	1,878	70.0%	6.2%	23.9%	7,884	
Grade 1-4 Total	5,911	2,863	53	0	46	0		159	9,036	41	16	29	154	71		26	35	291	160	70		10	250	627	2,825	72.4%	5.0%	22.6%	12,488		
Grade 5-7 FIT	3,834	364	35	0	17	0		87	4,338	28		13	44	29		11	10	96	42				0	51	190	866	78.7%	3.4%	17.9%	5,514	
Grade 5-7 P/T	1,037	70		0			0	19	1,139				25	53	0			35				0			49	291	77.0%	3.3%	19.7%	1,479	
Grade 5-7 Total	4,871	434	44	0	21	0		106	5,477	31		14	69	33		14	13	131	47				0	60	239	1,277	78.3%	3.4%	18.3%	6,993	
Grade 8 FIT	470	49		0	0	0	0	12	540		0	0			0		0			0					13	87	84.4%	2.0%	13.6%	640	
Grade 8 P/T	56			0	0	0	0	0	60		0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	90	93.8%	1.6%	4.7%	64	
Grade 8 Total	526	52	10	0	0	0	0	12	600		0	0	0	0	0	0	0	0	0	0	0	0	0	14	90	85.2%	2.0%	12.8%	704		
Grade AC2 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	0	0	100.0%	0.0%	0.0%	0	
Grade AC2 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	0	0	0	0	0.0%	0.0%	0.0%	0	
Grade AC2 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	0	0	100.0%	0.0%	0.0%	0		
Grade 9-15 FIT	217	21		0	0	0	0	0	254		0	0			0		0		0	0	0	0	0	0	39		85.8%	1.0%	13.2%	296	
Grade 9-15 P/T				0	0	0	0	0	0				0	0	0	0	0	0										77.8%	0.0%	22.2%	0
Grade 9-15 Total	223	22		0	0	0	0	0	254		0	0	0	0	0	0	0	0	0	0	0	0	0	0	41		85.6%	1.0%	13.4%	305	
Grade AC2 9-15 FIT		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	87.5%	0.0%	12.5%	0	
Grade AC2 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	0.0%	0.0%	0.0%	0	
Grade AC2 9-15 Total	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	87.5%	0.0%	12.5%	0	
Other Non Pay & Grading Structure FIT	209	12	0	0		0	0	0	226		0				0		0			0			0		16	90	68.1%	4.8%	27.1%	332	
Other Non Pay & Grading Structure P/T	72			0	0	0	0	0	82		0		0	0	0	0	0	0				0	0		12		86.3%	1.1%	12.6%	95	
Other Non P&G Structure Total	281	17	0	0	0	0	0	0	308		0		0	0	0	0	0	0	0	0	0	0	0	17	102	72.1%	4.0%	23.9%	427		
Total Workforce FIT	7,352	1,265	76	0	35	0		156	8,886	48		21	75	51		19	20	169	89	15				120	363	2,150	78.0%	3.2%	18.9%	11,399	
Total Workforce P/T	4,472	2,123	40	0	33	0		136	6,808	32	14	25	155	57		22	30	287	122	59				199	537	2,186	71.4%	5.6%	22.9%	9,531	
Total Workforce	11,824	3,388	116	0	68	0		292	15,694	80	19	46	230	108		41	50	436	211	74	10	17		319	900	4,336	75.0%	4.3%	20.7%	20,930	

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

OFFICIAL

OFFICIAL

WORKFORCE PROFILE
BY ETHNICITY TEACHERS
ONLY
AS AT 31 MARCH 2024

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	Show man/Show woman	Roma	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	2,006	231	108					62	2,419	22		13	38	18	0		16	81						15	133	949	69.1%	3.8%	27.1%	3,501
Teacher PT	553	101	12	0		0	0	20	688				21		0	0		36		0	0		0		48	492	56.0%	3.9%	40.1%	1,228
Teacher Total	2,559	332	120		10			82	3,107	27		17	59	27	0		22	117						17	181	1,441	65.7%	3.8%	30.5%	4,729
Principal Teacher FT	463	61	24	0		0	0	11	560		0	0			0	0		13		0	0		0		20	327	61.7%	2.2%	36.1%	907
Principal Teacher PT	52	11		0		0	0	0	65		0	0			0	0		65		0	0		0		60	60	49.6%	4.6%	45.8%	131
Principal Teacher Total	515	72	26	0		0	0	11	625		0	0	10		0	0		15		0	0		0		26	387	60.2%	2.5%	37.3%	1,038
Depute Head Teacher FT	212	28		0	0	0	0		247		0		0	0	0	0	0	0		0	0	0	0	0		84	74.2%	0.6%	25.2%	333
Depute Head Teacher PT	24			0	0	0	0	0	27	0	0	0	0		0	0	0		0	0	0	0	0				77.1%	2.9%	20.0%	35
Depute Head Teacher Total	236	30		0	0	0	0		274		0		0		0	0	0		0	0	0	0	0		91	74.5%	0.8%	24.7%	368	
Head Teacher FT	140	29		0	0	0	0		175		0		0	0	0	0	0		0	0	0	0	0		38	81.4%	0.9%	17.7%	215	
Head Teacher PT			0	0	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%	
Head Teacher Total	145	30		0	0	0	0		181		0		0	0	0	0	0		0	0	0	0	0		41	80.8%	0.9%	18.3%	224	
Quality Improvement Officer/Manager FT	10		0	0	0	0	0	0	15	0	0	0	0	0	0	0	0	0		0	0	0	0	0			88.2%	0.0%	11.8%	17
Quality Improvement Officer/Manager PT	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%	100.0%	
Quality Improvement Officer/Manager Total	10		0	0	0	0	0	0	15	0	0	0	0	0	0	0	0	0		0	0	0	0	0			78.9%	0.0%	21.1%	19
Psychologist FT	17		0	0	0	0	0		19	0	0	0	0	0	0	0	0		0	0	0	0	0		11		61.3%	3.2%	35.5%	31
Psychologist PT	16			0	0	0	0	0	18	0	0	0	0	0	0	0	0		0	0	0	0	0		0		78.3%	0.0%	21.7%	23
Psychologist Total	33			0	0	0	0		37	0	0	0	0	0	0	0	0		0	0	0	0	0		16		68.5%	1.9%	29.6%	54
Total Workforce FT	2,848	355	141					78	3,435	29		15	47	20	0	10	18	95						17	158	1,411	68.6%	3.2%	28.2%	5,004
Total Workforce PT	650	116	16	0		0	0	20	804				22	11	0	0		39		0	0		0		55	569	56.3%	3.9%	39.8%	1,428
Total Workforce	3,498	471	157		11			98	4,239	38		19	69	31	0	10	24	134						19	213	1,980	65.9%	3.3%	30.8%	6,432

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

OFFICIAL

OFFICIAL