

OFFICIAL

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 MARCH 2022**

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

Grade	White Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	9,807	75.3%	428	3.3%	2,788	21.4%	13,023
Grade 5 - 7 Total	5,680	79.1%	254	3.6%	1,243	17.3%	7,177
Grade 8 Total	607	86.5%	13	1.8%	82	11.7%	702
Grade 9 - 15 Total	267	87.0%			37	12.0%	307
Other Non Pay & Grading Structure	336	72.7%	16	3.5%	110	23.8%	462
Teaching	4,168	64.6%	203	3.1%	2,081	32.3%	6,452
Total Workforce	20,865	74.2%	917	3.3%	6,341	22.5%	28,123
Total Full Time Workforce	12,760	76.0%	466	2.8%	3,551	21.2%	16,777
Total Part Time Workforce	8,105	71.4%	451	4.0%	2,790	24.6%	11,346

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	1,998	98.5%	26	1.3%			2028
Glasgow Life	1,857	78.0%	63	2.6%	462	19.4%	2382
City Property	51	64.6%			27	34.2%	79
Clyde Gateway			0	0.0%	18	66.7%	27
Jobs & Business Glasgow	166	89.2%			14	7.5%	186
Total Workforce	4,081	86.8%	96	2.0%	525	11.2%	4702

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 MARCH 2022

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	2,735	989	25	0	12	0	0	43	3,804	10			26	18	0		57	14	13			0	31	103	868	79.7%	2.2%	18.2%	4,775	
Grade 1-4 PIT	3,293	2,537	31	0	25	0		114	6,003	24		17	82	49		16	22	173	44	45			104	325	1,920	72.8%	3.9%	23.3%	8,248	
Grade 1-4 Total	6,028	3,526	56	0	37	0		157	9,807	34	10	19	108	67			230	58	58			0	135	428	2,788	75.3%	3.3%	21.4%	13,023	
Grade 5-7 FIT	3,933	405	41	0	12	0	0	77	4,468	25		11	48	28			12	99	24				0	32	168	934	80.2%	3.0%	16.8%	5,570
Grade 5-7 PIT	1,078	100				0	0	21	1,212	22			15	13	0	12	45			0				86	309	75.4%	5.4%	19.2%	1,607	
Grade 5-7 Total	5,011	505				0	0	98	5,680	47		16	63	41			144							254	1,243	79.1%	3.5%	17.3%	7,177	
Grade 8 FIT	476	46	11	0	0	0	0	14	547		0				0					0				13	73	86.4%	2.1%	11.5%	633	
Grade 8 PIT	55		0	0	0	0	0	0	58	0	0	0	0	0	0	0	0		0	0	0	0	0	0		86.6%	0.0%	13.4%	67	
Grade 8 Total	531		11	0	0	0	0	14	605		0				0									13		86.4%	1.9%	11.7%	700	
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 PIT		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	216	20		0	0	0	0		250		0	0			0	0			0	0	0	0	0		32	87.7%	1.1%	11.2%	285	
Grade 9-15 PIT	12		0	0	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	
Grade 9-15 Total	228			0	0	0	0	0	263		0	0			0	0			0	0	0	0	0			87.7%	1.0%	11.3%	300	
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		57.1%	0.0%	42.9%		
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		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	0		57.1%	0.0%	42.9%		
Other Non Pay & Grading Structure FIT	238	16	0	0	0	0	0		256		0	0			0	0				0				14	78	73.6%	4.0%	22.4%	348	
Other Non Pay & Grading Structure PIT	76		0	0	0	0	0		80		0		0	0	0	0	0		0	0	0	0	0		32	70.2%	1.8%	28.1%	114	
Other Non P&G Structure Total	314		0	0	0	0	0		336		0				0	0								110		72.7%	3.5%	23.8%	462	
Total Workforce FIT	7,602	1,477	86	0	24	0	0	141	9,330	41		14	81	54		17	18	172	41	15				70	301	1,988	80.3%	2.6%	17.1%	11,619
Total Workforce PIT	4,515	2,644	37		31	0		136	7,367	47	15	23	97	62		28	27	218	48	45				110	413	2,272	73.3%	4.1%	22.6%	10,052
Total Workforce	12,117	4,121	123		55	0		277	16,697	88	19	37	178	116		45	45	390	89	60		17		180	714	4,260	77.0%	3.3%	19.7%	21,671

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

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WORKFORCE PROFILE BY ETHNICITY
TEACHERS ONLY
AS AT 31 MARCH 2022

TEACHERS OVERALL BY GRADE & ETHNICITY	TOTAL WHITE									MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK						TOTAL BME	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 Non Disclosed	Total White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %	
Teacher FT	1,925	245	115	0			0	66	2,359	24		13	50	19	0		16	91						10	140	1,088	65.8%	3.9%	30.3%	3,587
Teacher PT	471	116	12	0	0	0	0	16	615				14		0	0		26		0	0	0	0		35	452	55.8%	3.2%	41.0%	1,102
Teacher Total	2,396	361	127	0			0	82	2,974				64		0			117						175	1,540	63.4%	3.7%	32.8%	4,689	
Principal Teacher FT	505	76	24	0		0	0	11	617						0	0			0	0	0	0	0		18	343	63.1%	1.8%	35.1%	970
Principal Teacher PT	59	11	0	0	0	0	0	7	71	0	0	0		0	0		0		0	0	0	0	0		45	60.2%	1.7%	38.1%	118	
Principal Teacher Total	564	87	24	0		0	0	18	688						0			13							388	62.8%	1.8%	35.4%	1,096	
Depute Head Teacher FT	204	37		0	0	0	0		247		0		0	0	0	0			0	0	0	0	0		80	74.6%	1.2%	24.2%	331	
Depute Head Teacher PT	29		0	0	0	0	0	0	32	0	0	0	0	0	0	0		0	0	0	0	0	0		14	69.6%	0.0%	30.4%	46	
Depute Head Teacher Total	233			0	0	0	0		279		0		0	0	0	0			0	0	0	0	0		94	74.0%	1.1%	24.9%	377	
Head Teacher FT	143	28		0	0	0	0		175		0		0	0	0	0		0	0	0	0	0	0		36	82.2%	0.9%	16.9%	213	
Head Teacher PT			0	0	0	0	0	0		0	0	0	0	0	0	0		0	0	0	0	0	0			66.7%	16.7%	16.7%		
Head Teacher Total				0	0	0	0				0		0	0	0	0		0	0	0	0	0	0			81.7%	1.4%	16.9%		
Quality Improvement Officer/Manager FT	10		0	0	0	0	0	0	14	0	0	0	0	0	0	0		0	0	0	0	0	0		0		77.8%	0.0%	22.2%	18
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	100.0%	0.0%	0.0%		
Quality Improvement Officer/Manager Total			0	0	0	0	0	0		0	0	0	0	0	0	0		0	0	0	0	0	0		0	81.0%	0.0%	19.0%		
Psychologist FT	16		0	0	0	0	0		18	0	0	0	0	0	0	0		0	0	0	0	0	0		12	58.1%	3.2%	38.7%	31	
Psychologist PT	12	0		0	0	0	0	0	13	0	0	0	0	0	0	0		0	0	0	0	0	0		0	68.4%	0.0%	31.6%	19	
Psychologist Total	28			0	0	0	0		31	0	0	0	0	0	0	0		0	0	0	0	0	0			62.0%	2.0%	36.0%	50	
Total Workforce FT	2,803	391	144	0			0	83	3,430	30		16	57	22	0		18	104						13	165	1,563	66.5%	3.2%	30.3%	5,158
Total Workforce PT	576	132	13	0	0	0	0	17	738				15		0			29		0	0	0	0		38	518	57.0%	2.9%	40.0%	1,294
Total Workforce	3,379	523	157	0			0	100	4,168				72		0			133							203	2,081	64.6%	3.1%	32.3%	6,452

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