

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 MARCH 2014**

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	4,547	71.3%		105	1.6%		1,727	27.1%	6379
Grade 5 - 7 Total	4,788	78.7%		120	2.0%		1,174	19.3%	6082
Grade 8 Total	513	90.5%		13	2.3%		41	7.2%	567
Grade 9 - 15 Total	217	87.9%		1	0.4%		29	11.7%	247
Other Non Pay & Grading Structure	111	48.7%		6	2.6%		111	48.7%	228
Teaching	3,611	66.3%		114	2.1%		1,724	31.6%	5449
Total Workforce	13,787	72.7%		359	1.9%		4,806	25.4%	18952
Total Full Time Workforce	10,468	75.0%		250	1.8%		3,238	23.2%	13956
Total Part Time Workforce	3,319	66.4%		109	2.2%		1,568	31.4%	4996

WORKFORCE PROFILE BY ETHNICITY ALL COUNCIL EXCLUDING TEACHERS AS AT 31 MARCH 2014

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	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 F/T	2,827	124	9	0	0	26	2,986	5	0	5	18	14	0	4	1	37	4	0	1	0	1	6	53	764	78.5%	1.4%	20.1%	3,803
Grade 1-4 P/T	1,403	129	4	0	0	25	1,561	3	0	3	23	9	1	5	1	39	2	1	0	1	3	7	52	963	60.6%	2.0%	37.4%	2,576
Grade 1-4 Total	4,230	253	13	0	0	51	4,547	8	0	8	41	23	1	9	2	76	6	1	1	1	4	13	105	1,727	71.3%	1.6%	27.1%	6,379
Grade 5-7 F/T	3,488	247	37	0	1	53	3,826	8	1	12	21	21	0	11	4	57	3	1	2	1	1	8	86	880	79.8%	1.8%	18.4%	4,792
Grade 5-7 P/T	863	87	8	0	0	14	962	4	0	2	11	6	0	5	2	24	3	0	0	0	1	4	34	294	74.6%	2.6%	22.8%	1,290
Grade 5-7 Total	4,341	334	45	0	1	67	4,788	12	1	14	32	27	0	16	6	81	6	1	2	1	2	12	120	1,174	78.7%	2.0%	19.3%	6,082
Grade 8 F/T	431	31	6	0	0	8	476	4	0	2	1	2	0	1	1	5	1	0	1	0	0	2	13	37	90.5%	2.5%	7.0%	526
Grade 8 P/T	30	3	1	0	0	1	35	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	39	89.7%	0.0%	10.3%	39
Grade 8 Total	461	34	7	0	0	9	511	4	0	2	1	2	0	1	1	5	1	0	1	0	0	2	13	41	90.4%	2.3%	7.3%	565
Grade AC2/8 F/T	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	1
Grade AC2/8 P/T	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	1
Grade AC2/8 Total	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	2
Grade 9-15 F/T	183	13	7	0	0	3	206	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	26	88.4%	0.4%	11.2%	233
Grade 9-15 P/T	9	1	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	12	83.3%	0.0%	16.7%	12
Grade 9-15 Total	192	14	7	0	0	3	216	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	28	88.2%	0.4%	11.4%	245
Grade AC2/9-15 F/T	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	50.0%	0.0%	50.0%	2
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
Grade AC2/9-15 Total	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	50.0%	0.0%	50.0%	2
Other Non Pay & Grading Structure F/T	98	3	0	0	0	8	109	0	0	1	4	0	0	0	0	4	0	0	0	1	0	1	6	111	48.2%	2.7%	49.1%	226
Other Non Pay & Grading Structure P/T	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	2
Other Non P&G Structure Total	100	3	0	0	0	8	111	0	0	1	4	0	0	0	0	4	0	0	0	1	0	1	6	111	48.7%	2.6%	48.7%	228
Total Workforce F/T	7,029	418	59	0	1	98	7,605	17	1	20	44	38	0	16	6	104	8	1	4	2	2	17	159	1,819	79.4%	1.7%	19.0%	9,583
Total Workforce P/T	2,298	220	13	0	0	40	2,571	7	0	5	34	15	1	10	3	63	5	1	0	1	4	11	86	1,263	65.6%	2.2%	32.2%	3,929
Total Workforce	9,327	638	72	0	1	138	10,176	24	1	25	78	53	1	26	9	167	13	2	4	3	6	28	245	3,082	75.4%	1.8%	22.8%	13,503

WORKFORCE PROFILE BY ETHNICITY TEACHERS ONLY AS AT 31 MARCH 2014

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	Total Black & Minority Ethnic Employees		Total White Employees %	Minority Ethnic Employees %	Total Non Disclosed %		
Teacher F/T	1,259	386	26	0	1	40	1,712	6	1	11	25	11	0	3	7	46	2	0	1	1	2	6	70	1,161	58.2%	2.4%	39.4%	2,943	
Teacher P/T	467	151	9	0	1	24	652	3	1	3	12	1	0	0	1	14	1	0	0	1	0	2	23	286	67.8%	2.4%	29.8%	961	
Teacher Total	1,726	537	35	0	2	64	2,364	9	2	14	37	12	0	3	8	60	3	0	1	2	2	8	93	1,447	60.6%	2.4%	37.1%	3,904	
Principal Teacher F/T	429	158	9	0	0	17	613	2	0	2	7	0	0	0	2	9	0	0	0	0	0	0	13	152	78.8%	1.7%	19.5%	778	
Principal Teacher P/T	48	14	1	0	0	1	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	71	90.1%	0.0%	9.9%	71	
Principal Teacher Total	477	172	10	0	0	18	677	2	0	2	7	0	0	0	2	9	0	0	0	0	0	0	13	159	79.7%	1.5%	18.7%	849	
Depute Head Teacher F/T	198	73	4	0	0	6	281	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	53	83.6%	0.6%	15.8%	336	
Depute Head Teacher P/T	11	5	0	0	0	0	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	76.2%	0.0%	23.8%	21		
Depute Head Teacher Total	209	78	4	0	0	6	297	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	58	83.2%	0.6%	16.2%	357	
Head Teacher F/T	155	43	1	0	0	3	202	0	0	1	1	1	0	1	1	4	0	0	0	0	0	0	5	30	85.2%	2.1%	12.7%	237	
Head Teacher P/T	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	2	
Head Teacher Total	156	44	1	0	0	3	204	0	0	1	1	1	0	1	1	4	0	0	0	0	0	0	5	30	85.4%	2.1%	12.6%	239	
Quality Improvement Officer/Manager F/T	29	6	1	0	0	0	36	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	9	78.3%	2.2%	19.6%	46	
Quality Improvement Officer/Manager P/T	1	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	66.7%	0.0%	33.3%	3		
Quality Improvement Officer/Manager Total	30	6	2	0	0	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	10	77.6%	2.0%	20.4%	49	
Psychologist F/T	17	1	1	0	0	0	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	57.6%	0.0%	42.4%	33	
Psychologist P/T	12	0	0	0	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	66.7%	0.0%	33.3%	18		
Psychologist Total	29	1	1	0	0	0	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	60.8%	0.0%	39.2%	51		
Total Workforce F/T	2,087	667	42	0	1	66	2,863	9	1	15	33	12	0	4	10	59	2	0	1	1	3	7	91	1,419	65.5%	2.1%	32.4%	4,373	
Total Workforce P/T	540	171	11	0	1	25	748	3	1	3	12	1	0	0	1	14	1	0	0	1	0	2	23	305	69.5%	2.1%	28.3%	1,076	
Total Workforce	2,627	838	53	0	2	91	3,611	12	2	18	45	13	0	4	11	73	3	0	1	2	3	9	114	1,724	66.3%	2.1%	31.6%	5,449	