

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 DECEMBER 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			Black and Minority Ethnic Employees			Non Disclosed		Total Workforce
	Number	%		Number	%		Number	%	
Grade 1 - 4 Total	4,519	71.5%		110	1.7%		1,695	26.8%	6324
Grade 5 - 7 Total	4,789	78.7%		118	1.9%		1,175	19.4%	6082
Grade 8 Total	528	89.9%		14	2.4%		45	7.7%	587
Grade 9 - 15 Total	219	88.0%		1	0.4%		29	11.6%	249
Other Non Pay & Grading Structure	116	61.7%		4	2.1%		68	36.2%	188
Teaching	3,449	63.0%		117	2.1%		1,907	34.9%	5473
Total Workforce	13,620	72.1%		364	1.9%		4,919	26.0%	18903
Total Full Time Workforce	10,231	73.9%		247	1.8%		3,370	24.3%	13848
Total Part Time Workforce	3,389	67.0%		117	2.3%		1,549	30.7%	5055

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 DECEMBER 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	2,757	121	9	0	0	24	2,911	4	0	5	18	14	0	5	1	38	4	0	1	0	1	6	53	769	78.0%	1.4%	20.6%	3,733
Grade 1-4 P/T	1,451	123	4	0	1	29	1,608	4	0	3	23	11	1	3	1	39	3	3	0	2	3	11	57	926	62.1%	2.2%	35.7%	2,591
Grade 1-4 Total	4,208	244	13	0	1	53	4,519	8	0	8	41	25	1	8	2	77	7	3	1	2	4	17	110	1,695	71.5%	1.7%	26.8%	6,324
Grade 5-7 F/T	3,466	237	40	0	1	59	3,803	6	1	11	21	20	2	11	4	58	3	1	2	1	1	8	84	897	79.5%	1.8%	18.8%	4,784
Grade 5-7 P/T	877	87	9	0	0	13	966	4	0	3	11	5	0	4	2	22	4	0	0	0	1	5	34	278	76.0%	2.6%	21.4%	1,298
Grade 5-7 Total	4,343	324	49	0	1	72	4,799	10	1	14	32	25	2	15	6	80	7	1	2	1	2	13	118	1,175	78.7%	1.9%	19.3%	6,082
Grade 8 F/T	441	30	6	0	0	8	485	3	0	2	1	2	0	1	1	5	1	0	1	0	1	3	13	39	90.3%	2.4%	7.3%	537
Grade 8 P/T	35	3	0	0	0	1	39	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	5		86.7%	2.2%	11.1%	45
Grade 8 Total	476	33	6	0	0	9	524	4	0	2	1	2	0	1	1	5	1	0	1	0	1	3	14	44	90.0%	2.4%	7.6%	582
Grade AC2 8 F/T	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1		75.0%	0.0%	25.0%	4
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		100.0%	0.0%	0.0%	1
Grade AC2 8 Total	4	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1		80.0%	0.0%	20.0%	5
Grade 9-15 F/T	185	11	7	0	0	4	207	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	26	88.5%	0.4%	11.1%	234
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		83.3%	0.0%	16.7%	12
Grade 9-15 Total	194	12	7	0	0	4	217	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	28	88.2%	0.4%	11.4%	246
Grade AC2 9-15 F/T	2	0	0	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
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
Grade AC2 9-15 Total	2	0	0	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
Other Non Pay & Grading Structure F/T	108	2	0	0	0	3	113	0	0	0	4	0	0	0	0	4	0	0	0	0	0	0	4	68	61.1%	2.2%	36.8%	185
Other Non Pay & Grading Structure P/T	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		100.0%	0.0%	0.0%	3
Other Non P&G Structure Total	111	2	0	0	0	3	116	0	0	0	4	0	0	0	0	4	0	0	0	0	0	0	4	68	61.7%	2.1%	36.2%	188
Total Workforce F/T	6,962	401	62	0	1	98	7,524	13	1	18	44	37	2	17	6	106	8	1	4	1	3	17	155	1,801	79.4%	1.6%	19.0%	9,480
Total Workforce P/T	2,376	214	13	0	1	43	2,647	9	0	6	34	16	1	7	3	61	7	3	0	2	4	16	92	1,211	67.0%	2.3%	30.7%	3,950
Total Workforce	9,338	615	75	0	2	141	10,171	22	1	24	78	53	3	24	9	167	15	4	4	3	7	33	247	3,012	75.7%	1.8%	22.4%	13,430

**WORKFORCE PROFILE BY ETHNICITY
TEACHERS ONLY
AS AT 31 DECEMBER 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 %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %	
Teacher F/T	1,206	345	27	0	1	42	1,621	7	1	10	28	9	0	3	9	49	2	0	1	0	1	4	71	1,297	54.2%	2.4%	43.4%	2,969
Teacher P/T	456	153	10	0	1	21	641	3	0	6	10	3	0	0	1	14	1	0	0	0	0	1	24	307	65.9%	2.5%	31.6%	972
Teacher Total	1,662	498	37	0	2	63	2,262	10	1	16	38	12	0	3	10	63	3	0	1	0	1	5	95	1,604	57.1%	2.4%	40.5%	3,961
Principal Teacher F/T	402	141	9	0	0	15	567	2	0	2	8	0	0	0	1	9	0	0	0	1	0	1	14	169	75.6%	1.9%	22.5%	750
Principal Teacher P/T	51	16	1	0	0	0	68	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	20	76.4%	1.1%	22.5%	89
Principal Teacher Total	453	157	10	0	0	15	635	2	1	2	8	0	0	0	1	9	0	0	0	1	0	1	15	189	75.7%	1.8%	22.5%	839
AHT/DHT F/T	197	70	4	0	0	6	277	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	53	83.4%	0.6%	16.0%	332
AHT/DHT P/T	13	5	0	0	0	0	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	81.8%	0.0%	18.2%	22
AHT/DHT Total	210	75	4	0	0	6	295	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	57	83.3%	0.6%	16.1%	354
Head Teacher F/T	148	41	1	0	0	3	193	0	0	1	1	1	0	1	1	4	0	0	0	0	0	0	5	31	84.3%	2.2%	13.5%	229
Head Teacher 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
Head Teacher Total	149	41	1	0	0	3	194	0	0	1	1	1	0	1	1	4	0	0	0	0	0	0	5	31	84.3%	2.2%	13.5%	230
Advisor F/T	19	7	1	0	0	0	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	79.4%	0.0%	20.6%	34
Advisor 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
Advisor Total	21	7	1	0	0	0	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	80.8%	0.0%	19.4%	36
Psychologist F/T	20	1	1	0	0	0	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	64.7%	0.0%	35.3%	34
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	0	7	63.2%	0.0%	36.8%	19
Psychologist Total	32	1	1	0	0	0	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	64.2%	0.0%	35.8%	53
Total Workforce F/T	1,992	605	43	0	1	66	2,707	10	1	14	37	10	0	4	11	62	2	0	1	1	1	5	92	1,569	62.0%	2.1%	35.9%	4,368
Total Workforce P/T	535	174	11	0	1	21	742	3	1	6	10	3	0	0	1	14	1	0	0	0	0	1	25	338	67.1%	2.3%	30.6%	1,105
Total Workforce	2,527	779	54	0	2	87	3,449	13	2	20	47	13	0	4	12	76	3	0	1	1	1	6	117	1,907	63.0%	2.1%	34.8%	5,473