

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 MARCH 2015**

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	4,530	71.8%	113	1.8%	1,667	26.4%	6,310
Grade 5 - 7 Total	4,778	78.6%	119	2%	1,179	19.4%	6,076
Grade 8 Total	527	89.6%	15	2.6%	46	7.8%	588
Grade 9 - 15 Total	221	88%	1	0.4%	29	11.6%	251
Other Non Pay & Grading Structure	114	64.4%	5	2.8%	58	32.8%	177
Teaching	3,417	63.1%	116	2.1%	1,885	34.8%	5,418
Total Workforce	13,587	72.2%	369	2%	4,864	25.8%	18,820
Total Full Time Workforce	10,146	74%	249	1.8%	3,311	24.2%	13,706
Total Part Time Workforce	3,441	67.3%	120	2.3%	1,553	30.4%	5,114

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2015**

OVERALL WORKFORCE PROFILE BY GRADE & ETHNICITY	TOTAL WHITE							MIXED Mixed or Multiple Ethnic Groups	ARAB Arab, Arab Scottish or Arab British	OTHER ETHNIC Total Other Ethnic Background	ASIAN						BLACK						TOTAL BME Total Black & Minority Ethnic Employees	Total Non Disclosed	TOTAL %			Total Workforce	
	White Scottish	Other British	Irish	Gypsy / Traveller	Polish	Other White Ethnic	White Total				Pakistani	Indian	Bangladeshi	Chinese	Other Asian Background	Asian Total	African	Other African Background	Caribbean	Black	Other Caribbean / Black Background	Black Total			Total White Employees %	Total Black & Minority Ethnic Employees %	Total Non Disclosed %		
Grade 1-4 F/T	2,737	118	9	0	0	24	2,888	4	0	5	19	14	0	6	1	40	4	0	1	0	1	6	65	741	78.4%	1.5%	20.1%	3,684	
Grade 1-4 P/T	1,481	125	6	0	1	29	1,642	3	0	3	23	11	1	3	1	39	6	2	0	2	3	13	68	926	62.5%	2.2%	35.3%	2,626	
Grade 1-4 Total	4,218	243	15	0	1	53	4,530	7	0	8	42	25	1	9	2	79	10	2	1	2	4	19	113	1,667	71.8%	1.8%	26.4%	6,310	
Grade 5-7 F/T	3,463	231	38	0	1	58	3,791	6	1	11	20	21	2	11	4	58	2	1	2	1	1	7	83	894	79.5%	1.7%	18.8%	4,768	
Grade 5-7 P/T	877	86	10	0	0	14	987	4	0	3	12	4	0	4	2	22	5	1	0	0	1	7	36	285	75.5%	2.8%	21.8%	1,308	
Grade 5-7 Total	4,340	317	48	0	1	72	4,778	10	1	14	32	25	2	15	6	80	7	2	2	1	2	14	119	1,179	78.6%	2.0%	19.4%	6,076	
Grade 8 F/T	436	31	6	0	0	8	481	3	0	2	2	2	0	1	1	6	1	0	1	0	1	3	14	40	89.9%	2.6%	7.5%	536	
Grade 8 P/T	38	3	0	0	0	1	42	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	5	87.5%	2.1%	10.4%	48	
Grade 8 Total	474	34	6	0	0	9	523	4	0	2	2	2	0	1	1	6	1	0	1	0	1	3	15	45	89.7%	2.6%	7.7%	583	
Grade ACZ 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	0	1	75.0%	0.0%	25.0%	4	
Grade ACZ 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 ACZ 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	1	80.0%	0.0%	20.0%	5	
Grade 9-15 F/T	187	11	7	0	0	4	209	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	26	88.6%	0.4%	11.0%	236	
Grade 9-15 P/T	9	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	81.8%	0.0%	18.2%	11	
Grade 9-15 Total	196	11	7	0	0	4	218	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	28	88.3%	0.4%	11.3%	247	
Grade ACZ 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	0	1	66.7%	0.0%	33.3%	3	
Grade ACZ 9-15 P/T	0	1	0	0	0	0	1	0	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 ACZ 9-15 Total	2	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	75.0%	0.0%	25.0%	4	
Other Non Pay & Grading Structure F/T	106	3	0	0	0	3	112	0	0	0	4	0	0	0	1	5	0	0	0	0	0	0	5	58	64.0%	2.9%	33.1%	175	
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	0	100.0%	0.0%	0.0%	2
Other Non P&G Structure Total	108	3	0	0	0	3	114	0	0	0	4	0	0	0	1	5	0	0	0	0	0	0	5	58	64.4%	2.8%	32.8%	177	
Total Workforce F/T	6,934	394	60	0	1	97	7,486	13	1	18	45	38	2	18	7	110	7	1	4	1	3	16	168	1,761	79.6%	1.7%	18.7%	9,405	
Total Workforce P/T	2,408	215	16	0	1	44	2,684	8	0	6	35	15	1	7	3	61	11	3	0	2	4	20	95	1,218	67.2%	2.4%	30.5%	3,997	
Total Workforce	9,342	609	76	0	2	141	10,170	21	1	24	80	53	3	25	10	171	18	4	4	3	7	36	263	2,979	75.9%	1.9%	22.2%	13,402	

**WORKFORCE PROFILE BY ETHNICITY
TEACHERS ONLY
AS AT 31 MARCH 2015**

TEACHERS OVERALL BY GRADE & ETHNICITY	TOTAL WHITE							MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK						TOTAL BME	TOTAL %					
	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 %
Teacher F/T	1,183	333	28	0	1	40	1,585	7	1	10	26	9	0	2	9	46	2	0	1	0	1	4	68	1,277	54.1%	2.3%	43.6%	2,930	
Teacher P/T	496	156	7	0	2	21	682	3	1	6	9	4	0	0	1	14	1	0	0	0	0	1	25	299	66.8%	2.6%	30.6%	976	
Teacher Total	1,649	489	35	0	3	61	2,237	10	2	16	35	13	0	2	10	60	3	0	1	0	1	5	93	1,576	67.3%	2.4%	40.3%	3,906	
Principal Teacher F/T	400	138	9	0	0	15	562	3	0	2	8	1	0	0	1	10	0	0	0	1	0	1	16	172	74.9%	2.1%	22.9%	750	
Principal Teacher P/T	52	15	1	0	0	0	68	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	23	74.7%	0.0%	25.3%	91	
Principal Teacher Total	452	153	10	0	0	15	630	3	0	2	8	1	0	0	1	10	0	0	0	1	0	1	16	195	74.9%	1.9%	23.2%	841	
AHT/DHT F/T	196	67	3	0	0	8	274	1	0	1	1	0	0	0	1	3	0	0	0	0	0	0	3	50	83.8%	0.9%	15.3%	327	
AHT/DHT P/T	17	6	0	0	0	0	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	85.2%	0.0%	14.8%	27	
AHT/DHT Total	213	73	3	0	0	8	297	1	0	1	1	0	0	0	1	3	0	0	0	0	0	0	3	54	83.9%	0.8%	15.3%	354	
Head Teacher F/T	146	41	1	0	0	2	190	0	0	1	1	1	0	0	1	3	0	0	0	0	0	0	4	34	83.3%	1.8%	14.9%	228	
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	0	100.0%	0.0%	0.0%	1
Head Teacher Total	147	41	1	0	0	2	191	0	0	1	1	1	0	0	1	3	0	0	0	0	0	0	4	34	83.4%	1.7%	14.8%	229	
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	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	80.6%	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	10	68.8%	0.0%	31.3%	32	
Psychologist P/T	11	0	0	0	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	55.0%	0.0%	45.0%	20	
Psychologist Total	31	1	1	0	0	0	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	63.5%	0.0%	36.5%	52	
Total Workforce F/T	1,964	587	43	0	1	65	2,660	11	1	14	36	11	0	2	11	60	2	0	1	1	1	5	91	1,550	61.8%	2.1%	36.0%	4,301	
Total Workforce P/T	549	177	8	0	2	21	757	3	1	6	9	4	0	0	1	14	1	0	0	0	0	1	25	335	67.8%	2.2%	30.0%	1,117	
Total Workforce	2,513	764	51	0	3	86	3,417	14	2	20	45	15	0	2	12	74	3	0	1	1	1	6	116	1,885	63.1%	2.1%	34.8%	5,418	