

**WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL  
AS AT 30 SEPTEMBER 2016**

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](mailto:thom.hughes@glasgow.gov.uk)

Grade	White Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	4,458	74.2%	131	2.2%	1,418	23.6%	6007
Grade 5 - 7 Total	4,747	79.9%	125	2.1%	1,068	18.0%	5940
Grade 8 Total	532	91.3%	12	2.0%	39	6.7%	583
Grade 9 - 15 Total	226	90.8%	1	0.4%	22	8.8%	249
Other Non Pay & Grading Structure	84	83.2%	3	2.9%	14	13.9%	101
Teaching	3,232	57.9%	120	2.2%	2,228	39.9%	5580
<b>Total Workforce</b>	<b>13,279</b>	<b>71.9%</b>	<b>392</b>	<b>2.0%</b>	<b>4,789</b>	<b>25.9%</b>	<b>18460</b>
<b>Total Full Time Workforce</b>	9,844	73.3%	258	1.9%	3,331	24.8%	13433
<b>Total Part Time Workforce</b>	3,435	68.3%	134	2.6%	1,458	29.0%	5027

**WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 30 SEPTEMBER 2016**

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 FIT	2,639	119	8	0	1	21	2,788	6	1	5	23	10	0	5	2	40	4	2	1	0	0	7	69	597	81.0%	1.7%	17.3%	3,444	
Grade 1-4 PIT	1,509	122	5	0	1	33	1,670	2	0	3	21	16	1	5	1	44	11	8	0	1	3	23	72	821	65.2%	2.8%	32.0%	2,563	
<b>Grade 1-4 Total</b>	<b>4,148</b>	<b>241</b>	<b>13</b>	<b>0</b>	<b>2</b>	<b>54</b>	<b>4,458</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>44</b>	<b>26</b>	<b>1</b>	<b>10</b>	<b>3</b>	<b>84</b>	<b>15</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>30</b>	<b>131</b>	<b>1,418</b>	<b>74.2%</b>	<b>2.2%</b>	<b>23.6%</b>	<b>6,007</b>	
Grade 5-7 FIT	3,402	229	47	1	4	57	3,740	13	0	9	19	23	0	11	3	56	4	0	2	1	0	7	85	802	80.8%	1.8%	17.3%	4,627	
Grade 5-7 PIT	907	80	6	0	1	13	1,007	4	1	2	16	5	0	5	2	28	4	0	0	0	1	5	40	266	76.7%	3.0%	20.3%	1,313	
<b>Grade 5-7 Total</b>	<b>4,309</b>	<b>309</b>	<b>53</b>	<b>1</b>	<b>5</b>	<b>70</b>	<b>4,747</b>	<b>17</b>	<b>1</b>	<b>11</b>	<b>35</b>	<b>28</b>	<b>0</b>	<b>16</b>	<b>5</b>	<b>84</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>125</b>	<b>1,068</b>	<b>79.9%</b>	<b>2.1%</b>	<b>18.0%</b>	<b>5,940</b>	
Grade 8 FIT	444	32	4	0	0	10	490	3	0	1	2	2	0	0	0	4	1	0	1	0	1	3	11	36	91.2%	2.0%	6.7%	537	
Grade 8 PIT	37	2	1	0	0	0	40	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	90.9%	2.3%	6.8%	44	
<b>Grade 8 Total</b>	<b>481</b>	<b>34</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>530</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>12</b>	<b>39</b>	<b>91.2%</b>	<b>2.1%</b>	<b>6.7%</b>	<b>581</b>	
Grade AC2 8 FIT	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
Grade AC2 8 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%	0.0%	0
<b>Grade AC2 8 Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2</b>	
Grade 9-15 FIT	186	12	7	0	0	4	209	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	18	91.7%	0.4%	7.9%	228	
Grade 9-15 PIT	14	1	0	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	83.3%	0.0%	16.7%	18	
<b>Grade 9-15 Total</b>	<b>200</b>	<b>13</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>224</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>21</b>	<b>91.1%</b>	<b>0.4%</b>	<b>8.5%</b>	<b>246</b>	
Grade AC2 9-15 FIT	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 AC2 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%	0.0%	0
<b>Grade AC2 9-15 Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>66.7%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>3</b>	
Other Non Pay & Grading Structure FIT	78	4	0	0	1	1	84	0	0	0	2	0	0	0	1	3	0	0	0	0	0	0	3	14	83.2%	3.0%	13.9%	101	
Other Non Pay & Grading Structure 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%	0.0%	0
<b>Other Non P&amp;G Structure Total</b>	<b>78</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>84</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>14</b>	<b>83.2%</b>	<b>3.0%</b>	<b>13.9%</b>	<b>101</b>	
<b>Total Workforce FIT</b>	<b>6,753</b>	<b>396</b>	<b>66</b>	<b>1</b>	<b>6</b>	<b>93</b>	<b>7,315</b>	<b>22</b>	<b>1</b>	<b>15</b>	<b>46</b>	<b>36</b>	<b>0</b>	<b>16</b>	<b>6</b>	<b>104</b>	<b>9</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>17</b>	<b>159</b>	<b>1,468</b>	<b>81.8%</b>	<b>1.8%</b>	<b>16.0%</b>	<b>8,942</b>	
<b>Total Workforce PIT</b>	<b>2,467</b>	<b>205</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>46</b>	<b>2,732</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>37</b>	<b>21</b>	<b>1</b>	<b>10</b>	<b>3</b>	<b>72</b>	<b>15</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>28</b>	<b>113</b>	<b>1,093</b>	<b>69.4%</b>	<b>2.9%</b>	<b>28.0%</b>	<b>3,838</b>	
<b>Total Workforce</b>	<b>9,220</b>	<b>601</b>	<b>78</b>	<b>1</b>	<b>8</b>	<b>139</b>	<b>10,047</b>	<b>29</b>	<b>2</b>	<b>20</b>	<b>83</b>	<b>57</b>	<b>1</b>	<b>26</b>	<b>9</b>	<b>176</b>	<b>24</b>	<b>10</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>45</b>	<b>272</b>	<b>2,561</b>	<b>78.0%</b>	<b>2.1%</b>	<b>20.0%</b>	<b>12,880</b>	

**WORKFORCE PROFILE BY ETHNICITY  
TEACHERS ONLY  
AS AT 30 SEPTEMBER 2016**

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	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
Teacher FIT	1,162	299	42	0	1	39	1,643	7	2	12	27	13	0	2	9	51	4	0	1	0	1	6	78	1,570	46.4%	2.4%	49.2%	3,191	
Teacher PIT	439	147	9	0	2	20	617	5	0	3	9	2	0	0	2	13	0	0	0	0	0	0	21	342	63.0%	2.1%	34.9%	960	
<b>Teacher Total</b>	<b>1,601</b>	<b>446</b>	<b>51</b>	<b>0</b>	<b>3</b>	<b>59</b>	<b>2,160</b>	<b>12</b>	<b>2</b>	<b>15</b>	<b>36</b>	<b>15</b>	<b>0</b>	<b>2</b>	<b>11</b>	<b>64</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>99</b>	<b>1,912</b>	<b>51.8%</b>	<b>2.4%</b>	<b>45.8%</b>	<b>4,171</b>	
Principal Teacher FIT	358	112	13	0	0	15	498	2	0	2	7	0	0	0	1	8	0	0	0	1	0	1	13	199	70.1%	1.8%	28.0%	710	
Principal Teacher PIT	47	12	0	0	0	0	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	11	84.3%	0.0%	15.7%	70	
<b>Principal Teacher Total</b>	<b>405</b>	<b>124</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>557</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>210</b>	<b>71.4%</b>	<b>1.7%</b>	<b>26.9%</b>	<b>780</b>	
Depute Head Teacher FIT	190	58	5	0	0	5	258	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	54	82.2%	0.6%	17.2%	314	
Depute Head Teacher PIT	11	4	0	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	83.3%	0.0%	16.7%	18	
<b>Depute Head Teacher Total</b>	<b>201</b>	<b>62</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>273</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>57</b>	<b>82.2%</b>	<b>0.6%</b>	<b>17.2%</b>	<b>332</b>		
Head Teacher FIT	145	40	1	0	0	1	187	0	0	2	2	1	0	0	1	4	0	0	0	0	0	0	6	27	85.0%	2.7%	12.3%	220	
Head Teacher PIT	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
<b>Head Teacher Total</b>	<b>146</b>	<b>40</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>188</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>27</b>	<b>85.1%</b>	<b>2.7%</b>	<b>12.2%</b>	<b>221</b>	
Quality Improvement Officer/Manager FIT	13	5	1	0	0	0	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	82.6%	0.0%	17.4%	23	
Quality Improvement Officer/Manager PIT	3	1	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	4
<b>Quality Improvement Officer/Manager Total</b>	<b>16</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>85.2%</b>	<b>0.0%</b>	<b>14.8%</b>	<b>27</b>	
Psychologist FIT	23	1	0	0	0	0	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	9	72.7%	0.0%	27.3%	33	
Psychologist PIT	6	0	1	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	9	43.8%	0.0%	56.3%	16	
<b>Psychologist Total</b>	<b>29</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>18</b>	<b>63.3%</b>	<b>0.0%</b>	<b>36.7%</b>	<b>49</b>	
<b>Total Workforce FIT</b>	<b>1,891</b>	<b>515</b>	<b>62</b>	<b>0</b>	<b>1</b>	<b>60</b>	<b>2,529</b>	<b>10</b>	<b>2</b>	<b>17</b>	<b>36</b>	<b>14</b>	<b>0</b>	<b>2</b>	<b>11</b>	<b>63</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>99</b>	<b>1,863</b>	<b>56.3%</b>	<b>2.2%</b>	<b>41.5%</b>	<b>4,491</b>	
<b>Total Workforce PIT</b>	<b>507</b>	<b>164</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>20</b>	<b>703</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>365</b>	<b>64.8%</b>	<b>1.9%</b>	<b>33.5%</b>	<b>1,089</b>	
<b>Total Workforce</b>	<b>2,398</b>	<b>679</b>	<b>72</b>	<b>0</b>	<b>3</b>	<b>80</b>	<b>3,232</b>	<b>15</b>	<b>2</b>	<b>20</b>	<b>45</b>	<b>16</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>76</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>120</b>	<b>2,228</b>	<b>57.9%</b>	<b>2.2%</b>	<b>39.9%</b>	<b>5,580</b>	