

**WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL  
AS AT 31 MARCH 2017**

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	4,542	74.0%	135	2.2%	1,463	23.8%	6140
Grade 5 - 7 Total	4,765	80.2%	126	2.1%	1,054	17.7%	5945
Grade 8 Total	537	90.7%	13	2.2%	42	7.1%	592
Grade 9 - 15 Total	229	91.2%	1	0.4%	21	8.4%	251
Other Non Pay & Grading Structure	92	86.8%	2	1.9%	12	11.3%	106
Teaching	3,242	58.2%	130	2.3%	2,199	39.5%	5571
<b>Total Workforce</b>	<b>13,407</b>	<b>72.0%</b>	<b>407</b>	<b>2.2%</b>	<b>4,791</b>	<b>25.8%</b>	<b>18605</b>
<b>Total Full Time Workforce</b>	9,856	73.4%	262	1.9%	3,314	24.7%	13432
<b>Total Part Time Workforce</b>	3,551	68.6%	145	2.8%	1,477	28.6%	5173

**WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2017**

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 %		
																													Total White Employees %
Grade 1-4 FIT	2,654	119	8	0	0	21	2,802	6	1	5	23	10	0	5	2	40	4	2	1	0	0	7	59	651	79.8%	1.7%	18.5%	3,512	
Grade 1-4 PIT	1,566	130	5	0	3	36	1,740	2	0	3	22	16	1	5	2	48	13	6	0	1	3	23	76	812	66.2%	2.9%	30.9%	2,628	
<b>Grade 1-4 Total</b>	<b>4,220</b>	<b>249</b>	<b>13</b>	<b>0</b>	<b>3</b>	<b>57</b>	<b>4,542</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>45</b>	<b>28</b>	<b>1</b>	<b>10</b>	<b>4</b>	<b>88</b>	<b>17</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>30</b>	<b>136</b>	<b>1,463</b>	<b>74.0%</b>	<b>2.2%</b>	<b>23.8%</b>	<b>6,140</b>	
Grade 5-7 FIT	3,399	235	48	1	4	57	3,744	13	0	7	20	23	0	10	3	56	5	1	2	1	0	9	85	780	81.2%	1.8%	16.9%	4,609	
Grade 5-7 PIT	921	79	8	0	1	12	1,021	4	1	3	15	5	0	6	2	28	4	0	0	0	1	5	41	274	76.4%	3.1%	20.5%	1,336	
<b>Grade 5-7 Total</b>	<b>4,320</b>	<b>314</b>	<b>56</b>	<b>1</b>	<b>5</b>	<b>69</b>	<b>4,765</b>	<b>17</b>	<b>1</b>	<b>10</b>	<b>35</b>	<b>28</b>	<b>0</b>	<b>16</b>	<b>5</b>	<b>84</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>14</b>	<b>126</b>	<b>1,054</b>	<b>80.2%</b>	<b>2.1%</b>	<b>17.7%</b>	<b>6,345</b>	
Grade 8 FIT	444	33	4	0	0	11	492	4	0	1	2	2	0	0	0	4	1	0	1	0	1	3	12	39	90.6%	2.2%	7.2%	543	
Grade 8 PIT	40	1	0	0	0	0	41	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	91.1%	2.2%	6.7%	45	
<b>Grade 8 Total</b>	<b>484</b>	<b>34</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>533</b>	<b>5</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>13</b>	<b>42</b>	<b>90.6%</b>	<b>2.2%</b>	<b>7.1%</b>	<b>588</b>	
Grade AC2 8 FIT	4	0	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
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>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</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>0</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>4</b>
Grade 9-15 FIT	186	11	9	0	0	4	210	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	16	92.5%	0.4%	7.0%	227	
Grade 9-15 PIT	14	2	0	0	0	0	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	84.2%	0.0%	15.8%	19	
<b>Grade 9-15 Total</b>	<b>200</b>	<b>13</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>226</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>19</b>	<b>91.9%</b>	<b>0.4%</b>	<b>7.7%</b>	<b>246</b>	
Grade AC2 9-15 FIT	2	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	60.0%	0.0%	40.0%	5	
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>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</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>2</b>	<b>60.0%</b>	<b>0.0%</b>	<b>40.0%</b>	<b>5</b>	
Other Non Pay & Grading Structure FIT	83	5	0	0	1	3	92	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	2	12	86.8%	1.9%	11.3%	106	
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>83</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>92</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>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>12</b>	<b>86.8%</b>	<b>1.9%</b>	<b>11.3%</b>	<b>106</b>	
<b>Total Workforce FIT</b>	<b>6,772</b>	<b>404</b>	<b>69</b>	<b>1</b>	<b>5</b>	<b>96</b>	<b>7,347</b>	<b>23</b>	<b>1</b>	<b>13</b>	<b>47</b>	<b>36</b>	<b>0</b>	<b>15</b>	<b>5</b>	<b>103</b>	<b>10</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>19</b>	<b>159</b>	<b>1,500</b>	<b>81.6%</b>	<b>1.8%</b>	<b>16.7%</b>	<b>9,006</b>	
<b>Total Workforce PIT</b>	<b>2,541</b>	<b>212</b>	<b>13</b>	<b>0</b>	<b>4</b>	<b>48</b>	<b>2,818</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>37</b>	<b>23</b>	<b>1</b>	<b>11</b>	<b>4</b>	<b>76</b>	<b>17</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>28</b>	<b>118</b>	<b>1,092</b>	<b>70.0%</b>	<b>2.9%</b>	<b>27.1%</b>	<b>4,028</b>	
<b>Total Workforce</b>	<b>9,313</b>	<b>616</b>	<b>82</b>	<b>1</b>	<b>9</b>	<b>144</b>	<b>10,165</b>	<b>30</b>	<b>2</b>	<b>19</b>	<b>84</b>	<b>59</b>	<b>1</b>	<b>26</b>	<b>9</b>	<b>179</b>	<b>27</b>	<b>9</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>47</b>	<b>277</b>	<b>2,592</b>	<b>78.0%</b>	<b>2.1%</b>	<b>19.9%</b>	<b>13,034</b>	

**WORKFORCE PROFILE BY ETHNICITY  
TEACHERS ONLY  
AS AT 31 MARCH 2017**

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	
Teacher FIT	1,127	287	42	0	1	45	1,502	8	2	13	27	14	0	1	7	49	3	0	2	1	1	7	79	1,464	49.3%	2.6%	48.1%	3,045
Teacher PIT	464	143	12	0	2	21	642	3	0	3	14	2	0	1	3	20	0	0	0	0	0	0	26	355	62.8%	2.5%	34.7%	1,023
<b>Teacher Total</b>	<b>1,591</b>	<b>430</b>	<b>54</b>	<b>0</b>	<b>3</b>	<b>66</b>	<b>2,144</b>	<b>11</b>	<b>2</b>	<b>16</b>	<b>41</b>	<b>16</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>69</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>105</b>	<b>1,819</b>	<b>62.7%</b>	<b>2.6%</b>	<b>44.7%</b>	<b>4,068</b>
Principal Teacher FIT	384	115	14	0	0	15	528	3	0	2	8	1	0	0	3	12	0	0	0	1	0	1	18	254	66.0%	2.3%	31.6%	800
Principal Teacher PIT	49	13	0	0	0	0	62	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	79	78.5%	0.0%	21.5%	79
<b>Principal Teacher Total</b>	<b>433</b>	<b>128</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>590</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>18</b>	<b>271</b>	<b>67.1%</b>	<b>2.0%</b>	<b>30.8%</b>	<b>879</b>
Depute Head Teacher FIT	184	57	6	0	0	4	251	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	59	80.4%	0.6%	18.9%	312
Depute Head Teacher PIT	13	3	0	0	0	0	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	19	84.2%	0.0%	15.8%	19
<b>Depute Head Teacher Total</b>	<b>197</b>	<b>60</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>267</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>0</b>	<b>2</b>	<b>62</b>	<b>80.7%</b>	<b>0.6%</b>	<b>18.7%</b>	<b>331</b>
Head Teacher FIT	147	37	1	0	0	2	187	0	0	2	1	1	0	0	0	2	0	0	0	0	0	0	4	26	86.2%	1.8%	12.0%	217
Head Teacher PIT	2	0	0	0	0	0	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	66.7%	33.3%	0.0%	3
<b>Head Teacher Total</b>	<b>149</b>	<b>37</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>189</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</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>5</b>	<b>26</b>	<b>85.8%</b>	<b>2.3%</b>	<b>11.8%</b>	<b>220</b>
Quality Improvement Officer/Manager FIT	15	4	1	0	0	0	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	87.0%	0.0%	13.0%	23
Quality Improvement Officer/Manager PIT	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
<b>Quality Improvement Officer/Manager Total</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>22</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>3</b>	<b>88.0%</b>	<b>0.0%</b>	<b>12.0%</b>	<b>25</b>	
Psychologist FIT	20	1	0	0	0	0	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	72.4%	0.0%	27.6%	29
Psychologist PIT	8	0	1	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	47.4%	0.0%	52.6%	19
<b>Psychologist Total</b>	<b>28</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</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>18</b>	<b>62.6%</b>	<b>0.0%</b>	<b>37.5%</b>	<b>48</b>
<b>Total Workforce FIT</b>	<b>1,877</b>	<b>501</b>	<b>64</b>	<b>0</b>	<b>1</b>	<b>66</b>	<b>2,509</b>	<b>12</b>	<b>2</b>	<b>18</b>	<b>36</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>63</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>103</b>	<b>1,814</b>	<b>66.7%</b>	<b>2.3%</b>	<b>41.0%</b>	<b>4,426</b>
<b>Total Workforce PIT</b>	<b>537</b>	<b>160</b>	<b>13</b>	<b>0</b>	<b>2</b>	<b>21</b>	<b>733</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>14</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>385</b>	<b>64.0%</b>	<b>2.4%</b>	<b>33.6%</b>	<b>1,145</b>
<b>Total Workforce</b>	<b>2,414</b>	<b>661</b>	<b>77</b>	<b>0</b>	<b>3</b>	<b>87</b>	<b>3,242</b>	<b>15</b>	<b>2</b>	<b>21</b>	<b>50</b>	<b>18</b>	<b>0</b>	<b>2</b>	<b>14</b>	<b>84</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>130</b>	<b>2,199</b>	<b>68.2%</b>	<b>2.3%</b>	<b>39.5%</b>	<b>5,571</b>