

**WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL  
AS AT 31 MARCH 2019**

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.

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| Grade                             | White Employees |              | BME Employees |             | Non Disclosed |              | Total Workforce |
|-----------------------------------|-----------------|--------------|---------------|-------------|---------------|--------------|-----------------|
|                                   | Number          | %            | Number        | %           | Number        | %            |                 |
| Grade 1 - 4 Total                 | 9,586           | 77.3%        | 224           | 1.8%        | 2,595         | 20.9%        | 12405           |
| Grade 5 - 7 Total                 | 5,205           | 77.3%        | 215           | 3.2%        | 1,315         | 19.5%        | 6735            |
| Grade 8 Total                     | 575             | 89.0%        | 13            | 2.0%        | 58            | 9.0%         | 646             |
| Grade 9 - 15 Total                | 255             | 90.8%        |               |             | 24            | 8.5%         | 281             |
| Other Non Pay & Grading Structure | 388             | 76.8%        | 18            | 3.6%        | 99            | 19.6%        | 505             |
| Teaching                          | 3,597           | 60.7%        | 158           | 2.7%        | 2,172         | 36.6%        | 5927            |
| <b>Total Workforce</b>            | <b>19,606</b>   | <b>74.0%</b> | <b>630</b>    | <b>2.4%</b> | <b>6,263</b>  | <b>23.6%</b> | <b>26499</b>    |
| <b>Total Full Time Workforce</b>  | 11,922          | 75.2%        | 342           | 2.2%        | 3,589         | 22.6%        | 15853           |
| <b>Total Part Time Workforce</b>  | 7,684           | 72.2%        | 288           | 2.7%        | 2,674         | 25.1%        | 10646           |

To ensure that employees can't be identified we have removed numbers where it is lower than 10.

| ALEOs                   | White Employees |              | BME Employees |             | Non Disclosed |              | Total Workforce |
|-------------------------|-----------------|--------------|---------------|-------------|---------------|--------------|-----------------|
|                         | Number          | %            | Number        | %           | Number        | %            |                 |
| City Building           | 2,136           | 98.3%        | 34            | 1.5%        |               |              | 2172            |
| Glasgow Life            | 2,105           | 76.5%        | 55            | 2.0%        | 592           | 21.5%        | 2752            |
| City Parking            | 138             | 85.2%        |               |             | 19            | 11.7%        | 162             |
| City Property           | 55              | 61.8%        |               |             | 33            | 37.1%        | 89              |
| Clyde Gateway           | 10              | 37.0%        | 0             | 0.0%        | 17            | 63.0%        | 27              |
| Jobs & Business Glasgow | 195             | 83.7%        |               |             | 31            | 13.3%        | 233             |
| <b>Total Workforce</b>  | <b>4,639</b>    | <b>85.4%</b> | <b>102</b>    | <b>1.9%</b> | <b>694</b>    | <b>12.7%</b> | <b>5435</b>     |

Note: information for ALEOs not included in sheets 2 and 3.

**WORKFORCE PROFILE BY ETHNICITY  
ALL COUNCIL EXCLUDING TEACHERS  
AS AT 31 MARCH 2019**

| OVERALL WORKFORCE PROFILE<br>BY GRADE & ETHNICITY | TOTAL WHITE       |               |            |                      |           |                       | MIXED<br>Mixed or<br>Multiple<br>Ethnic<br>Groups | ARAB<br>Arab, Arab<br>Scottish or<br>Arab British | OTHER<br>ETHNIC<br>Total Other<br>Ethnic<br>Background | ASIAN       |           |           |             |           | BLACK                     |             |           |                             |            | TOTAL<br>BME<br>Total Black &<br>Minority<br>Ethnic<br>Employees | Total Non<br>Disclosed | TOTAL %   |   |             | Total<br>Workforce |                            |  |                          |              |               |               |
|---|-------------------|---------------|------------|----------------------|-----------|-----------------------|---|---|--|-------------|-----------|-----------|-------------|-----------|---------------------------|-------------|-----------|-----------------------------|------------|--|------------------------|-----------|---|-------------|--------------------|----------------------------|--|--------------------------|--------------|---------------|---------------|
|   | White<br>Scottish | Other British | Irish      | Gypsy /<br>Traveller | Polish    | Other White<br>Ethnic |   |   |  | White Total | Pakistani | Indian    | Bangladeshi | Chinese   | Other Asian<br>Background | Asian Total | African   | Other African<br>Background | Caribbean  |  |                        | Black     | Other<br>Caribbean /<br>Black<br>Background | Black Total |                    | Total White<br>Employees % | Total Black &<br>Minority<br>Ethnic<br>Employees % | Total Non<br>Disclosed % |              |               |               |
| Grade 1-4 FIT                                     | 2,791             | 1,130         | 23         | 0                    |           | 41                    | 3,987   |   |  |             |           |           | 20          | 15        | 0                         |             |           |                             | 46         | 10   |                        |           | 0   | 17          | 75                 | 697                        | 83.8%  | 1.6%                     | 14.6%        | 4,769         |               |
| Grade 1-4 PIT                                     | 2,182             | 3,266         | 30         | 0                    | 15        | 106                   | 5,699   | 26  |  |             |           |           | 30          | 37        |                           |             |           |                             | 82         | 20   | 10                     | 0         |   | 34          | 149                | 1,898                      | 73.2%  | 1.9%                     | 24.8%        | 7,646         |               |
| <b>Grade 1-4 Total</b>                            | <b>4,973</b>      | <b>4,396</b>  | <b>53</b>  | <b>0</b>             |           | <b>147</b>            | <b>9,686</b>                                      | <b>34</b>   |  |             |           |           | <b>50</b>   | <b>62</b> |                           |             |           | <b>13</b>                   | <b>11</b>  | <b>128</b>   | <b>30</b>              | <b>14</b> |   |             | <b>51</b>          | <b>224</b>                 | <b>2,595</b>                                       | <b>77.3%</b>             | <b>1.8%</b>  | <b>20.9%</b>  | <b>12,405</b> |
| Grade 5-7 FIT                                     | 3,492             | 428           | 42         | 0                    |           | 60                    | 4,027   | 18  | 0  |             |           |           | 32          | 26        | 0                         |             |           |                             | 72         | 10   |                        |           | 0   | 15          | 112                | 976                        | 78.7%  | 2.2%                     | 19.1%        | 5,115         |               |
| Grade 5-7 PIT                                     | 1,020             | 120           |            |                      |           | 22                    | 1,178   | 27  | 10   |             |           |           | 15          | 12        | 0                         | 17          |           |                             | 49         |  | 0                      | 0         | 0   | 10          | 103                | 339                        | 72.7%  | 6.4%                     | 20.9%        | 1,620         |               |
| <b>Grade 5-7 Total</b>                            | <b>4,512</b>      | <b>548</b>    |            |                      |           | <b>13</b>             | <b>82</b>   | <b>45</b>   | <b>10</b>  |             |           |           | <b>47</b>   | <b>38</b> | <b>0</b>                  | <b>11</b>   |           |                             | <b>121</b> |  |                        |           |   | <b>25</b>   | <b>215</b>         | <b>1,315</b>               | <b>77.3%</b>                                       | <b>3.2%</b>              | <b>19.5%</b> | <b>6,735</b>  |               |
| Grade 8 FIT                                       | 451               | 49            |            |                      | 0         | 10                    | 519   |   | 0  |             |           |           |             |           | 0                         | 0           | 0         | 0                           | 0          |  |                        |           |   |             | 12                 | 53                         | 88.9%  | 2.1%                     | 9.1%         | 584           |               |
| Grade 8 PIT                                       | 46                |               | 0          | 0                    | 0         | 0                     | 52  |   | 0  |             |           |           | 0           | 0         | 0                         | 0           | 0         | 0                           | 0          |  |                        |           |   |             |                    |                            | 89.7%  | 1.7%                     | 8.8%         | 58            |               |
| <b>Grade 8 Total</b>                              | <b>497</b>        |               |            |                      |           | <b>10</b>             | <b>571</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>88.9%</b>                                       | <b>2.0%</b>              | <b>9.0%</b>  | <b>642</b>    |               |
| Grade AC2 8 FIT                                   |                   | 0             | 0          | 0                    | 0         | 0                     |   | 0   | 0  | 0           | 0         | 0         | 0           | 0         | 0                         | 0           | 0         | 0                           | 0          |  |                        |           |   |             | 0                  | 0                          | 100.0%   | 0.0%                     | 0.0%         |               |               |
| 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             |               |
| <b>Grade AC2 8 Total</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>0</b>                   | <b>100.0%</b>                                      | <b>0.0%</b>              | <b>0.0%</b>  | <b>0</b>      |               |
| Grade 9-15 FIT                                    | 199               | 19            | 10         | 0                    | 0         |                       | 233   |   | 0  | 0           |           |           | 0           |           | 0                         | 0           | 0         | 0                           | 0          |  |                        |           |   |             |                    | 21                         | 91.0%  | 0.8%                     | 8.2%         | 256           |               |
| Grade 9-15 PIT                                    | 12                |               | 0          | 0                    | 0         | 0                     | 15  | 0   | 0  | 0           | 0         | 0         | 0           | 0         | 0                         | 0           | 0         | 0                           | 0          |  |                        |           |   |             | 0                  |                            | 83.3%  | 0.0%                     | 16.7%        | 18            |               |
| <b>Grade 9-15 Total</b>                           | <b>211</b>        |               | <b>10</b>  | <b>0</b>             | <b>0</b>  |                       | <b>248</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>90.5%</b>                                       | <b>0.7%</b>              | <b>8.8%</b>  | <b>274</b>    |               |
| Grade AC2 9-15 FIT                                |                   | 0             | 0          | 0                    | 0         | 0                     |   | 0   | 0  | 0           | 0         | 0         | 0           | 0         | 0                         | 0           | 0         | 0                           | 0          |  |                        |           |   |             | 0                  | 0                          | 100.0%   | 0.0%                     | 0.0%         |               |               |
| Grade AC2 9-15 PIT                                |                   |               | 0          | 0                    | 0         | 0                     |   | 0   | 0  | 0           | 0         | 0         | 0           | 0         | 0                         | 0           | 0         | 0                           | 0          |  |                        |           |   |             | 0                  | 0                          | 100.0%   | 0.0%                     | 0.0%         |               |               |
| <b>Grade AC2 9-15 Total</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>0</b>      |               |
| Other Non Pay & Grading Structure FIT             | 299               | 20            | 0          | 0                    |           |                       | 325   |   | 0  | 0           |           | 10        |             |           |                           |             |           |                             | 10         |  |                        |           |   |             | 15                 | 83                         | 76.8%  | 3.5%                     | 19.6%        | 423           |               |
| Other Non Pay & Grading Structure PIT             | 57                |               | 0          | 0                    | 0         |                       | 63  |   | 0  |             |           | 0         |             |           |                           |             |           |                             | 0          |  |                        |           |   |             | 16                 | 16                         | 76.8%  | 3.7%                     | 19.5%        | 82            |               |
| <b>Other Non P&amp;G Structure Total</b>          | <b>356</b>        |               | <b>0</b>   | <b>0</b>             |           |                       | <b>388</b>  |   | <b>0</b>   |             |           | <b>10</b> |             |           |                           |             |           |                             | <b>10</b>  |  |                        |           |   |             | <b>99</b>          | <b>99</b>                  | <b>76.8%</b>                                       | <b>3.6%</b>              | <b>19.6%</b> | <b>505</b>    |               |
| <b>Total Workforce FIT</b>                        | <b>7,241</b>      | <b>1,646</b>  | <b>83</b>  |                      |           | <b>120</b>            | <b>9,100</b>                                      | <b>32</b>   |  | <b>10</b>   |           |           | <b>61</b>   | <b>47</b> | <b>0</b>                  | <b>13</b>   | <b>12</b> | <b>133</b>                  | <b>23</b>  |  |                        |           |   | <b>39</b>   | <b>216</b>         | <b>1,830</b>               | <b>81.6%</b>                                       | <b>1.9%</b>              | <b>16.4%</b> | <b>11,146</b> |               |
| <b>Total Workforce PIT</b>                        | <b>3,318</b>      | <b>3,401</b>  | <b>37</b>  |                      | <b>23</b> | <b>129</b>            | <b>6,909</b>                                      | <b>56</b>   | <b>11</b>  | <b>14</b>   |           |           | <b>45</b>   | <b>49</b> |                           | <b>25</b>   | <b>10</b> | <b>131</b>                  | <b>29</b>  | <b>10</b>  | <b>0</b>               |           |   | <b>44</b>   | <b>266</b>         | <b>2,281</b>               | <b>73.3%</b>                                       | <b>2.7%</b>              | <b>24.0%</b> | <b>9,426</b>  |               |
| <b>Total Workforce</b>                            | <b>10,559</b>     | <b>5,047</b>  | <b>120</b> |                      |           | <b>249</b>            | <b>16,009</b>                                     | <b>88</b>   |  | <b>24</b>   |           |           | <b>106</b>  | <b>96</b> |                           | <b>38</b>   | <b>22</b> | <b>264</b>                  | <b>62</b>  | <b>15</b>  |                        |           |   | <b>83</b>   | <b>472</b>         | <b>4,091</b>               | <b>77.8%</b>                                       | <b>2.3%</b>              | <b>19.9%</b> | <b>20,572</b> |               |

To ensure that employees cant be identified we have removed numbers where it is lower than 10.

**WORKFORCE PROFILE BY ETHNICITY  
TEACHERS ONLY  
AS AT 31 MARCH 2019**

| 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 FT                                | 1,344          | 252           | 83    | 0                 |        | 47                 | 1,732       | 10    |      | 13           | 39                              | 15                                  | 0                             |           | 13     | 72          |         | 0                      |             |         |                          |           | 104       | 1,352               | 54.3%   | 3.3%                               | 42.4%       | 3,188           |
| Teacher PIT                               | 491            | 138           |       | 0                 |        | 21                 | 662         |       | 0    |              | 10                              |                                     | 0                             |           | 21     |             | 0       | 0                      | 0           | 0       | 0                        | 29        | 372       | 62.3%               | 2.7%    | 35.0%                              | 1,063       |                 |
| Teacher Total                             | 1,835          | 390           |       | 0                 |        | 68                 | 2,394       |       |      |              | 49                              |                                     | 0                             |           | 93     |             | 0       |                        |             |         |                          | 133       | 1,724     | 56.3%               | 3.1%    | 40.6%                              | 4,251       |                 |
| Principal Teacher FT                      | 473            | 100           | 26    | 0                 | 0      | 16                 | 615         |       | 0    |              |                                 |                                     | 0                             | 0         |        |             | 0       | 0                      | 0           | 0       | 0                        | 13        | 300       | 66.3%               | 1.4%    | 32.3%                              | 928         |                 |
| Principal Teacher PIT                     | 54             | 10            | 0     | 0                 | 0      |                    | 65          | 0     | 0    | 0            |                                 | 0                                   | 0                             | 0         |        |             | 0       | 0                      | 0           | 0       | 0                        | 24        | 24        | 71.4%               | 2.2%    | 26.4%                              | 91          |                 |
| Principal Teacher Total                   | 527            | 110           | 26    | 0                 | 0      |                    | 680         |       | 0    |              |                                 |                                     | 0                             | 0         | 10     |             | 0       | 0                      | 0           | 0       | 0                        | 37        | 324       | 66.7%               | 1.6%    | 31.8%                              | 1,019       |                 |
| Depute Head Teacher FT                    | 206            | 38            |       | 0                 | 0      |                    | 250         |       | 0    |              | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        |           | 68        | 77.9%               | 0.9%    | 21.2%                              | 321         |                 |
| Depute Head Teacher PIT                   | 21             |               |       | 0                 | 0      | 0                  | 26          | 0     | 0    | 0            | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        | 0         |           | 74.3%               | 0.0%    | 25.7%                              | 35          |                 |
| Depute Head Teacher Total                 | 227            |               |       | 0                 | 0      |                    | 276         |       | 0    |              | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        | 0         |           | 77.5%               | 0.8%    | 21.6%                              | 356         |                 |
| Head Teacher FT                           | 144            | 39            |       | 0                 | 0      |                    | 189         |       | 0    |              |                                 |                                     | 0                             | 0         |        |             | 0       | 0                      | 0           | 0       | 0                        |           | 28        | 85.1%               | 2.3%    | 12.6%                              | 222         |                 |
| Head Teacher PIT                          |                |               | 0     | 0                 | 0      | 0                  |             | 0     | 0    | 0            | 0                               | 0                                   | 0                             |           |        |             | 0       | 0                      | 0           | 0       | 0                        | 0         | 0         | 80.0%               | 20.0%   | 0.0%                               |             |                 |
| Head Teacher Total                        |                |               |       | 0                 | 0      |                    |             |       | 0    |              |                                 |                                     | 0                             | 0         |        |             | 0       | 0                      | 0           | 0       | 0                        | 0         | 28        | 85.0%               | 2.6%    | 12.3%                              |             |                 |
| Quality Improvement Officer/Manager FT    | 11             |               | 0     | 0                 | 0      | 0                  | 16          | 0     | 0    | 0            | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        | 0         |           | 72.7%               | 0.0%    | 27.3%                              | 22          |                 |
| Quality Improvement Officer/Manager PIT   |                |               | 0     | 0                 | 0      | 0                  |             | 0     | 0    | 0            | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        | 0         | 0         | 100.0%              | 0.0%    | 0.0%                               |             |                 |
| Quality Improvement Officer/Manager Total |                |               | 0     | 0                 | 0      | 0                  |             | 0     | 0    | 0            | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        | 0         |           | 77.8%               | 0.0%    | 22.2%                              |             |                 |
| Psychologist FT                           | 18             |               | 0     | 0                 | 0      |                    | 20          | 0     | 0    | 0            | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        |           |           | 76.9%               | 3.8%    | 19.2%                              | 26          |                 |
| Psychologist PIT                          | 12             | 0             |       | 0                 | 0      | 0                  | 13          | 0     | 0    | 0            | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        | 0         |           | 61.9%               | 0.0%    | 38.1%                              | 21          |                 |
| Psychologist Total                        | 30             |               |       | 0                 | 0      |                    | 33          | 0     | 0    | 0            | 0                               | 0                                   | 0                             | 0         | 0      |             | 0       | 0                      | 0           | 0       | 0                        | 13        |           | 70.2%               | 2.1%    | 27.7%                              | 47          |                 |
| Total Workforce FT                        | 2,196          | 435           | 115   | 0                 |        | 70                 | 2,822       | 15    |      | 18           | 45                              | 17                                  | 0                             |           | 15     | 83          |         | 0                      |             |         |                          | 126       | 1,759     | 60.0%               | 2.7%    | 37.4%                              | 4,707       |                 |
| Total Workforce PIT                       | 585            | 164           | 11    | 0                 |        | 22                 | 775         |       | 0    |              | 12                              |                                     | 0                             |           | 24     |             | 0       | 0                      | 0           | 0       | 0                        | 32        | 413       | 63.5%               | 2.6%    | 33.9%                              | 1,220       |                 |
| Total Workforce                           | 2,781          | 599           | 126   | 0                 |        | 92                 | 3,597       |       |      |              | 57                              |                                     | 0                             |           | 107    |             | 0       |                        |             |         |                          | 158       | 2,172     | 60.7%               | 2.7%    | 36.6%                              | 5,927       |                 |

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