

OFFICIAL

**WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL
AS AT 31 MARCH 2023**

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 Corporate HR Officer, Corporate HR at thom.hughes@glasgow.gov.uk

Grade	White Employees		BME Employees		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	
Grade 1 - 4 Total	9,483	73.9%	533	4.2%	2,818	21.9%	12,834
Grade 5 - 7 Total	5,629	78.9%	228	3.2%	1,279	17.9%	7,136
Grade 8 Total	602	85.7%	14	2.0%	86	12.3%	702
Grade 9 - 15 Total	271	86.3%			40	12.7%	314
Other Non Pay & Grading Structure	328	73.7%	15	3.4%	102	22.9%	445
Teaching	4,216	65.6%	205	3.2%	2,001	31.2%	6,422
Total Workforce	20,529	73.7%	998	3.6%	6,326	22.7%	27,853
Total Full Time Workforce	12,669	75.4%	490	2.9%	3,649	21.7%	16,808
Total Part Time Workforce	7,860	71.1%	508	4.6%	2,687	24.3%	11,055

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	93	91.2%					102
Glasgow Life	1,965	98.3%	31	1.6%			2000
City Parking	1,819	74.9%	75	3.1%	534	22.0%	2428
City Property	57	64.7%			29	33.0%	88
Clyde Gateway			0	0.0%	16	66.7%	24
Jobs & Business Glasgow	144	88.9%			13	8.0%	162
Total Workforce	4,086	85.1%	114	2.4%	604	12.6%	4804

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

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WORKFORCE PROFILE BY ETHNICITY
ALL COUNCIL EXCLUDING TEACHERS
AS AT 31 MARCH 2023

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	Show man/Show woman	Roma	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 Black & Minority Ethnic Employees %		Total Black & Minority Ethnic Employees %	Total Non Disclosed %
Grade 1-4 FIT	2,672	914	28	0	19	0	0	46	3,679	12			27	13				57	22	13			0	40	115	948	77.6%	2.4%	20.0%	4,742
Grade 1-4 PIT	3,307	2,328	32	0	24	0		111	5,804	25	10	24	124	53		16	25	223	66	54				136	418	1,870	71.7%	5.2%	23.1%	8,092
Grade 1-4 Total	5,979	3,242	60	0	43	0		157	9,483	37	13	27	151	66		23	34	280	88	67		12		176	533	2,818	73.9%	4.2%	22.0%	12,834
Grade 5-7 FIT	3,953	394	45	0	14	0		80	4,488	26		10	45	31				96	43				0	53	186	994	79.2%	3.3%	17.5%	5,668
Grade 5-7 PIT	1,032	75				0	0	25	1,141				18		0			29				0			42	285	77.7%	2.9%	19.4%	1,468
Grade 5-7 Total	4,985	469	50		17	0		105	5,629	32		11	63	36		13	12	125	44					58	228	1,279	78.9%	3.2%	17.9%	7,136
Grade 8 FIT	472	50		0	0	0	0	12	543		0				0		0			0		0			14	81	85.1%	2.2%	12.7%	638
Grade 8 PIT	51		0	0	0	0	0	0	54	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		91.5%	0.0%	8.5%	59
Grade 8 Total	523	53		0	0	0	0	12	597		0		0	0	0	0	0	0	0	0	0	0	0	0	14	86	85.7%	2.0%	12.3%	697
Grade AC2 8 FIT		0	0	0	0	0	0	0	5	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%	0.0%	0.0%	0
Grade AC2 8 Total		0	0	0	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	
Grade 9-15 FIT	221	21	11	0	0	0	0	0	258		0	0			0	0	0		0	0	0	0	0	0		38	86.3%	1.0%	12.7%	299
Grade 9-15 PIT			0	0	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		90.9%	0.0%	9.1%	11
Grade 9-15 Total	230	22	11	0	0	0	0	0	268		0	0			0	0	0		0	0	0	0	0	0		39	86.5%	1.0%	12.6%	310
Grade AC2 9-15 FIT		0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		75.0%	0.0%	25.0%	
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%	0
Grade AC2 9-15 Total		0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	75.0%	0.0%	25.0%	
Other Non Pay & Grading Structure FIT	236	16	0	0	0	0	0	0	254		0				0	0	1	8		0			0		14	89	71.1%	3.9%	24.9%	357
Other Non Pay & Grading Structure PIT	68		0	0	0	0	0	0	74	0	0		0	0	0	0	0	0	0	0	0	0	0	0	13		84.1%	1.1%	14.8%	88
Other Non P&G Structure Total	304	20	0	0	0	0	0	0	328		0				0	0	1	8		0			0		15	102	73.7%	3.4%	22.9%	445
Total Workforce FIT	7,562	1,395	93	0	33	0		145	9,230	44		15	78	50		17	20	167	70	16		10		102	332	2,151	78.8%	2.8%	16.4%	11,713
Total Workforce PIT	4,467	2,411	37		27	0		138	7,083	31	11	26	142	58		20	27	252	67	55				141	461	2,174	72.9%	4.7%	22.4%	9,718
Total Workforce	12,029	3,806	130		60	0		283	16,313	75	15	41	220	108		37	47	419	137	71		19		243	793	4,325	76.1%	3.7%	20.2%	21,431

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WORKFORCE PROFILE BY ETHNICITY
TEACHERS ONLY
AS AT 31 MARCH 2023

TEACHERS OVERALL 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	Show man/Show woman	Roma	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 %
Teacher FIT	1,957	250	115	0				69	2,401	22		13	39	20	0		13	79					12	128	1,016	67.7%	3.6%	28.7%	3,545
Teacher PIT	520	107	13	0		0	0	16	657				20		0	0		34		0	0	0		43	454	56.9%	3.7%	39.3%	1,154
Teacher Total	2,477	357	128	0				85	3,058	25		16	59	29	0		16	113					14	171	1,470	65.1%	3.6%	31.3%	4,699
Principal Teacher FIT	487	69	23	0		0	0	12	592		0				0	0		14		0	0	0	0	24	348	61.4%	2.5%	36.1%	964
Principal Teacher PIT	56			0	0	0	0	0	66	0	0	0			0	0	0	0		0	0	0	0	44		58.9%	1.8%	39.3%	112
Principal Teacher Total	543	78	24	0		0	0	12	658		0				0	0	0	16		0	0	0	0	26	392	61.2%	2.4%	36.4%	1,076
Depute Head Teacher FIT	198	29		0	0	0	0		235		0		0	0	0	0	0	0		0	0	0	0		83	73.4%	0.6%	25.9%	320
Depute Head Teacher PIT	30			0	0	0	0	0	32	0	0	0	0	1	0	0	0	1		0	0	0	0			76.2%	2.4%	21.4%	42
Depute Head Teacher Total	228	30		0	0	0	0	0	267		0		0	1	0	0	0	1		0	0	0	0		92	73.8%	0.8%	25.4%	362
Head Teacher FIT	144	28		0	0	0	0	2	176		0		0	0	0	0	0	0		0	0	0	0		35	82.6%	0.9%	16.4%	213
Head Teacher PIT			0	0	0	0	0	0		0	0	0	0	0	0	0	0			0	0	0	0			60.0%	20.0%	20.0%	
Head Teacher Total	145	30		0	0	0	0	2	179		0		0	0	0	0	0			0	0	0	0		36	82.1%	1.4%	16.5%	216
Quality Improvement Officer/Manager FIT	12		0	0	0	0	0	0	18	0	0	0	0	0	0	0	0	0		0	0	0	0	0		78.3%	0.0%	21.7%	23
Quality Improvement Officer/Manager 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
Quality Improvement Officer/Manager Total	12		0	0	0	0	0	0	18	0	0	0	0	0	0	0	0	0		0	0	0	0	0		78.3%	0.0%	21.7%	23
Psychologist FIT	14		0	0	0	0	0		17	0	0	0	0	0	0	0	0	0		0	0	0	0		11	56.7%	6.7%	36.7%	30
Psychologist PIT	17			0	0	0	0	0	19	0	0	0	0	0	0	0	0	0		0	0	0	0			79.2%	0.0%	20.8%	24
Psychologist Total	31			0	0	0	0	0	36	0	0	0	0	0	0	0	0	0		0	0	0	0		16	66.7%	3.7%	29.6%	54
Total Workforce FIT	2,812	383	145	0				88	3,439	31	2	16	47	22	0		17	94					15	158	1,498	67.5%	3.1%	29.4%	5,095
Total Workforce PIT	624	120	16	0		0	0	16	777	3	1	3	21	11	0	0	0	38		0	0	0	0	0	513	0.0%	0.0%	0.0%	0
Total Workforce	3,436	503	161	0				104	4,216	34	3	19	68	33	0		23	132					17	205	2,011	65.5%	3.2%	31.3%	6,432

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