

WORKFORCE PROFILE BY ETHNICITY
GLASGOW LIFE
30 September 2020

GRADE & ETHNICITY	White Employees		BEM Employees		Non Disclosed Employees		Total Workforce
	Number	%	Number	%	Number	%	Number
Grade 1-4 Total	1,265	80.0%	41	2.6%	275	17.4%	1,581
Grade 5-7 Total	645	83.7%	21	2.7%	105	13.6%	771
Grade 8 Total	45	93.8%	0	0.0%	3	6.3%	48
Grade 9-15 Total	27	84.4%	0	0.0%	5	15.6%	32
Other Non Pay & Grading Structure Total	10	27.8%	0	0.0%	26	72.2%	36
Total Workforce F/T	1,297	83.0%	27	1.7%	238	15.2%	1,562
Total Workforce P/T	695	76.7%	35	3.9%	176	19.4%	906
Total Workforce	1,992	80.7%	62	2.5%	414	16.8%	2,468

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GLASGOW LIFE BY GRADE & ETHNICITY	TOTAL WHITE							MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK						TOTAL BEM	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	Total Black & Ethnic Minority Employees		Total White Employees %	Total Black & Ethnic Minority %	Total Non Disclosed %	
Grade 1-4 F/T	646	20	4	0	2	11	683	1	0	1	2	1	0	4	1	8	2	1	0	0	0	3	13	126	83.1%	1.6%	15.3%	822
Grade 1-4 P/T	539	29	5	0	3	16	582	6	0	1	7	3	0	3	3	16	2	3	0	0	0	5	28	149	76.7%	3.7%	19.6%	759
Grade 1-4 Total	1,175	49	9	0	5	27	1,265	7	0	2	9	4	0	7	4	24	4	4	0	0	0	8	41	275	80.0%	2.6%	17.4%	1,581
Grade 5-7 F/T	477	33	6	0	3	18	537	2	1	2	2	2	0	2	2	8	0	0	1	0	0	1	14	87	84.2%	2.2%	13.6%	638
Grade 5-7 P/T	93	8	0	0	1	6	108	3	0	1	0	1	0	1	2	2	0	0	0	1	0	1	7	18	81.2%	5.3%	13.5%	133
Grade 5-7 Total	570	41	6	0	4	24	645	5	1	3	2	3	0	2	3	10	0	0	1	1	0	2	21	105	83.7%	2.7%	13.6%	771
Grade 8 F/T	37	4	1	0	0	1	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	95.6%	0.0%	4.4%	45
Grade 8 P/T	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	66.7%	0.0%	33.3%	3
Grade 8 Total	39	4	1	0	0	1	45	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	93.8%	0.0%	6.3%	48
Grade ACZ 8 F/T	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 ACZ 8 P/T	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 ACZ 8 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	0.0%	0.0%	0.0%	0
Grade 9-15 F/T	21	3	2	0	0	1	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	84.4%	0.0%	15.6%	32
Grade 9-15 P/T	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 9-15 Total	21	3	2	0	0	1	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	84.4%	0.0%	15.6%	32
Grade ACZ 9-15 F/T	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 ACZ 9-15 P/T	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 ACZ 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	0.0%	0.0%	0.0%	0
Other Non Pay & Grading Structure F/T	7	0	0	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	0	28.0%	0.0%	72.0%	25
Other Non Pay & Grading Structure P/T	1	1	0	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	0	27.3%	0.0%	72.7%	11
Other Non P&G Structure Total	8	1	0	0	0	1	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26	0	27.8%	0.0%	72.2%	36
Total Workforce F/T	1,188	60	13	0	5	31	1,297	3	1	3	4	3	0	6	3	16	2	1	1	0	0	4	27	238	83.0%	1.7%	15.2%	1,562
Total Workforce P/T	625	38	5	0	4	23	695	9	0	2	7	4	0	3	4	18	2	3	0	1	0	6	35	176	76.7%	3.9%	19.4%	906
Total Workforce	1,813	98	18	0	9	54	1,992	12	1	5	11	7	0	9	7	34	4	4	1	1	0	10	62	414	80.7%	2.5%	16.8%	2,468