

**WORKFORCE PROFILE BY ETHNICITY**  
**GLASGOW LIFE**  
**31 March 2022**

GRADE & ETHNICITY	White Employees		BEM Employees		Non Disclosed Employees		Total Workforce
	Number	%	Number	%	Number	%	Number
Grade 1-4 Total	1,085	78.3%	38	2.7%	262	18.9%	1,385
Grade 5-7 Total	618	83.6%	19	2.6%	102	13.8%	739
Grade 8 Total	41	89.1%		2.2%		8.7%	46
Grade 9-15 Total	28	87.5%	0	0.0%		12.5%	32
Other Non Pay & Grading Structure Total		32.1%	0	0.0%	19	67.9%	28
Total Workforce F/T	1,186	82.1%	27	1.9%	231	16.0%	1,444
Total Workforce P/T	595	75.7%	31	3.9%	160	20.4%	786
Total Workforce	1,781	79.9%	58	2.6%	391	17.5%	2,230

\* Note - To limit possible identification, cells which contain a figure of less than 10 have been shaded

WORKFORCE PROFILE BY ETHNICITY

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 Employees %	Total Non Disclosed %		
Grade 1-4 F/T	568	18	0	0	0	10	600	0	0	0	0	0	0	0	0	7	0	0	0	0	0	3	13	133	80.4%	1.7%	17.8%	746	
Grade 1-4 P/T	446	18	0	0	0	13	485	0	0	0	0	0	0	0	0	11	0	0	0	0	0	5	25	129	75.9%	3.9%	20.2%	639	
<b>Grade 1-4 Total</b>	<b>1,014</b>	<b>36</b>	<b>7</b>	<b>0</b>	<b>5</b>	<b>23</b>	<b>1,085</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>18</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>38</b>	<b>262</b>	<b>78.3%</b>	<b>2.7%</b>	<b>18.9%</b>	<b>1,385</b>	
Grade 5-7 F/T	461	27	0	0	0	17	514	0	0	0	0	0	0	0	0	7	0	0	0	0	0	2	13	81	84.5%	2.1%	13.3%	608	
Grade 5-7 P/T	92	0	0	0	0	0	104	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	6	21	79.4%	4.6%	16.0%	131	
<b>Grade 5-7 Total</b>	<b>553</b>	<b>33</b>	<b>9</b>	<b>0</b>	<b>3</b>	<b>20</b>	<b>618</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>19</b>	<b>102</b>	<b>83.6%</b>	<b>2.6%</b>	<b>13.8%</b>	<b>739</b>	
Grade 8 F/T	34	0	0	0	0	0	38	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	92.7%	2.4%	4.9%	41
Grade 8 P/T	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	60.0%	0.0%	40.0%	5
<b>Grade 8 Total</b>	<b>36</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</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>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>89.1%</b>	<b>2.2%</b>	<b>8.7%</b>	<b>46</b>	
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%	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%	0
<b>Grade ACZ 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>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
Grade 9-15 F/T	21	0	0	0	0	0	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	87.5%	0.0%	12.5%	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%	0
<b>Grade 9-15 Total</b>	<b>21</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>28</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>4</b>	<b>87.5%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>32</b>	
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%	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%	0
<b>Grade ACZ 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>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
Other Non Pay & Grading Structure F/T	0	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	35.3%	0.0%	64.7%	17	
Other Non Pay & Grading Structure P/T	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27.3%	0.0%	72.7%	11
<b>Other Non P&amp;G Structure Total</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>9</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>19</b>	<b>32.1%</b>	<b>0.0%</b>	<b>67.9%</b>	<b>28</b>	
<b>Total Workforce F/T</b>	<b>1,090</b>	<b>52</b>	<b>11</b>	<b>0</b>	<b>4</b>	<b>29</b>	<b>1,186</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>14</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>27</b>	<b>231</b>	<b>82.1%</b>	<b>1.9%</b>	<b>16.0%</b>	<b>1,444</b>	
<b>Total Workforce P/T</b>	<b>541</b>	<b>25</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>17</b>	<b>595</b>	<b>9</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>13</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>31</b>	<b>160</b>	<b>75.7%</b>	<b>3.9%</b>	<b>20.4%</b>	<b>786</b>	
<b>Total Workforce</b>	<b>1,631</b>	<b>77</b>	<b>19</b>	<b>0</b>	<b>8</b>	<b>46</b>	<b>1,781</b>	<b>13</b>	<b>1</b>	<b>7</b>	<b>9</b>	<b>5</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>27</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>58</b>	<b>391</b>	<b>79.9%</b>	<b>2.6%</b>	<b>17.5%</b>	<b>2,230</b>	