

**WORKFORCE PROFILE BY ETHNICITY
GLASGOW LIFE
31 March 2023**

Total Workforce	2,249					
	White Employees		BEM Employees		Non Disclosed Employees	
GRADE & ETHNICITY	Number	%	Number	%	Number	%
Grade 1-4 Total	1,014	73.7%	49	3.6%	312	22.7%
Grade 5-7 Total	620	83.0%	21	2.8%	106	14.2%
Grade 8 Total	52	85.2%	Redacted		8	13.1%
Grade 9-15 Total	30	90.9%	0	0.0%	3	9.1%
Other Non Pay & Grading Structure Total	Redacted		0	0.0%	28	80.0%
Total Workforce F/T	1,161	80.2%	34	2.3%	252	17.4%
Total Workforce P/T	562	69.9%	37	4.6%	205	25.5%

Note: any headcount value of 12 and under has been redacted to protect identity of respondents

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	526	18	0	0	0	14	561	0	0	0	0	0	0	0	10	0	0	0	0	0	0	4	19	143	77.6%	2.6%	19.8%	723	
Grade 1-4 P/T	411	23	0	0	0	0	453	0	0	0	0	0	0	0	14	0	0	0	0	0	0	5	30	169	69.5%	4.6%	25.9%	652	
Grade 1-4 Total	937	41	7	0	4	25	1,014	9	0	7	6	4	0	6	8	24	4	4	0	1	0	9	49	312	73.7%	3.6%	22.7%	1,375	
Grade 5-7 F/T	449	29	0	0	0	23	515	0	0	0	0	0	0	0	8	0	0	0	0	0	2	14	87	83.6%	2.3%	14.1%	616		
Grade 5-7 P/T	93	0	0	0	0	0	105	0	0	0	0	0	0	0	3	0	0	0	0	0	0	7	19	80.2%	5.3%	14.5%	131		
Grade 5-7 Total	542	36	11	0	4	27	620	4	1	3	4	3	0	2	2	11	1	0	0	1	0	2	21	106	83.0%	2.8%	14.2%	747	
Grade 8 F/T	42	0	0	0	0	0	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	8	84.7%	1.7%	13.6%	59	
Grade 8 P/T	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	2
Grade 8 Total	43	4	3	0	0	2	52	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	8	85.2%	1.6%	13.1%	61		
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
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%	0
Grade 9-15 F/T	21	0	0	0	0	0	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	90.0%	0.0%	10.0%	30	
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
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	3	3	90.0%	0.0%	10.0%	30	
Grade ACZ 9-15 F/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	100.0%	0.0%	0.0%	3
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
Grade ACZ 9-15 Total	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0%	0.0%	0.0%	3
Other Non Pay & Grading Structure F/T	0	0	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	31.3%	0.0%	68.8%	16	
Other Non Pay & Grading Structure P/T	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	10.5%	0.0%	89.5%	19	
Other Non P&G Structure Total	6	1	0	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	28	20.0%	0.0%	80.0%	35		
Total Workforce F/T	1,046	54	16	0	5	40	1,161	4	1	5	5	3	0	5	5	18	3	1	0	2	0	6	34	252	80.2%	2.3%	17.4%	1,447	
Total Workforce P/T	506	31	7	0	3	15	562	10	0	5	5	4	0	3	5	17	2	3	0	0	0	5	37	205	69.9%	4.6%	25.5%	804	
Total Workforce	1,552	85	23	0	8	55	1,723	14	1	10	10	7	0	8	10	35	5	4	0	2	0	11	71	457	76.5%	3.2%	20.3%	2,251	