

Employment



A considerably higher proportion of BME households have a low income compared to non-BME households.

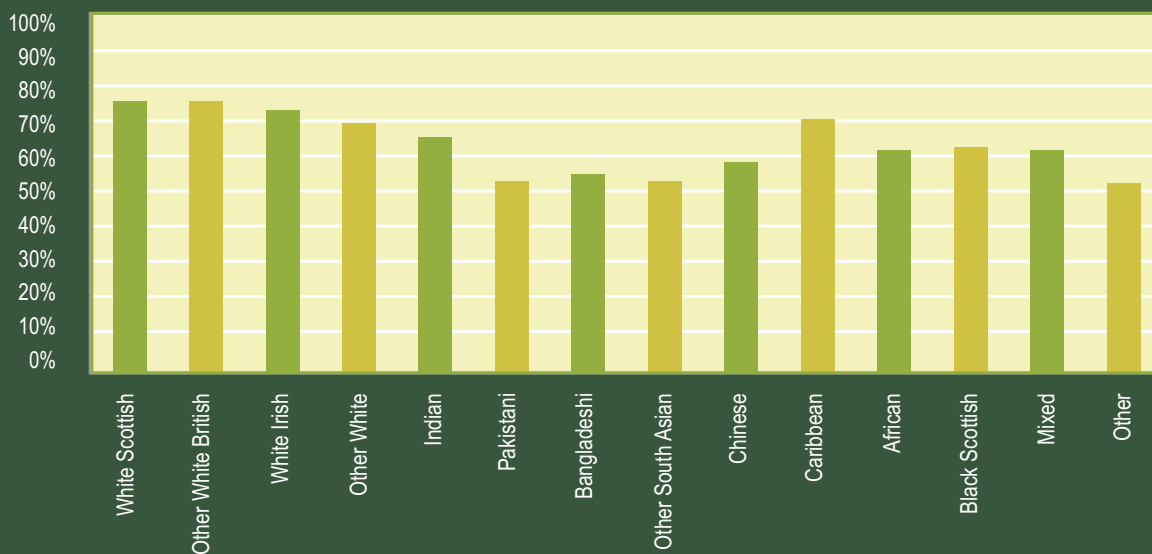
Employment

Unfortunately there is a very limited amount of up to date information on ethnic minority employment. Most of the data that is available is derived from the 2001 Census, although a small number of Scottish Government reports, such as 'Minority Enterprise in Scotland', provide more recent information. The overall trends in employment show that a number of BME groups, notably Pakistani and Bangladeshi men, continue to experience higher unemployment rates, greater concentrations in routine and semi-routine work and lower hourly earnings than do members of the comparison group of Scottish and other Whites. Women from these groups also have higher unemployment rates than the comparison group.

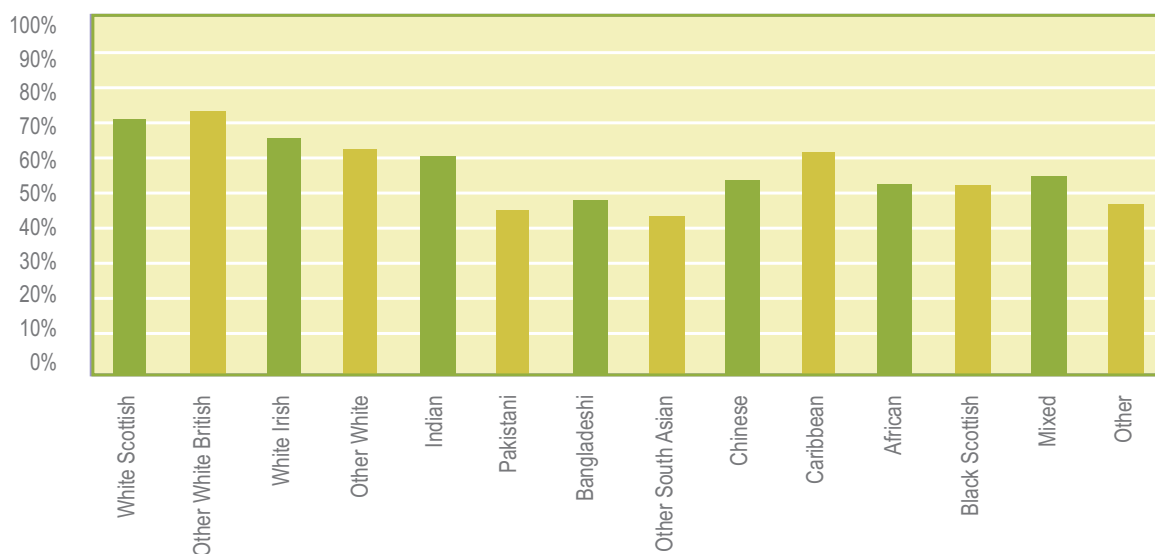
Economic Activity and Employment Rate by Ethnic Group: Data from the 2001 Census shows that all BME groups, excluding people of Caribbean background, have a lower percentage of people economically active compared to the White population. Whilst Other White British and White Scottish people have an economic activity rate of 76%, Pakistanis and Other South Asians have a much lower rate of 53% for both groups. At 71%, the economic activity rate for people of Caribbean background is similar to that of the White population.

Employment rates by ethnicity appear closely aligned to economic activity rates. Again, Other White British and White Scottish have the highest employment rates with 72% and 70% of their working age populations being employed, while the lowest employment rates are among Other South Asians and people from Other Ethnic Groups (46%). The overall difference in employment rates between those from White ethnic groups (75%) and those from BME groups (58%) is 17 percentage points.

Economic Activity Rate by Ethnic Group



Employment Rate by Ethnic Group



[Source: GRO-Scotland and Scottish Household Survey
[http://www.scotland.gov.uk/Publications/2002/11/15773/13419 2002](http://www.scotland.gov.uk/Publications/2002/11/15773/13419%2002)]

Low Income: A considerably higher proportion of BME households have a low income compared to non-BME households. Whilst 18% of households headed by an adult from a White ethnic group were classed as low income by the Department of Work and Pensions, this figure increased to 29% for households headed by an adult from a BME group.

[Source: Analysis of Ethnicity in the 2001 Census:
<http://www.scotland.gov.uk/Publications/2004/02/18876/32937>]

Self Employment: In 2001, the proportion of all people in employment who were self-employed was highest for the following ethnic groups: Pakistani (32%), Chinese (23%) and Indian (22%). Bangladeshi and Other South Asian also have high rates of self-employment (20% for both groups). By comparison, self-employment rates were substantially lower for White Scottish (10%) and Caribbean groups (also 10%), and people in the African group had the lowest rate of self-employment at 8%.

Nationally, BME-owned enterprise accounts for just under 3% of all self-employment, whilst in Glasgow this figure increases to 10.6%, and represents 14% of small employers. Most of these businesses operate in the retail and catering sectors.

Proportion of those Economically Active who are Self-Employed, by Ethnic Group. Scotland, 2001

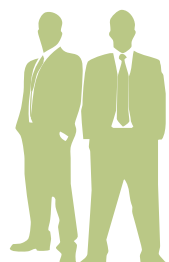


[Source: GROS; 2001 Census: <http://www.scotland.gov.uk/Publications/2004/02/18876/32937>]

Distribution of Minority Ethnic Self-Employment in Scotland

Area/City	Number of Minority Ethnic Self-Employed	Average Self-Employment Rate by Minority Ethnic Group	Proportion of all Minority Self-Employed in Scotland
Glasgow	1874	18.1%	25.1%
Edinburgh	1162	11.9%	15.6%
Dundee	325	17.0%	4.4%
Aberdeen	251	9.68%	3.4%
Other Lowland Scotland	3375	23.2%	45.2%
Highlands & Islands	312	20.9%	4.2%
South of Scotland	167	26.3%	2.2%
All Scotland	7466	19.1%	100.1%

*Total does not add up to 100 due to rounding



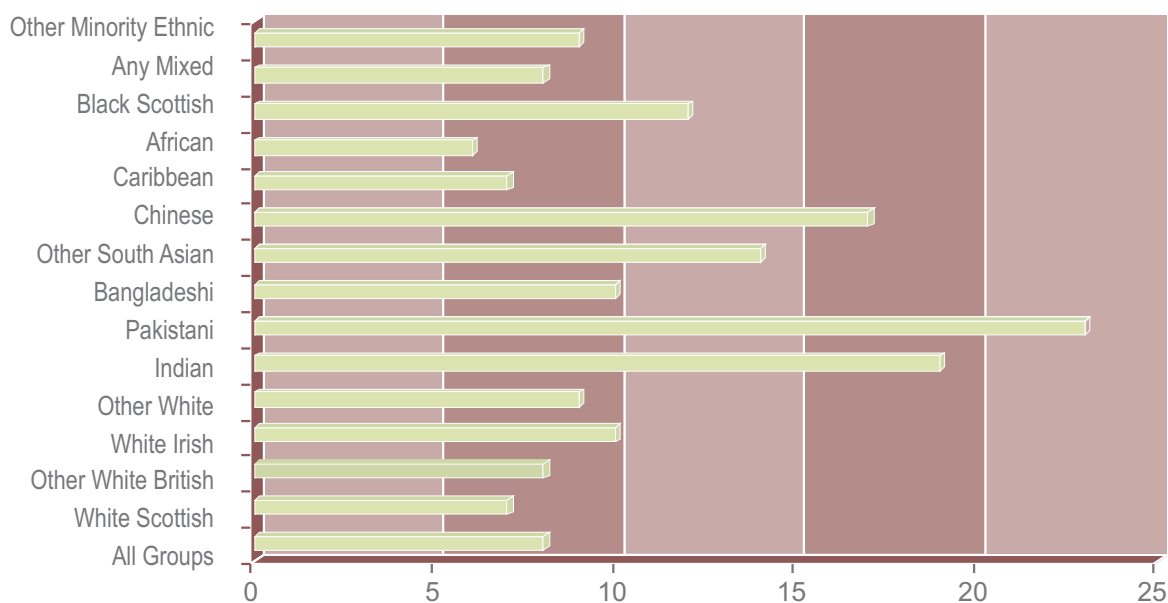
Distribution of Minority Ethnic Small Employers and Own-Account Workers in Scotland

Area/City	Number of Minority Ethnic Small Employers and Own-Account Workers	Average Percent Rate by Minority Ethnic Group	Proportion of all Minority Small Employers and Own-Account Workers in Scotland
Glasgow	2052	19.8%	26.6%
Edinburgh	1142	11.7%	14.9%
Dundee	337	17.6%	4.4%
Aberdeen	230	8.9%	3.0%
Other lowland scotland	3448	14.8%	44.7%
Highlands & Islands	315	12.3%	4.1%
South of Scotland	187	18.8%	2.4%
All Scotland	7715	14.8%	100.1%

*Total does not add up to 100 due to rounding

[Source: www.scrol.gov.uk: <http://www.scrol.gov.uk/scrol/common/home.jsp> 2001]

Self-Employment Rates for Minority Ethnic Enterprise in Glasgow (Percent)

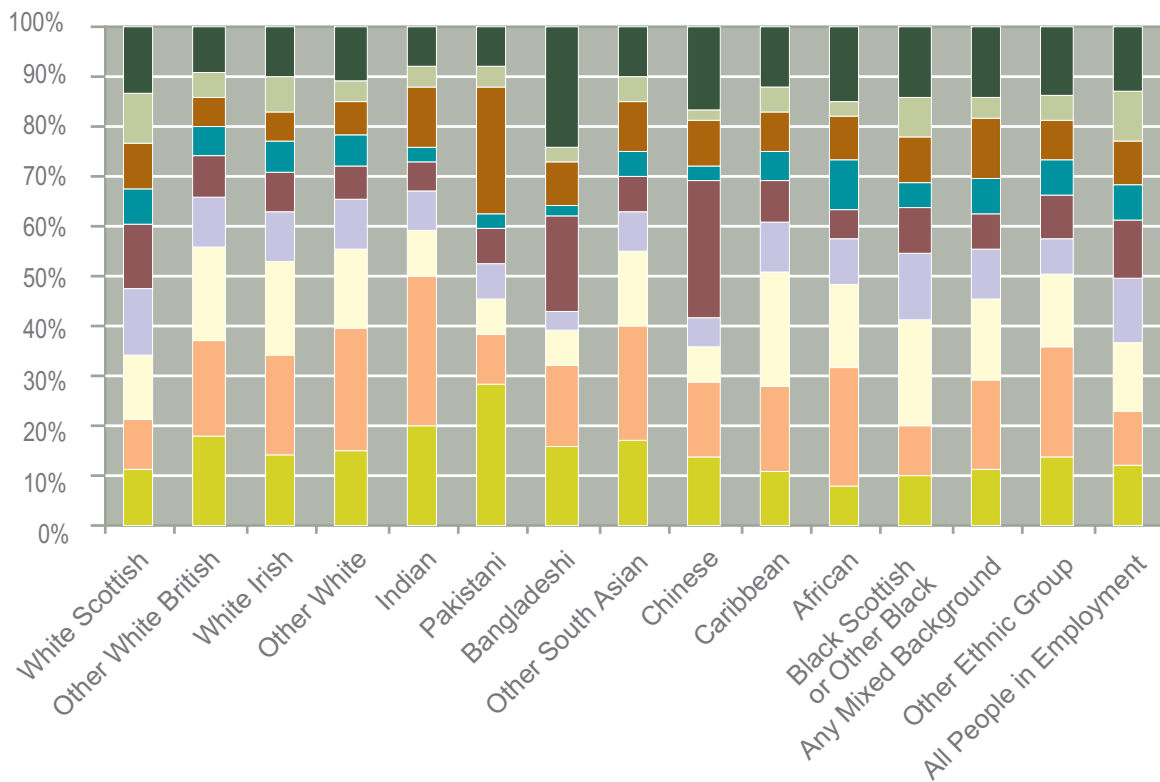


[Source: Minority Ethnic Enterprise in Scotland: A National Scoping Study: <http://www.scotland.gov.uk/Publications/2005/06/20132742/28083> 2005]

Occupation and Industry: The Labour Force Survey found that occupation splits are different by ethnicity with those from BME groups tending to polarise to the higher and lower level of occupations. Pakistanis have the highest proportion of the workforce who describe themselves as ‘managers and senior officials’ (although this may include self employed business people); Within the Indian group, 30% of people are in professional occupations; and the Bangladeshi group has the highest proportion of people in ‘elementary’ occupations (24%). This category covers occupations such as shelf stackers, hospital porters and cleaners.

Individuals from BME groups are also more likely to work in the wholesale/retail trade and hotel and catering industries than non ethnic minorities.

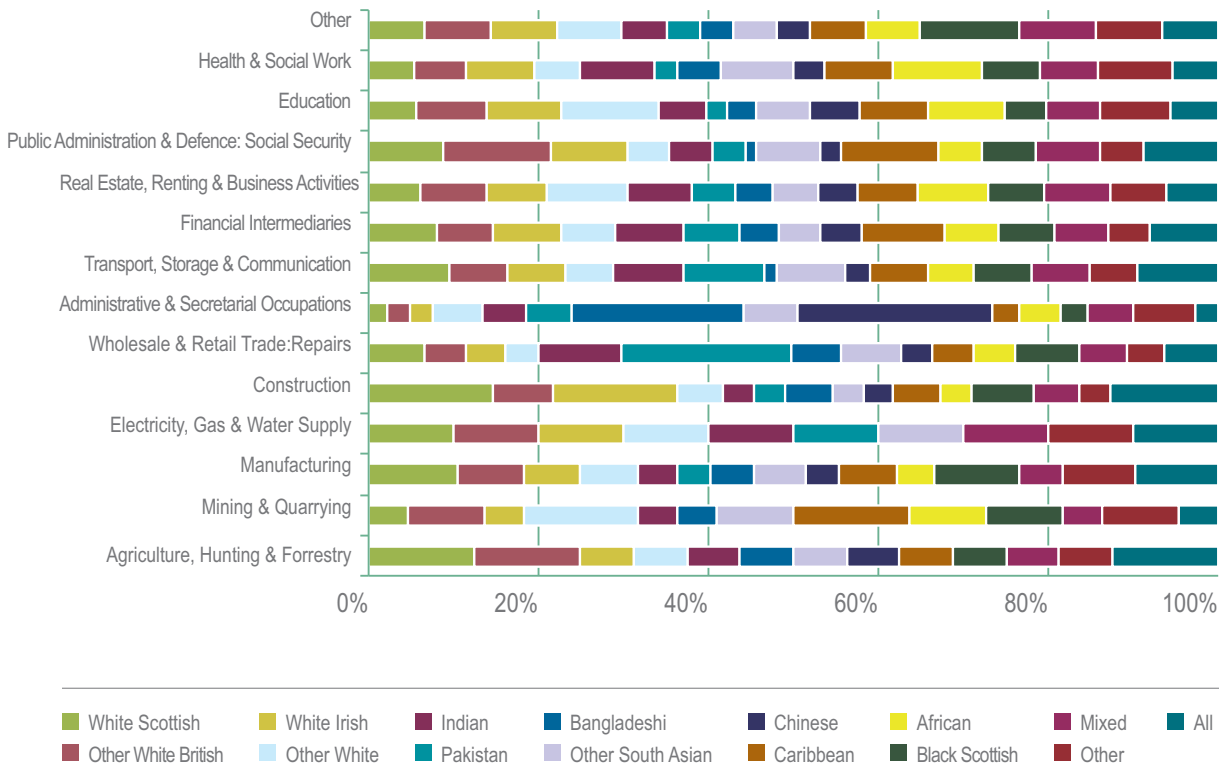
Occupation by Ethnic Group



- Elementary Occupations
- Process. Plant & Machine Operators
- Associate Professional & Technical
- Sales & Customer Service Occupations
- Personal Service Occupations
- Professional Occupations
- Skilled Trades Occupations
- Administrative & Secretarial Occupations
- Managers & Senior Officials



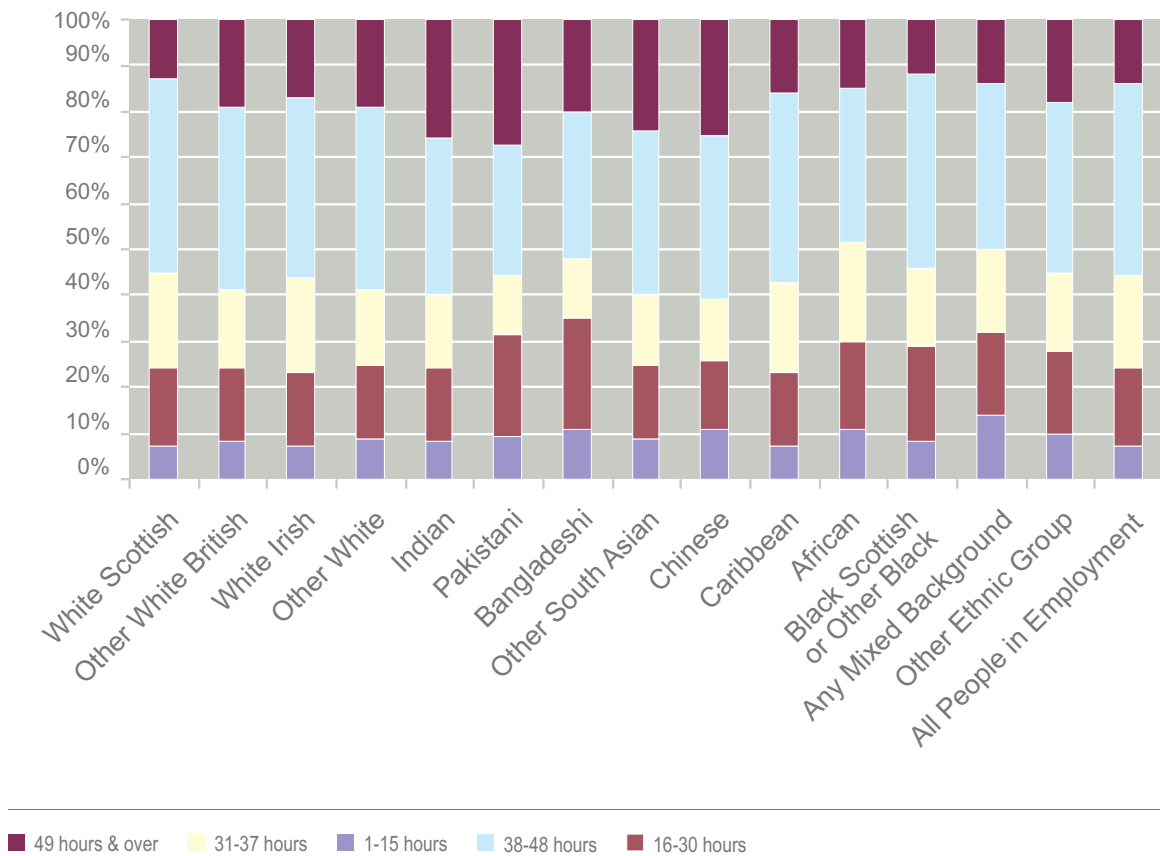
Industry by Ethnic Group



[Source: SCROL; Labour Force Survey 2004]

Hours worked: 7% of people in Scotland normally work 1-15 hours a week in their main job. The highest proportion is in the Mixed group (14%) and the lowest proportions are in the White Scottish, White Irish and Caribbean groups (all 7%). On the other end of the scale, 14% of people in Scotland normally work more than 49 hours in their main job. The highest proportion is for the Pakistani group (27%) and the lowest proportion for the Black Scottish/Other Black group (12%).

Hours Worked by Ethnic Group



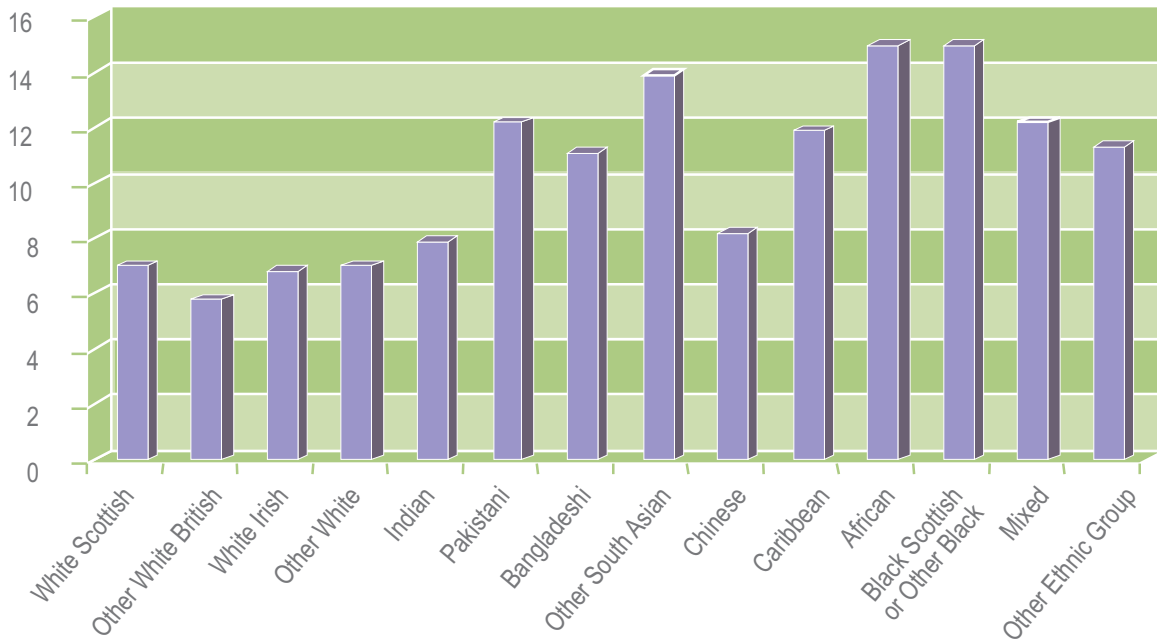
[Source: GRO-Scotland; Labour Force Survey 2004]

Unemployment rates: Information from the 2001 Census shows that BME groups have higher unemployment rates than those from White groups. Whilst for the White Scottish group the figure stands at 7%, it rises to 15% for people of African and Black Scottish origin, and 14% for people of Other South Asian origin. This means that some BME groups are twice as likely to be unemployed as White groups.

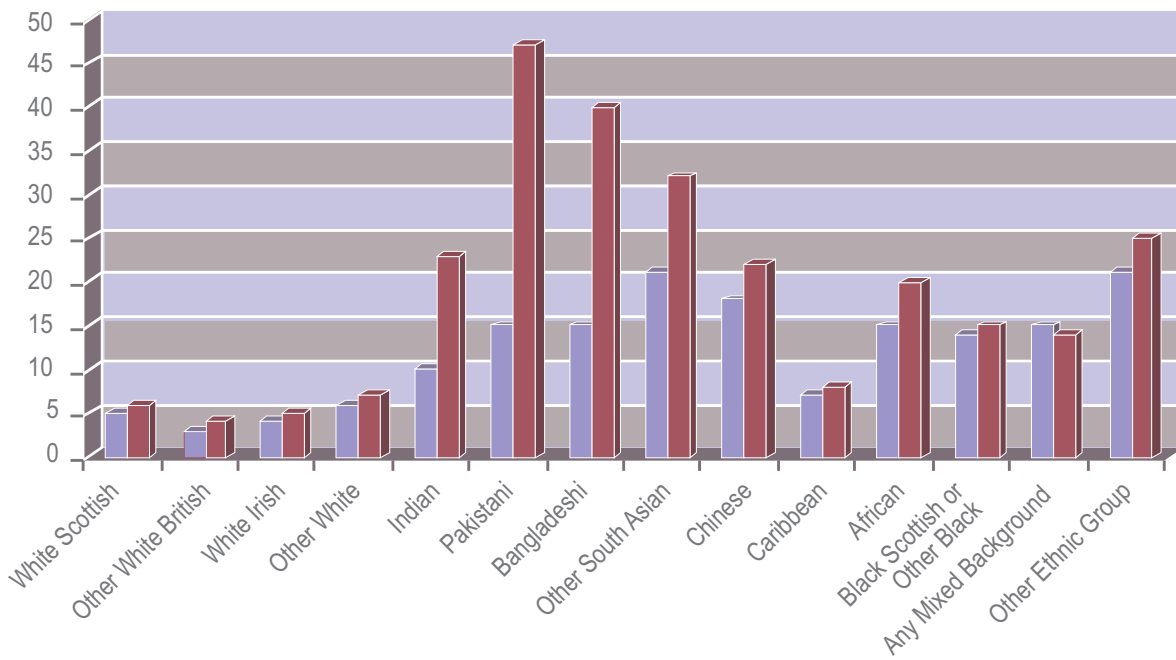
The unemployment rate of women from Asian groups is significantly higher than for those from White groups: 46% of women of working age of Pakistani origin, and 40% of women of working age of Bangladeshi origin have never worked, compared with less than 10% of White females.



Percentage of Economically Active People who are Unemployed - Percentages



People who never worked by Ethnic Group and Sex



■ Males aged 16-64 ■ Females aged 16-64

[Source: 2001 Census; Labour Force Survey 2004]

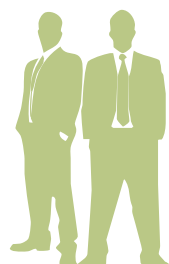
Benefit Claimants: People from BME groups are less likely to say they are in receipt of state benefits, both at a national and Glasgow-wide level. Whilst 43% of the general population of Glasgow indicated that they were not in receipt of any state benefits, this figure increased to 63% of people of Pakistani origin and 80% of people of Indian origin.

The most widely claimed benefits by BME groups are income support and child tax credit. Whilst disability-related benefit claims form 25% of types of benefit claims for the general population, this figure is markedly lower for ethnic groups, with only 6% of people of African/Caribbean origin, 4% of people of Chinese origin and 3% of people of Indian origin claiming this benefit.

[Source: GRO-Scotland, 2001, 2004]

BME police staff:

- According to the Annual Population Survey and HMIC, as of March 2006, 1.18% of police staff in Scotland (including support staff and special constables) were from BME backgrounds, as opposed to 2% of the Scottish labour force as a whole. In Strathclyde Police the proportion is slightly higher, with BME staff making up 1.6% of the total workforce. There has been a substantial increase in BME police staff since 2000, both in numbers and proportionally, but these staff are overwhelmingly male, and concentrated on the lower ends of the promotion scale, with around 90% of BME police officers being Constables; the highest rank reached by a male BME officer is Superintendent, while no female BME staff have risen above Sergeant.
- The continuing under-representation of BME communities within the police could be linked to a poor view of policing within many BME communities. A recent research study by Caledonian University, commissioned by Lothian and Borders and Strathclyde police forces, found that, while BME young people sometimes had good opinions of individual police officers, they felt that the police as a whole were racist and not to be trusted.



Police Staff by Ethnic Group

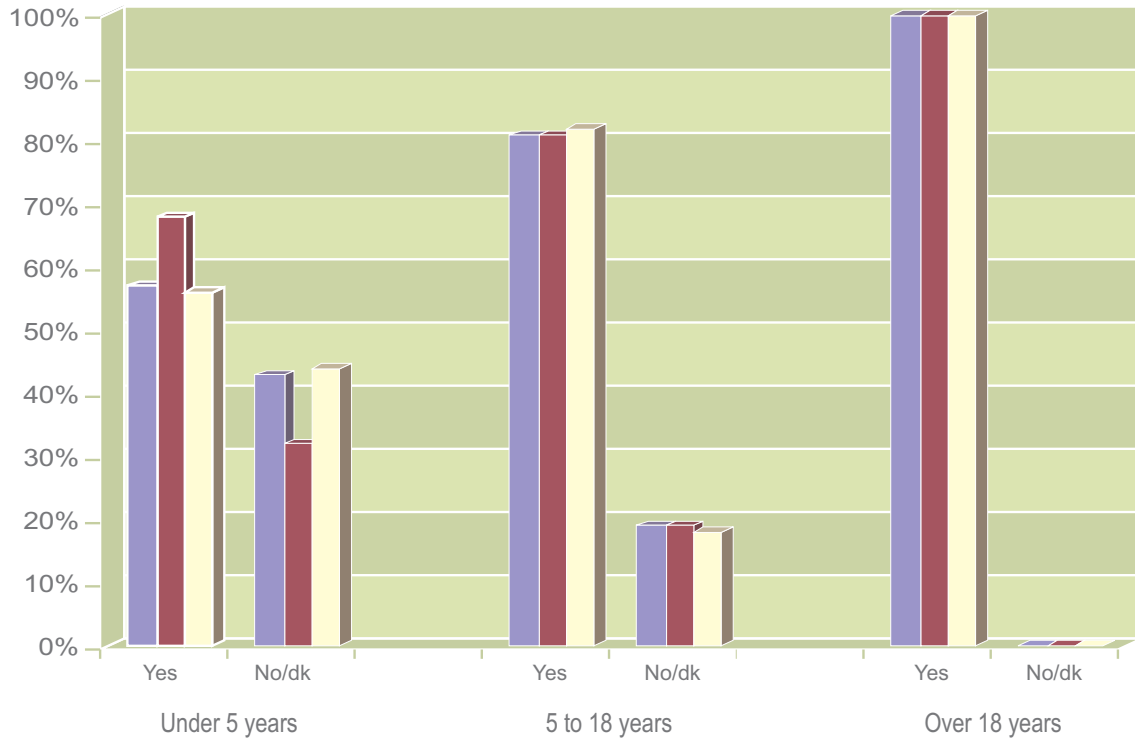
Scotland	00/01	01/02	02/03	03/04	04/05	05/06
Police Officers	91	94	100	185	185	187
Special Constables	12	15	13	15	13	26
Support Staff	29	29	33	56	66	89
Total	132	138	146	258	264	302
Percentage of Total Staff	0.6%	0.62%	0.64%	1.09%	1.07%	1.18%

Strathclyde	00/01	01/02	02/03	03/04	04/05	05/06
Police Officers	55	56	58	136	129	126
Special Constables	4	8	7	7	2	10
Support Staff	19	19	20	21	33	52
Total	78	83	85	164	164	188
Percentage of Total Staff	0.8%	0.85%	0.84%	1.56%	1.52%	1.6%

[Sources: HMIC statistics; Researching Minority Ethnic Young People in Edinburgh and the Greater Glasgow Area, a report by Glasgow Caledonian University 2007]

- According to a Scottish Government Survey into experiences of BME police officers, 76% of participants believed that there is racism within the police service, with 69% saying they had personally experienced racism. Only 17% of those who had experienced racism had complained about it, and 100% of these said they had received negative reactions from colleagues or line managers after having made the complaint, with 44% believing there is no genuine commitment to race equality in the police service. Experiences of racism increased in likelihood with length of service, which may indicate that racism is declining within the police force, or that experiencing racism is a matter of time. 6% felt that racism had been a barrier to their career progress.

Experience of Racism by BME Police Staff-Responses by Length of Service



■ Experienced Racism
 ■ Thought Racism Existed
 ■ Police Must Do More To Combat Racism
 *DK = don't know

[Source: The Experience of Black/Minority Ethnic Police Officers, Support Staff, Special Constables and Resigners in Scotland: 2002]

Scottish Fire Services staff: Within the Scottish Fire Services, in 2006-07, ethnic BME staff made up approximately 0.5% of all staff, an increase from 0.2% of staff in 2000-01.



Diversity Profile of Scottish Fire Services, All Sectors, 2000-01 to 2006-07

	Male White	Female White	Male Minority Ethnic	Female Minority Ethnic
2006-07	8202	1135	36	12
2005-06	8059	1048	37	7
2004-05	8185	966	18	4
2003-04	6565	836	22	4
2002-03	8263	966	18	4
2001-02	8361	933	12	3
2000-01	8186	921	13	5

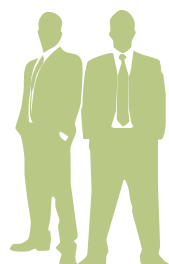
[Source: Her Majesty's Chief Inspector of Fire and Rescue Services: Annual Report 2006 – 2007]

Ethnicity of NHS Scotland staff: In terms of NHS Scotland staff, ethnicity is not known for 50.79% of the workforce as of the end of March 2007. 45.47% of those whose ethnicity was known were from White backgrounds, 0.17% from mixed backgrounds, 0.63% from Indian backgrounds, 0.16% from Pakistani backgrounds, 0.03% from Bangladeshi backgrounds, 0.16% from Chinese backgrounds, 0.25% from other Asian backgrounds, 0.04% from Caribbean backgrounds, 0.24% from African backgrounds, 0.03% from other black backgrounds, and 0.17% from other ethnic backgrounds (according to data collected by ISD Scotland SWISS, 2007).

NHS Employment by Ethnicity

	Not known	Scottish	Other British	Irish	Other White	Any Mixed Background	Indian	Pakistani	Bangladeshi	Chinese	Other Asian	Caribbean	African	Other black	Other Ethnic Background	Declined
Scotland	50.79	36.78	5.73	0.58	2.38	0.17	0.63	0.16	0.03	0.16	0.25	0.04	0.24	0.03	0.17	1.86
NHS Ayrshire and Arran	58.28	35.33	4.02	0.30	0.62	0.13	0.53	0.13	*	0.15	0.15	*	0.09	-	0.15	0.08
NHS Borders	37.14	44.00	11.80	0.77	1.47	0.22	0.47	0.12	-	0.20	0.22	*	0.12	-	*	3.23
NHS NSS	78.74	16.22	3.20	0.16	0.82	0.14	*	*	-	*	-	*	*	-	-	0.47
Scottish Ambulance Service	74.38	20.72	3.57	*	0.45	*	-	-	-	-	-	-	-	*	*	0.73
NHS 24	29.59	29.89	37.60	0.67	0.45	*	*	0.37	*	*	-	*	*	-	*	*
NHS Education for Scotland	58.83	29.50	5.68	0.79	2.37	-	-	*	*	-	-	*	-	*	*	1.89
NHS Quality Improvement	12.17	55.51	16.35	2.28	3.80	*	*	-	-	-	*	-	*	-	-	5.70
NHS Health Scotland	28.73	45.30	16.57	*	3.31	*	*	*	-	-	-	-	*	-	-	*
The State Hospital	70.22	25.84	2.39	*	*	-	*	-	-	-	-	-	-	-	-	*
Golden Jubilee	58.00	33.14	2.50	0.57	1.70	*	1.02	*	-	*	0.91	-	*	-	*	0.91
NHS Fife	31.52	55.92	7.32	1.01	1.57	0.31	0.67	0.20	*	0.18	0.22	*	0.30	*	0.10	0.60
NHS Greater Glasgow & Clyde	66.60	27.62	2.80	0.41	0.52	0.15	0.58	0.21	0.02	0.17	0.24	0.04	0.18	0.02	0.14	0.30
NHS Highland	35.08	48.51	10.42	0.70	2.41	0.18	0.53	0.10	*	0.15	0.25	0.05	0.10	-	*	1.46
NHS Lanarkshire	30.23	58.08	3.69	0.69	1.14	0.16	1.03	0.29	0.07	0.14	0.27	0.05	0.27	0.04	0.34	3.51
NHS Grampian	44.59	40.01	7.31	0.61	1.20	0.20	0.99	0.11	0.04	0.21	0.68	0.07	0.35	-	0.19	3.44
NHS Orkney	4.69	49.56	16.57	0.88	25.22	*	*	-	-	*	*	-	*	-	-	1.32
NHS Lothian	66.95	17.62	6.00	0.52	6.95	0.10	0.53	0.07	0.02	0.19	0.12	0.04	0.40	0.06	0.24	0.18
NHS Tayside	22.80	60.52	7.55	0.99	1.74	0.30	0.85	0.27	*	0.23	0.33	*	0.42	0.09	0.15	3.67
NHS Forth Valley	57.91	34.30	4.02	0.57	0.73	0.18	0.48	0.17	*	0.10	*	0.07	0.22	*	0.16	0.98
NHS Western Isles	53.22	34.85	6.12	0.63	0.94	*	0.71	-	*	*	*	-	*	-	*	2.83
NHS Dumfries & Galloway	4.63	51.10	8.15	0.96	12.98	*	0.82	0.14	-	*	0.18	-	0.18	-	0.51	20.15
NHS Shetland	2.82	53.31	20.73	1.41	14.67	0.85	*	-	-	*	0.71	-	*	-	*	3.95

[Source: ISD Scotland SWISS, 2007]



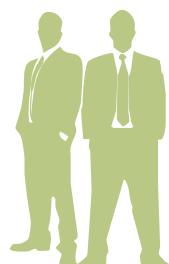
Notes: 1 Information presented in this table is based on self-reporting by staff in NHS Scotland. Data are collected via staff engagement forms when people join, or change organisations within, NHS Scotland, via the "e:you" questionnaire exercise undertaken for all staff in post during 2005, or the equality and diversity monitoring exercise in 2006 and 2007. Completion of the questionnaire exercise was optional and response rates varied across the country. Those staff who did not return their questionnaires are counted under "not known".

NHS Scotland Workforce Statistics: HCHS Medical and Dental Staff by Country of Qualification, NHS Board and Region.

	Total	Scotland	Other UK/UK Unspecified	Other EEA Countries	Rest of World
All Scotland	11,203	7,476	1,620	408	1,699
Consultant	3,847	2,529	835	163	320
Registrar Group	1,646	961	252	87	346
Senior House Officer/ Foundation Year 2	2,993	2,011	221	61	700
Foundation Year 1	793	666	64	11	52
Associate Specialist	244	143	31	4	66
Staff Grade	535	282	64	32	157
Senior Clinical Medical Officer	11	10	1	-	-
Clinical Medical Officer	7	6	1	-	-
Clinical Assistant (Medical)	464	356	69	14	25
Clinical Assistant (Dental)	58	54	3	-	1
Hospital Practitioner	135	112	18	-	5
Limited Specialist	7	5	1	-	1
Clinical Director	9	7	2	-	-
Assistant Clinical Director	1	1	-	-	-
Chief/Assistant Chief Administrative Dental Officer	2	1	1	-	-
Senior Dental Officer	57	41	14	-	2
Dental Officer	260	189	33	28	10
Dental Adviser	10	7	1	-	2
Medical Adviser	4	4	-	-	-
Assistant Prescribing Adviser	-	-	-	-	-
Other	165	120	15	10	20

NHS Greater Glasgow and Clyde Workforce Statistics

	Total	Scotland	Other UK/UK Unspecified	Other EEA Countries	Rest of World
All Scotland	3,411	2,478	396	102	435
Consultant	1,209	876	229	36	68
Registrar Group	610	398	72	28	112
Senior House Officer/ Foundation year 2	987	744	48	24	171
Foundation Year 1	227	180	16	4	27
Associate Specialist	50	31	4	-	15
Staff Grade	106	64	10	5	27
Senior Clinical Medical Officer	1	1	-	-	-
Clinical Medical Officer	2	2	-	-	-
Clinical Assistant (Medical)	92	75	7	1	9
Clinical Assistant (Dental)	21	20	1	-	-
Hospital Practitioner	29	25	3	-	1
Limited Specialist	-	-	-	-	-
Clinical Director	1	1	-	-	-
Assistant Clinical Director	-	-	-	-	-
Chief/Assistant Chief Administrative Dental Officer	-	-	-	-	-
Senior Dental Officer	5	4	1	-	-
Dental Officer	12	10	1	1	-
Dental Adviser	-	-	-	-	-
Medical Adviser	1	1	-	-	-
Assistant Prescribing Adviser	-	-	-	-	-
Other	66	49	5	3	9



National Bodies and Special Health Boards Workforce Statistics

	Total	Scotland	Other UK/UK unspecified	Other EEA Countries	Rest of world
All Scotland	131	91	28	5	7
Consultant	83	60	18	3	2
Registrar Group	5	3	2	-	-
Senior House Officer/ Foundation Year 2	10	4	5	-	1
Foundation Year 1	-	-	-	-	-
Associate Specialist	8	4	-	1	3
Staff Grade	4	3	-	1	-
Senior Clinical Medical Officer	-	-	-	-	-
Clinical Medical Officer	-	-	-	-	-
Clinical Assistant (Medical)	12	9	2	-	1
Clinical Assistant (Dental)	-	-	-	-	-
Hospital Practitioner	-	-	-	-	-
Limited Specialist	-	-	-	-	-
Clinical Director	-	-	-	-	-
Assistant Clinical Director	-	-	-	-	-
Chief/Assistant Chief Administrative Dental Officer	-	-	-	-	-
Dental Officer	-	-	-	-	-
Dental Adviser	8	7	1	-	-
Medical Adviser	-	-	-	-	-
Assistant Prescribing Adviser	-	-	-	-	-
Other	1	1	-	-	-

[Source: http://www.isdscotland.org/isd/workforce-statistics.jsp?pContentID=1346&p_applic=CCC&p_service=Content.show& 2007]

Social Work Services Staff: People from BME groups accounted for 0.8% of all Scottish social work services staff in 2005. This is lower than the proportion of people from BME groups in the Scottish labour force as a whole (approximately 2% in 2001). Staff from BME groups are more highly represented in the 'Social Worker' group (1.4% of this group) than any other staff group.

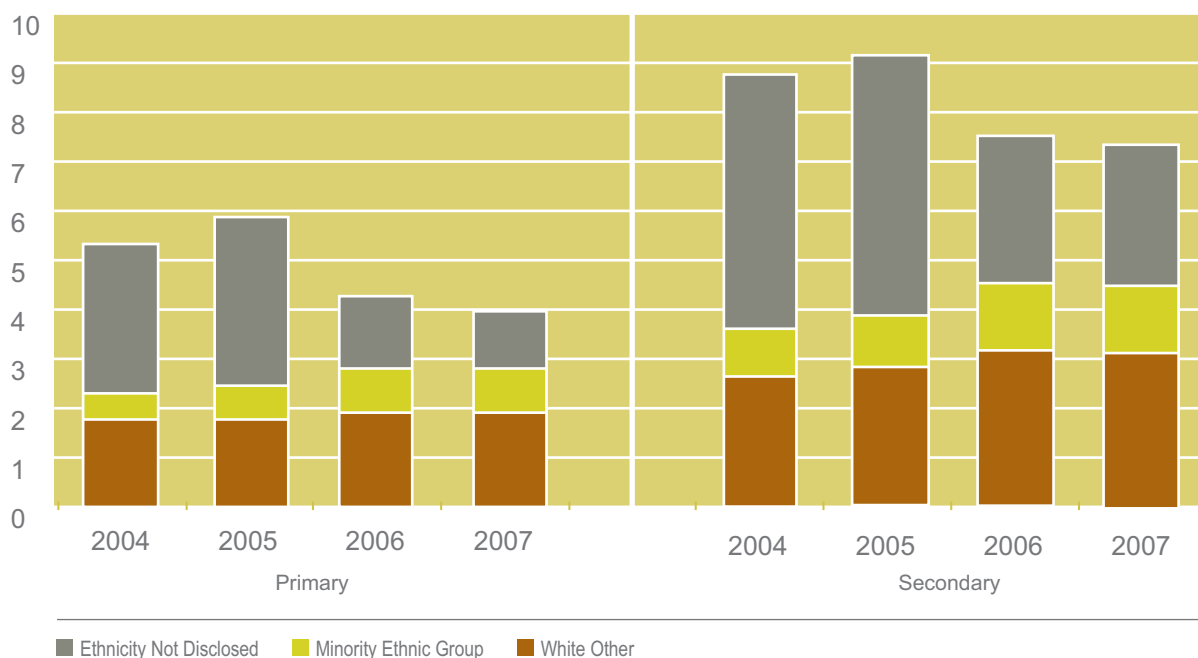
Scottish Social Work Services, Staff by Ethnicity				
Row Percentages & Number				
	by Ethnic Group			
	Percentage			Total Number
	White Ethnic Groups	Minority Ethnic Groups	Not Known/ Dislosed	
Senior Managers, etc.	81.3	0.8	17.9	1,874
Social Workers.	2.1	64.6	33.3	5,191
Other Qualified Fieldwork Staff	80.3	1	18.7	2,539
Social Work Assistants.	82.6	1.3	16.1	2,620
Home Care Staff & Managers.	81.1	0.4	18.5	16,924
Other Domicillary Staff	81.8	0.6	17.6	654
Day Care - Managers & Qualified Care Staff	85.6	1.3	13.1	1,721
Day Care - Care Staff	84.2	0.8	14.9	2,570
Residential - Managers & Qualified Care Staff	82.3	1.3	16.4	5,652
Residential - Care Staff	71.2	0.4	28.4	48
Support Staff	82.7	1.1	16.2	11,170
Secondments	75	0	25	48
Unknown	81.5	0	18.5	195
All Staff	80.9	0.8	18.3	54,008

[Source: Staff of Scottish Local Authority Social Work Services, 2005]

Teaching staff: Where ethnic background data was given, 2.3% of teachers in Scotland were from non-UK, White backgrounds, a decrease from 2.9% in 2005/06, and 1.4% were from other BME groups, an increase from 1.1% on 2005/06. In promoted posts the proportion was 1.3% (down from 1.6% in 2005/06) and 0.9% (up from 0.7% in 2005/06) respectively.



Teachers from Minority Ethnic Backgrounds and of Unknown Ethnic Background ⁽¹⁾ Scotland



Primary School Teachers by Ethnicity and Grade ⁽¹⁾ Scotland		Head Teacher	Depute Head Teacher	Principal Teacher	Chartered Teacher	Teacher
Ethnic Background	White - UK	1,960	1,315	1,634	186	17,464
	White-Other	24	17	*	*	365
	Mixed	-	*	-	*	20
	Asian - Indian	-	-	-	-	21
	Asian - Pakistani	*	-	-	*	26
	Asian - Bangladeshi	-	-	*	*	*
	Asian - Chinese	-	-	-	-	*
	Asian - Other	*	*	*	*	26
	Black - Caribbean	*	-	-	-	26
	Black - African	-	-	-	-	*
	Black - Other	-	*	-	*	6
	Other	*	*	*	*	35
	Not Disclosed	11	7	10	*	273

(1) Excludes-grant aided schools

Secondary School Teachers by Ethnicity and Grade⁽¹⁾, 2007 Scotland

		Head Teacher	Depute Head Teacher	Principal Teacher	Chartered Teacher	Teacher
Ethnic Background	White - UK	343	1,273	6,742	202	15,844
	White-Other	*	*	109	*	584
	Mixed	-	*	11	-	44
	Asian - Indian	-	-	5	*	31
	Asian - Pakistani	-	*	9	-	45
	Asian - Bangladeshi	-	-	*	-	*
	Asian - Chinese	-	-	*	*	16
	Asian - Other	*	-	14	-	66
	Black - Caribbean	-	*	*	-	34
	Black - African	-	-	*	-	*
	Black - Other	-	*	*	-	16
	Other	*	*	23	*	106
	Not Disclosed	5	22	143	6	530

(1) Excludes grant aided schools

Special School teachers by ethnicity and grade⁽¹⁾, 2007 Scotland

		Head Teacher	Depute Head Teacher	Principal Teacher	Chartered Teacher	Teacher
Ethnic Background	White - UK	130	140	183	23	1,344
	White-Other	*	*	*	*	49
	Minority Ethnic	*	*	*	*	17
	Not Known/ Not Disclosed	*	*	*	*	16

(1) Excludes the 7 grant-aided special schools.

[Source: Source: Scottish Executive Statistical Publication: March 27, 2007; Teachers in Scotland 2007 <http://www.scotland.gov.uk/Publications/2008/03/18093809/0>]



Teaching Staff by Ethnicity, Glasgow

Glasgow

	Bangladeshi	Chinese	Indian	Other Asian	Pakistani	Any Mixed Background	African	Caribbean	Other Black	Other Ethnic	Total Ethnic	Total Non-Ethnic	Total
Teacher	*	*	20	17	46	12	7	*	*	*	119	4,642	4,761
Principal Teacher											9	930	939
Head Teacher											5	930	939
Total Teaching Workforce*											137	6299	6436

(1) including AHT/DHT, Advisors and Psychologists

[Source: Glasgow City Council, 2007]

Glasgow City Council Staffing: As at 31 March 2007, the number of BME GCC employees had slightly increased from 588 the previous year to 593, representing an increase from 1.55% to 1.75% of total staff

Glasgow City Council Staff by Ethnicity and Gender

	White Males	White Females	Total White Employees	BME Males	BME Females	Total BME Employees	BME Employees (%)
Manual Workers	4,043	6,170	10,213	44	80	124	1.17%
Band C	2,812	9,192	12,004	64	178	242	1.90%
Band B	1,744	2,035	3,779	33	52	85	2.13%
Band A2	200	142	342	*	*	*	0.55%
Band A1	69	31	100	*	*	*	2.75%
Total Non-Teaching Workforce	8,868	17,570	26,438	144	312	456	1.64%
Total Teaching Workforce	1,383	4,500	5,883	38	99	137	2.28%
Total Workforce	10,251	22,070	32,321	182	411	593	1.75%

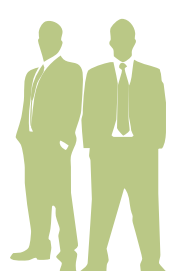
Glasgow City Council staff by Ethnicity

Bangladeshi	Chinese	Indian	Pakistani	Other Asian	Asian Total	African	Caribbean	Black Other	Black Total	Mixed	Other Ethnic	Total BME	White Scottish	White Irish	White British	White Other	White Total	Non-Declared	Total Workforce
*	56	132	150	66	409	38	13	24	75	46	63	593	22,696	267	7,625	733	32,321	923	33,837

*replaces numbers of five or less, for reasons of disclosure.

[Source: Glasgow City Council report, 2007]

- The percentage of applications from BME people for council positions increased from 5.09% of total applications in 2006 to 6.2% in 2007. 15.46% of BME applicants were subsequently invited to interview, and of those, 14.9% were appointed, an increase of 4.59% on the previous year.
- While this is positive, it is worth noting that BME representation decreases as the application process goes on, with BME people making up 6.2% of applicants, 5.5% of interviewees, and 4.8% of appointments. It is also worth noting that of the 490 people who did not disclose their ethnicity, 79 of whom were interviewed, none were appointed.



Glasgow City Council Recruitment by Ethnicity

	Number Applications	% Applications	Number Interviews	% Interviews	Number Appointments	% Appointments
White Scottish	26348	83.6%	4723	85.7%	827	88.17%
White Irish	295	0.9%	62	1.1%	5	0.53%
Other British	1241	3.9%	226	4.1%	40	4.26%
Other White	1194	3.8%	121	2.2%	21	2.24%
Total White	29078	92.2%	5132	93.1%	893	95.2%
Mixed	209	0.7%	35	0.6%	8	0.85%
Indian	384	1.2%	47	0.9%	8	0.85%
Bangladeshi	15	0.0%	*	0.1%	0	0.0%
Pakistani	495	1.6%	79	1.4%	13	1.39%
Chinese	187	0.6%	21	0.4%	*	0.43%
Other Asian	208	0.7%	28	0.5%	*	0.21%
Total Asian	1289	4.1%	179	3.2%	27	2.88%
Caribbean	19	0.1%	6	0.1%	0	0.00%
African	237	0.8%	54	1.0%	7	0.75%
Other Black	76	0.2%	*	0.1%	0	0.00%
Total Black	332	1.1%	65	1.2%	7	0.75%
Other Ethnic Background	124	0.4%	23	0.4%	3	0.32%
Total BME	1954	6.2%	302	5.5%	45	4.8%
Ethnicity Not Declared	490	1.6%	79	1.4%	0	0.00%
Overall Total	31522	100%	5513	100%	938	100%

* replaces numbers of five or less, for reasons of disclosure.

[Source: Glasgow City Council report, 2007]