

Diversity in the Teaching Profession Scotland Annual Data Report

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1. Introduction

In November 2018 the Diversity in the Teaching Profession Working Group, chaired by Professor Rowena Arshad CBE, published its '*Teaching in a Diverse Scotland*' report¹. The report was commissioned by the Strategic Board for Teacher Education (SBTE) following the publication of the National Race Equality Framework for Scotland².

The aim of the group's work was to increase the number of teachers from under-represented backgrounds at all levels in Scottish schools. Subsequently, the working group was reconvened and expanded, again with Professor Arshad as chair. It met regularly from June 2019 to March 2021 to support the implementation of the recommendations made in the report.

At the time of the original report's publication, 1.4% of the teaching workforce came from a minority ethnic background. The Scottish Government accepted Professor Arshad's recommendations, which included the ambitious aim that by 2030, the number of minority ethnic teachers in Scotland's schools should be at least 4%³, which is on a par with the Scottish minority ethnic population in the 2011 census (Table 5.8), which was the most up to date census information available at the time the report was published. Detail regarding Scottish Government's ongoing actions to meet this target can be found under the 'Next Steps' section of this report.

At the conclusion of the Diversity in the Teaching Profession working group in March 2021, Professor Arshad published a further report⁴ setting out the progress achieved to date and the actions still to be progressed. In that report, Professor Arshad stressed the importance of gathering and sharing data on the diversity of the teaching profession in order to inform and evaluate future work. As a result, the first [Teaching Profession Diversity Data Report](#) was published in March 2021.

¹ [Teaching in a diverse Scotland: increasing and retaining minority ethnic teachers](#)

² [Race Equality Framework & Action Plan](#)

³ In 2011 Census, 84% of Scotland's population reported their ethnicity as "White Scottish" and a further 8% as "White: Other British". Minority ethnic groups accounted for 4% of the population. The 4% population figure does not include Irish, White: Polish, White: Gypsy/Traveller and "White: Other white"

⁴ [Teaching in a Diverse Scotland: Increasing and Retaining Minority Ethnic Teachers – 3 years on : Progress and Final Report \(www.gov.scot\)](#)

The annual publication of the report is now the responsibility of the new Diversity in the Teaching Profession and Education Workforce (DITPEW) sub-group, which forms part of the Scottish Government's new Race Equality and Anti-Racism in Education Programme (REAREP). The sub-group is also taking forward a number of the other recommendations made in Professor Arshad's report, which will address the chronic and disproportionate lack of minority ethnic teachers in Scotland's schools.

The Scottish Government recognises the importance of increasing the diversity of the Scottish education workforce, including teachers. This is for a range of reasons, including but not limited to:

- Increased diversity ensures that children and young people have role models that are representative of their lived experience.
- It increases engagement from children and young people as they can identify better with teachers who share their cultural, religious or linguistic traditions
- It increases variety of perspectives within the education system; more perspectives leads to a better understanding of society itself and how to meet the needs of all involved
- It helps to break down stereotypes and negative misconceptions about differing minority groups
- It increases diversity of language and thought that benefit the knowledge and experience of colleagues, children and young people and families
- It breaks down barriers and ultimately creates cohesion among different ethnic groups, hopefully creating a more tolerant and fair society, free of racism.

2. Summary

2.1 General

There has been a very small increase in the number of minority ethnic teachers over time: for example in 2021 the full time equivalent number of teachers from ethnic minority backgrounds across the whole profession was 945 or 1.8% of the workforce. This has increased from 725 (1.4% of the workforce) in 2017. The data also shows that there is a higher proportion of new teachers coming into the profession from minority ethnic backgrounds, compared to the overall teacher population. In addition, 2 local authorities are showing a slight increase, particularly within the secondary sector, in the percentage of

teachers who identify as coming from a minority ethnic background. These are Aberdeen City and East Renfrewshire.

However, these are very small increases and across the teaching workforce, minority ethnic teachers continue to be significantly underrepresented in Scotland's schools. The Scottish Government recognises that considerable work is required to address this important issue.

Scottish Government is also mindful that the data indicates that the ethnicity of a proportion of the teaching workforce is unknown. In addition, others choose not to disclose their ethnicity, (Table 5.5). As part of its action plan, the DITPEW sub-group is working on ways to increase the ethnicity disclosure rate in order to ensure that the data with which we are working is as complete as possible.

2.2 What data is included in this report:

Section 4 of this report presents data tables relating to Initial Teacher Education (ITE) programmes at Scottish Universities. The data captures five-year time series for entrants and qualifiers which look at ethnicity breakdowns and other relevant characteristics. These tables have been drawn from the Higher Education Statistics Agency (HESA) student data. In section 5, a series of data tables are included relating to the ethnicity of teachers working in schools in Scottish local authorities which have been drawn from the annual Teacher Census⁵. This year's publication contains additional information on the ethnicity of teachers in their probation year, and on the employment of ethnic minority teachers in the year following their probation. The ethnicity of Scotland's population by local authority is also included in this section.

2.3 Initial Teacher Education

This progress report also includes data relating to Initial Teacher Education (ITE) programmes at Scottish Higher Education Institutions (HEIs). The data show that the representation of ethnic minorities in entrants and qualifiers has, overall, increased over the past five years between 2016-17 and 2020-21.

⁵ [School education statistics](#)

In 2020-21, 160 or 4.5 % of all UK-domiciled entrants to ITE programmes came from ethnic minority backgrounds. The proportion of entrants from ethnic minorities was higher to postgraduate courses at 4.8% compared to undergraduate courses at 3.8%. But all proportions have increased by at least one percentage point since 2016-17 when only 2.7% of all UK-domiciled entrants were from an ethnic minority background, including 3.2% and 1.5% to postgraduate and undergraduate courses respectively. The full time series is provided in Tables 4.3 and 4.4.

There were 110 UK-domiciled qualifiers from ITE programmes from an ethnic minority background in 2020-21. This represents 3.5%, an increase from 2.6% in 2016-17. The proportion of postgraduate qualifiers similarly went up from 2.7% to 3.9%. However, the proportion of undergraduate qualifiers from an ethnic minority background decreased from 2.4% in 2016-17 to 2.1% in 2020-21.

The data also reveals that ethnic minority groups are more strongly represented in the secondary teaching sector than in the primary one. In 2020-21, 5.5% of UK-domiciled entrants and 4.6% of UK-domiciled qualifiers in the secondary sector came from an ethnic minority background. This compares to 3.6% of entrants and 2.5% of qualifiers in the primary sector. But all proportions have seen an increase over the past five years. In 2016-17, only 1.9% of entrants and 2.0% of qualifiers in the primary sector had an ethnic minority background. In the secondary sector, this was 3.8% and 3.4%, respectively. The full time series is given in Tables 4.5, 4.6, 4.14 and 4.15.

ITE programmes are offered by 11 HEIs in Scotland. The representation of ethnic minority groups varies by ITE provider and further information on this is presented in Tables 4.9 and 4.18. A breakdown by nationality is also provided in Tables 4.7, 4.8, 4.16 and 4.17. It is worth noting that in ITE, similar to the teaching workforce, there is a number of individuals with an unknown ethnicity. In 2020-21, 2.0% of qualifiers and 0.6% of entrants were recorded as having an unknown ethnicity. Going forward, the quality of the data in this report could be enhanced with an increased rate of ethnicity disclosure, as well as better informing the ambitions of the DITPEW sub group.

2.4 Teacher Census

In 2021 the full time equivalent number of teachers from ethnic minority backgrounds across the whole profession was 945 or 1.8% of the workforce. This has increased from 725 (1.4% of the workforce) in 2017. There is a higher proportion of ethnic minority teachers in the secondary sector, 2.2% of the workforce, than in the primary sector, 1.3% of the workforce. Minority ethnic teachers are less represented in promoted posts compared to the profession as a whole, with less than 1% of teachers in promoted posts identifying as being from a minority ethnic background.

In the 2021 teacher census, the ethnic background of 4% of the teaching workforce was 'unknown'. The percentage of teachers identifying as being from an ethnic minority background is lower than this, at 2%. Reducing the incidence of teachers with an unknown ethnic background is fundamental to developing robust and informed policy, as well as providing a baseline to accurately record progress in meeting the 4% target set out in the Teaching in a Diverse Scotland report (2018).

The data shows that there is a higher proportion of new teachers coming into the profession from minority ethnic backgrounds, compared to the overall teacher population. Table 5.6 shows that in 2021, 3.8% of secondary probationary teachers and 1.9% of primary probationary teachers came from minority ethnic backgrounds. Although there has been an increase in the proportion of probationers from an ethnic minority background between 2016/17 and 2019/20, there was decrease seen in 2020/21.

Table 5.7 shows that there is a lower proportion of ethnic minority probationers finding employment after finishing their probationary year compared to the whole probationer population. In 2020/21, 16% of primary school Teacher Induction Scheme probationers from an ethnic minority background found permanent employment in their first year of teaching. This is lower than the primary school probationer cohort as a whole, which saw 23% of probationers finding permanent employment.

3. Next Steps

Scottish Government accepts that the commitment to achieving the target of having at least 4% of teachers identifying as being from a minority ethnic background by 2030 is highly ambitious, particularly as we emerge from the Covid-19 pandemic. To meet the

target, it is estimated that between 8% and 10%⁶ of all new teachers will need to come from an ethnic minority group. This will require a significant shift from the current position; in 2021 less than 3% of probationers on the Teacher Induction Scheme came from an ethnic minority background. It is possible that when the target is updated following the release of the 2022 census statistics on Scotland's minority ethnic population it will be even more challenging to achieve. The figures discussed in the opening section of this paper will need to be reviewed with the publication of the 2022 census to establish whether Scotland's minority ethnic population has increased from the 4% level in 2011. 2022 census data will begin to emerge in early 2023⁷.

Despite this, the Scottish Government remains committed to investing in the diversity of the teaching workforce as reflected in the most recent Programme for Government⁸ commitment. As part of this, the new Diversity in the Teaching Profession and Education Workforce subgroup, and the overarching Race Equality and Anti-Racism in Education Programme of which it is part, will continue to focus on ways in which to support, retain and promote existing minority ethnic staff, as well as increasing the numbers undertaking and completing ITE.

The sub group will use the following 4 actions to drive these ambitions forward:

- Work with key stakeholders to develop better mechanisms of support with a focus on sponsorship, improved levels of racial literacy, better processes for reporting racist incidents and increased sharing of best practice, all of which will support minority ethnic probationers, teachers and other education workforce staff to ensure that they are well recruited, retained and promoted within education employment.
- Work with the newly appointed Senior Education Officer (National Race Diversity Lead), within the General Teaching Council for Scotland, to establish effective leadership at all levels within local authorities, Regional Improvement Collaboratives and schools in order to facilitate improved ethnic diversity within the teaching profession.

⁶ The exact proportion needed to meet the target will depend on the total number of new teachers recruited and change in size of the overall teacher population.

⁷ [2022 Census Outputs](#)

⁸ [A Fairer, Greener Scotland: Programme for Government 2021-22](#)

- Work with the Scottish Council of Deans of Education and other key stakeholders to ensure that Initial Teacher Education providers have a robust framework in place that increases the number of minority ethnic ITE students, which supports them throughout their journey and into permanent posts and promoted positions.
- Work with Scottish Government analysts and policy officials to collect and publish robust data which enables detailed monitoring of progress on addressing underrepresentation.

This commits the Scottish Government to ensuring that the diversity of Scottish society is recognised and represented in the education workforce, at all levels, in line with the ambitions of the Race Equality Framework.

4. Ethnicity of Entrants to and Qualifiers from Scottish ITE Providers

4.1 5 Year Total UK-domiciled Entrants to ITE Programmes at Scottish HEIs, 2016-17 to 2020-21

Ethnicity	Postgraduate	Undergraduate	Total
White	11,890	5,380	17,270
Black or Black British - Caribbean	0	0	0
Black or Black British - African	35	5	40
Other Black background	5	0	5
Asian or Asian British - Indian	45	10	55
Asian or Asian British - Pakistani	150	55	205
Asian or Asian British - Bangladeshi	5	5	10
Chinese	60	10	70
Other Asian background	20	15	40
Other (including mixed)	175	50	225
Ethnicity not known	225	10	235
Total	12,620	5,540	18,160

Source: HESA Student Data, SG analysis

Figures have been rounded to nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

4.2 5 Year Total UK-domiciled Entrants to ITE Programmes at Scottish HEIs, 2016-17 to 2020-21 (Percentage)

Ethnicity	Postgraduate	Undergraduate	Total
White	94%	97%	95%
Black or Black British - Caribbean	0%	0%	0%
Black or Black British - African	0%	0%	0%
Other Black background	0%	0%	0%
Asian or Asian British - Indian	0%	0%	0%
Asian or Asian British - Pakistani	1%	1%	1%
Asian or Asian British - Bangladeshi	0%	0%	0%
Chinese	0%	0%	0%
Other Asian background	0%	0%	0%
Other (including mixed)	1%	1%	1%
Ethnicity not known	2%	0%	1%
Total	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

4.3 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2020-21

Level of Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Postgraduate	White	2,305	2,345	2,430	2,385	2,420
	Other Ethnicity	80	90	105	110	120
	Not known	20	85	45	55	20
	Total	2,405	2,515	2,585	2,550	2,565
Undergraduate	White	1,115	1,095	1,085	1,060	1,025
	Other Ethnicity	15	25	30	45	40
	Not known	0	5	0	5	0
	Total	1,135	1,120	1,115	1,105	1,065
All Entrants	White	3,425	3,440	3,520	3,440	3,445
	Other Ethnicity	95	110	135	155	160
	Not known	20	85	45	60	25
	Total	3,540	3,635	3,700	3,655	3,630

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.4 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2020-21 (Percentage)

Level of Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Postgraduate	White	96%	93%	94%	94%	94%
	Other Ethnicity	3%	3%	4%	4%	5%
	Not known	1%	3%	2%	2%	1%
	Total	100%	100%	100%	100%	100%
Undergraduate	White	98%	98%	97%	96%	96%
	Other Ethnicity	2%	2%	3%	4%	4%
	Not known	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%
All Entrants	White	97%	95%	95%	94%	95%
	Other Ethnicity	3%	3%	4%	4%	4%
	Not known	1%	2%	1%	2%	1%
	Total	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.5 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2020-21

Sector	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Primary	White	2,005	1,975	1,965	1,955	1,870
	Other Ethnicity	40	55	55	75	70
	Not known	10	65	35	40	5
	Total	2,050	2,095	2,060	2,065	1,945
Secondary	White	1,420	1,465	1,555	1,490	1,575
	Other Ethnicity	55	55	80	80	90
	Not known	10	25	10	20	20
	Total	1,485	1,545	1,640	1,585	1,685
All Entrants	White	3,425	3,440	3,520	3,440	3,445
	Other Ethnicity	95	110	135	155	160
	Not known	20	85	45	60	25
	Total	3,540	3,635	3,700	3,655	3,630

Source: HESA Student Data, SG analysis

Figures have been rounded to the nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.
Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.6 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2020-21 (Percentage)

Sector	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Primary	White	98%	94%	95%	94%	96%
	Other Ethnicity	2%	3%	3%	4%	4%
	Not known	0%	3%	2%	2%	0%
	Total	100%	100%	100%	100%	100%
Secondary	White	95%	95%	95%	94%	93%
	Other Ethnicity	4%	4%	5%	5%	5%
	Not known	1%	2%	1%	1%	1%
	Total	100%	100%	100%	100%	100%
All Entrants	White	97%	95%	95%	94%	95%
	Other Ethnicity	3%	3%	4%	4%	4%
	Not known	1%	2%	1%	2%	1%
	Total	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.
Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.7 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2020-21

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
British	White	3,330	3,335	3,400	3,325	3,325
	Other Ethnicity	75	90	115	135	130
	Not known	15	85	45	55	20
	Total	3,420	3,510	3,560	3,515	3,480
Not British	White	95	105	115	115	120
	Other Ethnicity	20	20	20	15	30
	Not known	5	0	0	5	0
	Total	120	125	140	140	150

Source: HESA Student Data, SG analysis

Figures have been rounded to the nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.8 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2020-21 (Percentage)

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
British	White	97%	95%	96%	95%	96%
	Other Ethnicity	2%	3%	3%	4%	4%
	Not known	0%	2%	1%	2%	1%
	Total	100%	100%	100%	100%	100%
Not British	White	81%	83%	84%	84%	79%
	Other Ethnicity	15%	16%	15%	12%	20%
	Not known	4%	2%	1%	4%	1%
	Total	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.9 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Provider, 2016-17 to 2020-21

Provider	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Edinburgh Napier University	White	0	0	0	30	40
	Other Ethnicity	0	0	0	5	5
	Not known	0	0	0	0	0
	Total	0	0	0	40	50
Queen Margaret University, Edinburgh	White	0	0	0	125	155
	Other Ethnicity	0	0	0	5	10
	Not known	0	0	0	0	0
	Total	0	0	0	130	160
Royal Conservatoire of Scotland	White	25	30	30	40	45
	Other Ethnicity	0	0	0	0	0
	Not known	0	0	0	0	0
	Total	25	30	30	40	45
University of Aberdeen	White	470	485	490	430	450
	Other Ethnicity	20	15	30	15	25
	Not known	0	0	0	0	0
	Total	490	500	520	445	475
University of Dundee	White	300	255	330	295	250
	Other Ethnicity	10	5	10	15	15
	Not known	5	60	30	30	10
	Total	315	320	375	340	275
University of Edinburgh	White	490	470	400	410	310
	Other Ethnicity	10	15	10	15	5
	Not known	0	0	5	5	0
	Total	500	485	410	430	315
University of Glasgow	White	565	610	660	590	560
	Other Ethnicity	15	20	20	30	35
	Not known	0	5	0	5	0
	Total	580	630	680	620	600
University of Stirling	White	155	200	180	150	165
	Other Ethnicity	0	5	5	5	0
	Not known	0	0	0	0	0
	Total	160	205	185	155	165
University of Strathclyde	White	1,050	990	1,035	975	1,005
	Other Ethnicity	35	45	50	45	50
	Not known	15	15	10	10	5
	Total	1,095	1,050	1,095	1,030	1,060
University of the Highlands and Islands	White	90	100	120	120	150
	Other Ethnicity	0	0	0	5	0
	Not known	0	0	0	0	0
	Total	90	105	120	125	155
University of the West of Scotland	White	275	300	270	285	315
	Other Ethnicity	5	5	10	15	10
	Not known	0	0	0	0	0

Provider	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
	Total	280	305	280	300	325

Source: HESA Student Data, SG analysis

Figures have been rounded to the nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.10 5 Year Total UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2020-21

Ethnicity	Postgraduate	Undergraduate	Total
White	10,665	4,185	14,850
Black or Black British - Caribbean	0	0	0
Black or Black British - African	20	0	20
Other Black background	5	0	5
Asian or Asian British - Indian	40	10	50
Asian or Asian British - Pakistani	120	30	150
Asian or Asian British - Bangladeshi	5	0	5
Chinese	45	10	55
Other Asian background	15	5	20
Other (including mixed)	150	30	175
Ethnicity not known	210	75	285
Total	11,265	4,350	15,615

Source: HESA Student Data, SG analysis

Figures have been rounded to nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

4.11 5 Year Total UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2020-21 (Percentage)

Ethnicity	Postgraduate	Undergraduate	Total
White	95%	96%	95%
Black or Black British - Caribbean	0%	0%	0%
Black or Black British - African	0%	0%	0%
Other Black background	0%	0%	0%
Asian or Asian British - Indian	0%	0%	0%
Asian or Asian British - Pakistani	1%	1%	1%
Asian or Asian British - Bangladeshi	0%	0%	0%
Chinese	0%	0%	0%
Other Asian background	0%	0%	0%
Other (including mixed)	1%	1%	1%
Ethnicity not known	2%	2%	2%
Total	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)
 White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

4.12 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2020-21

Level of Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Postgraduate	White	2,015	2,045	2,180	2,155	2,265
	Other Ethnicity	55	75	75	95	95
	Not known	10	30	65	50	50
	Total	2,085	2,150	2,320	2,300	2,415
Undergraduate	White	880	790	880	895	740
	Other Ethnicity	20	15	20	15	15
	Not known	10	15	20	15	10
	Total	910	820	920	925	770
All Qualifiers	White	2,895	2,835	3,060	3,050	3,010
	Other Ethnicity	80	85	95	110	110
	Not known	20	50	90	65	65
	Total	2,995	2,970	3,240	3,225	3,180

Source: HESA Student Data, SG analysis

Figures have been rounded to the nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.13 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2020-21 (Percentage)

Level of Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Postgraduate	White	97%	95%	94%	94%	94%
	Other Ethnicity	3%	3%	3%	4%	4%
	Not known	1%	1%	3%	2%	2%
	Total	100%	100%	100%	100%	100%
Undergraduate	White	96%	96%	95%	97%	96%
	Other Ethnicity	2%	2%	2%	2%	2%
	Not known	1%	2%	2%	2%	2%
	Total	100%	100%	100%	100%	100%
All Qualifiers	White	97%	95%	94%	95%	95%
	Other Ethnicity	3%	3%	3%	3%	3%
	Not known	1%	2%	3%	2%	2%
	Total	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.14 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2020-21

Sector	Ethnicity	2017-					2020-21
		2016-17	18	2018-19	2019-20		
Primary	White	1,670	1,645	1,785	1,820	1,660	
	Other Ethnicity	35	40	45	55	45	
	Not known	10	30	60	40	35	
	Total	1,720	1,715	1,895	1,915	1,735	
Secondary	White	1,225	1,190	1,270	1,230	1,350	
	Other Ethnicity	45	45	50	55	65	
	Not known	10	20	25	25	30	
	Total	1,280	1,255	1,350	1,310	1,445	
All Qualifiers	White	2,895	2,835	3,060	3,050	3,010	
	Other Ethnicity	80	85	95	110	110	
	Not known	20	50	90	65	65	
	Total	2,995	2,970	3,240	3,225	3,180	

Source: HESA Student Data, SG analysis

Figures have been rounded to the nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background. Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.15 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2020-21 (Percentage)

Sector	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Primary	White	97%	96%	94%	95%	96%
	Other Ethnicity	2%	2%	2%	3%	3%
	Not known	1%	2%	3%	2%	2%
	Total	100%	100%	100%	100%	100%
Secondary	White	96%	95%	94%	94%	93%
	Other Ethnicity	3%	4%	4%	4%	5%
	Not known	1%	2%	2%	2%	2%
	Total	100%	100%	100%	100%	100%
All Qualifiers	White	97%	95%	94%	95%	95%
	Other Ethnicity	3%	3%	3%	3%	3%
	Not known	1%	2%	3%	2%	2%
	Total	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)
 White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.
 Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.16 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2020-21

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
British	White	2,820	2,755	2,955	2,950	2,910
	Other Ethnicity	65	70	80	105	95
	Not known	20	45	80	55	50
	Total	2,900	2,875	3,115	3,115	3,055
Not British	White	75	80	100	100	100
	Other Ethnicity	15	15	15	5	15
	Not known	5	0	0	5	0
	Total	95	95	120	110	115

Source: HESA Student Data, SG analysis

Figures have been rounded to nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.
 Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.17 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2020-21 (Percentage)

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
British	White	97%	96%	95%	95%	95%
	Other Ethnicity	2%	3%	3%	3%	3%
	Not known	1%	2%	3%	2%	2%
	Total	100%	100%	100%	100%	100%
Not British	White	79%	83%	86%	91%	86%
	Other Ethnicity	16%	15%	13%	5%	12%
	Not known	4%	2%	2%	5%	2%
	Total	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Figures have been rounded. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.
 Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

4.18 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Provider, 2016-17 to 2020-21

Provider	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
Edinburgh Napier University	White	0	0	0	20	35
	Other					
	Ethnicity	0	0	0	5	5
	Not known	0	0	0	0	5
	Total	0	0	0	30	40
Queen Margaret University, Edinburgh	White	0	0	0	15	20
	Other					
	Ethnicity	0	0	0	0	0
	Not known	0	0	0	0	0
	Total	0	0	0	15	25
Royal Conservatoire of Scotland	White	15	25	30	40	40
	Other					
	Ethnicity	0	0	0	0	0
	Not known	0	0	0	5	0
	Total	15	25	30	45	40
University of Aberdeen	White	390	400	405	370	430
	Other					
	Ethnicity	10	15	15	10	20
	Not known	0	0	0	0	0
	Total	395	415	420	385	450
University of Dundee	White	275	225	220	250	295
	Other					
	Ethnicity	10	5	5	5	10
	Not known	0	5	45	20	30
	Total	280	235	270	280	335
University of Edinburgh	White	430	445	445	490	320
	Other					
	Ethnicity	10	10	10	15	10
	Not known	0	0	0	5	5
	Total	440	455	460	510	335
University of Glasgow	White	510	455	590	520	500
	Other					
	Ethnicity	15	15	15	20	20
	Not known	15	30	30	20	0
	Total	540	500	635	565	525
University of Stirling	White	110	100	110	110	130
	Other					
	Ethnicity	5	5	5	0	5
	Not known	0	0	0	0	10
	Total	120	100	115	110	140
University of Strathclyde	White	835	835	935	890	885
	Other					
	Ethnicity	25	35	35	35	40
	Not known	10	15	5	5	10
	Total	870	880	975	930	935

Provider	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21
University of the Highlands and Islands	White	85	90	105	120	130
	Other Ethnicity	0	0	0	5	0
	Not known	0	0	5	5	0
	Total	85	90	115	130	130
University of the West of Scotland	White	250	265	215	225	225
	Other Ethnicity	0	5	5	10	5
	Not known	0	0	0	0	0
	Total	250	270	220	235	225

Source: HESA Student Data, SG analysis

Figures have been rounded to the nearest 5. Therefore, sums may not equal totals.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1 or 2)

White includes: white, white Irish, white British, Irish traveller, gypsy or traveller and other white background.

Other Ethnicity includes: black or black British Caribbean or African, other black background, Asian or Asian British (Indian, Pakistani, Bangladeshi), Chinese, Other Asian background and other (including mixed).

5. Ethnicity of teachers in Scottish Local Authority schools

5.1 Full time equivalent (FTE) ethnic minority teachers by grade and sector, 2017-2021

Promoted posts					
	2017	2018	2019	2020	2021
Primary	19	26	24	32	29
Secondary	53	55	58	56	58
Special	*	*	*	*	5

Teachers					
	2017	2018	2019	2020	2021
Primary	234	251	272	292	293
Secondary	341	367	386	439	479
Special	*	*	*	*	31

All teachers					
	2017	2018	2019	2020	2021
Primary	253	276	296	324	323
Secondary	393	422	444	496	537
Special	26	35	33	34	36

Ethnic minority group includes the following categories: African – African / Scottish / British, Caribbean or Black – Caribbean / British / Scottish, Asian – Indian/British/Scottish, Asian – Pakistani / British / Scottish, Asian – Bangladeshi / British / Scottish, Asian – Chinese / British / Scottish, Mixed or multiple ethnic groups, Asian – Other, Caribbean or Black – Other, African – Other, Other – Arab, Other – Other

Excludes centrally employed teachers.

Promoted posts includes teachers with grade as head teachers, deputy head teacher or principal teachers.

Teachers includes teacher with grade as teachers or chartered teacher.

5.2 Ethnic minority teachers by grade and sector as a percentage of teacher workforce, 2017-2021

Promoted posts					
	2017	2018	2019	2020	2021
Primary	0.4	0.5	0.5	0.6	0.6
Secondary	0.8	0.8	0.9	0.8	0.9
Special	*	*	*	*	1.1

Teachers					
	2017	2018	2019	2020	2021
Primary	1.2	1.3	1.4	1.4	1.4
Secondary	2.1	2.2	2.3	2.5	2.7
Special	*	*	*	*	2.0

All teachers					
	2017	2018	2019	2020	2021
Primary	1.0	1.1	1.2	1.3	1.3
Secondary	1.7	1.8	1.9	2.1	2.2
Special	1.4	1.9	1.7	1.8	1.8

Ethnic minority group includes the following categories: African – African / Scottish / British, Caribbean or Black – Caribbean / British / Scottish, Asian – Indian/British/Scottish, Asian – Pakistani / British / Scottish,

Asian –Bangladeshi / British / Scottish, Asian – Chinese / British / Scottish, Mixed or multiple ethnic groups, Asian – Other, Caribbean or Black – Other, African – Other, Other – Arab, Other – Other.
 Excludes centrally employed teachers.
 Promoted posts includes teachers with grade as head teachers, deputy head teacher or principal teachers.
 Teachers includes teacher with grade as teachers or chartered teacher.

5.3 Full time equivalent (FTE) ethnic minority teachers by sector and local authority, 2017-2021

	Primary				
	2017	2018	2019	2020	2021
Aberdeen City	17	15	18	21	19
Aberdeenshire	7	10	16	18	21
Angus	7	8	7	6	*
Argyll and Bute	0	*	*	*	*
Clackmannanshire	*	*	*	*	*
Dumfries and Galloway	*	*	6	*	*
Dundee City	10	12	13	12	12
East Ayrshire	*	*	*	*	*
East Dunbartonshire	*	7	11	14	16
East Lothian	*	*	*	*	*
East Renfrewshire	15	14	14	17	13
City of Edinburgh	28	28	31	29	29
Falkirk	8	8	8	8	8
Fife	9	11	14	17	14
Glasgow City	66	81	76	84	79
Highland	*	*	*	*	*
Inverclyde	*	*	*	*	6
Midlothian	*	6	6	5	6
Moray	*	*	*	*	*
Na h-Eileanan Siar	0	0	0	0	0
North Ayrshire	*	*	*	*	*
North Lanarkshire	12	14	12	18	22
Orkney Islands	0	0	0	0	0
Perth and Kinross	*	*	*	*	*
Renfrewshire	6	6	5	7	7
Scottish Borders	0	0	*	*	*
Shetland Islands	*	*	*	*	*
South Ayrshire	*	*	*	*	*
South Lanarkshire	17	12	12	12	9
Stirling	*	*	*	*	*
West Dunbartonshire	5	*	*	*	*
West Lothian	11	13	13	17	16
All local authorities	253	276	296	324	322

Secondary					
	2017	2018	2019	2020	2021
Aberdeen City	19	23	29	31	35
Aberdeenshire	24	27	31	32	31
Angus	16	10	9	8	*
Argyll and Bute	*	*	*	*	7
Clackmannanshire	*	*	*	*	*
Dumfries and Galloway	*	*	*	*	5
Dundee City	12	14	16	14	18
East Ayrshire	*	6	9	10	9
East Dunbartonshire	9	11	12	16	15
East Lothian	*	8	5	5	8
East Renfrewshire	16	18	18	23	27
City of Edinburgh	32	34	40	44	49
Falkirk	7	8	9	11	11
Fife	21	24	20	24	26
Glasgow City	93	101	103	111	125
Highland	12	14	10	11	15
Inverclyde	*	*	*	*	*
Midlothian	8	8	11	13	13
Moray	*	*	*	*	6
Na h-Eileanan Siar	*	*	*	0	0
North Ayrshire	*	6	*	*	*
North Lanarkshire	12	9	11	13	16
Orkney Islands	*	*	*	*	*
Perth and Kinross	*	*	*	*	6
Renfrewshire	15	11	10	15	12
Scottish Borders	5	*	*	12	8
Shetland Islands	*	*	*	*	*
South Ayrshire	*	6	*	5	7
South Lanarkshire	31	30	34	34	33
Stirling	*	*	*	5	*
West Dunbartonshire	*	*	8	5	5
West Lothian	12	15	17	20	20
All local authorities	393	422	444	496	536

Special					
	2017	2018	2019	2020	2021
Aberdeen City	0	*	*	*	0
Aberdeenshire	*	*	*	*	*
Angus	#	#	#	#	#
Argyll and Bute	0	0	0	0	0
Clackmannanshire	0	0	0	0	0
Dumfries and Galloway	0	0	0	*	*
Dundee City	*	0	*	*	0
East Ayrshire	0	0	0	0	0
East Dunbartonshire	*	*	*	*	*
East Lothian	#	#	#	#	#

	Special				
	2017	2018	2019	2020	2021
East Renfrewshire	*	*	*	*	*
City of Edinburgh	*	6	6	6	8
Falkirk	*	*	*	*	*
Fife	*	*	*	0	0
Glasgow City	7	7	5	8	9
Highland	0	*	*	*	*
Inverclyde	*	*	*	*	*
Midlothian	0	*	0	0	0
Moray	#	#	#	#	#
Na h-Eileanan Siar	#	#	#	#	#
North Ayrshire	0	0	0	0	0
North Lanarkshire	*	*	*	*	*
Orkney Islands	#	#	#	#	#
Perth and Kinross	0	*	0	0	0
Renfrewshire	*	*	*	*	*
Scottish Borders	#	0	0	0	0
Shetland Islands	#	#	#	#	#
South Ayrshire	0	0	0	0	0
South Lanarkshire	*	*	*	*	*
Stirling	0	0	0	0	0
West Dunbartonshire	*	*	*	*	*
West Lothian	*	*	*	*	*
All local authorities	26	35	33	34	36

Ethnic minority group includes the following categories: African – African / Scottish / British, Caribbean or Black – Caribbean / British / Scottish, Asian – Indian/British/Scottish, Asian – Pakistani / British / Scottish, Asian – Bangladeshi / British / Scottish, Asian – Chinese / British / Scottish, Mixed or multiple ethnic groups, Asian – Other, Caribbean or Black – Other, African – Other, Other – Arab, Other – Other

Excludes centrally employed teachers.

Local authority FTEs are rounded separately so the breakdown may not sum to the total shown for all local authorities.

5.4 Ethnic minority teachers by sector and local authority as a percentage of teacher workforce, 2017-2021

Primary					
	2017	2018	2019	2020	2021
Aberdeen City	2	2	2	2	2
Aberdeenshire	1	1	1	1	1
Angus	1	1	1	1	*
Argyll and Bute	0	*	*	*	*
Clackmannanshire	*	*	*	*	*
Dumfries and Galloway	*	*	1	*	*
Dundee City	2	2	2	2	2
East Ayrshire	*	*	*	*	*
East Dunbartonshire	*	1	2	2	3
East Lothian	*	*	*	*	*
East Renfrewshire	3	2	2	3	2
City of Edinburgh	2	2	2	2	2
Falkirk	1	1	1	1	1
Fife	0	1	1	1	1
Glasgow City	3	3	3	3	3
Highland	*	*	*	*	*
Inverclyde	*	*	*	*	2
Midlothian	*	1	1	1	1
Moray	*	*	*	*	*
Na h-Eileanan Siar	0	0	0	0	0
North Ayrshire	*	*	*	*	*
North Lanarkshire	1	1	1	1	1
Orkney Islands	0	0	0	0	0
Perth and Kinross	*	*	*	*	*
Renfrewshire	1	1	1	1	1
Scottish Borders	0	0	8	*	*
Shetland Islands	*	*	*	*	*
South Ayrshire	*	*	*	*	*
South Lanarkshire	1	1	1	1	1
Stirling	*	*	*	*	*
West Dunbartonshire	1	*	*	*	*
West Lothian	1	1	1	2	2
All local authorities	1	1	1	1	1

Secondary					
	2017	2018	2019	2020	2021
Aberdeen City	3	3	4	4	5
Aberdeenshire	2	2	3	3	2
Angus	3	2	2	1	*
Argyll and Bute	*	*	*	*	2
Clackmannanshire	*	*	*	*	*
Dumfries and Galloway	*	*	*	*	1
Dundee City	2	2	3	2	3
East Ayrshire	*	1	2	2	2

Secondary					
	2017	2018	2019	2020	2021
East Dunbartonshire	1	2	2	2	2
East Lothian	*	2	1	1	2
East Renfrewshire	2	3	3	3	4
City of Edinburgh	2	2	3	3	3
Falkirk	1	1	1	1	1
Fife	1	2	1	1	2
Glasgow City	4	5	5	5	5
Highland	1	1	1	1	1
Inverclyde	*	*	*	*	*
Midlothian	2	2	3	3	3
Moray	*	*	*	*	1
Na h-Eileanan Siar	*	*	*	0	0
North Ayrshire	*	1	*	*	*
North Lanarkshire	1	1	1	1	1
Orkney Islands	*	*	*	*	*
Perth and Kinross	*	*	*	*	1
Renfrewshire	2	1	1	2	1
Scottish Borders	1	*	*	2	2
Shetland Islands	*	*	*	*	*
South Ayrshire	1	1	*	1	1
South Lanarkshire	2	2	2	2	2
Stirling	*	*	*	1	*
West Dunbartonshire	*	*	2	1	1
West Lothian	1	2	2	2	2
All local authorities	2	2	2	2	2

Special					
	2017	2018	2019	2020	2021
Aberdeen City	0	*	*	*	0
Aberdeenshire	*	*	*	*	*
Angus	#	#	#	#	#
Argyll and Bute	0	0	0	0	0
Clackmannanshire	0	0	0	0	0
Dumfries and Galloway	0	0	0	*	*
Dundee City	*	0	*	*	0
East Ayrshire	0	0	0	0	0
East Dunbartonshire	*	*	*	*	*
East Lothian	#	#	#	#	#
East Renfrewshire	*	*	*	*	*
City of Edinburgh	*	4	4	4	5
Falkirk	*	*	*	*	*
Fife	*	*	*	0	0
Glasgow City	2	2	2	3	3
Highland	0	*	*	*	*
Inverclyde	*	*	*	*	*
Midlothian	0	*	0	0	0

	Special				
	2017	2018	2019	2020	2021
Moray	#	#	#	#	#
Na h-Eileanan Siar	#	#	#	#	#
North Ayrshire	0	0	0	0	0
North Lanarkshire	*	*	*	*	*
Orkney Islands	#	#	#	#	#
Perth and Kinross	0	*	0	0	0
Renfrewshire	*	*	*	*	*
Scottish Borders	#	0	0	0	0
Shetland Islands	#	#	#	#	#
South Ayrshire	0	0	0	0	0
South Lanarkshire	*	*	*	*	*
Stirling	0	0	0	0	0
West Dunbartonshire	*	*	*	*	*
West Lothian	*	*	*	*	*
All local authorities	1	2	2	2	2

Ethnic minority group includes the following categories: African – African / Scottish / British, Caribbean or Black – Caribbean / British / Scottish, Asian – Indian/British/Scottish, Asian – Pakistani / British / Scottish, Asian –Bangladeshi / British / Scottish, Asian – Chinese / British / Scottish, Mixed or multiple ethnic groups, Asian – Other, Caribbean or Black – Other, African – Other, Other – Arab, Other – Other
Excludes centrally employed teachers.

Local authority percentages are rounded separately so the breakdown may not sum to the total shown for all local authorities.

5.5 Full time equivalent (FTE) teachers by ethnicity and local authority, 2021

	FTE			
	White	EM	Not Disclosed	Not Known
Aberdeen City	1,506	56	135	48
Aberdeenshire	2,619	56	49	6
Angus	830	7	132	202
Argyll and Bute	839	11	8	2
Clackmannanshire	540	6	2	8
Dumfries and Galloway	1,311	11	41	58
Dundee City	1,306	32	17	20
East Ayrshire	1,236	13	12	1
East Dunbartonshire	1,271	33	53	18
East Lothian	913	10	45	62
East Renfrewshire	1,273	41	20	6
City of Edinburgh	3,402	91	58	64
Falkirk	1,609	21	12	21
Fife	3,411	41	101	83
Glasgow City	4,507	237	68	809
Highland	2,233	20	62	37
Inverclyde	759	11	9	16
Midlothian	927	20	8	69
Moray	914	10	14	14
Na h-Eileanan Siar	306	*	*	1
North Ayrshire	1,358	8	36	60
North Lanarkshire	3,631	43	35	69
Orkney Islands	249	*	*	2
Perth and Kinross	1,179	9	53	144
Renfrewshire	1,674	22	39	59
Scottish Borders	1,024	9	19	2
Shetland Islands	322	5	1	1
South Ayrshire	1,096	12	12	8
South Lanarkshire	3,291	45	51	93
Stirling	910	8	18	26
West Dunbartonshire	938	11	3	7
West Lothian	1,838	39	55	97
All local authorities	49,225	944	1,179	2,114

Percentage

	White	EM	Not Disclosed	Not Known
Aberdeen City	86	3	8	3
Aberdeenshire	96	2	2	0
Angus	71	1	11	17
Argyll and Bute	98	1	1	0
Clackmannanshire	97	1	0	1
Dumfries and Galloway	92	1	3	4
Dundee City	95	2	1	1
East Ayrshire	98	1	1	0
East Dunbartonshire	92	2	4	1
East Lothian	89	1	4	6
East Renfrewshire	95	3	2	0
City of Edinburgh	94	3	2	2
Falkirk	97	1	1	1
Fife	94	1	3	2
Glasgow City	80	4	1	14
Highland	95	1	3	2
Inverclyde	95	1	1	2
Midlothian	90	2	1	7
Moray	96	1	1	1
Na h-Eileanan Siar	97	*	*	0
North Ayrshire	93	1	2	4
North Lanarkshire	96	1	1	2
Orkney Islands	97	*	*	1
Perth and Kinross	85	1	4	10
Renfrewshire	93	1	2	3
Scottish Borders	97	1	2	0
Shetland Islands	98	2	0	0
South Ayrshire	97	1	1	1
South Lanarkshire	95	1	1	3
Stirling	95	1	2	3
West Dunbartonshire	98	1	0	1
West Lothian	91	2	3	5
All local authorities	92	2	2	4

Ethnic minority group includes the following categories: African – African / Scottish / British, Caribbean or Black – Caribbean / British / Scottish, Asian – Indian/British/Scottish, Asian – Pakistani / British / Scottish, Asian –Bangladeshi / British / Scottish, Asian – Chinese / British / Scottish, Mixed or multiple ethnic groups, Asian – Other, Caribbean or Black – Other, African – Other, Other – Arab, Other – Other

Local authority FTEs and percentages are rounded separately so the breakdown may not sum to the totals shown for all local authorities.

5.6 Number and percentage of ethnic minority probationers by sector, for probationer cohorts 2016/17 to 2021/22

Number of ethnic minority probationers						
	Probationer Cohort					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Primary	25	24	24	37	38	33
Secondary	11	20	33	34	58	57

Percentage of probationers from an ethnic minority background						
	Probationer Cohort					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Primary	1.5	1.4	1.5	2.1	2.2	1.9
Secondary	1.1	1.8	2.7	2.6	4.3	3.8

5.7 Minority Ethnic Post-probationers teaching in the year following their probation year

PRIMARY						
Percentage of minority ethnic probationers						
	Probationer Cohort					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Permanent	52	38	21	22	16	16
Temporary	*	*	46	49	55	55
Other	*	*	33	30	29	29
Headcount of teachers in Cohort	25	24	24	37	38	38

PRIMARY						
Percentage of all probationers						
	Probationer Cohort					
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Permanent	58	55	43	30	23	23
Temporary	31	33	41	54	54	54
Other	12	12	17	17	23	23
Headcount of teachers in Cohort	1639	1714	1625	1774	1767	1767

SECONDARY

Percentage of minority ethnic probationers

	Probationer Cohort				
	2016/17	2017/18	2018/19	2019/20	2020/21
Permanent	55	50	48	26	40
Temporary	*	25	24	41	38
Other	*	25	27	32	22
Headcount of teachers in Cohort	11	20	33	34	58

SECONDARY

Percentage of all probationers

	Probationer Cohort				
	2016/17	2017/18	2018/19	2019/20	2020/21
Permanent	59	61	59	52	45
Temporary	30	25	26	35	40
Other	11	13	15	14	16
Headcount of teachers in Cohort	989	1132	1213	1308	1365

The "Other" category includes those teaching elsewhere, including in the independent sector, those who have found supply work, and those who are unemployed or who have left teaching, although this detail is not included in the census data.

5.8 Scotland's Census 2011⁹ - Ethnic Group by Local Authority

	White - Scottish	White - Other British	White - Irish	White - Polish	White - Other (inc White - Gypsy / Traveller)	Asian, Asian Scottish or Asian British	Other ethnic groups	minority ethnic
Total	84%	8%	1%	1%	2%	3%	1%	4%
Aberdeen City	75%	8%	1%	3%	5%	4%	4%	8%
Aberdeenshire	82%	12%	1%	1%	2%	1%	1%	2%
Angus	88%	8%	1%	1%	2%	1%	1%	1%
Argyll & Bute	79%	17%	1%	1%	2%	1%	1%	1%
Clackmannanshire	88%	7%	1%	1%	1%	1%	1%	2%
Dumfries & Galloway	80%	16%	1%	1%	1%	1%	1%	1%
Dundee City	84%	5%	1%	1%	2%	4%	2%	6%
East Ayrshire	93%	5%	1%	0%	1%	1%	0%	1%
East Dunbartonshire	89%	5%	1%	0%	1%	3%	1%	4%
East Lothian	86%	9%	1%	1%	2%	1%	1%	2%
East Renfrewshire	87%	4%	2%	0%	1%	5%	1%	6%
Edinburgh, City of	70%	12%	2%	3%	5%	6%	3%	8%
Eilean Siar	87%	11%	1%	0%	1%	1%	0%	1%
Falkirk	91%	5%	1%	1%	1%	1%	1%	2%
Fife	86%	9%	1%	1%	2%	2%	1%	2%
Glasgow City	79%	4%	2%	1%	2%	8%	4%	12%
Highland	80%	15%	1%	2%	2%	1%	1%	1%
Inverclyde	94%	3%	1%	0%	1%	1%	0%	1%
Midlothian	90%	6%	1%	1%	1%	1%	1%	2%
Moray	78%	18%	1%	1%	2%	1%	1%	1%
North Ayrshire	92%	5%	1%	0%	1%	1%	0%	1%
North Lanarkshire	93%	2%	1%	1%	1%	2%	1%	2%
Orkney Islands	79%	18%	1%	0%	1%	0%	0%	1%
Perth & Kinross	82%	11%	1%	2%	2%	1%	1%	2%
Renfrewshire	91%	3%	1%	1%	1%	2%	1%	3%
Scottish Borders	79%	16%	1%	1%	2%	1%	1%	1%
Shetland Islands	81%	14%	1%	1%	2%	1%	1%	2%
South Ayrshire	90%	7%	1%	0%	1%	1%	1%	1%
South Lanarkshire	92%	4%	1%	0%	1%	2%	1%	2%
Stirling	82%	11%	1%	1%	3%	2%	1%	3%
West Dunbartonshire	93%	3%	1%	0%	1%	1%	1%	2%
West Lothian	88%	6%	1%	2%	1%	2%	1%	3%

⁹ [Scotland's Census](#)

6. Data suppression

Data points which are less than five are suppressed or rounded in the data sets included in this report, as personal data revealing racial or ethnic origin is categorised as a special category of data in General Data Protection Regulation.

The Scottish Government use appropriate statistical disclosure control methods to ensure any statistics produced do not reveal the identity of an individual or organisation, or any private information relating to them. In order to follow General Data Protection Regulation and Government Statistical Service guidance, any cell less than 5 has been suppressed, or for HESA data, rounded to the nearest 5.

Different methodologies are used in the two data sets to address data points which are less than five. This is due to the data being based on secondary analysis of previously published data.

Percentage tables for the HESA HEI data were not able to be included due to the rounding methodology applied to calculating percentages which would result in the suppression of some institutions.

7. Symbols

The following symbols are used:

0 = nil or rounds to nil

= not applicable

* = suppressed data where the FTE of teachers is between 1 and 4 inclusive or where, if shown, it would be possible to calculate other values less than 5



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