

Diversity in the Teaching Profession - Annual Data Report

April 2023

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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. This report was commissioned by the Strategic Board for Teacher Education (SBTE) following the publication of the National Race Equality Framework for Scotland².

Professor Arshad made several recommendations, which the Scottish Government accepted in full. One of these was that by 2030 the number of minority ethnic teachers in Scotland's schools should be at least 4%³, which is in line with the general Scottish population as per the 2011 general census. This was the most up to date census data at the time of publication.

At its conclusion, the Scottish Government's Diversity in the Teaching Profession Working Group published a further report in 2021⁴ setting out progress to date and actions to be progressed. The publication of an annual report on the diversity of the teaching profession was one such action. As a result, the first Teaching Profession Diversity Data Report⁵ was published in March 2021.

The Diversity in the Teaching Profession and Education Workforce (DITPEW) subgroup of the Scottish Government's Anti-Racism in Education Programme (AREP) is taking forward actions aimed at supporting the education sector to meet the 4% by 2030 target. Detail regarding progress to date and the broader work of the DITPEW subgroup can be found under the 'Ongoing Ambitions and Next Steps' section of this report. The Scottish Government remain committed to increasing the ethnic diversity of the Scottish teaching workforce and continue to recognise the clear benefits for all learners of a more diverse workforce which results in:

- Children and young people having role models that are representative of their lived experience;
- Increased engagement from children and young people as they can identify more readily with teachers who share their cultural, religious or linguistic traditions;
- An increased variety of perspectives within the education system - more perspectives lead to a better understanding of society itself, reflecting and responding to the needs of all involved;
- The breakdown of stereotypes and negative misconceptions about minority groups;
- An increase in diversity of language and thought reflecting the knowledge and experience of colleagues, children and young people and families;

¹ [Teaching in a Diverse Scotland](#)

² [Race equality framework and action plan - Race equality](#)

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 - 3 years on](#)

⁵ [Teaching profession - diversity: annual data report - March 2021](#)

- Breaking down barriers and ultimately creating cohesion among different ethnic groups, creating a more tolerant and fair society, free of racism.

The Scottish Government is mindful that the increases are small, and that minority ethnic teachers and student teachers continue to be significantly underrepresented. Our Anti-Racism in Education Programme, particularly through the work of the Diversity in the Teaching Profession and Education Workforce subgroup, continues to take forward actions aimed at recruiting, retaining and promoting more minority ethnic educators.

2. Key Findings

Employed Teachers

- A small increase in the number of minority ethnic teachers within Scotland's schools from 945 in 2021 to 980 in 2022 (1.8% of the workforce).
- A higher proportion of ethnic minority teachers in the secondary sector, 2.3% of the workforce, than in the primary sector, 1.2% of the workforce.
- Minority ethnic teachers are less represented in promoted posts compared to the profession as a whole, with fewer than 1% of teachers in promoted posts identifying as being from a minority ethnic background.

New Teachers

- A higher proportion of new teachers coming into the profession from minority ethnic backgrounds, compared to the overall teacher population. In 2022, 3.6% of secondary probationary teachers and 2.2% of primary probationary teachers came from minority ethnic backgrounds.
- A lower proportion of ethnic minority probationers finding employment after finishing their probationary year compared to the whole probationer population. From the 2021/22 Teacher Induction Scheme cohort, 23% of secondary school probationers from an ethnic minority background found permanent employment in their first year of teaching. This is lower than the probationer cohort as a whole, which saw 50% of secondary probationers finding permanent employment.

Initial Teacher Education

- The representation of ethnic minorities in entrants and qualifiers within Initial Teacher Education (ITE) has, overall, increased slightly over the past six years between 2016-17 and 2021-22.
- In 2021-22, 165 or 4.5% of UK-domiciled entrants to ITE programmes at Scottish HEIs came from ethnic minority backgrounds. This is noticeably higher than 2016-17 when only 2.7% of UK-domiciled entrants were from an ethnic minority background.
- There were 110 UK-domiciled qualifiers from ITE programmes at Scottish HEIs from an ethnic minority background in 2021-22. This represents 3.5%, an increase from 2.7% in 2016-17.

Ethnicity Data Disclosure

- In 2022 the number of teachers in Scotland choosing 'unknown' as their ethnicity on the Teacher Census had reduced from 4% in 2021 to 3%. This trend was the same within ITE where 1.3% of qualifiers and 0.7% of entrants were recorded as having an 'unknown' ethnicity, this was down from over 2% in 2021.

What is needed to meet the 2030 target?

- The target of achieving at least 4% of teachers identifying as being minority ethnic by 2030 remains highly ambitious. To meet the target, it is broadly estimated that around 10% of all new teachers until 2030 will need to come from an ethnic minority group. This compares to around 3% that currently come from an ethnic minority group.

3. Further consideration

3.1 What data is included in this report?

[Section 5](#) of this report presents data tables relating to ITE programmes at Scottish Universities. The data captures six-year time series (between 2016/17 and 2021/22) 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.

[Section 6](#) of this report presents data tables relating to the ethnicity of teachers working in schools in Scotland's local authorities and has been drawn from the annual Teacher Census.⁶ This report also contains information relating to students in their probationary year and on the employment of minority ethnic teachers in the year following probation between 2018 and 2022. The ethnicity of Scotland's teacher population by local authority is also included in this section.

3.2 Initial Teacher Education Additional Data

This progress report also includes data relating to ITE programmes at Scottish Higher Education Institutions (HEIs).

In 2021-22, 165 or 4.5% of UK-domiciled entrants to ITE programmes at Scottish HEIs came from ethnic minority backgrounds. The proportion of entrants from ethnic minorities was higher on postgraduate courses at 5.2% compared to undergraduate courses at 3.4%. All three percentages are noticeably higher than 2016-17 when only 2.7% of UK-domiciled entrants were from an ethnic minority background, including 3.3% and 1.3% to postgraduate and undergraduate courses respectively. A six-year time series is provided in Tables 5.3 and 5.4.

There were 110 UK-domiciled qualifiers from ITE programmes at Scottish HEIs from an ethnic minority background in 2021-22. This represents 3.5%, an increase from 2.7% in 2016-17. The proportion of postgraduate qualifiers went up from 2.6% to 4.3% over the

⁶ [School education statistics](#)

same time period, with the proportion of undergraduate qualifiers increasing from 2.2% in 2016-17 to 2.5% in 2021-22.

The data also reveals that ethnic minority groups are more strongly represented in the secondary teaching sector than in primary. In 2021-22, 5.9% of UK-domiciled entrants and 4.9% of UK-domiciled qualifiers in the secondary sector came from an ethnic minority background. This compares to 3.6% of entrants and 2.7% of qualifiers in the primary sector.

All proportions have seen an increase compared to 2016-17, when only 3.7% of entrants and 3.5% of qualifiers in the secondary sector had an ethnic minority background. In the primary sector, this was 2.0% for both entrants and qualifiers. The full time series is given in Tables 5.5, 5.6, 5.14 and 5.15.

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 5.9 and 5.18. A breakdown by nationality is also provided in Tables 5.7, 5.8, 5.16 and 5.17. It is worth noting that in ITE, similar to the teaching workforce, there are a number of individuals with an unknown ethnicity. In 2021-22, 1.3% of qualifiers and 0.7% of entrants were recorded as having an unknown ethnicity.

3.3 Teacher Census Additional Data

In the 2022 teacher census, the ethnic background of 3% of the teaching workforce was 'unknown', down from 4% unknown in 2021. The percentage of teachers identifying as being from an ethnic minority background is lower than this, at 2%. Continuing to reduce 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).

There was an increase in the proportion of probationers from an ethnic minority background between 2016/17 and 2020/21 in both primary and secondary. Since 2020/21 there has been a decrease in proportion shown in the secondary sector while the proportion in the primary sector dipped in 2021/22 before returning to the 2020/21 level in 2022/23.

4. Ongoing Ambitions and Next Steps

The figures discussed in the opening section of this paper will need to be reviewed following the publication of the 2022 census, in order to establish whether Scotland's minority ethnic population has increased from the 4% level in 2011. It is expected that 2022 census data will begin to emerge in 2023. We anticipate the 4% by 2030 target being updated following that data being released.

The Scottish Government remain committed to investing in diversifying the teaching workforce, as part of this the Diversity in the Teaching Profession and Education Workforce (DITPEW), and broader Anti-Racism in Education Programme (AREP), are

focussed on identifying and addressing the barriers to successful recruitment, retention and promotion of minority ethnic educators and student teachers through their work.

A range of actions are already underway, these include

General Teaching Council Scotland National Race Diversity Lead

In April 2022, the General Teaching Council for Scotland appointed a new Senior Education Officer – National Race Diversity Lead, funded by Scottish Government as part of the Anti-Racism in Education Programme, their remit includes:

- Leading action at a national and strategic level to increase race diversity in the teaching profession;
- Supporting regional improvement collaboratives and local authorities to make progress in increasing diversity in the teaching profession drawing from, and building upon, existing networks in order to facilitate sustainable collaboration and connection;
- Developing and championing sponsorship approaches for black and minority ethnic teachers including an emphasis on how these can support career progression;
- Providing advice to universities offering Initial Teacher Education to help progress actions that will increase the number of black and minority ethnic applications, entrants and qualifiers.

Anti-Racism in ITE Framework

Dr Khadija Mohammed, University of the West of Scotland, was commissioned by the Scottish Council of Deans of Education to write a framework to support anti-racism in initial teacher education. The framework proposes actions in relation to six areas: marketing and recruitment; racial literacy of teacher educators; teacher identity and positionality in ITE programmes; anti-racist pedagogy and curriculum; placement and probationary period. A draft of the framework was shared with SCDE in November 2022 and feedback provided. Khadija has been working with communications colleagues at UWS to create a final version of the framework for soft launch via the SCDE Twitter account as soon as possible and more formal launch at the Self-evaluation of ITE event on 8th June 2023. Asif Chishti, GTCS National Race Diversity Lead, and Louise Barrett, SCDE EDI Lead, are working together to create a network of ITE colleagues to support the taking forward of actions outlined in the framework within the context of individual ITE provider action plans. The introductory meeting will take place in April and meetings will be held monthly thereafter.

Scottish Association of Minority Ethnic Educators' – Leadership, Mentoring and Wellbeing Programme

The Anti-Racism in Education Programme provides funding to the Scottish Association of Minority Ethnic Educators (SAMEE), a leading anti-racism organisation within the education landscape in Scotland, to deliver their "*Leadership, Mentoring and Wellbeing Programme*". This programme aims to provide safe, positive spaces for Black and minority ethnic educators to acknowledge their experiences, affirm their skills and competencies, define actions to support career progression and develop into race-

cognisant advocates. This addresses some of the issues that we know contribute to the decision of minority ethnic educators to leave the teaching profession.

Scottish Government's Anti-Racism Employment Strategy

The Scottish Government's "Anti-Racist Employment Strategy"⁷ was published in December 2022. The strategy is a call for action and guide for addressing the issues and disadvantages experienced by racialised minorities within the Scottish labour market. Although the strategy is broader than education there are clear implications for the teaching workforce and the work of the DITPEW subgroup and as such the group's members have been engaging closely with it. The strategy provides a number of resources for employers relating to diversifying their workforce, these resources include:

- [Minority Ethnic Recruitment Toolkit](#)
- [Guide to Engaging with BME communities](#)
- [Diversify your workforce - Equality and diversity guidance for employers](#)

The Anti-Racist Employment Strategy also commits to producing guidance on the use of positive actions to support public sector employers by the end of 2024.⁸ The DITPEW subgroup will continue to engage closely with this work and to support the development and delivery of this guidance within the education sector.

Building Racial Literacy Programme

As part of its work programme, the Anti-Racism in Education Programme seeks to address the issue of racism and racial discrimination within school settings. Anecdotal evidence is clear that experiencing racism and race-related discrimination are key contributors to the decision of minority ethnic educators to leave the teaching profession or teacher training. As such building an education system that is cognisant of, and able to discuss and address race-related issues and with a workforce that is racially literate is essential.

The Anti-Racism in Education Programme funds Education Scotland to deliver the 'Building Racial Literacy' programme. This is a programme that is open to individuals from across the education workforce in Scotland, regardless of previous anti-racist knowledge. It seeks to improve their racial literacy and encourages them to develop an anti-racist action plan that can then be taken into and implemented within their own setting.

Workforce Ethnicity Data Disclosure

Increasing the rates of ethnicity disclosure remains a key priority for the Diversity in the Teaching Profession and Education Workforce subgroup. It remains the case that a not insignificant percentage of the teacher and student teacher populations choose either to not disclose their ethnicity when asked or choose 'unknown' as their ethnicity. Incomplete data makes it more difficult to form policy that meets the needs of the target audience.

⁷ [Anti-racist employment strategy - A Fairer Scotland for All](#)

⁸ [Anti-racist employment strategy - appendixes](#) Page 60.

The DITPEW subgroup is taking forward work to understand the reasons behind this lack of disclosure and to address any barriers. Research so far shows that there are a number of reasons that individuals choose either 'do not disclose' or 'unknown'. These include:

- A lack of trust in those gathering data and what it will be used for;
- Individuals not identifying with any of the options for ethnicity;
- A lack of understand as to why the data is collected.

The DITPEW group will be taking forward actions to help employers and ITE institutions enhance disclosure rates and to build trust within the teacher and student teacher populations. This may include the development of guidance related to data gathering.

5. ANNEX A - Ethnicity of Entrants to and Qualifiers from Scottish ITE Providers

5.1 Five Year Total UK-domiciled Entrants to ITE Programmes at Scottish HEIs, 2017-18 to 2021-22

Ethnicity	Postgraduate	Undergraduate	Total
White	11,935	5,505	17,440
Black or Black British - Caribbean	0	0	0
Black or Black British - African	45	10	55
Other Black background	5	0	5
Asian or Asian British - Indian	55	10	65
Asian or Asian British - Pakistani	160	60	215
Asian or Asian British - Bangladeshi	10	5	15
Chinese	60	15	70
Other Asian background	25	15	40
Other (including mixed)	195	65	260
Ethnicity not known	230	10	240
Total	12,720	5,690	18,410

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, 2 or 5)

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

5.2 Five Year Total UK-domiciled Entrants to ITE Programmes at Scottish HEIs, 2017-18 to 2021-22 (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)	2%	1%	1%
Ethnicity not known	2%	0%	1%
Total	100%	100%	100%

Source: HESA Student Data, SG analysis

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.3 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2021-22

Level of Study	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Postgraduate	White	2,305	2,345	2,430	2,385	2,425	2,350
	Other						
	Ethnicity	80	90	105	110	120	130
	Not known	20	85	45	55	20	25
	Total	2,405	2,515	2,585	2,550	2,570	2,500
Undergraduate	White	1,115	1,095	1,085	1,060	1,130	1,135
	Other						
	Ethnicity	15	25	30	45	40	40
	Not known	0	5	0	5	0	0
	Total	1,135	1,120	1,115	1,105	1,175	1,180
Total	White	3,425	3,440	3,520	3,440	3,560	3,485
	Other						
	Ethnicity	95	110	135	155	165	165
	Not known	20	85	45	60	25	25
	Total	3,540	3,635	3,700	3,655	3,745	3,675

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, 2 or 5)

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

5.4 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2021-22 (Percentage)

Level of Study	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Postgraduate	White	96%	93%	94%	94%	94%	94%
	Other						
	Ethnicity	3%	4%	4%	4%	5%	5%
	Not known	1%	3%	2%	2%	1%	1%
	Total	100%	100%	100%	100%	100%	100%
Undergraduate	White	98%	98%	97%	96%	96%	96%
	Other						
	Ethnicity	1%	2%	3%	4%	3%	3%
	Not known	0%	0%	0%	0%	0%	0%
	Total	100%	100%	100%	100%	100%	100%
Total	White	97%	95%	95%	94%	95%	95%
	Other						
	Ethnicity	3%	3%	4%	4%	4%	4%
	Not known	1%	2%	1%	2%	1%	1%
	Total	100%	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.5 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2021-22

Teaching Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Primary	White	2,005	1,975	1,965	1,955	1,870	1,855
	Other						
	Ethnicity	40	55	55	75	70	70
	Not known	10	65	35	40	5	10
	Total	2,050	2,095	2,060	2,065	1,945	1,940
Secondary	White	1,420	1,465	1,555	1,490	1,575	1,510
	Other						
	Ethnicity	55	55	80	80	90	95
	Not known	10	25	10	20	20	15
	Total	1,485	1,545	1,640	1,585	1,685	1,620
Primary & Secondary	White					110	120
	Other						
	Ethnicity					0	0
	Not known					0	0
	Total					110	120
Total	White	3,425	3,440	3,520	3,440	3,560	3,485
	Other						
	Ethnicity	95	110	135	155	165	165
	Not known	20	85	45	60	25	25
	Total	3,540	3,635	3,700	3,655	3,745	3,675

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, 2 or 5)

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

5.6 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2021-22 (Percentage)

Teaching Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Primary	White	98%	94%	95%	95%	96%	96%
	Other						
	Ethnicity	2%	3%	3%	4%	4%	4%
	Not known	0%	3%	2%	2%	0%	1%
	Total	100%	100%	100%	100%	100%	100%
Secondary	White	96%	95%	95%	94%	93%	93%
	Other						
	Ethnicity	4%	4%	5%	5%	5%	6%
	Not known	1%	2%	1%	1%	1%	1%
	Total	100%	100%	100%	100%	100%	100%
Primary & Secondary	White					100%	100%
	Other						
	Ethnicity					0%	0%
	Not known					0%	0%
	Total					100%	100%
Total	White	97%	95%	95%	94%	95%	95%
	Other						
	Ethnicity	3%	3%	4%	4%	4%	4%
	Not known	1%	2%	1%	2%	1%	1%
	Total	100%	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.7 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2021-22

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
GB	White	3,330	3,335	3,400	3,325	3,440	3,390
	Other						
	Ethnicity	75	90	115	135	130	135
	Not known	15	85	45	55	20	20
	Total	3,420	3,510	3,560	3,515	3,590	3,545
Non-GB	White	95	105	115	115	120	95
	Other						
	Ethnicity	20	20	20	15	30	30
	Not known	5	0	0	5	0	5
	Total	120	125	140	140	150	135
Total	White	3,425	3,440	3,520	3,440	3,560	3,485

	Other Ethnicity	95	110	135	155	165	165
	Not known	20	85	45	60	25	25
	Total	3,540	3,635	3,700	3,655	3,745	3,675

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, 2 or 5)

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

5.8 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2021-22 (Percentage)

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
GB	White	97%	95%	96%	95%	96%	96%
	Other Ethnicity	2%	3%	3%	4%	4%	4%
	Not known	0%	2%	1%	2%	1%	1%
	Total	100%	100%	100%	100%	100%	100%
Non-GB	White	79%	84%	82%	82%	80%	70%
	Other Ethnicity	17%	16%	14%	11%	20%	22%
	Not known	4%	0%	0%	4%	0%	4%
	Total	100%	100%	100%	100%	100%	100%
Total	White	97%	95%	95%	94%	95%	95%
	Other Ethnicity	3%	3%	4%	4%	4%	4%
	Not known	1%	2%	1%	2%	1%	1%
	Total	100%	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.9 UK-domiciled Entrants to ITE Programmes at Scottish HEIs by Provider, 2016-17 to 2021-22

Scottish Provider	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Edinburgh Napier University	White	0	0	0	30	40	45
	Other Ethnicity	0	0	0	5	5	5
	Not known	0	0	0	0	0	0
	Total	0	0	0	40	50	55
	White	0	0	0	125	155	140

Queen Margaret University, Edinburgh	Other Ethnicity	0	0	0	5	10	5
	Total	0	0	0	130	160	145
Royal Conservatoire of Scotland	White	25	30	30	40	45	35
	Other Ethnicity	0	0	0	0	0	0
	Not known	0	0	0	0	0	0
	Total	25	30	30	40	45	35
University of Aberdeen	White	470	485	490	430	450	465
	Other Ethnicity	20	15	30	15	25	35
	Not known	0	0	0	0	0	5
	Total	490	505	520	445	475	505
University of Dundee	White	300	255	330	295	250	270
	Other Ethnicity	10	5	10	15	15	5
	Not known	5	60	30	30	10	0
	Total	315	320	375	340	275	280
University of Edinburgh	White	490	470	400	410	420	400
	Other Ethnicity	10	15	10	15	5	15
	Not known	0	0	5	5	0	5
	Total	500	485	410	430	430	415
University of Glasgow	White	565	610	660	590	560	565
	Other Ethnicity	15	20	20	30	35	25
	Not known	0	5	0	5	0	5
	Total	580	630	680	620	600	595
University of Stirling	White	155	200	180	150	165	180
	Other Ethnicity	0	5	5	5	0	5
	Not known	0	0	0	0	0	0
	Total	160	205	185	155	165	185
University of Strathclyde	White	1,050	990	1,035	975	1,005	950
	Other Ethnicity	35	45	50	45	50	50
	Not known	15	15	10	10	5	10
	Total	1,095	1,050	1,095	1,030	1,060	1,015
University of the Highlands and Islands	White	90	100	120	120	150	145
	Other Ethnicity	0	0	0	5	0	5
	Not known	0	0	0	0	0	0
	Total	90	105	120	125	155	150
	White	275	300	270	285	315	285

University of the West of Scotland	Other Ethnicity	5	5	10	15	10	5
	Not known	0	0	0	0	0	0
	Total	280	305	280	300	325	295
Total	White	3,425	3,440	3,520	3,440	3,560	3,485
	Other Ethnicity	95	110	135	155	165	165
	Not known	20	85	45	60	25	25
	Total	3,540	3,635	3,700	3,655	3,745	3,675

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, 2 or 5)

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

5.10 Five Year Total UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2017-18 to 2021-22

Ethnicity	Postgraduate	Undergraduate	Total
White	10,650	4,355	15,005
Black or Black British - Caribbean	0	0	0
Black or Black British - African	30	5	35
Other Black background	5	0	5
Asian or Asian British - Indian	45	10	55
Asian or Asian British - Pakistani	125	30	155
Asian or Asian British - Bangladeshi	5	0	5
Chinese	45	10	55
Other Asian background	15	5	20
Other (including mixed)	155	30	185
Ethnicity not known	230	80	305
Total	11,305	4,520	15,825

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, 2 or 5)

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

5.11 Five Year Total UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2017-18 to 2021-22 (Percentage)

Ethnicity	Postgraduate	Undergraduate	Total
White	94%	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

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.12 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2021-22

Level of Study	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Postgraduate	White	2,015	2,045	2,180	2,155	2,275	1,995
	Other						
	Ethnicity	55	75	75	95	95	90
	Not known	10	30	65	50	50	30
	Total	2,085	2,150	2,320	2,300	2,425	2,115
Undergraduate	White	880	790	880	895	830	960
	Other						
	Ethnicity	20	15	20	15	15	25
	Not known	10	15	20	15	15	10
	Total	910	820	920	925	860	995
Total	White	2,895	2,835	3,060	3,050	3,105	2,955
	Other						
	Ethnicity	80	85	95	110	110	110
	Not known	20	50	90	65	65	40
	Total	2,995	2,970	3,240	3,225	3,280	3,105

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, 2 or 5)

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

5.13 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Level of Study, 2016-17 to 2021-22 (Percentage)

Level of Study	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Postgraduate	White	97%	95%	94%	94%	94%	94%
	Other Ethnicity	3%	3%	3%	4%	4%	4%
	Not known	0%	1%	3%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%
Undergraduate	White	97%	96%	96%	97%	97%	96%
	Other Ethnicity	2%	2%	2%	2%	2%	3%
	Not known	1%	2%	2%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%
Total	White	97%	95%	94%	95%	95%	95%
	Other Ethnicity	3%	3%	3%	3%	3%	4%
	Not known	1%	2%	3%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.14 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2021-22

Teaching Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Primary	White	1,670	1,645	1,785	1,820	1,660	1,620
	Other Ethnicity	35	40	45	55	45	45
	Not known	10	30	60	40	35	25
	Total	1,720	1,715	1,895	1,915	1,735	1,690
Secondary	White	1,225	1,190	1,270	1,230	1,350	1,240
	Other Ethnicity	45	45	50	55	65	65
	Not known	10	20	25	25	30	15
	Total	1,280	1,255	1,350	1,310	1,445	1,320
Primary & Secondary	White					95	95
	Other Ethnicity					0	0
	Not known					0	0
	Total					100	95
Total	White	2,895	2,835	3,060	3,050	3,105	2,955
	Other Ethnicity	80	85	95	110	110	110
	Not known	20	50	90	65	65	40
	Total	2,995	2,970	3,240	3,225	3,280	3,105

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, 2 or 5)

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

5.15 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Teaching Sector, 2016-17 to 2021-22 (Percentage)

Teaching Qualification	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Primary	White	97%	96%	94%	95%	96%	96%
	Other						
	Ethnicity	2%	2%	2%	3%	3%	3%
	Not known	1%	2%	3%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%
Secondary	White	96%	95%	94%	94%	93%	94%
	Other						
	Ethnicity	4%	4%	4%	4%	4%	5%
	Not known	1%	2%	2%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%
Primary & Secondary	White					95%	100%
	Other						
	Ethnicity					0%	0%
	Not known					0%	0%
	Total					100%	100%
Total	White	97%	95%	94%	95%	95%	95%
	Other						
	Ethnicity	3%	3%	3%	3%	3%	4%
	Not known	1%	2%	3%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.16 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2021-22

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
GB	White	2,820	2,755	2,955	2,950	3,005	2,875
	Other						
	Ethnicity	65	70	80	105	95	85
	Not known	20	45	80	55	50	30
	Total	2,900	2,875	3,115	3,115	3,150	2,995

Non-GB	White	75	80	100	100	100	80
	Other Ethnicity	15	15	15	5	15	25
	Not known	5	0	0	5	0	0
	Total	95	95	120	110	120	105
Total	White	2,895	2,835	3,060	3,050	3,105	2,955
	Other Ethnicity	80	85	95	110	110	110
	Not known	20	50	90	65	65	40
	Total	2,995	2,970	3,240	3,225	3,280	3,105

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, 2 or 5)

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

5.17 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Nationality, 2016-17 to 2021-22 (Percentage)

Nationality	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
GB	White	97%	96%	95%	95%	95%	96%
	Other Ethnicity	2%	2%	3%	3%	3%	3%
	Not known	1%	2%	3%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%
Non-GB	White	79%	84%	83%	91%	83%	76%
	Other Ethnicity	16%	16%	13%	5%	13%	24%
	Not known	5%	0%	0%	5%	0%	0%
	Total	100%	100%	100%	100%	100%	100%
Total	White	97%	95%	94%	95%	95%	95%
	Other Ethnicity	3%	3%	3%	3%	3%	4%
	Not known	1%	2%	3%	2%	2%	1%
	Total	100%	100%	100%	100%	100%	100%

Source: HESA Student Data, SG analysis

Proportions based on rounded numbers due to low values.

Records only include primary and secondary education sector (i.e. where TQSSEC = 1, 2 or 5)

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

5.18 UK-domiciled Qualifiers from ITE Programmes at Scottish HEIs by Provider, 2016-17 to 2021-22

Provider	Ethnicity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Edinburgh Napier University	White	0	0	0	20	35	40
	Other Ethnicity	0	0	0	5	5	5
	Not known	0	0	0	0	5	5
	Total	0	0	0	25	45	50

	Total	0	0	0	30	40	45
Queen Margaret University, Edinburgh	White	0	0	0	15	20	20
	Other Ethnicity	0	0	0	0	0	0
	Not known	0	0	0	0	0	0
	Total	0	0	0	15	25	25
Royal Conservatoire of Scotland	White	15	25	30	40	40	45
	Other Ethnicity	0	0	0	0	0	0
	Not known	0	0	0	5	0	0
	Total	15	25	30	45	40	45
University of Aberdeen	White	390	400	405	370	430	395
	Other Ethnicity	10	15	15	10	20	25
	Not known	0	0	0	0	0	20
	Total	395	415	420	385	450	435
University of Dundee	White	275	225	220	250	295	270
	Other Ethnicity	10	5	5	5	10	5
	Not known	0	5	45	20	30	5
	Total	280	235	270	280	335	280
University of Edinburgh	White	430	445	445	490	410	365
	Other Ethnicity	10	10	10	15	10	10
	Not known	0	0	0	5	5	5
	Total	440	455	460	510	425	375
University of Glasgow	White	510	455	590	520	500	495
	Other Ethnicity	15	15	15	20	20	20
	Not known	15	30	30	20	0	0
	Total	540	500	635	565	525	520
University of Stirling	White	110	100	110	110	130	145
	Other Ethnicity	5	5	5	0	5	5
	Not known	0	0	0	0	10	0
	Total	120	100	115	110	140	145
University of Strathclyde	White	835	835	935	890	885	805
	Other Ethnicity	25	35	35	35	40	40
	Not known	10	15	5	5	10	5
	Total	870	880	975	930	935	845
University of the Highlands and Islands	White	85	90	105	120	135	125
	Other Ethnicity	0	0	0	5	0	0
	Not known	0	0	5	5	0	5
	Total	85	90	115	130	140	130

University of the West of Scotland	White	250	265	215	225	225	255
	Other Ethnicity	0	5	5	10	5	5
	Not known	0	0	0	0	0	0
	Total	250	270	220	235	225	260
Total	White	2,895	2,835	3,060	3,050	3,105	2,955
	Other Ethnicity	80	85	95	110	110	110
	Not known	20	50	90	65	65	40
	Total	2,995	2,970	3,240	3,225	3,280	3,105

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, 2 or 5)

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

6. ANNEX B - Ethnicity of Teachers in Scottish Local Authority Schools

In the following tables the 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.

6.1 Full time equivalent (FTE) ethnic minority teachers by grade and sector, 2018-2022

Promoted posts

	2018	2019	2020	2021	2022
Primary	26	24	32	29	28
Secondary	55	58	56	58	58
Special	c	c	c	5	c

Teachers

	2018	2019	2020	2021	2022
Primary	251	272	292	293	288
Secondary	367	386	439	479	513
Special	c	c	c	31	c

All teachers

	2018	2019	2020	2021	2022
Primary	276	296	324	323	317
Secondary	422	444	496	537	571
Special	35	33	34	36	39

Excludes centrally employed teachers.

Promoted posts includes head teachers, deputy head teacher or principal teachers. From 2022 promoted posts also include lead teachers.

Teachers includes teachers with grade as teacher or chartered teacher.

6.2 Ethnic minority teachers by grade and sector as a percentage of teacher workforce, 2018-2022

Promoted posts

	2018	2019	2020	2021	2022
Primary	0.5	0.5	0.6	0.6	0.6
Secondary	0.8	0.9	0.8	0.9	0.8
Special	c	c	c	1.1	c

Teachers

	2018	2019	2020	2021	2022
Primary	1.3	1.4	1.4	1.4	1.4
Secondary	2.2	2.3	2.5	2.7	2.8
Special	c	c	c	2.0	c

All teachers

	2018	2019	2020	2021	2022
Primary	1.1	1.2	1.3	1.3	1.2
Secondary	1.8	1.9	2.1	2.2	2.3
Special	1.9	1.7	1.8	1.8	1.9

Excludes centrally employed teachers.

Promoted posts includes head teachers, deputy head teacher or principal teachers. From 2022 promoted posts also include lead teachers.

Teachers includes teachers with grade as teacher or chartered teacher.

6.3 Full time equivalent (FTE) ethnic minority teachers by sector and local authority, 2018-2022

Primary

	2018	2019	2020	2021	2022
Aberdeen City	15	18	21	19	23
Aberdeenshire	10	16	18	21	16
Angus	8	7	6	c	c
Argyll and Bute	c	c	5	c	c
City of Edinburgh	28	31	29	29	29
Clackmannanshire	c	c	c	c	c
Dumfries and Galloway	c	6	c	5	c
Dundee City	12	13	12	12	12
East Ayrshire	c	c	c	c	c
East Dunbartonshire	7	11	14	16	11

Primary

	2018	2019	2020	2021	2022
East Lothian	c	c	c	c	c
East Renfrewshire	14	14	17	13	11
Falkirk	8	8	8	8	6
Fife	11	14	17	14	16
Glasgow City	81	76	84	79	83
Highland	c	c	c	c	5
Inverclyde	c	c	c	6	6
Midlothian	6	6	5	6	5
Moray	c	c	c	c	c
Na h-Eileanan Siar	0	0	0	0	0
North Ayrshire	c	c	c	c	c
North Lanarkshire	14	12	18	22	17
Orkney Islands	0	0	0	0	0
Perth and Kinross	c	c	c	c	c
Renfrewshire	6	5	7	7	6
Scottish Borders	0	c	c	c	c
Shetland Islands	c	c	c	c	c
South Ayrshire	c	c	c	c	c
South Lanarkshire	12	12	12	9	11
Stirling	c	c	c	c	c
West Dunbartonshire	c	c	c	c	c
West Lothian	13	13	17	16	19
All local authorities	276	296	324	322	316

Secondary

	2018	2019	2020	2021	2022
Aberdeen City	23	29	31	35	46
Aberdeenshire	27	31	32	31	35
Angus	10	9	8	c	7
Argyll and Bute	c	c	5	7	c
City of Edinburgh	34	40	44	49	70
Clackmannanshire	c	c	c	c	5
Dumfries and Galloway	c	c	5	5	5
Dundee City	14	16	14	18	16
East Ayrshire	6	9	10	9	10
East Dunbartonshire	11	12	16	15	14
East Lothian	8	5	5	8	6
East Renfrewshire	18	18	23	27	20
Falkirk	8	9	11	11	13
Fife	24	20	24	26	22
Glasgow City	101	103	111	125	133
Highland	14	10	11	15	13
Inverclyde	c	c	c	c	5
Midlothian	8	11	13	13	13

Secondary

	2018	2019	2020	2021	2022
Moray	c	c	c	6	c
Na h-Eileanan Siar	c	c	0	0	0
North Ayrshire	6	5	5	5	5
North Lanarkshire	9	11	13	16	18
Orkney Islands	c	c	c	c	c
Perth and Kinross	5	5	c	6	5
Renfrewshire	11	10	15	12	16
Scottish Borders	c	c	12	8	11
Shetland Islands	c	c	c	c	c
South Ayrshire	6	c	5	7	5
South Lanarkshire	30	34	34	33	33
Stirling	5	c	5	5	c
West Dunbartonshire	c	8	5	5	6
West Lothian	15	17	20	20	21
All local authorities	422	444	496	536	570

Special

	2018	2019	2020	2021	2022
Aberdeen City	c	c	c	0	c
Aberdeenshire	c	c	c	c	c
Angus	z	z	z	z	z
Argyll and Bute	0	0	0	0	0
City of Edinburgh	6	6	6	8	7
Clackmannanshire	0	0	0	0	0
Dumfries and Galloway	0	0	c	c	0
Dundee City	0	c	c	0	c
East Ayrshire	0	0	0	0	c
East Dunbartonshire	c	c	c	c	c
East Lothian	z	z	z	z	z
East Renfrewshire	c	c	c	c	c
Falkirk	c	c	c	c	c
Fife	c	c	0	0	0
Glasgow City	7	5	8	9	11
Highland	c	c	c	c	0
Inverclyde	c	c	c	c	c
Midlothian	c	0	0	0	c
Moray	z	z	z	z	z
Na h-Eileanan Siar	z	z	z	z	z
North Ayrshire	0	0	0	0	0
North Lanarkshire	c	c	c	c	c
Orkney Islands	z	z	z	z	z
Perth and Kinross	0	0	0	0	0
Renfrewshire	c	c	c	c	c
Scottish Borders	0	0	0	0	0

Special	2018	2019	2020	2021	2022
Shetland Islands	z	z	z	z	z
South Ayrshire	0	0	0	0	0
South Lanarkshire	c	c	c	c	c
Stirling	0	0	0	0	0
West Dunbartonshire	c	c	c	c	c
West Lothian	c	c	c	c	c
All local authorities	35	33	34	36	39

Excludes centrally employed teachers.

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

6.4 Ethnic minority teachers by sector and local authority as a percentage of teacher workforce, 2018-2022

Primary

	2018	2019	2020	2021	2022
Aberdeen City	2	2	2	2	3
Aberdeenshire	1	1	1	1	1
Angus	1	1	1	c	c
Argyll and Bute	c	c	1	c	c
City of Edinburgh	2	2	2	2	2
Clackmannanshire	c	c	c	c	c
Dumfries and Galloway	c	1	c	1	c
Dundee City	2	2	2	2	2
East Ayrshire	c	c	c	c	c
East Dunbartonshire	1	2	2	3	2
East Lothian	c	c	c	c	c
East Renfrewshire	2	2	3	2	2
Falkirk	1	1	1	1	1
Fife	1	1	1	1	1
Glasgow City	3	3	3	3	3
Highland	c	c	c	c	0
Inverclyde	c	c	c	2	2
Midlothian	1	1	1	1	1
Moray	c	c	c	c	c
Na h-Eileanan Siar	0	0	0	0	0
North Ayrshire	c	c	c	c	c
North Lanarkshire	1	1	1	1	1
Orkney Islands	0	0	0	0	0
Perth and Kinross	c	c	c	c	c
Renfrewshire	1	1	1	1	1
Scottish Borders	0	c	c	c	c

Primary

Shetland Islands	c	c	c	c	c
South Ayrshire	c	c	c	c	c
South Lanarkshire	1	1	1	1	1
Stirling	c	c	c	c	c
West Dunbartonshire	c	c	c	c	c
West Lothian	1	1	2	2	2
All local authorities	1	1	1	1	1

Secondary

	2018	2019	2020	2021	2022
Aberdeen City	3	4	4	5	6
Aberdeenshire	2	3	3	2	3
Angus	2	2	1	c	1
Argyll and Bute	c	c	1	2	c
City of Edinburgh	2	3	3	3	4
Clackmannanshire	c	c	c	c	2
Dumfries and Galloway	c	c	1	1	1
Dundee City	2	3	2	3	3
East Ayrshire	1	2	2	2	2
East Dunbartonshire	2	2	2	2	2
East Lothian	2	1	1	2	1
East Renfrewshire	3	3	3	4	3
Falkirk	1	1	1	1	2
Fife	2	1	1	2	1
Glasgow City	5	5	5	5	5
Highland	1	1	1	1	1
Inverclyde	c	c	c	c	1
Midlothian	2	3	3	3	3
Moray	c	c	c	1	c
Na h-Eileanan Siar	c	c	0	0	0
North Ayrshire	1	1	1	1	1
North Lanarkshire	1	1	1	1	1
Orkney Islands	c	c	c	c	c
Perth and Kinross	1	1	c	1	1
Renfrewshire	1	1	2	1	2
Scottish Borders	c	c	2	2	2
Shetland Islands	c	c	c	c	c
South Ayrshire	1	c	1	1	1
South Lanarkshire	2	2	2	2	2
Stirling	c	c	1	c	c
West Dunbartonshire	c	2	1	1	1
West Lothian	2	2	2	2	2
All local authorities	2	2	2	2	2

Special	2018	2019	2020	2021	2022
Aberdeen City	c	c	c	0	c
Aberdeenshire	c	c	c	c	c
Angus	z	z	z	z	z
Argyll and Bute	0	0	0	0	0
City of Edinburgh	4	4	4	5	4
Clackmannanshire	0	0	0	0	0
Dumfries and Galloway	0	0	c	c	0
Dundee City	0	c	c	0	c
East Ayrshire	0	0	0	0	c
East Dunbartonshire	c	c	c	c	c
East Lothian	z	z	z	z	z
East Renfrewshire	c	c	c	c	c
Falkirk	c	c	c	c	c
Fife	c	c	0	0	0
Glasgow City	2	2	3	3	3
Highland	c	c	c	c	0
Inverclyde	c	c	c	c	c
Midlothian	c	0	0	0	c
Moray	z	z	z	z	z
Na h-Eileanan Siar	z	z	z	z	z
North Ayrshire	0	0	0	0	0
North Lanarkshire	c	c	c	c	c
Orkney Islands	z	z	z	z	z
Perth and Kinross	c	0	0	0	0
Renfrewshire	c	c	c	c	c
Scottish Borders	0	0	0	0	0
Shetland Islands	z	z	z	z	z
South Ayrshire	0	0	0	0	0
South Lanarkshire	c	c	c	c	c
Stirling	0	0	0	0	0
West Dunbartonshire	c	c	c	c	c
West Lothian	c	c	c	c	c
All local authorities	2	2	2	2	2

Excludes centrally employed teachers.

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

6.5 Full time equivalent (FTE) teachers by ethnicity and local authority, 2022

FTE

	White	Ethnic minority	Not Disclosed	Not Known
Aberdeen City	1,579	71	121	43
Aberdeenshire	2,617	56	43	7
Angus	1,059	10	61	15
Argyll and Bute	798	8	8	1
City of Edinburgh	3,440	112	56	63
Clackmannanshire	534	9	2	8
Dumfries and Galloway	1,263	8	30	69
Dundee City	1,278	32	25	18
East Ayrshire	1,208	13	9	0
East Dunbartonshire	1,268	27	40	24
East Lothian	937	7	38	44
East Renfrewshire	1,296	32	24	4
Falkirk	1,595	20	12	20
Fife	3,431	40	97	89
Glasgow City	4,647	249	510	320
Highland	2,202	18	63	39
Inverclyde	732	13	6	17
Midlothian	978	19	12	57
Moray	921	8	16	15
Na h-Eileanan Siar	303	c	c	0
North Ayrshire	1,310	7	36	69
North Lanarkshire	3,556	43	33	73
Orkney Islands	243	c	c	3
Perth and Kinross	1,167	9	63	134
Renfrewshire	1,651	24	33	56
Scottish Borders	1,004	14	25	2
Shetland Islands	320	5	0	3
South Ayrshire	1,101	10	10	8
South Lanarkshire	3,285	47	50	105
Stirling	914	7	19	29
West Dunbartonshire	904	12	4	6
West Lothian	1,860	42	56	99
All local authorities	49,401	977	1,517	1,441

Percentage

	White	Ethnic minority	Not Disclosed	Not Known
Aberdeen City	87	4	7	2
Aberdeenshire	96	2	2	0
Angus	92	1	5	1
Argyll and Bute	98	1	1	0
City of Edinburgh	94	3	2	2

Percentage	White	Ethnic minority	Not Disclosed	Not Known
Clackmannanshire	97	2	0	1
Dumfries and Galloway	92	1	2	5
Dundee City	94	2	2	1
East Ayrshire	98	1	1	0
East Dunbartonshire	93	2	3	2
East Lothian	91	1	4	4
East Renfrewshire	96	2	2	0
Falkirk	97	1	1	1
Fife	94	1	3	2
Glasgow City	81	4	9	6
Highland	95	1	3	2
Inverclyde	95	2	1	2
Midlothian	92	2	1	5
Moray	96	1	2	2
Na h-Eileanan Siar	96	c	c	0
North Ayrshire	92	1	3	5
North Lanarkshire	96	1	1	2
Orkney Islands	96	c	c	1
Perth and Kinross	85	1	5	10
Renfrewshire	94	1	2	3
Scottish Borders	96	1	2	0
Shetland Islands	97	2	0	1
South Ayrshire	97	1	1	1
South Lanarkshire	94	1	1	3
Stirling	94	1	2	3
West Dunbartonshire	98	1	0	1
West Lothian	90	2	3	5
All local authorities	93	2	3	3

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

6.6 Number and percentage of ethnic minority probationers by sector, for probationer cohorts 2018/19 to 2022/23

Number of ethnic minority probationers

Probationer Cohort	2018/19	2019/20	2020/21	2021/22	2022/23
Primary	24	37	38	33	35
Secondary	33	34	58	57	47

Percentage of probationers from an ethnic minority background

Probationer Cohort	2018/19	2019/20	2020/21	2021/22	2022/23
Primary	1.5	2.1	2.2	1.9	2.2
Secondary	2.7	2.6	4.3	3.8	3.6

6.7 Minority Ethnic Post-probationers teaching in the year following their probation year PRIMARY - Percentage of minority ethnic probationers

Probationer Cohort	2017/18	2018/19	2019/20	2020/21	2021/22
Permanent	38	21	22	16	c
Temporary	c	46	49	55	c
Other	c	33	30	29	52
Headcount of teachers in Cohort	24	24	37	38	33

PRIMARY - Percentage of all probationers

Probationer Cohort	2017/18	2018/19	2019/20	2020/21	2021/22
Permanent	55	43	30	23	20
Temporary	33	41	54	54	44
Other	12	17	17	23	36
Headcount of teachers in Cohort	1714	1625	1774	1767	1709

SECONDARY - Percentage of minority ethnic probationers

Probationer Cohort	2017/18	2018/19	2019/20	2020/21	2021/22
Permanent	50	48	26	40	23
Temporary	25	24	41	38	35
Other	25	27	32	22	42
Headcount of teachers in Cohort	20	33	34	58	57

SECONDARY - Percentage of all probationers

Probationer Cohort	2017/18	2018/19	2019/20	2020/21	2021/22
Permanent	61	59	52	45	50
Temporary	25	26	35	40	27
Other	13	15	14	16	23

Headcount of teachers in Cohort	1132	1213	1308	1365	1508
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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.

6.8 Full time equivalent (FTE) ethnic minority teachers by sector and sex 2022

FTE Minority Ethnic Teachers

	Female	Male	All	%Female
Primary	284	33	317	90
Secondary	380	191	571	67
Special	30	8	39	78

FTE All Teachers

	Female	Male	All	%Female
Primary	22682	2769	25451	89
Secondary	16214	8660	24874	65
Special	1626	471	2097	78

Excludes centrally employed teachers.

6.9 Scotland's Census 2011 - Ethnic Group by Local Authority

	White: Scottish	White: Other British	White: Irish	White: Polish	White: Other including White: Gypsy/ Traveller	Asian, Asian or Scottish 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%	0%	1%	2%	1%	1%	2%
Angus	88%	8%	0%	1%	1%	1%	1%	1%
Argyll and Bute	79%	17%	1%	1%	2%	1%	1%	1%
City of Edinburgh	70%	12%	2%	3%	5%	6%	3%	8%
Clackmannanshire	88%	7%	1%	1%	1%	1%	1%	2%
Dumfries and Galloway	80%	16%	1%	1%	1%	1%	0%	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%

	White: Scottish	White: Other British	White: Irish	White: Polish	White: including White: Gypsy/ Traveller	Asian, Asian Scottish or Asian British	Other ethnic groups	Minority ethnic
East Renfrewshire	87%	4%	2%	0%	1%	5%	1%	6%
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%	1%	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%	0%	1%	2%	1%	0%	1%
Na h-Eileanan Siar	87%	10%	0%	0%	1%	1%	0%	1%
North Ayrshire	92%	5%	1%	0%	1%	1%	0%	1%
North Lanarkshire	93%	2%	1%	1%	1%	2%	0%	2%
Orkney Islands	79%	18%	0%	0%	1%	0%	0%	1%
Perth and 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%	0%	1%
South Lanarkshire	92%	4%	1%	0%	1%	2%	1%	2%
Stirling	82%	11%	1%	1%	2%	2%	1%	3%
West Dunbartonshire	93%	3%	1%	0%	1%	1%	1%	2%
West Lothian	88%	6%	1%	2%	1%	2%	1%	2%

7 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 included due to small counts.

8 Symbols

The following symbols are used:

0 = nil or rounds to nil

z = not applicable

c = 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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