

Diversity in the Teaching Profession Scotland Annual Data Report

Version 1

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1. Introduction

The Teaching in a Diverse Scotland report¹ was published in November 2018. The report was commissioned by the Strategic Board for Teacher Education (SBTE) following the publication of the National Race Equality Framework for Scotland². This report was written by a working group chaired by Professor Rowena Arshad CBE with the aim to increase the number of teachers from under-represented groups at all levels in Scottish schools. The working group was expanded and reconvened, with Professor Arshad as chair, 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 supported the recommendations of the report which set the ambitious aim that by 2030 the number of minority ethnic teachers in Scotland's schools should be at least 4%³, which is at a par with the Scottish minority ethnic population as per the 2011 census (Table 5.5).

To achieve the target of at least 4% of minority ethnic teachers in Scotland's schools by 2030, would mean we need to recruit approximately an additional 200 minority ethnic teachers into the workforce every year from August 2022 to August 2030 inclusive. These teachers would be in addition to the number of minority ethnic teachers currently being recruited annually⁴. The figures discussed in the opening section of this paper will need to be reviewed with the publication of the 2022 census.

At the conclusion of the Diversity in the Teaching Profession working group in March 2021, Professor Arshad published a report setting out the progress achieved to date and the actions still to be progressed⁵. In this report, Professor Arshad stressed the importance of gathering and sharing data relating to the diversity of the teaching profession in order to inform and evaluate future work. This new annual publication

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 This only considers teacher recruitment, the increase required for minority ethnic ITE intake numbers to obtain this target is likely to be higher.

⁵ [Teaching in a diverse Scotland - increasing and retaining minority ethnic teachers: 3 years on](#)

aims to do just that, by bringing together available data relating to the diversity of the teaching profession in Scotland.

In this first iteration of the publication, two data sets are included. In section 4, a series of data tables are included relating to the ethnicity of entrants to, and qualifiers from, Initial Teacher Education (ITE) programmes in Scottish Universities. 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 the ethnicity of teachers working in schools in Scottish local authorities which have been drawn from the annual Teacher Census⁶. The ethnicity of Scotland's population by local authority is also included in this section.

Future iterations of this report will include additional data sets relating to the ethnicity of the education workforce in Scotland. For example, stakeholders have suggested that it would be helpful to include data relating to the ethnicity of applicants to ITE programmes, supply teachers, teachers in temporary contracts and teachers who successfully complete their probation year.

⁶ [School education statistics](#)

2. Summary

2.1 Teacher Census

Minority ethnic teachers are significantly underrepresented in Scotland's schools. At the time of the publication of the Teaching in a Diverse Scotland report, the number of teachers from ethnic minority backgrounds across the whole profession was 672 or 1.4% of the workforce, where this information had been disclosed⁷. In 2018 the average percentage of teachers from ethnic minority backgrounds in the primary sector was 1.1% and in the secondary sector was 1.8%, whereas the number of teachers from ethnic minority backgrounds in the special sector was 35 or 1.9% of the workforce. Less than 1% of teachers who were employed in promoted posts were from an ethnic minority background.

By 2020, the number of teachers from ethnic minority backgrounds across the whole profession had increased to 907 or 1.7% of the workforce⁶. The proportion of teachers in the primary sector from ethnic minority backgrounds was 1.3% whereas the proportion for the secondary sector was 2.1%. The number of teachers from ethnic minority backgrounds working in the special sector was 34 in 2020, or 1.8% of the workforce. The percentage of teachers from ethnic minority backgrounds who were employed in promoted posts in 2020 remains under 1%.

2.2 Initial Teacher Education

This progress report also includes data relating to entrants to, and qualifiers from, Initial Teacher Education (ITE) programmes in Scotland. In 2017/18 the number of UK domiciled entrants from ethnic minority backgrounds, where this information was disclosed, was 110 or 3%. 85 teachers, or 3%, from ethnic minority backgrounds qualified from ITE programmes in Scotland in that same year.

In 2019/20 155 entrants onto ITE programmes in Scotland were from an ethnic minority background, which is 4% of the total entrants. In the same year 110 qualifiers from ITE programmes were from an ethnic minority background, which is 3% of the total qualifiers that year.

⁷ Approximately 5% of the teaching workforce have an unknown ethnicity or choose not to disclose their ethnicity.

From 2016/17 to 2019/20, a higher proportion of entrants to ITE programmes in Scotland from an ethnic minority background were in the secondary sector when compared to primary. In 2019/20 5% of entrants to secondary ITE programmes were from an ethnic minority background whereas the equivalent figure for primary was 4%. This proportion by sector is also reflected in teachers from ethnic minority backgrounds qualifying from ITE programmes in each year from 2016/17 to 2019/20.

It is worth noting that for all of the data included in this report that there is a significant number of teachers who have not disclosed their ethnicity to their ITE provider or employer. The quality of the data included in this report would be greatly enhanced with an increased rate of ethnicity disclosure.

3. Next Steps

The Scottish Government is committed to continuing to support efforts to diversify Scotland's teaching profession as reflected in the most recent Programme for Government⁸ commitment. As part of this work, Scottish Government will address the under representation of minority ethnic teachers in Scotland by exploring supportive pathways into teaching for minority ethnic and other underrepresented groups. This commits 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.

Increasing the diversity of the teaching profession has also been identified as one of the key workstreams of a new programme of Race Equality in Education work. Professor Arshad's report and associated working group have helped create the conditions for change and our commitment to the continuation of these ambitions, as part of the new programme, will result in increased numbers of minority ethnic teachers, at all levels in Scotland's schools.

The data contained in this report will be used to inform the actions taken to meet these commitments and future reports will be used to evaluate progress towards achieving change.

⁸ [Protecting Scotland, Renewing Scotland: The Government's Programme for Scotland 2020-2021](#)

4. Ethnicity of entrants to and qualifiers from Scottish ITE providers

4.1 5 Year Total UK domiciled Entrants to Teacher Training⁹ Courses at Scottish Higher Education Institution (HEIs), 2015/16 to 2019/20

Ethnicity	Postgraduate	Undergraduate	Total
White	11,425	5,440	16,865
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	50	10	60
Asian or Asian British - Pakistani	135	50	185
Asian or Asian British - Bangladeshi	5	0	5
Chinese	55	10	65
Other Asian background	20	10	35
Other (including mixed)	150	45	195
Ethnicity not known	210	5	215
Total	12,085	5,580	17,665

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

4.2 5 Year Total UK domiciled Entrants to Teacher Training Courses at Scottish HEIs, 2015/16 to 2019/20 – Percentage

Ethnicity	Postgraduate	Undergraduate	Total
White	95%	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 to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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

⁹ The term 'Teacher Training' is used throughout the HESA data. This is known as 'Initial Teacher Education' in Scotland.

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).
Percentages based on column totals.

4.3 UK domiciled Entrants to Teacher training courses at Scottish HEIs

Sector	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
Primary	White	1,860	2,005	1,975	1,965	1,955
	Other Ethnicity	60	40	55	55	75
	Not known	0	10	65	35	40
	Total	1,920	2,050	2,095	2,060	2,065
Secondary	White	1,185	1,420	1,465	1,555	1,490
	Other Ethnicity	30	55	55	80	80
	Not known	5	10	25	10	20
	Total	1,215	1,485	1,545	1,640	1,585
All Entrants	White	3,040	3,425	3,440	3,520	3,440
	Other Ethnicity	90	95	110	135	155
	Not known	5	20	85	45	60
	Total	3,135	3,540	3,635	3,700	3,655

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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 Teacher training courses at Scottish HEIs – Percentage

Sector	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
Primary	White	97%	98%	94%	95%	94%
	Other Ethnicity	3%	2%	3%	3%	4%
	Not known	0%	0%	3%	2%	2%
	Total	100%	100%	100%	100%	100%
Secondary	White	97%	95%	95%	95%	94%
	Other Ethnicity	2%	4%	4%	5%	5%
	Not known	0%	1%	2%	1%	1%
	Total	100%	100%	100%	100%	100%
All Entrants	White	97%	97%	95%	95%	94%
	Other Ethnicity	3%	3%	3%	4%	4%
	Not known	0%	1%	2%	1%	2%
	Total	100%	100%	100%	100%	100%

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Percentages based on column totals.

4.5 UK domiciled Entrants to Teacher training courses at Scottish HEIs

Provider	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
The University of Aberdeen	White	445	470	485	490	430
	Other Ethnicity	10	20	15	30	15
	Not known	0	0	0	0	0
	Total	455	490	505	520	445
The University of Dundee	White	285	300	255	330	295
	Other Ethnicity	5	10	5	10	15
	Not known	0	5	60	30	30
	Total	290	315	320	375	340
The University of Edinburgh	White	460	490	470	400	410
	Other Ethnicity	15	10	15	10	15
	Not known	0	0	0	5	5
	Total	475	500	485	410	430
The University of Glasgow	White	535	565	610	660	590
	Other Ethnicity	15	15	20	20	30
	Not known	0	0	5	0	5
	Total	550	580	630	680	620
Royal Conservatoire of Scotland	White	25	25	30	30	40
	Other Ethnicity	0	0	0	0	0
	Not known	0	0	0	0	0
	Total	30	25	30	30	40
The University of Stirling	White	170	155	200	180	150
	Other Ethnicity	5	0	5	5	5
	Not known	0	0	0	0	0
	Total	175	160	205	185	155
The University of Strathclyde	White	845	1050	990	1035	975
	Other Ethnicity	35	35	45	50	45
	Not known	5	15	15	10	10
	Total	880	1095	1050	1095	1030
University of the Highlands and Islands	White	5	90	100	120	120
	Other Ethnicity	0	0	0	0	5
	Not known	0	0	0	0	0
	Total	5	90	105	120	125
The University of the West of Scotland	White	275	275	300	270	285
	Other Ethnicity	5	5	5	10	15
	Not known	0	0	0	0	0
	Total	280	280	305	280	300
Edinburgh Napier University	White	0	0	0	0	30
	Other Ethnicity	0	0	0	0	5
	Not known	0	0	0	0	0
	Total	0	0	0	0	40
Queen Margaret	White	0	0	0	0	125
	Other Ethnicity	0	0	0	0	5

Provider	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
University, Edinburgh	Not known	0	0	0	0	0
	Total	0	0	0	0	130

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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 Teacher training courses at Scottish HEIs

Nationality	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
British	White	2,960	3,330	3,335	3,400	3,325
	Other Ethnicity	75	75	90	115	135
	Not known	5	15	85	45	55
	Total	3,045	3,420	3,510	3,560	3,515
Not British	White	80	95	105	115	115
	Other Ethnicity	15	20	20	20	15
	Not known	0	5	0	0	5
	Total	95	120	125	140	140

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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 Teacher training courses at Scottish HEIs – Percentage

Nationality	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
British	White	97%	97%	95%	96%	95%
	Other Ethnicity	3%	2%	3%	3%	4%
	Not known	0%	0%	2%	1%	2%
	Total	100%	100%	100%	100%	100%
Not British	White	85%	81%	83%	84%	84%
	Other Ethnicity	14%	15%	16%	15%	12%
	Not known	1%	4%	2%	1%	4%
	Total	100%	100%	100%	100%	100%

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Percentages based on column totals.

4.8 Enrolments to Teacher Training courses by year of programme at Scottish HEIs, 2019/20

Level of Study	Year of Programme	White	Other Ethnicity	Not known	Total
Postgraduate	1	2,535	120	80	2,735
	2	30	5	0	35
	Total	2,595	130	85	2,805
Undergraduate	1	1,065	40	0	1,105
	2	1,025	25	0	1,050
	3	910	20	5	935
	4	875	15	0	890
	5	65	0	0	65
	Total	3,940	100	10	4,050

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Year of programme different from year of student instance, as students may repeat years.

4.9 Enrolments to Teacher Training courses by year of programme at Scottish HEIs, 2019/20 – Percentage

Level of Study	Year of Programme	White	Other Ethnicity	Not known	Total
Postgraduate	1	93%	4%	3%	100%
	2	85%	15%	0%	100%
	Total	92%	5%	3%	100%
Undergraduate	1	96%	4%	0%	100%
	2	97%	3%	0%	100%
	3	97%	2%	1%	100%
	4	98%	2%	0%	100%
	5	98%	2%	0%	100%
	Total	97%	3%	0%	100%

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Percentages based on row totals.

4.10 5 Year Total UK domiciled Qualifiers from Teacher Training Courses at Scottish HEIs, 2015/16 to 2019/20

Ethnicity	Postgraduate	Undergraduate	Total
White	10,080	4,295	14,380
Black or Black British - Caribbean	0	0	0
Black or Black British - African	15	5	20
Other Black background	5	0	5
Asian or Asian British - Indian	40	10	55
Asian or Asian British - Pakistani	105	30	135
Asian or Asian British - Bangladeshi	5	0	5
Chinese	35	15	50
Other Asian background	10	5	15
Other (including mixed)	130	30	160
Ethnicity not known	165	75	240
Total	10,595	4,465	15,060

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

4.11 5 Year Total UK domiciled Qualifiers from Teacher Training Courses at Scottish HEIs, 2015/16 to 2019/20 – Percentage

Ethnicity	Postgraduate	Undergraduate	Total
White	95%	96%	96%
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 to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Percentages based on column totals.

4.12 UK domiciled Qualifiers from Teacher training courses at Scottish HEIs

Level of Qualification	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
Postgraduate	White	1,685	2,015	2,045	2,180	2,155
	Other Ethnicity	50	55	75	75	95
	Not known	10	10	30	65	50
	Total	1,740	2,085	2,150	2,320	2,300
Undergraduate	White	855	880	790	880	895
	Other Ethnicity	25	20	15	20	15
	Not known	10	10	15	20	15
	Total	885	910	820	920	925
All Qualifiers	White	2,540	2,895	2,835	3,060	3,050
	Other Ethnicity	75	80	85	95	110
	Not known	20	20	50	90	65
	Total	2,630	2,995	2,970	3,240	3,225

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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 Teacher training courses at Scottish HEIs – Percentage

Level of Qualification	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
Postgraduate	White	97%	97%	95%	94%	94%
	Other Ethnicity	3%	3%	3%	3%	4%
	Not known	1%	1%	1%	3%	2%
	Total	100%	100%	100%	100%	100%
Undergraduate	White	96%	96%	96%	95%	97%
	Other Ethnicity	3%	2%	2%	2%	2%
	Not known	1%	1%	2%	2%	2%
	Total	100%	100%	100%	100%	100%
All Qualifiers	White	97%	97%	96%	94%	95%
	Other Ethnicity	3%	3%	3%	3%	3%
	Not known	1%	1%	2%	3%	2%
	Total	100%	100%	100%	100%	100%

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Percentages based on column totals.

4.14 UK domiciled Qualifiers from Teacher training courses at Scottish HEIs

Provider	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
The University of Aberdeen	White	355	390	400	405	370
	Other Ethnicity	10	10	15	15	10
	Not known	5	0	0	0	0
	Total	365	395	415	420	385
The University of Dundee	White	200	275	225	220	250
	Other Ethnicity	0	10	5	5	5
	Not known	0	0	5	45	20
	Total	205	280	235	270	280
The University of Edinburgh	White	415	430	445	445	490
	Other Ethnicity	10	10	10	10	15
	Not known	0	0	0	0	5
	Total	425	440	455	460	510
The University of Glasgow	White	475	510	455	590	520
	Other Ethnicity	15	15	15	15	20
	Not known	10	15	30	30	20
	Total	500	540	500	635	565
Royal Conservatoire of Scotland	White	25	15	25	30	40
	Other Ethnicity	0	0	0	0	0
	Not known	0	0	0	0	5
	Total	25	15	25	30	45
The University of Stirling	White	100	110	100	110	110
	Other Ethnicity	5	5	5	5	0
	Not known	0	0	0	0	0
	Total	105	120	100	115	110
The University of Strathclyde	White	730	835	835	935	890
	Other Ethnicity	30	25	35	35	35
	Not known	5	10	15	5	5
	Total	765	870	880	975	930
University of the Highlands and Islands	White	5	85	90	105	120
	Other Ethnicity	0	0	0	0	5
	Not known	0	0	0	5	5
	Total	5	85	90	115	130
The University of the West of Scotland	White	230	250	265	215	225
	Other Ethnicity	5	0	5	5	10
	Not known	0	0	0	0	0
	Total	235	250	270	220	235
Edinburgh Napier University	White	0	0	0	0	20
	Other Ethnicity	0	0	0	0	5
	Not known	0	0	0	0	0
	Total	0	0	0	0	30
Queen Margaret	White	0	0	0	0	15
	Other Ethnicity	0	0	0	0	0

Provider	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
University, Edinburgh	Not known	0	0	0	0	0
	Total	0	0	0	0	15

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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 Teacher training courses at Scottish HEIs

Sector	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
Primary	White	1,535	1,670	1,645	1,785	1,820
	Other Ethnicity	50	35	40	45	55
	Not known	10	10	30	60	40
	Total	1,595	1,720	1,715	1,895	1,915
Secondary	White	1,000	1,225	1,190	1,270	1,230
	Other Ethnicity	25	45	45	50	55
	Not known	5	10	20	25	25
	Total	1,030	1,280	1,255	1,350	1,310
All Qualifiers	White	2,540	2,895	2,835	3,060	3,050
	Other Ethnicity	75	80	85	95	110
	Not known	20	20	50	90	65
	Total	2,630	2,995	2,970	3,240	3,225

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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 Teacher training courses at Scottish HEIs - Percentage

Sector	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
Primary	White	96%	97%	96%	94%	95%
	Other Ethnicity	3%	2%	2%	2%	3%
	Not known	1%	1%	2%	3%	2%
	Total	100%	100%	100%	100%	100%
Secondary	White	97%	96%	95%	94%	94%
	Other Ethnicity	2%	3%	4%	4%	4%
	Not known	1%	1%	2%	2%	2%
	Total	100%	100%	100%	100%	100%
All Qualifiers	White	97%	97%	96%	94%	95%
	Other Ethnicity	3%	3%	3%	3%	3%
	Not known	1%	1%	2%	3%	2%
	Total	100%	100%	100%	100%	100%

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Percentages based on column totals.

4.17 UK domiciled Qualifiers from Teacher training courses at Scottish HEIs

Nationality	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
British	White	2,470	2,820	2,755	2,955	2,950
	Other Ethnicity	65	65	70	80	105
	Not known	15	20	45	80	55
	Total	2,555	2,900	2,875	3,115	3,115
Not British	White	65	75	80	100	100
	Other Ethnicity	5	15	15	15	5
	Not known	0	5	0	0	5
	Total	75	95	95	120	110

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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 Teacher training courses at Scottish HEIs - Percentage

Nationality	Ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
British	White	97%	97%	96%	95%	95%
	Other Ethnicity	3%	2%	3%	3%	3%
	Not known	1%	1%	2%	3%	2%
	Total	100%	100%	100%	100%	100%
Not British	White	89%	79%	83%	86%	91%
	Other Ethnicity	8%	17%	15%	13%	5%
	Not known	3%	4%	2%	2%	5%
	Total	100%	100%	100%	100%	100%

Source: HESA student data, SG analysis

Figures have been rounded to the nearest 5.

Where HESA TQSSEC = 1 or 2 (i.e. primary and secondary education)

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).

Percentages based on column totals.

5. Ethnicity of teachers in Scottish Local Authority schools

5.1 Full time equivalent (FTE) ethnic minority teachers by grade and sector, 2016-2020

	Promoted posts ¹⁰					Teachers ¹¹					All teachers				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Primary	18.6	18.8	25.8	23.8	31.6	210.2	234.4	250.5	271.7	292.7	228.8	253.2	276.3	295.5	324.3
Secondary	50.0	52.6	55.0	58.4	56.5	328.4	340.9	367.0	386.0	439.1	378.4	393.5	422.0	444.4	495.6
Special	*	*	*	*	*	*	*	*	*	*	31.6	25.8	35.0	32.5	33.9

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

5.2 Ethnic minority teachers by grade and sector as a percentage of teacher workforce, 2016-2020

	Promoted posts ⁹					Teachers ¹⁰					All teachers				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Primary	0.4%	0.4%	0.5%	0.5%	0.6%	1.1%	1.2%	1.3%	1.4%	1.4%	1.0%	1.0%	1.1%	1.2%	1.3%
Secondary	0.7%	0.8%	0.8%	0.9%	0.8%	2.0%	2.1%	2.2%	2.3%	2.5%	1.6%	1.7%	1.8%	1.9%	2.1%
Special	*	*	*	*	*	*	*	*	*	*	1.7%	1.4%	1.9%	1.7%	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

¹⁰ Promoted posts includes teachers with grade as head teachers, deputy head teacher or principal teachers

¹¹ Teachers includes teacher with grade as teachers or chartered teacher

5.3 Full time equivalent (FTE) ethnic minority teachers by sector and local authority, 2016-2020

	Primary					Secondary					Special				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Aberdeen City	14	17	15	18	21	20	19	23	29	31	*	0	*	*	*
Aberdeenshire	6	7	10	16	18	26	24	27	31	32	*	*	*	*	*
Angus	*	7	*	7	6	10	16	10	9	8	:	:	:	:	:
Argyll and Bute	*	0	*	*	5	*	*	*	*	5	0	0	0	0	0
Clackmannanshire	*	*	*	*	*	*	*	*	*	*	0	0	0	0	0
Dumfries and Galloway	*	*	*	6	*	*	*	*	*	*	0	0	0	0	*
Dundee City	9	10	*	13	12	12	12	14	16	14	*	*	0	*	*
East Ayrshire	*	*	*	*	*	5	5	6	9	10	0	0	*	0	0
East Dunbartonshire	5	*	7	11	14	11	9	11	12	16	*	*	*	*	*
East Lothian	*	*	*	*	*	5	5	8	5	5	:	:	:	:	:
East Renfrewshire	10	15	14	14	17	8	16	18	18	23	*	*	*	*	*
Edinburgh, City of	25	28	28	31	29	22	32	34	40	44	*	5	6	6	6
Na h-Eileanan Siar	0	0	0	0	0	*	*	*	*	0	:	:	:	:	:
Falkirk	7	8	8	8	8	7	7	8	9	11	*	*	*	*	*
Fife	10	9	11	14	17	19	21	24	20	24	*	*	*	*	0
Glasgow City	63	66	81	76	84	84	93	101	103	111	12	7	7	5	8
Highland	*	*	*	*	*	11	12	14	10	11	*	0	*	*	*
Inverclyde	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Midlothian	*	*	6	6	5	7	8	8	11	13	0	0	*	0	0
Moray	*	*	*	*	*	*	*	*	*	*	:	:	:	:	:
North Ayrshire	*	*	*	*	*	6	5	6	5	*	0	0	0	0	0
North Lanarkshire	14	12	14	12	18	11	12	9	11	13	*	*	*	*	*
Orkney Islands	0	0	0	0	0	*	*	*	*	*	:	:	:	:	:
Perth and Kinross	*	*	*	*	*	*	*	5	5	*	0	0	*	0	0
Renfrewshire	*	6	6	5	7	22	15	11	10	15	0	*	*	*	*

	Primary					Secondary					Special				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Scottish Borders	0	0	0	*	*	5	5	*	*	12	:	:	0	0	0
Shetland Islands	*	*	*	*	*	*	*	*	*	*	:	:	:	:	:
South Ayrshire	*	*	*	*	*	*	5	6	*	5	0	0	0	0	0
South Lanarkshire	17	17	12	12	12	34	31	30	34	34	*	*	*	*	*
Stirling	*	*	*	*	*	6	5	5	*	5	*	0	0	0	0
West Dunbartonshire	*	5	*	*	*	*	*	*	8	5	*	*	*	*	*
West Lothian	8	11	13	13	17	16	12	15	17	20	*	*	*	*	*
All local authorities	229	253	276	296	324	378	393	422	444	496	32	26	35	33	34

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.

5.4 Ethnic minority teachers by sector and local authority as a percentage of teacher workforce, 2016-2020

	Primary					Secondary					Special				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Aberdeen City	2	2	2	2	2	3	3	4	4	4	*	0	*	*	*
Aberdeenshire	0	1	1	1	1	2	2	2	3	3	*	*	*	*	*
Angus	*	2	*	1	1	2	4	2	2	1	:	:	:	:	:
Argyll and Bute	*	0	*	*	1	*	*	*	*	1	0	0	0	0	0
Clackmannanshire	*	*	*	*	*	*	*	*	*	*	0	0	0	0	0
Dumfries and Galloway	*	*	*	1	*	*	*	*	*	*	0	0	0	0	*
Dundee City	1	2	*	2	2	2	2	2	3	2	*	*	0	*	*
East Ayrshire	*	*	*	*	1	1	1	1	2	2	0	0	*	0	0
East Dunbartonshire	1	*	1	2	2	2	2	2	2	2	*	*	*	*	*
East Lothian	*	*	*	*	*	1	1	2	1	1	:	:	:	:	:
East Renfrewshire	2	3	2	2	3	1	2	3	3	3	*	*	*	*	*
Edinburgh, City of	2	2	2	2	2	2	2	2	3	3	*	3	4	4	4
Na h-Eileanan Siar	0	0	0	0	0	*	*	*	*	0	:	:	:	:	:
Falkirk	1	1	1	1	1	1	1	1	1	1	*	*	*	*	*
Fife	1	0	1	1	1	1	1	2	1	1	*	*	*	*	0
Glasgow City	3	3	4	3	3	5	5	6	5	5	4	2	3	2	3
Highland	*	*	*	*	*	1	1	1	1	1	*	0	*	*	*
Inverclyde	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Midlothian	*	*	1	1	1	2	2	2	3	3	0	0	*	0	0
Moray	*	*	*	*	*	*	*	*	*	1	:	:	:	:	:
North Ayrshire	*	*	*	*	*	1	1	1	1	*	0	0	0	0	0
North Lanarkshire	1	1	1	1	1	1	1	1	1	1	*	*	*	*	*
Orkney Islands	0	0	0	0	0	*	*	*	*	*	:	:	:	:	:
Perth and Kinross	*	*	*	*	*	*	*	1	1	*	0	0	*	0	0
Renfrewshire	*	1	1	1	1	3	2	2	1	2	0	*	*	*	*

	Primary					Secondary					Special				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Scottish Borders	0	0	0	*	*	1	1	*	*	2	:	:	0	0	0
Shetland Islands	*	*	*	*	*	*	*	*	*	*	:	:	:	:	:
South Ayrshire	*	*	*	*	*	*	1	1	*	1	0	0	0	0	0
South Lanarkshire	1	1	1	1	1	2	2	2	2	2	*	*	*	*	*
Stirling	*	*	*	*	*	1	1	1	*	1	*	0	0	0	0
West Dunbartonshire	*	1	*	*	*	*	*	*	2	1	*	*	*	*	*
West Lothian	1	1	1	1	2	2	2	2	2	2	*	*	*	*	*
All local authorities	1	1	1	1	1	2	2	2	2	2	2	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

Percentage of those with known ethnic background (i.e. excludes teachers categorised as 'not known' or 'not disclosed')

Excludes centrally employed teachers.

5.5 Scotland's Census 2011¹² - 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%

¹² [Scotland's Census](#)

6. Data suppression

Data points which are less than five are suppressed 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 does 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.

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:

: = not available

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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