

**NORTH EAST
SCOTLAND
COLLEGE**



APPENDIX 6: OCCUPATIONAL SEGREGATION: RACE/ETHNICITY: 2020

**THE EQUALITY MAINSTREAMING AND OUTCOMES
OF NORTH EAST SCOTLAND COLLEGE**

APPENDIX 6: OCCUPATIONAL SEGREGATION: RACE/ETHNICITY: 2020

Executive Summary

The Equality Act 2010 has a Public Sector Equality Duty (PSED), which is supported by specific duties for Scotland. The specific duties require the reporting of occupational segregation. This report focuses on race/ethnicity. Separate reports focus on gender and disability.

This report presents a race/ethnicity analysis at North East Scotland College, which is compared with the ethnicity in Scotland as well as regionally.

As at 31 July 2020, the College had 604 employees (521.4 FTE), with the overwhelming majority of employees being in a White - Scottish ethnicity category (404; 66.9% of headcount).

Overall, there are a total of 539 (89.2% of headcount) employees who are in a White ethnicity category and a total of 18 who are in Black/Asian/Minority Ethnic/Mixed (BAME) categories (3.0% of headcount). Of the College's 18 BAME employees, 10 (1.7%) are in an Asian/Asian British ethnicity category.

It should be noted that 45 employees (7.5% of headcount) were in the "not indicated/prefer not to say" category.

There was also a similar picture in July 2016, when the College last produced its Occupational Segregation: Race/Ethnicity report: 84.1% of employees were in a White ethnicity category (89.2% in 2020); 65.5% in a White Scottish category (66.9% in 2020) and 3.2% in a BAME ethnicity category (3.0% in 2020). In 2016, 12.7% of employees did not declare their ethnicity, with this falling to 7.5% in 2020, as a consequence of action taken by the College to reduce its protected characteristics non-declaration rates, thus illustrating the progress made by the College to address this. The rise in the percentage of employees in a White ethnicity category, could, therefore, be due to more employees declaring their ethnicity.

These figures compare with the largest ethnic group in Scotland in 2018 (as a percentage of the adult population) being 'White Scottish' at 76.7%. Overall, 95.4% of the adult population were of a White ethnicity. Minority ethnic adults represented 4.6%.

Source: Scottish Government Equality Evidence Finder: Demographics - Ethnicity - Population Estimates
<https://scotland.shinyapps.io/sq-equality-evidence-finder/>

These figures illustrate that Scotland is predominantly of White ethnicity and this ethnicity is reflected within the College. However, in 2018, as identified above, 4.6% of the Scottish adult population was in a minority ethnic category, whereas in the College (of the employees who declared their ethnicity), 3.0% are in a BAME category.

In 2011, the Asian population was the largest minority ethnic group in Scotland (3% of the population or 141,000 people) (**Source:** Scotland's Census 2011) and this is also the case in the College.

According to data from the 2011 census, in Aberdeen City, 8% of the population was in a minority ethnic category, with the figure being lower in Aberdeenshire. More up-to-date figures will be available at the next census. However, these figures indicate that the College should examine its BAME recruitment/retention processes.

In terms of a gender split at the College, in 2020, there are more male employees in the Black/Asian/Minority Ethnic/Mixed (BAME) categories (11; 61.1% of BAME staff) than female staff (7; 38.9% of BAME staff). This was also the case in 2016, when 13 of the 19 (68.4% of BAME staff) staff in a BAME ethnicity category were male and 6 (31.6%) were female.

In 2020, of the 18 BAME employees, 15 (83.3%) work on a full-time basis: 10 male staff (55.6%); 5 female staff (27.8%). This compared with 79.0% of BAME employees working full-time in 2016 (there were no further details given the small numbers involved).

With regards to vertical segregation, there is also a great degree of similarity between 2016 and 2020. In 2016, 11 of the 19 (57.9%) staff in a BAME ethnicity category were on un-promoted lecturer terms and conditions (at the top of the un-promoted lecturing scale). This compares with 14 out of the 18 (77.8%) BAME staff being at the top of the un-promoted lecturing scale in 2020. Due to small numbers, no details are published for promoted lecturing staff. As regards support staff, 5 staff in a BAME ethnicity category were in support posts in 2016, but this number fell in 2020 although the actual number is not published in case individual staff can be identified.

This degree of similarity continues with horizontal segregation. In 2016, 9 of the un-promoted lecturers taught in STEM-related areas. In 2020, 8 of the un-promoted male lecturers teach in STEM-related areas, but due to the small numbers involved, the information for female lecturers is not published.

From these figures, it appears that staff in a BAME ethnicity category are largely concentrated in un-promoted lecturing posts and in particular in STEM subject areas, although care must be taken when making inferences from small numbers.

In 2016, the College identified a number of next steps and progress was made in reducing the non-declaration rate, as outlined earlier, and in analysing the number of appointments compared with applications (which is detailed in the staff data section of the Mainstreaming Report).

However, some actions remain and these are incorporated into the College's next steps.

In terms of next steps, it is recommended that the College should examine its BAME recruitment/retention processes - in particular for women from a BAME ethnicity. The College should also continue to reduce its non-declaration rates and should consider consulting with external organisations in order to encourage a more diverse workforce across all grades and occupation types, to advance equality of opportunity and foster good relations.

Public Sector Equality Duty

The Equality Act 2010 has Public Sector Equality Duty (PSED) which consists of a general duty that is underpinned by Specific Duties that are set out in the secondary legislation which accompanies the act, namely the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended).

The general duty consists of 3 main needs (set out in section 149 of the Equality Act 2010) which require due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010**
- **Advance equality of opportunity between people from different protected characteristic groups, considering the need to:**
 - **Remove or minimise disadvantages suffered by people due to their protected characteristics**
 - **Meet the needs of people with protected characteristics**
 - **Encourage people with protected characteristics to participate in public life or in other activities where their participation is low**
- **Foster good relations between people from different protected characteristic groups, tackling prejudice and promoting understanding between people from different groups**

The Specific Duties are intended to assist public bodies meet the general duty. This includes publishing statements on occupational segregation for gender, race and disability every 4 years.

Sources:

The public sector equality duty: specific duties for Scotland (revised), David Bass, Equality Challenge Unit, February 2017, available online at: www.advance-he.ac.uk/knowledge-hub/public-sector-equality-duty-specific-duties-scotland-revised
Accessed: 5 November 2020

Equality Act 2010 Public Sector Equality Duty (section 149), available online at:
www.legislation.gov.uk/ukpga/2010/15/section/149
Accessed 16 February 2021

Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, available online at:
www.legislation.gov.uk/ssi/2012/162/contents/made
Accessed: 16 February 2021

Notes about the analysis

It should be noted that the figures used in this report include staff on temporary contracts and staff who have 2 posts. Staff with two posts have been counted twice, so the overall figures in this report may appear to be greater than in other reports. However, this is done in order to conduct an analysis across all posts and grades, irrespective of whether it was a person's main post or a second post. This will give a more complete picture of the number of people carrying out roles at differing levels within the College.

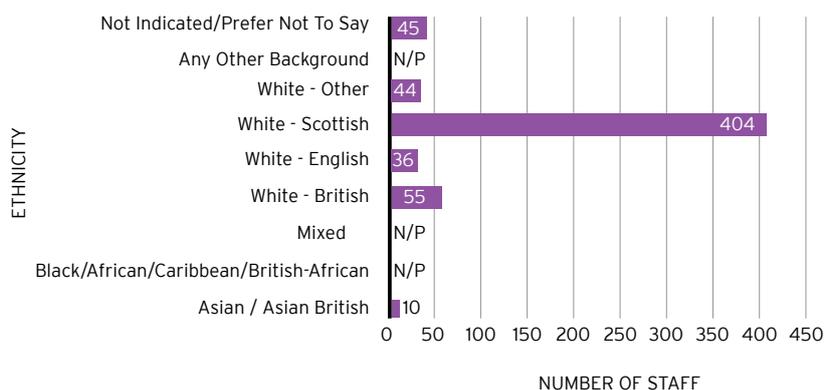
Please note that throughout this report, figures are rounded to one decimal place, so percentage figures may not total 100%, due to rounding.

Where there are fewer than 5 staff in an ethnicity category, figures are not published in case individual staff could be identified.

NESCol Staff Ethnicity Profile

As at 31 July 2020, the College had 604 employees (521.4 FTE). The ethnicity profile at the College was as follows:

Nescol Staff Ethnicity Profile



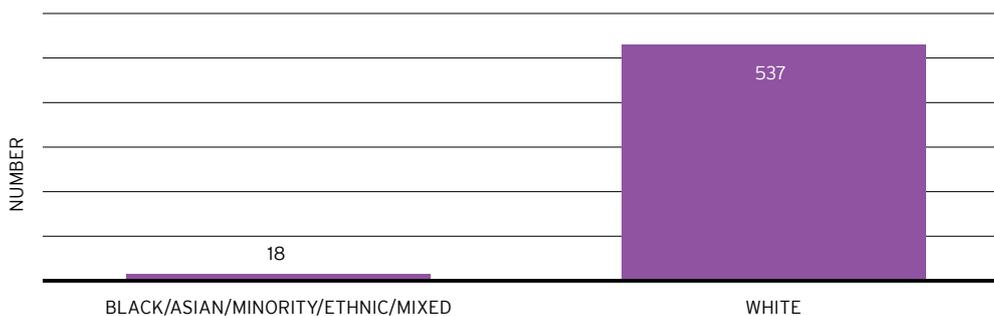
Note: n/p = not published, due to small numbers

This clearly shows that the overwhelming majority of employees in the College are in a White - Scottish category (404; 66.9% of headcount).

It should be noted that 45 employees (7.5% of headcount) were in a “not indicated/prefer not to say” category.

Overall, of the employees who disclosed their ethnicity, as illustrated in the chart below, there are a total of 539 (89.2% of headcount) who are in a White ethnicity category and a total of 18 who are in Black/Asian/Minority Ethnic/Mixed (BAME) categories (3.0% of headcount). Of the College’s 18 BAME employees, 10 (1.7%) are in an Asian/Asian British ethnicity category.

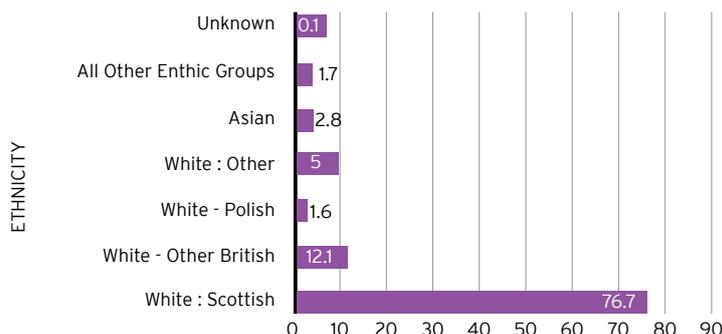
Number of Staff in Ethnicity Categories: BAME/White



Regional/Scottish Ethnicity Profile

In 2018, the largest ethnic group (as a percentage of the adult population) in Scotland was 'White Scottish' at 76.7%, and minority ethnic adults represented 4.6%. The following chart indicates that 95.4% were of a White ethnicity.

Ethnicity in Scotland 2018



Source: Scottish Government Equality Evidence Finder: Demographics - Ethnicity - Population Estimates
<https://scotland.shinyapps.io/sg-equality-evidence-finder/>
 Accessed: 8 October 2020

According to Scotland's Census, "In 2011, 84% of Scotland's population reported their ethnicity as 'White: Scottish' and a further 8% as 'White: Other British'. Together, minority ethnic groups and white non-British groups (which include 'White: Irish', 'White: Polish', 'White: Gypsy/ Traveller' and 'White: Other white') made up 8% of the total population.

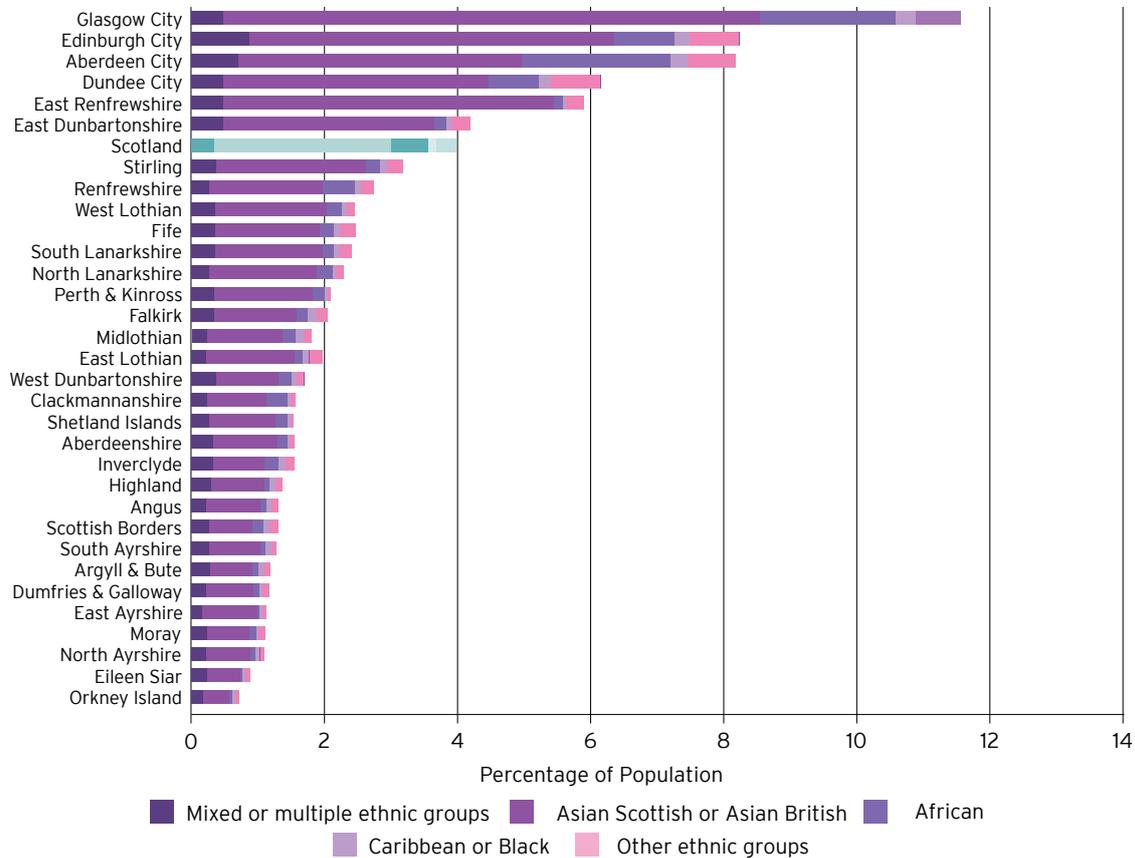
The Asian population is the largest minority ethnic group (3% of the population or 141,000 people), representing an increase of one percentage point (69,000) since 2001. Within this, Pakistani is the largest individual category, accounting for 1% of the total population. The African, Caribbean or Black groups made up 1% of the population of Scotland in 2011, an increase of 28,000 people since 2001. Mixed or multiple ethnic groups represented 0.4% (20,000) and other ethnic groups 0.3% (14,000) of the total population.

The proportion of the population reported as belonging to a minority ethnic group varied by council area. The highest figures were in the four council areas containing the large cities: in Glasgow City it was 12%, in the City of Edinburgh and in Aberdeen City it was 8%, and in Dundee City it was 6%."

Source: www.scotlandscensus.gov.uk/ethnicity-identity-language-and-religion
 Accessed: 8 October 2020

With regards to a breakdown for Aberdeen City and Aberdeenshire, the following charts illustrate, although the overall numbers are small, that Aberdeen City has a greater percentage of minority ethnic people than Aberdeenshire.

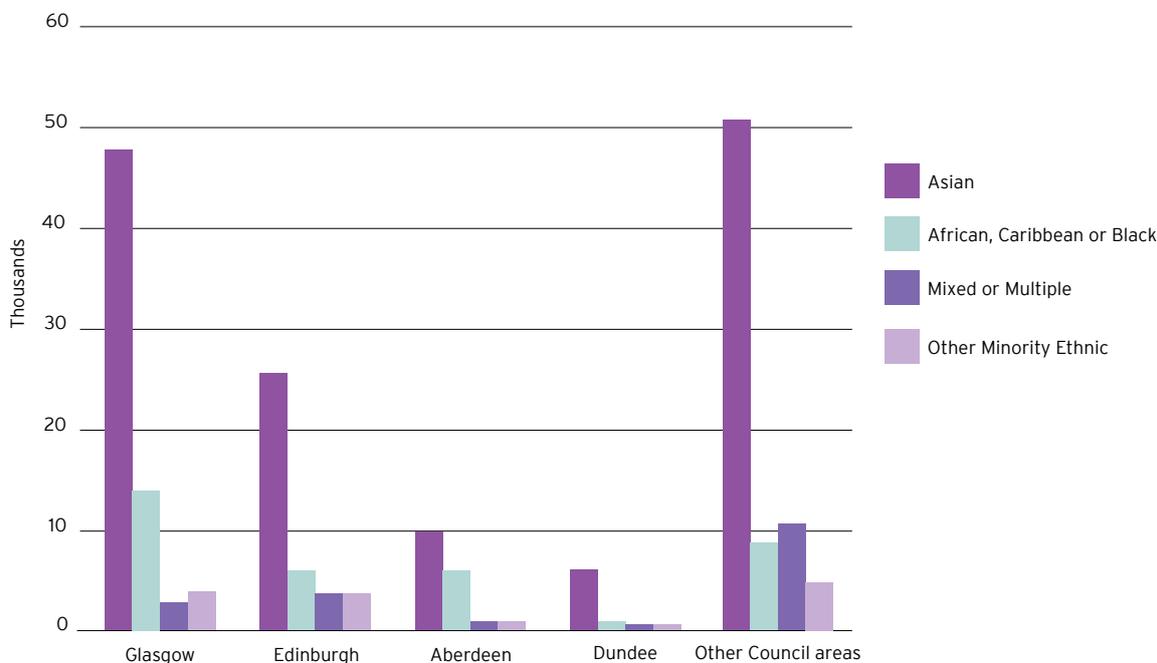
Minority Ethnic Groups by council area, Scotland, 2011



In Glasgow City, 12% of the population were from a minority ethnic group. In City of Edinburgh and Aberdeen City it was 8% and Dundee City it was 6%.

Source: Scottish Government Equality Evidence Finder: Demographics - Ethnicity - Geographical Comparisons - Council Comparisons
<https://scotland.shinyapps.io/sq-equality-evidence-finder/>
 Accessed: 8 October 2020

Chart 1:12: Minority ethnic group population by council area, Scotland 2011



Source: Census 2011, National Records of Scotland
www.webarchive.org.uk/wayback/archive/20170119124719/http://www.gov.scot/Publications/2014/03/7340/11#c1.12
 Accessed: 8 October 2020

More detailed and up-to-date information on ethnicity at a national and regional level will be available after the next census.

Gender Breakdown

At NESCoI, there are more male employees in the Black/Asian/Minority Ethnic/Mixed (BAME) categories (11; 61.1% of BAME staff) than female staff (7; 38.9% of BAME staff). Of the 18 BAME employees, 15 (83.3%) work on a full-time basis: 10 male staff (55.6%); 5 female staff (27.8%). No further information is detailed given the small numbers involved and given that the total number of BAME staff is small, care should be exercised when making inferences from these figures.

The College's Occupational Segregation Report: Gender: 2020 provides detailed information on the College's overall gender profile, including full-time and part-time, and so no other information is detailed in this report.

Occupational segregation

There are two main dimensions to occupational segregation: horizontal (i.e. the *types* of jobs in which workers with certain characteristics are clustered); and vertical (i.e. the *levels* at which workers with certain characteristics are clustered).

In view of the small number of staff who disclosed their ethnicity as being in a Black, Asian, Minority Ethnic, Mixed (BAME) category, the occupational segregation data - both horizontal and vertical- that can be published is very limited, as individual members of staff could otherwise be identified.

BAME staff, by staff category	Number of staff	% of overall staff headcount
Un-promoted lecturer terms & conditions	14	2.3%
Promoted lecturer terms & conditions	n/p	n/p
Support staff terms & conditions	n/p	n/p

n/p = not published, due to small numbers

From this, it is apparent that the vast majority of staff in a BAME ethnicity category (14 out of 18; 77.8%) are un-promoted lecturers. It should be noted that all of these un-promoted lecturers are at the top of the un-promoted lecturing scale (Grade 505; Scale point 5).

Of the 14 un-promoted lecturers, 8 (57.1%) are male and 6 (42.9%) are female. In view of the small numbers, no further vertical occupational segregation details are given.

In terms of horizontal occupational segregation, of the BAME staff who are on un-promoted lecturing terms and conditions, 100% of the male staff lecture in STEM-related areas. Due to the small numbers involved, no breakdown is detailed for female staff in a BAME ethnicity category.

The College's Occupational Segregation Report: Gender: 2020 provides detailed information on the College's overall occupational segregation by gender, including full-time and part-time roles, and so no further information is included in this report.

Comparison with NESCol's 2016 Report

In July 2016, the College published a Race/Ethnicity Occupational Segregation Report detailing that 84.1% of the College's staff were in a White ethnicity category, with 65.5% being in a White Scottish ethnicity category. This compares with 89.2% being in a White ethnicity category and 66.9% being in a White-Scottish category in 2020.

In 2016, 3.2% of the College's staff were BAME ethnicity category and 12.7% of staff did not declare any ethnicity category. This compares with 3.0% being in a BAME ethnicity category in 2020 and 7.5% not declaring their ethnicity.

The fall in the non-declaration rate from 12.7% to 7.5% can be attributed to the progress made by the College, which undertook the following actions:

- **Worked with the Staff Equality Group (included Trade Union Equality representative) to produce a document for staff outlining why it is important for staff to declare their protected characteristics and how the information would be stored and used**
- **Staff were given contact details for HR/Staff Equality Group members who could speak to them individually if the member of staff had concerns/wanted more information**
- **Re-issued Equal Opportunity Monitoring forms to all staff (along with documents on why disclosure was important).**

Given that the BAME figures are very similar in 2016 and 2020 (3.2% and 3.0%), that there is a reduction in the non-declaration rates (12.7% to 7.5%) and a rise in the percentage of staff in a White ethnicity category in 2020 (84.1% to 89.2%), it could be assumed that this rise is because more staff have declared that they are in a White ethnicity category.

In 2016, 13 of the 19 (68.4% of BAME staff) staff in a BAME ethnicity category were male and 6 (31.6%) were female. This compares with 11 male staff (61.1% of BAME staff) and 7 female staff (38.9% of BAME staff) in 2020.

In 2016, 79.0% of BAME employees worked full-time, compared with 83.3% in 2020.

With regards to vertical segregation, in 2016, 11 of the 19 (57.9%) staff in a BAME ethnicity category were on un-promoted lecturer terms and conditions (at the top of the un-promoted lecturing scale). This compares with 14 out of the 18 (77.8%) BAME staff being at the top of the un-promoted lecturing scale in 2020.

In 2016, 5 staff in a BAME ethnicity category were support staff. In 2020, there were fewer than 5 staff, so the actual figure is not published in case individual staff can be identified.

With regards to horizontal segregation, in 2016, 9 of the un-promoted lecturers taught in STEM-related areas. In 2020, 8 of the un-promoted male lecturers teach in STEM-related areas, but due to the small numbers involved, the information for female lecturers is not published.

Although there has been little change in the overall number of BAME staff employed in the College, in 2020, the College employs more BAME staff in a lecturing capacity than in 2016 and fewer in a support capacity than in 2016. Otherwise, the College profile is very similar in 2016 and 2020 in terms of there being more male than female BAME employees and with more employees working full-time than part-time.

However, given the small numbers involved, care should be taken when interpreting the figures.

In 2016, the College identified that it should:

- **examine its recruitment processes and procedures to see how any recruitment could be made more attractive and inclusive to potential BAME candidates**
- **analyse number of BAME appointments compared with the number of applications and look at retention/progression patterns for staff to see if any action needs to be taken**
- **work with the Staff Equality Group (now the Equality Committee) to examine why there are so few - in particular female - BAME staff and to identify if there are any particular issues preventing this group of people from working at NESCoI**
- **Consult with wider race equality organisations with a view to encouraging a more diverse workforce and to foster better relations with regards to race equality**

The College does analyse the number BAME appointments compared with applications and actions are taken if inconsistencies are identified. Further information is detailed in the Staff Data section of the College's Mainstreaming report. However, the College still needs to make progress with regards to the other points and these are carried forward as next steps.

Summary/Conclusions

As at 31 July 2020, the College had 604 employees (521.4 FTE), with the overwhelming majority of employees being in a White - Scottish ethnicity category (404; 66.9% of headcount).

Overall, there are a total of 539 (89.2% of headcount) employees who are in a White ethnicity category and a total of 18 who are in Black/Asian/Minority Ethnic/Mixed (BAME) categories (3.0% of headcount). Of the College's 18 BAME employees, 10 (1.7%) are in an Asian/Asian British ethnicity category.

It should be noted that 45 employees (7.5% of headcount) were in a "not indicated/prefer not to say" category.

There was also a similar picture in July 2016, when the College last produced its Occupational Segregation: Race/Ethnicity report: 84.1% of employees were in a White ethnicity category (89.2% in 2020); 65.5% in a White Scottish category (66.9% in 2020) and 3.2% in a BAME ethnicity category (3.0% in 2020). In 2016, 12.7% of employees did not declare their ethnicity, with this falling to 7.5% in 2020, as a consequence of action taken by the College to address the non-declaration rate. The rise in the percentage of employees in a White ethnicity category, could, therefore, be due to more employees declaring their ethnicity.

In 2018, in Scotland, the largest ethnic group (as a percentage of the adult population) was 'White Scottish' at 76.7%. Overall, 95.4% of the adult population were of a White ethnicity. Minority ethnic adults represented 4.6%.

Source: Scottish Government Equality Evidence Finder: Demographics - Ethnicity - Population Estimates
<https://scotland.shinyapps.io/sq-equality-evidence-finder/>
Accessed: 8 October 2020

In 2011, 84% of Scotland's population reported their ethnicity as 'White: Scottish' and a further 8% as 'White: Other British' (**Source:** Scotland's Census 2011). The Asian population is the largest minority ethnic group (3% of the population or 141,000 people) (**Source:** Scotland's Census 2011).

These figures illustrate that Scotland is predominantly of White ethnicity and this ethnicity is reflected within the College. The largest minority ethnic group in Scotland is Asian and this is also reflected in the College. However, in 2018, as identified above, 4.6% of the Scottish adult population was in a minority ethnic category, whereas in the College (of the employees who declared their ethnicity), 3.0% are in a BAME category.

According to data from the 2011 census, in Aberdeen City, 8% of the population was in a minority ethnic category, with the figure being lower in Aberdeenshire. More up-to-date figures will be available at the next census.

However, from these statistics, it would appear that College should do more to attract staff from a BAME ethnicity, in line with wider figures and in line with recommendations made in its 2016 report and this is incorporated into the next steps.

In terms of a gender split at the College, in 2020, there are more male employees in the Black/Asian/Minority Ethnic/Mixed (BAME) categories (11; 61.1% of BAME staff) than female staff (7; 38.9% of BAME staff). This was also the case in 2016, when 13 of the 19 (68.4% of BAME staff) staff in a BAME ethnicity category were male and 6 (31.6%) were female.

In 2020, of the 18 BAME employees, 15 (83.3%) work on a full-time basis: 10 male staff (55.6%); 5 female staff (27.8%). This compared with 79.0% of BAME employees working full-time in 2016, but there were no further detail given the small numbers involved.

However, overall, it appears that there is a great degree of similarity between 2016 and 2020.

With regards to vertical segregation, there is also a great degree of similarity between 2016 and 2020. In 2016, 11 of the 19 (57.9%) staff in a BAME ethnicity category were on un-promoted lecturer terms and conditions (at the top of the un-promoted lecturing scale). This compares with 14 out of the 18 (77.8%) BAME staff being at the top of the un-promoted lecturing scale in 2020. Due to small numbers, no details are published for promoted lecturing staff. As regards support staff, 5 staff in a BAME ethnicity category were in support posts in 2016, but this number fell in 2020 although the actual number is not published in case individual staff can be identified.

This degree of similarity continues with horizontal segregation. In 2016, 9 of the un-promoted lecturers taught in STEM-related areas. In 2020, 8 of the un-promoted male lecturers teach in STEM-related areas, but due to the small numbers involved, the information for female lecturers is not published.

From these figures, it appears that staff in a BAME ethnicity category are largely concentrated in un-promoted lecturing posts and in particular in STEM subject areas.

It should be noted that, given the small numbers involved, care should be taken when interpreting the figures.

In 2016, the College identified a number of next steps and progress was made in reducing the non-declaration rate, as outlined earlier, and in analysing the number of appointments compared with applications (which is detailed in the staff data section of the Mainstreaming Report).

However, some actions remain and these are incorporated into the College's next steps.

Next Steps

This report has identified areas that should be addressed and which will be taken forward via a People Services Equalities Action Plan. These areas are:

Further reduce non-declaration rates

Although there has been a fall in the non-declaration rate from 12.7% in 2016 to 7.5% in 2020, the College should still try and reduce this rate further.

Since the 2016 report, the College has introduced a new HR/payroll system, which is still being implemented. The College now plans to revise its Equal Opportunities Monitoring Questionnaire and ask staff to input/amend/update their protected characteristics data themselves. The College will use this opportunity to further remind staff why it is important to declare their protected characteristics. The College will then monitor to see if this can further reduce the current non-declaration rates.

Examine recruitment processes

The College should examine its recruitment processes and procedures to see how any recruitment could be made more attractive and inclusive to potential BAME candidates. This includes:

- **Adding in a statement to job adverts that the College welcomes applications from ethnic minorities**
- **Examining how the College could use the Scottish Government's minority ethnic recruitment toolkit, available online at: www.gov.scot/publications/minority-ethnic-recruitment-toolkit/**
- **Examining why there are so few - in particular female - BAME staff and to identify if there are any particular issues preventing this group of people from working at NESCol.**

In addition, the 2016 report identified that the College could consider consulting with organisations such as CRER (Coalition for Racial Equality & Rights); Grampian Racial Equality Council; Aberdeen Multi Cultural Centre (www.abmc.org.uk/objective.php) to see how the College could:

- **Take action to encourage a more diverse workforce across all grades and occupation-types within the College**
- **Foster better relations with regards to race equality between the College and the wider community in order to position the College as a BAME employer of choice**

It is recommended that this should now be taken forward.

Carry out a staff equality, diversity and inclusion survey

The College plans to carry out an all staff equality, diversity and inclusion survey and will use the outcomes from this to address any issues that are identified.

These actions have been incorporated into a People Services Equalities Action Plan to ensure that they are carried out as a priority, taking into consideration the current restrictions as a consequence of COVID-19.

The outcomes will be used to advance equality of opportunity and foster good relations.

