



# OCCUPATIONAL SEGREGATION: RACE/ETHNICITY: 2016





### **EXECUTIVE SUMMARY**

The purpose of this report is to meet one of the specific duties under the Equality Act 2010, to report on occupational segregation by gender, race and disability. This report focuses on race/ethnicity. Other reports focus on gender and disability. There is also a separate pay gap report.

The report presents a race/ethnicity analysis at North East Scotland College, which is compared with the ethnicity of Aberdeen City/Aberdeenshire and Scotland.

The overwhelming majority of College staff who disclosed their ethnicity are White Scottish (65.5%), with 84.1% of staff being in a White ethnic category. 3.2% of staff are in a Black Minority Ethnic (BME) category and 12.7% of staff did not disclose any information/preferred not to say to which ethnic category they belonged. In view of the large number of staff who did not disclose their ethnicity, the staff numbers in the report must be interpreted with care and the ethnicity profile of the College should only be treated as indicative.

The report defines the 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). However, given that only 3.2% of College staff disclosed themselves as BME, the occupational segregation data that can be published is very limited, as individual members of staff could otherwise be identified. Again, because of the very small number of BME staff, it is of little value to compare BME with non-BME occupational segregation.

The report does detail that of the College's staff, 2.4% are BME staff who are employed on lecturing terms and conditions, with 0.8% being BME staff employed on support staff terms and conditions. The majority of the BME lecturing staff work in technology-related areas. The numbers are too small to provide more information regarding BME support staff as individuals could otherwise be identified.

A pay gap analysis was carried out between BME staff and White ethnicity staff, but was not published. This is because of the small number of BME staff as well as the number of staff who did not disclose any information about their ethnicity.

However, given that there are more BME staff on lecturing terms and conditions than support staff terms and conditions, it is perhaps not surprising that the (mean and median ) hourly rate of pay for BME staff is higher than the (mean and median) hourly rate for White ethnicity staff. However, care must be taken not to make inferences from small numbers.

The report also outlines that none of the College's 3.2% BME staff is employed at very senior levels - although care must be exercised when making inferences from small numbers.

The College employs more male than female BME staff and of the small number of BME staff in the College, 79.0% work on a full-time basis.

As a result of this analysis, it has become clear that one of the main issues lies around disclosure: the small number of staff who have disclosed a BME ethnicity; as well as the large number of staff who did not disclose their ethnicity. In view of this, the College has taken steps to address this situation by re-issuing its Equal Opportunities form, but this time has included additional information on why it is important to disclose such information and how the information would be used to address issues. Next steps will include analysing this updated information and identifying any further actions that need to be taken.

The College will also review its recruitment processes to determine what could be done to attract candidates from BME backgrounds.

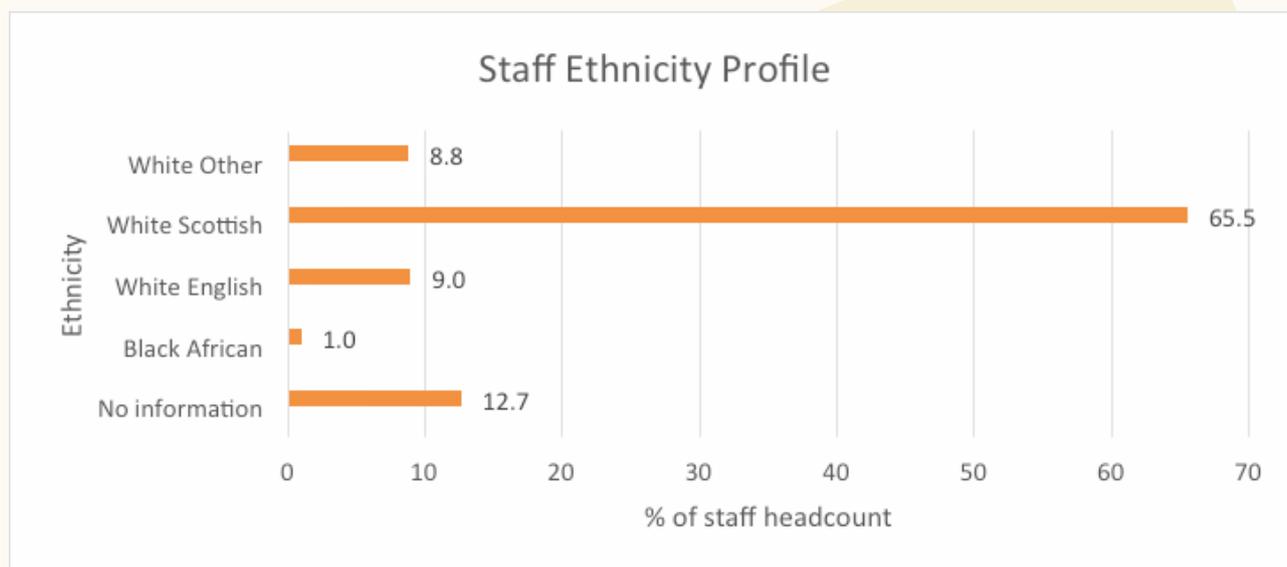
Other suggested next steps include:

- Working with the Staff Equality Group to examine why there are so few - in particular female - BME staff and to identify if there are any particular issues preventing this group of people from working at Nescol.
- Consulting with external race/ethnicity organisations
- The College's next steps will feed into its Equality Outcomes report.

### Staff Ethnicity Profile

At July 2016, the College had a staff headcount of 592. This date was used, given the limitations of the current HR system, which is being replaced, in order to allow enough time for the data to be analysed.

As can be seen from the chart below, the overwhelming majority of the College staff who disclosed their ethnicity are White Scottish (388; 65.5%), with White English (53; 9.0%) and White Other (52; 8.8 %) being the next largest categories where an ethnic category was disclosed. It should be noted that where there are fewer than 5 staff in an ethnicity category, information has not been published in case individual staff could otherwise be identified.

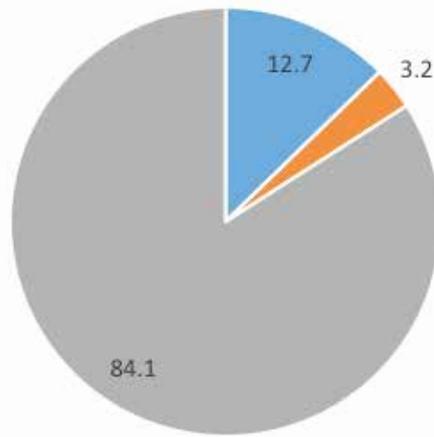


Note: % figures are rounded to one decimal place

A total of 19 staff (3.2%) disclosed they were in a Black Minority Ethnic category, whereas 498 staff (84.1%) disclosed that they were in a White ethnic category. Of the 19 BME staff, 6 disclosed that they were Black African (31.6% of BME staff).

75 staff (12.7%) did not disclose any information/preferred not to say to which ethnic category they belonged.

### BME/White ethnicity as % of headcount

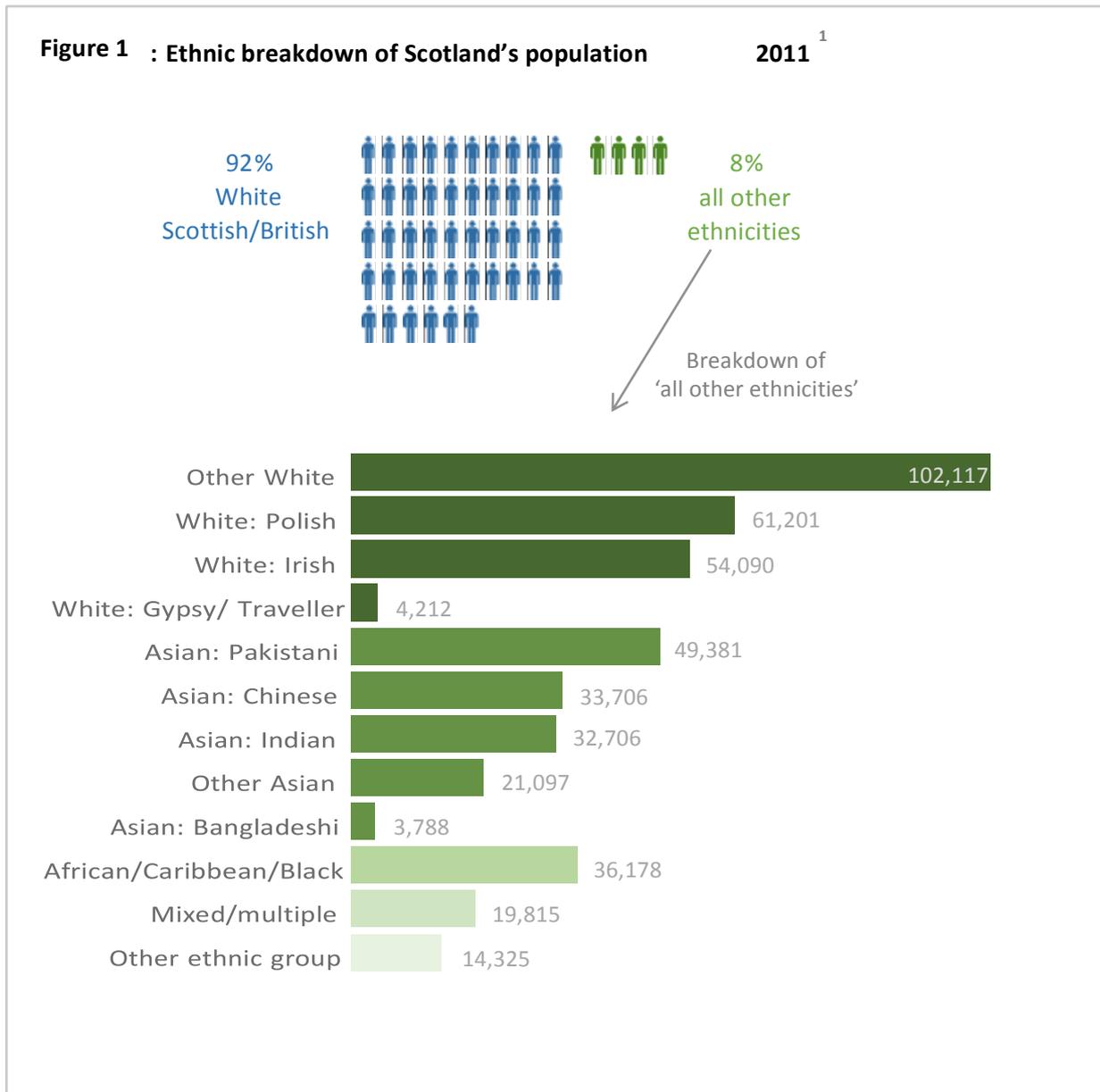


■ No information   ■ Black & Minority Ethnic   ■ White

Note: % figures are rounded and may not total 100%

This compares with an ethnicity profile for Scotland (see following chart) where 92% of the population was White Scottish/British, according to Scotland Census information cited in the Scottish Government’s “Race Equality Framework for Scotland 2016-2030”.



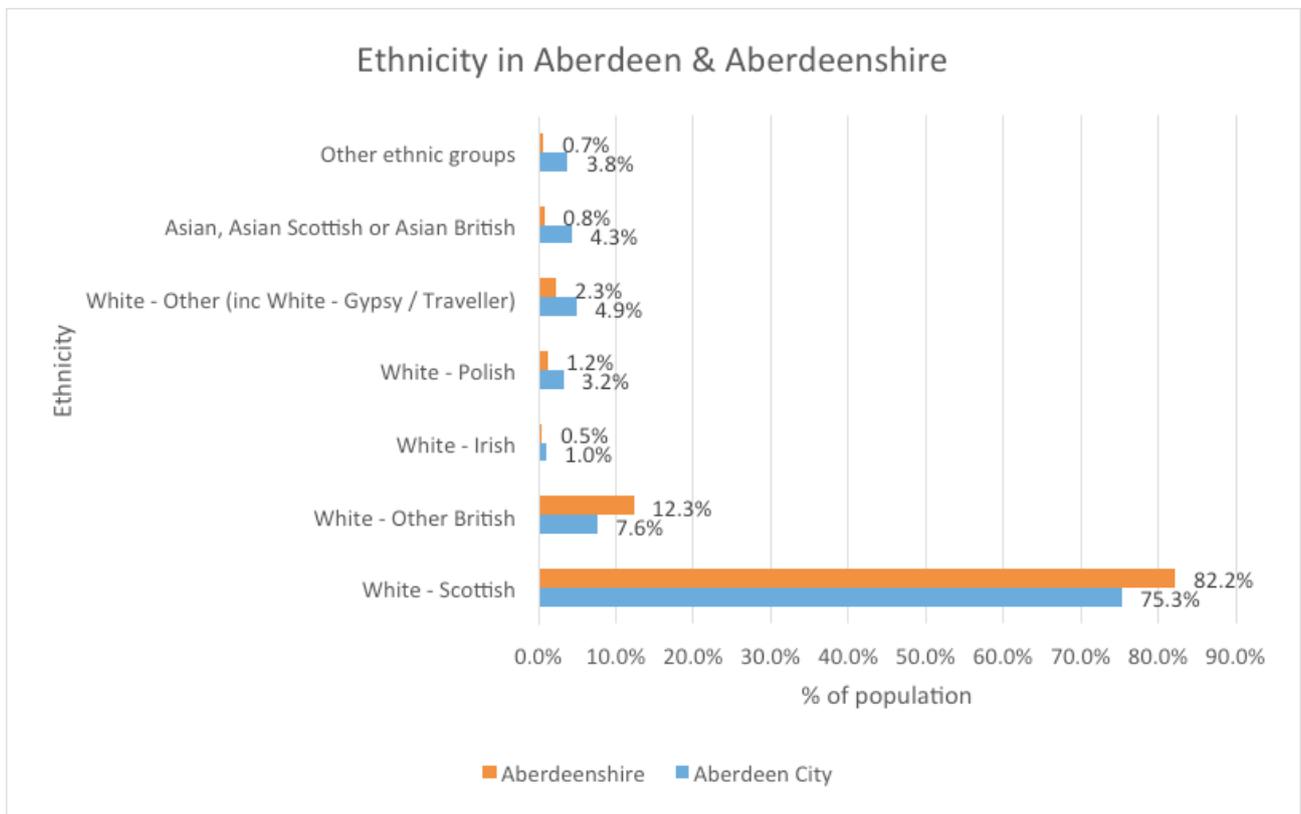


Source: Scottish Government: Race Equality Framework for Scotland 2016-2030 p6

An overview, on the Scottish Government website, of Equality Results from the 2011 Census Release 2, focussing on ethnicity, religion and disability states that *“Despite its increased diversity, Scotland was still a much less ethnically diverse country than England in 2011: minority ethnic groups comprised 4 per cent of Scotland’s population compared with 15 per cent in England”*

Source: <http://www.gov.scot/Publications/2014/03/7340>

In terms of Aberdeen City and Aberdeenshire, the overwhelming majority of the population in these geographies is also in a White ethnic group, as illustrated in the following charts and tables.



Source: National Records of Scotland

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Accessed via interactive chart at:

<http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Ethnicity/EthPopMig>

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The Aberdeen/shire figures are slightly different to those for Scotland as a whole, as can be seen from the following tables.

White ethnic groups by council area, Scotland, 2011							
	All people	White: Scottish	White: Other British	White: Irish	White: Gypsy/ Traveller	White: Polish	White: Other white
<b>Scotland</b>	<b>5,295,403</b>	<b>84.0</b>	<b>7.9</b>	<b>1.0</b>	<b>0.1</b>	<b>1.2</b>	<b>1.9</b>
Aberdeen City	222,793	75.3	7.6	1.0	0.1	3.2	4.7
Aberdeenshire	252,973	82.2	12.3	0.5	0.1	1.2	2.2

Source: National Records of Scotland

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2011 Census output:

Accessed via: <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Ethnicity/EthPopMig>

As detailed in the previous table, Aberdeen City has a lower percentage of its population who are in a White Scottish category (75.3%) when compared with Scotland as a whole (84.0%), whereas Aberdeenshire has only a slightly lower percentage (82.2%). However, Aberdeenshire has a larger percentage of its population in the White Other British category (12.3%) than Scotland as a whole (7.9%) and Aberdeen City has a higher percentage of White Polish (3.2%) and Other White (4.7%) than both Scotland as a whole and Aberdeenshire.

Aberdeen City has a higher percentage of its population who are in a minority ethnic category when compared with Scotland as a whole, whereas Aberdeenshire has a lower percentage.

Minority ethnic groups by council area, Scotland, 2011						
	All people	Mixed or multiple ethnic groups	Asian, Asian Scottish or Asian British	African	Caribbean or Black	Other ethnic groups
<b>Scotland</b>	<b>5,295,403</b>	<b>0.4</b>	<b>2.7</b>	<b>0.6</b>	<b>0.1</b>	<b>0.3</b>
Aberdeen City	222,793	0.7	4.3	2.3	0.3	0.6
Aberdeenshire	252,973	0.3	0.8	0.2	0.1	0.1

Source: National Records of Scotland

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2011 Census output

Accessed via: <http://www.gov.scot/Topics/People/Equality/Equalities/DataGrid/Ethnicity/EthPopMig>

According to the Scottish Parliament's SPICe Briefing: Ethnicity and Employment, 09 June 2015 (available online at:

[http://www.parliament.scot/ResearchBriefingsAndFactsheets/S4/SB\\_15-31\\_Ethnicity\\_and\\_Employment.pdf](http://www.parliament.scot/ResearchBriefingsAndFactsheets/S4/SB_15-31_Ethnicity_and_Employment.pdf)

*"ethnic minority groups are more likely to live in Scotland's cities than elsewhere in Scotland. Ethnic minority groups make up 11.6 per cent of the population in Glasgow, 8.3 per cent in Edinburgh, and 8.1 per cent in Aberdeen. This compares with a figure of 4 per cent for Scotland as a whole. By contrast, the ethnic minority population in the most rural parts of Scotland, as well as in smaller cities and towns, is significantly lower."*

This could explain the difference in the ethnicity figures for Aberdeen City and Aberdeenshire outlined above. It could also explain the ethnicity profile of the College being closer to that of Aberdeenshire. As the College is based in both Aberdeen City and in Aberdeenshire, a further analysis was conducted to see where College staff live (i.e. in Aberdeen City or Aberdeenshire).

This revealed that over 60% of staff employed by the College live in Aberdeenshire (and either travel into Aberdeen city campuses and/or work in Aberdeenshire campuses). This could then explain why the College ethnicity profile (of the staff who disclosed an ethnicity) would seem to fit more closely with that of Aberdeenshire than Aberdeen.

It should also be noted that 75 staff (12.7%) did not disclose any information/preferred not to say to which ethnic category they belonged - making this the second largest category next to White Scottish (65.5%) - and so the ethnicity profile for the College should, therefore, only be seen as indicative.



## 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 BME, the occupational segregation data - both horizontal and vertical- that can be published is very limited, as individual members of staff could otherwise be identified.

BME staff, by staff category	Number of staff	% of overall staff headcount
Lecturer terms & conditions	14	2.4%
Support staff terms & conditions	5	0.8%

In terms of vertical occupational segregation, BME support staff are in support staff grades 3-8 (with support staff grades going from Grade 1, the lowest grade, to Senior Management, the highest grade). No further breakdown can be given, due to small numbers in each grade, which could lead to staff being identified.

BME lecturing staff are in Grades 1-7 (un-promoted lecturing staff are in Grades 1-4, promoted lecturing staff are in Grades 6-8 and 14. There are no lecturing staff in Grade 5 and Grades 9-13).

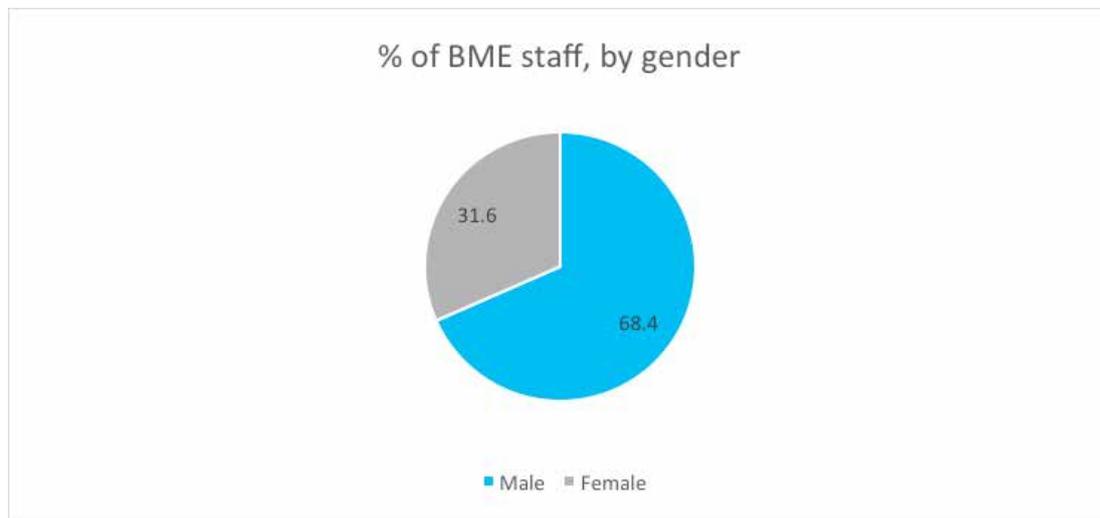
11 Lecturing staff are on Grade 4 (the top of the unpromoted lecturing scale), of whom 9 work in STEM areas. No breakdown is given of lecturing staff in other grades as due to small numbers, staff could be identified. This would illustrate that no BME staff are employed at the most senior levels in the College, although care must be taken not to make inferences from very small numbers.

In terms of horizontal occupational segregation, of the BME staff who are on lecturing terms and conditions, 78.6% (11 out of a total of 14) lecture in STEM-related areas. For BME support staff, there is no further breakout by grade/job category as the numbers in each category are very small and could lead to individual staff being recognised.

A pay gap analysis was carried out between BME staff and White ethnicity staff, but was not published. This is because of the small number of BME staff as well as the number of staff who did not disclose any information about their ethnicity, which would otherwise skew the figures.

However, given that there are more BME staff on lecturing terms and conditions than support staff terms and conditions, it is perhaps not surprising that the (mean and median ) hourly rate of pay for BME staff is higher than the (mean and median) hourly rate for White ethnicity staff. However, care must be taken not to make inferences from small numbers.

As outlined in the following chart, there are more male BME staff at the College (i.e. of the total number of BME staff, 13; 68.4% are male) than female BME staff (6; 31.6%).



Note: % figures are rounded and may not total 100%

However, as the total number of BME staff is small, care should be exercised when interpreting these figures.

There are more BME staff who work on a full-time basis than on a part-time basis. However, actual numbers are not published in case individual staff could be identified.

Again, as the total number of BME staff is small, care should be exercised when interpreting this.

There is a 50/50 balance between the number of male and female BME staff who work on a part-time basis.

No further details can be given as the actual number of staff involved is very small and could otherwise lead to them being identified.



### Next Steps

Given that there is a non-disclosure rate of 12.7% the College has taken steps to try and address this situation by re-issuing Equal Opportunities forms to staff, but this time it has included additional information to explain why the disclosure of this type of information is important and to explain how it will be used - to see if that will help to improve disclosure rates, so that the College has a more accurate picture of its staff ethnicity profile. Further analysis should be undertaken once the data have been collected.

The College should also examine its recruitment processes and procedures to see how any recruitment could be made more attractive and inclusive to potential BME candidates, particularly in light of the fact that 4.3% of the Aberdeen population belongs to an Asian ethnicity category and 3.8% of the Aberdeen population is from other BME backgrounds, compared with a total of 3.2% for the College across all BME categories.

The College should also analyse number of BME appointments compared with the number of applications and look at retention/progression patterns for staff to see if any action needs to be taken.

The College could also work with the Staff Equality Group to examine why there are so few - in particular female - BME staff and to identify if there are any particular issues preventing this group of people from working at Nescol.

Consultation could also take place with organisations such as CRER (Coalition for Racial Equality & Rights); Grampian Racial Equality Council; Aberdeen Multi Cultural Centre <http://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 BME employer of choice

The College's next steps will feed into its Equality Outcomes Report.