



The Prince's
Responsible
Business Network

Factsheet

INSIGHTS ON RACE

June 2024

Scotland

A map of the United Kingdom where Scotland is highlighted in a solid pink color. The rest of the UK is shown in a light grey color with pink outlines for regional boundaries. The word "Scotland" is written in pink text to the right of the highlighted area.

FACTSHEET

INSIGHTS ON RACE FACTSHEET: SCOTLAND

		PAGE
1	AN OVERALL SNAPSHOT OF SCOTLAND	3
2	FOCUS ON GLASGOW	5
3	RELIGION	6
4	EDUCATION	6
5	EMPLOYMENT	9
6	LEADERSHIP	11
7	SUPPLIERS AND SMALL BUSINESSES	12
8	APPENDIX: BITC RACE AT WORK CHARTER	13

Scotland's Census 2022 provides a fresh opportunity to understand the representation of ethnically diverse communities. This factsheet will outline the changes in the population since 2001 across Scotland and evidence why it is imperative that employers ensure that UK workplaces are equal for everyone, regardless of background. Employers can then sense check the efforts that they have in place to ensure that their workplaces are reflective of the communities in which they operate. Most importantly, in the midst of a worldwide shortage of workers and skills that are required for the future, it becomes crucial that workplaces have curated an inclusive environment, where people from all backgrounds can work and progress. We know that tackling race disparities in the UK across the labour market through improved participation and progression, has the potential to add £24 billion a year to the UK economy.¹ This factsheet aims to equip employers with knowledge and evidence to understand their communities, the how and where to source and retain talent, and put in place structures and procedures outlined in Business in the Community's (BITC's) [Race at Work Charter](#) to create the right environment to best attract talent and become inclusive employers.

This factsheet will also support organisations to set ethnicity targets, using the latest demographic data in Scotland and inform employers of the talent pools available to them across the nations and regions. This will enable different parts of the business to anticipate who should be responding to recruitment adverts, who should be progressing in the organisation, and where they may need to create targeted action plans for outreach to different communities and provide tailored and bespoke support.

AN OVERALL SNAPSHOT OF SCOTLAND

The Census 2022 shows that the population of Scotland has grown to 5.4 million – the largest it has ever been, having increased from 5.3 million in 2011. White people account for the majority of the population, with 92.9% of usual residents being White (which includes those categorised by the Census 2022 as white ethnic minority). Non-white usual residentsⁱⁱ i.e., Black, Asian, Mixed Race and other ethnically diverse people accounted for the remaining **7.1%** (see *Figure 1*).

The largest non-white ethnic minority group in Scotland was Pakistani, Scottish Pakistani or British Pakistani, accounting for **1.3%** of all usual residents (72,871). This is an increase from **0.9%** (49,381) in 2011.

Usual residents identifying as Mixed or Multiple ethnic group were the second largest ethnically diverse group, whose numbers have increased three-fold from **0.4%** (19,815) in 2011 to **1.1%** (60,899) of Scotland’s resident population.

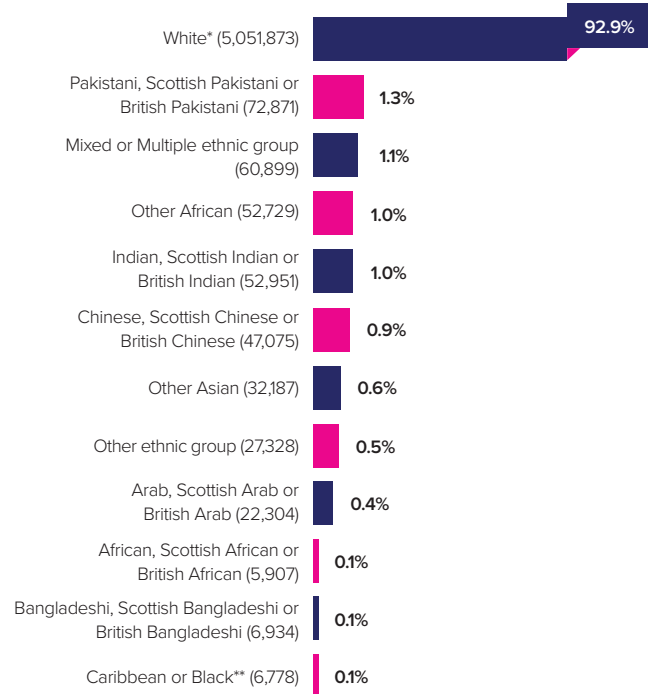
Other White ethnic groups account for **2.92%** (163,600) of all usual residents, up from **1.93%** (102,117) in 2011. In 2022 three in four people in this group wrote ‘European’, or a European country to identify their ethnic background.

Throughout this factsheet, the term minority ethnic, ethnic minorities and/or ethnically diverse will refer to those from non-white categories.

The changing face of the population – Scotland

Since 2001, the ethnic minority makeup of Scotland has evolved. In 2001 just 2.0% (101,677) of Scotland’s population were ethnic minoritiesⁱⁱⁱ. This has more than tripled to its current level of **7.1%** (see *Figure 2*).

Figure 1: Percentage of Scottish population by ethnicity, Census 2022

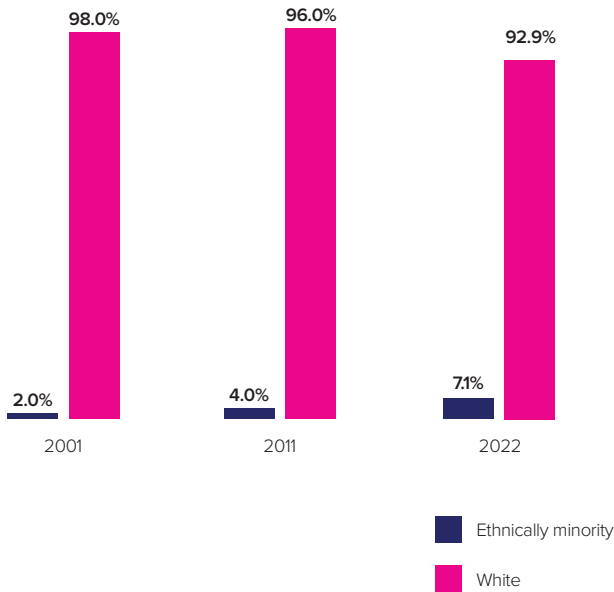


Source: Census 2022 Category order matches the 2022 census form. Figure may not sum to sub totals and totals due to Statistical Disclosure Controls. *Total for White includes White Scottish, Other White British, White Irish, Gypsy/ Traveller, White Polish and Other White. **Total for Caribbean or Black sub-categories (Caribbean or Black: Caribbean, Caribbean Scottish or Caribbean British, Caribbean or Black: Black, Black Scottish or Black British and Caribbean or Black: Other Caribbean or Black) have been merged in this graph as separately they would represent <0.1% of the usual resident population.

“Capturing ethnicity data helps us to better understand the make-up of our firm so that we can focus our activities appropriately and build an inclusive workforce that’s reflective of society. It also enables transparent and meaningful reporting of our ethnicity pay gaps and progress against targets.”

Mitul Shah, Partner, Deloitte

Figure 2: Scotland's white and ethnic minority population – percentage size, 2001, 2011, 2022



Source: Census 2001, 2011 and 2022.

For employers, the importance of capturing ethnicity data cannot be underestimated. Capturing ethnicity data is important for establishing a baseline and measuring progress. It is also a crucial step towards an organisation being able to report on ethnicity pay gaps.

Language

292,618 million (94.5%) usual residents in Scotland have English as their main language^{iv}. For usual residents whose main language is not English, ‘Other’ language makes up 5.2% (273,015) of usual residents, followed by Scots (0.3%, 13,433) and Gaelic (0.1%, 3,551).

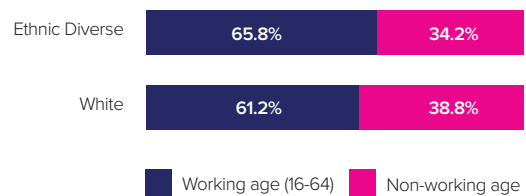
Despite English being the main language for 94.5% of the Scottish usual resident population, almost half (46.2%) have some level of understanding of Scots^v. A quarter (22.2%, 1.2 million) of the Scottish usual resident population speaks, reads and writes Scots.

Taking age into account

61.1% of the White population of Scotland are of working age (16-64) compared to 65.8% of the ethnically diverse population (see *Figure 3*).

Research^{vi} shows that our workplaces are becoming increasingly multigenerational and there are things employers can do to ensure that workplaces work for people of all ages. See BITC’s [guide on how to analyse data on age](#) to help create a more inclusive workplace.

Figure 3: Proportion of Scotland's population that are working age (%)



Source: Scotland's Census 2022 - National Records of Scotland Table UV201a - Ethnic group (21) by sex by age (20) All people. Country by Sex and Age by Ethnic Group by Individuals

In 2022, the Scottish Local Authorities with the highest proportions of non-white ethnically diverse people were Glasgow City, City of Edinburgh, Aberdeen City, Dundee City and Fife (see *Chart 1*). Glasgow City is the most diverse Local Authority in Scotland with almost one fifth (19.3%) of usual residents from non-white ethnically diverse backgrounds.

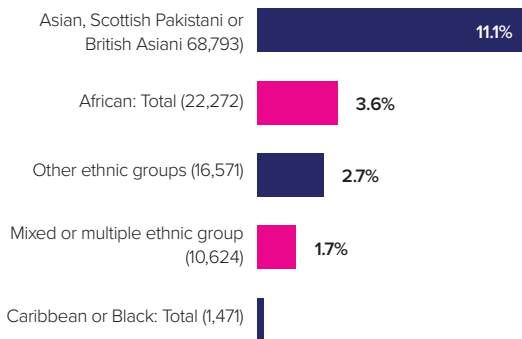
Chart 1: Scotland Local Authorities with the highest proportion of non-white ethnically diverse people

Glasgow City	19.3%
City of Edinburgh	15.1%
Aberdeen City	13.4%
Dundee City	10.1%

Focus on Glasgow

Glasgow's non-white ethnically diverse population has almost doubled from 12% in 2011 to 19.3% at Census 2022, remaining the most ethnically diverse Local Authority in Scotland. The largest ethnically diverse group in Glasgow is the Asian population, making up 11.1%, of usual residents (see *Figure 4*).

Figure 4: Glasgow non-white resident population by ethnic group



Source: Scotland's Census 2022 – National Records of Scotland Table UV201 - Ethnic group, All people, Council Area 2019 by Ethnic Group by Individuals. Totals of ethnic categories have been used in this graph instead of sub-categories as in *Figure 1*, as proportions represented in the graph would be very low.

Age in Glasgow

Just over a quarter (26.2%) of Glasgow's non-white ethnically diverse working-age population is 16-24 years old. The majority (60.6%) are aged between 25-49 and the over 50s make up 13.2%. In comparison only a fifth (19.2%) of Glasgow's white working population are 16-24, half (51.1%) are 25-49 and 29.7% are 50-64, over double that of the ethnically diverse working age population (13.2%).

Language in Glasgow

In Glasgow, 11.8% of its usual residents do not speak English as their main language, compared to just 5.5% of Scotland's population overall, making Glasgow double the Scottish average^{vi}. The majority (11.4%) of those in Glasgow for whom English was not their main language, stated 'Other' language as their main language.

A fifth (19.7%) of usual residents of Glasgow can speak, read and write Scots^{vii}. 40.4% of Glasgow usual residents have some level of understanding of Scots language, slightly below the Scottish average of 46.2%.

Poverty

The latest data from the Joseph Rowntree Foundation^{ix} (JRF) shows that the average poverty rate in Scotland is 21% (1.1 million). Child poverty rates are at 24%, which has remained lower than the other countries in the United Kingdom. JRF explain that this is likely down to the Scottish Child Payment. Glasgow was identified by JRF as having the highest rate of child poverty in Scotland, where one in three (32%) children are living in poverty. The next highest child poverty rates were found in North Ayrshire (29%), Clackmannanshire and West Dunbartonshire (28%). JRF identified a correlation between the areas with the highest rates of child poverty and poverty risk factors of low rates of employment (66% in North Ayrshire and 70% in Glasgow) and higher rates of families in rented accommodation (48% of homes in West Dunbartonshire were rented).

We know that people living in poverty are being hit hardest by the rising cost-of-living crisis. Employers can do much to support their local communities where high poverty levels exist by using BITC's [Cost-of-Living Action Plan](#).

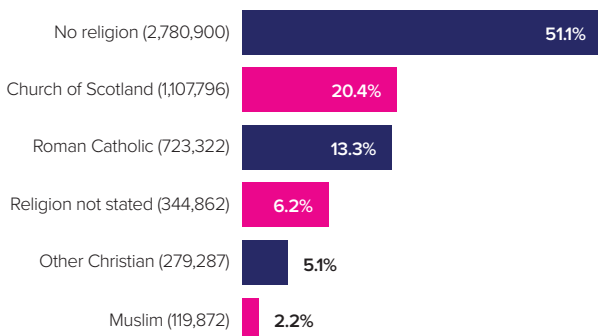
“Capturing ethnicity data is essential in helping us ensure that the diversity of our workforce reflects the local communities where we live and work. It guides our approach to creating a truly inclusive, diverse and equitable workplace where everyone has the opportunity to reach their full potential.”

Leigh Lafever-Ayer, Vice President of Human Resources for UK & Ireland, Enterprise Rent-A-Car

RELIGION

Many UK workplaces now recognise and celebrate all religious festivals, as well as supporting employees by providing prayer/reflection rooms on-site. The Census 2022 revealed that Christianity is still the largest religion in Scotland, having 2.1 million followers (38.8%). Muslims are the second largest religious group with 119,872 (2.2%) followers (see *Figure 5*).

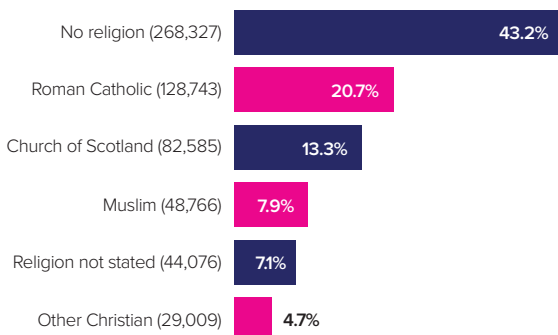
Figure 5: Religion (top 6) – Scotland (all usual residents) Census 2022



Source: Scotland's Census 2022 – National Records of Scotland, Table UV205 – Religion, All people, Country by Religion by Individuals.

A closer look at Glasgow reveals that 38.7% of usual residents are Christian and 7.9% Muslim (see *Figure 6*).

Figure 6: Religion (top 6) – Glasgow (all usual residents) Census 2022



Source: Scotland's Census 2022 – National Records of Scotland, Table UV205 – Religion, All people, Country by Religion by Individuals.

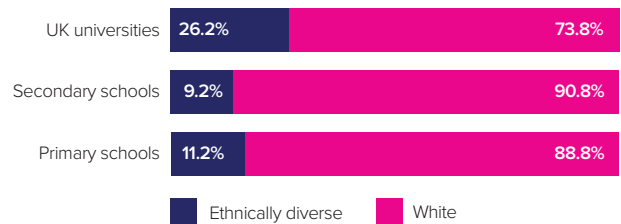
Employers seeking to be fully inclusive need to create a culture where everyone feels equally safe and comfortable to talk openly about religion and beliefs. Establishing a [Faith and Belief Network](#) can be one way of providing a safe space to have these discussions. BITC's [Race at Work Survey 2021](#) found that just 40% of White employees thought other workers in their organisation were comfortable talking openly about their religion or beliefs in the working environment. This was much lower amongst Indian (27%), Bangladeshi (28%) and Black African (26%) workers.

EDUCATION

In Scotland, ethnically diverse people in the education system account for:

- Over **one in four** (26.2%) of UK-domiciled* students at UK universities.
- Almost **one in ten** (9.2%) children at state-funded secondary schools.
- Over **one in ten** (11.2%) children at primary schools.

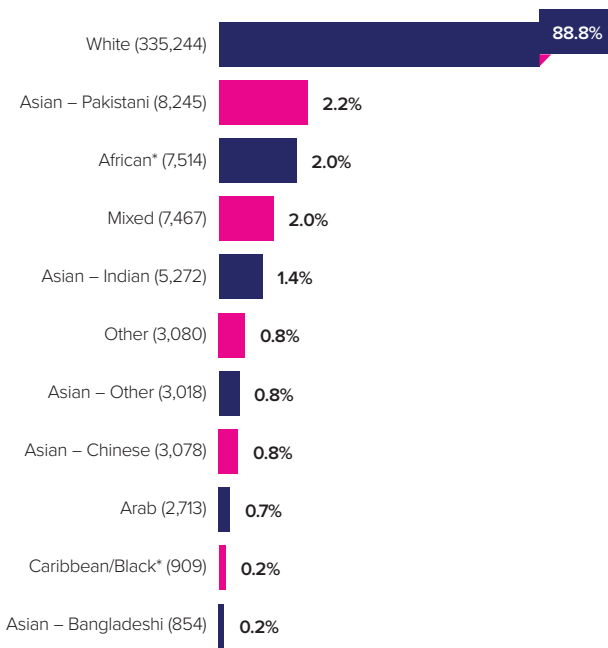
Figure 7: Proportion of students at UK universities and pupils at schools in Scotland that are White and Ethnically diverse (%)



Source: Scottish Government, Learning Directorate, Education. Pupil census supplementary statistics 2022. HESA Student Records 2020/21.

In 2022, there were 377,394 children at state-funded primary schools in Scotland of which 11.2% were ethnically diverse (See Figure 8), and in secondary schools in Scotland, ethnically diverse pupils made up 9.2% (27,939) of the school population compared to White pupils, who make up the remaining 90.8% (276,502)^{xi}.

Figure 8: Primary school children in Scotland by ethnic group (2021/22)

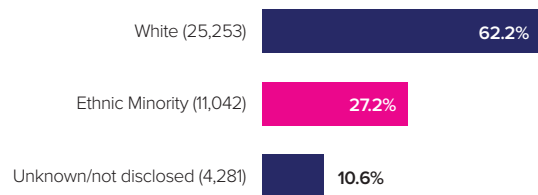


Source: Source: Scottish Government, Learning Directorate, Education. Table 2.9a: Primary pupils by ethnicity and stage, 2022. Pupils whose ethnicity was 'not known' or 'not disclosed' have been excluded from these numbers. *Some ethnicity categories have been combined by the Scottish Government where small pupil numbers would have led to the disclosure of pupils' personal information. Figures may not sum due to rounding.

A Freedom of Information request in 2023 revealed that over 3,000 racist incidents occurred in Scotland's schools in the previous five years.^{xii} The Coalition for Racial Equality and Rights who "work to eliminate racial discrimination and harassment and to promote racial justice across Scotland", think this is just the tip of the iceberg. The ongoing challenges facing education means that the role of businesses in addressing inequalities has never been more important. BITC's report [Time to Act](#) puts forward four calls to action for businesses to drive meaningful and sustainable change, including one to ensure that education partnerships reach those most disadvantaged through active inclusion strategies.

In Glasgow, ethnically diverse children at primary schools make up 27.2% of the Local Authority's primary school population (see [Figure 9](#)) and 25% of the Local Authority's secondary schools.^{xiii} Ethnic minority teachers, in comparison to the school pupil population, are underrepresented. Ethnically diverse teachers make up 1.2% of the primary sector workforce and 2.3% of the secondary sector workforce.

Figure 9: Primary school children in Glasgow by ethnic group



Source: Scottish Government, Learning Directorate, Education. Table 6.13: Primary pupils by ethnicity and local authority, 2022. Pupil census supplementary statistics 2022. Figures may not sum due to rounding.

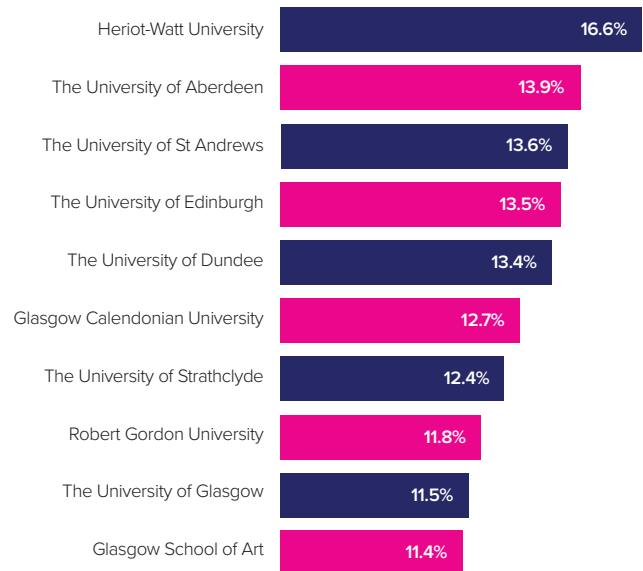
Race and higher education

Student records for the academic year 2020/21, show that UK-domiciled ethnically diverse students made up more than a quarter (26.2%) of all the higher education (HE) students.^{xv}

In Scotland, Heriot-Watt University had the highest representation of ethnically diverse students making up 16.6% of the student population. *Figure 10* lists the ten HE providers in Scotland with the highest proportion of UK-domiciled ethnically diverse students. This information is useful for employers wanting to target ethnically diverse talent for their organisation.

Data from AdvanceHE Equality in Higher Education report shows that in 2020/21 (after medical-related subjects) the four most popular subjects for UK-domiciled ethnically diverse students were Law (34.0%), Business (33.8%), Computing (30.5%) and Engineering and Technology (30.4%). Most of these are skills required for the future of work, whereby employment trends continue to become more data, computer, AI and business development driven.^{xvi}

Figure 10: Scotland higher education providers with the highest proportion of ethnically diverse students (% = ethnically diverse population)



Source: HESA Student Records 2021/22. *Students with 'not known' ethnicity have been excluded from the numbers. Only higher education providers with a minimum of 2,000 total students have been included.

“Capturing ethnicity data is essential to measuring Sage’s DEI progress: it helps us track our performance against inclusion targets; identify areas for improvement, such as pay gaps; and enables us to see how representative (or not!) we are of communities and geographical locations our offices are based in.”



EMPLOYMENT

The labour market

One in five of the working age population is ethnically diverse. *Chart 2* shows the UK labour market statistics of the working age population by ethnic group for the period October–December 2022.

Chart 2: Labour Force Survey (LFS) UK employment, unemployment and inactivity aged 16-64 October–December 2022

Ethnic Group (actual number)	Employed (%)	Unemployed (%)	Economically Inactive (%)
White (34,826,000)	77.1%	3.1%	20.3%
Mixed/Multiple ethnic (770,000)	66.7%	11.3%	24.7%
Black (1,525,000)	68.9%	8.5%	24.7%
Indian (1,367,000)	77.4%	5.9%	17.7%
Pakistani (860,000)	58.0%	8.7%	36.4%
Bangladeshi (360,000)	60.9%	7.3%	34.2%
Chinese (329,000)	66.2%	7.8%	28.1%
Other (1,486,000)	71.3%	5.4%	24.5%
Ethnically diverse – (6,698,000)	69.0%	7.5%	25.4%
Total – (41,566,000)	75.8%	3.8%	21.2%

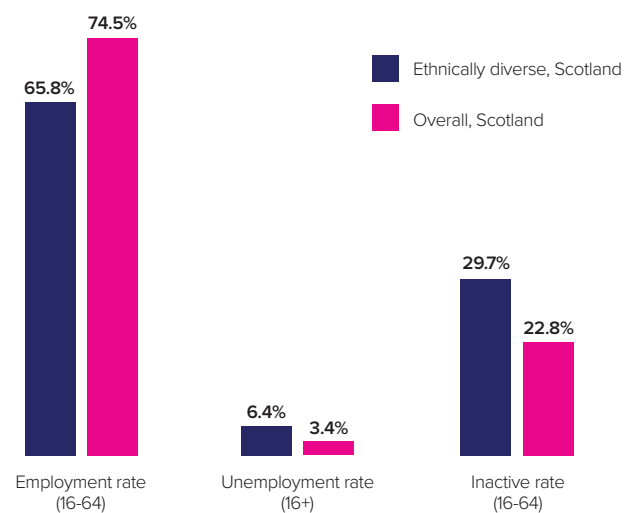
Source: LFS A09: Labour market status by ethnic group UK (not seasonally adjusted). Numbers rounded to the nearest 1000; Numbers may not sum due to rounding. Notes: Unemployment Rate percentages are based on 16+ due to data provided in A09. Figures underneath each ethnic group refer to A09 figures for employed, unemployed and inactive people added together.

The Scotland Labour Force Statistics taken from the Annual Population Survey (APS) October 21–September 2022 shows that there was a nine-percentage point difference for both employment rates and inactive rates. The unemployment rate was double for ethnically diverse people:

- The **employment rate** for ethnically diverse people aged 16-64 was 65.8%, compared to 74.5% for the overall Scotland population.
- The **unemployment rate** for ethnically diverse people aged 16+ was 6.4%, compared to 3.4% for the overall Scotland population.
- The **economic inactivity rate** for ethnically diverse people aged 16-64 was 29.7%, compared to 22.8% for the overall Scotland population.

The economic inactivity rate is significantly higher for ethnically diverse people in Scotland compared to Scotland overall (see *Figure 11*).

Figure 11: Employment rates, October 2021–September 2022



Source: Annual Population Survey, Nomis

Access to jobs

Responsible businesses want to build a diverse workforce and fill vacancies, yet some longstanding and widespread recruitment practices create barriers for ethnically diverse people.

Having a diverse workforce will lead to rich perspectives and informed decisions that will enable employers to tap into 18% of the UK's population. The cumulative spending power of ethnically diverse people in the UK is estimated to reach £3.06 trillion by 2031 and £16.7 trillion by 2061^{xvi}. Consumer-facing employers will miss the opportunity to cater to this market if they don't improve their hiring practices to include more diverse voices. Employers can do this by understanding some of the common barriers faced by ethnically diverse candidates and redesigning their hiring processes. For example, BITC's [Opening Doors campaign](#) calls on employers to change how they recruit by taking specific actions to unlock their jobs to untapped talent.

Young Black men are particularly more likely to experience unemployment and BITC's [Improving Employment Outcomes for Young Black Men](#) factsheet outlines the vital role employers can play in addressing these disparities.

Industry of employment

Ethnically diverse workers are better represented in some industries than others.

In Scotland, ethnically diverse workers have a presence in most industries. However, there is little or no presence for some ethnically diverse groups in industries such as agriculture, fishing and construction (see *Chart 3*).

Ethnically diverse people have the highest representation in transport and communication (9.1%) and distribution, hotels & restaurants (8.1%). Highlighted in *Chart 3* are the industries with the highest representation of each ethnically diverse group.

Chart 3: Industry of employment by ethnicity (16+) Scotland, percentages, October 2021–September 2022

Ethnicity	Agriculture and fishing	Energy and water	Manufacturing	Construction	Distribution, hotels and restaurants	Transport and Communication	Banking finance and insurance etc.	Public admin education and health	Other services	All people
All	38,500	106,200	175,300	158,200	446,900	218,000	439,100	903,700	139,700	2,625,600
White	38,500 (100%)	102,200 (96.2%)	169,400 (96.6%)	156,400 (98.9%)	410,700 (91.9%)	198,100 (90.9%)	414,500 (94.4%)	857,300 (94.9%)	136,000 (97.4%)	2,483,100
Mixed ethnicity	!	!	!	!	5,400 (1.2%)	3,100 (1.4%)	1,800 (0.4%)	6,000 (0.7%)	!	163,000
Indian	!	900 (0.8%)	600 (0.3%)	!	3,400 (0.8%)	4,900 (2.2%)	7,000 (1.6%)	8,500 (0.9%)	!	25,300
Pakistani/ Bangladeshi	!	!	!	!	11,100 (2.5%)	4,500 (2.1%)	5,300 (1.2%)	2,200 (0.2%)	800 (0.6%)	23,900
Black	!	!	!	1,600 (1.0%)	3,700 (0.8%)	3,800 (1.7%)	3,700 (0.8%)	8,700 (1.0%)	!	21,500
Other ethnic group	!	2,600 (2.4%)	3,500 (2.0%)	!	12,600 (2.8%)	3,600 (1.7%)	6,800 (1.5%)	21,000 (2.3%)	2,100 (1.5%)	52,200

Source: ONS Annual Population Survey (APS) from Nomis, annual population survey – Ethnic Group by industry (SIC 2007) of employment 16+, October 2021–September 2022. Notes: ! means estimate number not available due to group sample size zero or disclosive (0-2). Numbers may not sum due to rounding.

Despite being highly represented in some sectors, BITC’s [Race at Work Survey 2021](#) found overall that 23% of ethnically diverse people in the UK, felt their ethnic background was a barrier in making the next step in their career. This was higher (32%), for Pakistani and 38% for Black African respondents.^{xviii}

Progression and other barriers

BITC’s [Race at Work Survey 2021](#) revealed that 18% of ethnically diverse people felt that family commitments were a barrier to the next step in their career, compared to 11% of their white counterparts. Flexible working is a key enabler of professional progression, particularly for women who more often have to make career sacrifices due to family commitments. BITC’s [Who Cares](#) research found that one in three (32%) Black, Asian, Mixed Race and other ethnically diverse people have left or considered leaving a job due to a lack of flexibility compared with one in five (21%) White people – the [Route Map to a More Gender Equal Future](#) helps businesses promote gender equality at work. Tackling work-based inequalities is also crucial to achieving an inclusive culture of

wellbeing and forms the first BITC recommendation to help employees [THRIVE at work](#).

LEADERSHIP

An interesting emerging trend from US research shows that 65% of workers aged 18-34 said they would consider turning down a job offer or leaving a company if there was a lack of race/ethnicity diversity in company leadership and 64% of workers aged 35-44 said the same.^{xix}

Unfortunately, there is a disproportionate underrepresentation of ethnically diverse people in senior leadership positions. In Scotland, the percentage of those from Black or Mixed ethnic groups employed as managers and senior officials is so low the numbers are zero or disclosive (see *Chart 4*).

BITC’s [Race at Work Survey 2021](#) found that ethnically diverse people were more likely to report that they have been overlooked for a promotion in their current place of work. This was highest for the Other Ethnic group at 36%, the Indian respondents at 34%, compared to 20% of White respondents.

Chart 4: Occupation by ethnicity, October 2021–September 2022, 16+ in employment employed as managers and senior officials

Ethnic Group	UK Overall)		Scotland	
	Number	%	Number	%
White	2,753,200	11.2%	210,600	8.5%
Ethnic minority	353,200	8.1%	4,700	3.3%
Mixed ethnic group	35,300	7.5%	!	!
Indian	107,000	10.9%	900	3.6%
Pakistani/ Bangladeshi	53,200	7.6%	2,000	7.9%
Black	53,800	5.4%	!	!
Other Ethnic Group	103,900	8.6%	1,100	2.1%

Source: Annual Population Survey (APS) from Nomis, annual population survey, SOC2020, October 2021–September 2022. ! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

SUPPLIERS AND SMALL BUSINESSES

Black, Asian, Mixed Race and other ethnically diverse-led businesses contribute an estimated £25-32 billion each year to the UK economy.^{xx} However, entrepreneurs from these ethnically diverse backgrounds face systemic challenges to starting and running a successful business. They are less likely to have access to business support services, advice, funding and signposting to information and resources.

Despite higher qualifications and investing more time and money, Black business owners report a median turnover of more than a third less than their White counterparts.^{xxi} 48% of Black, Asian, Mixed Race and other ethnically diverse business owners do not plan to access or expect to qualify for any government support schemes in the UK.^{xxii} Many of these businesses are SMEs. The Small Business Survey^{xxiii} found that in 2021, only 6% of SME employers were ethnic minority group led.^{xxiv} SME employers were also found more likely in some industries: Health (10%), Administration (9%), Information and Communication (8%), Accommodation and Food (8%) and Transport (8%).

SME employers are most common in London (20%) and least common in the North East (2%) and the South West (2%).^{xxv}

As outlined in BITC's [Driving Sustainability Through Procurement report](#), supply chains and procurement are a powerful tool to tackle entrenched social and environmental problems. To introduce more diverse supply chains businesses can use BITC's [Cost-of-Living Action Plan](#) and [Ethnically Diverse-led Business Owners in Supply Chains Toolkit](#). Building and nurturing relationships with suppliers and ensuring there is accountability at the top level are crucial first steps in improving supplier diversity. By tackling discouragement and mistrust, improving access to business support and monitoring engagement with diverse suppliers, the contribution of ethnic minority businesses to the UK economy could increase four-fold from £25 billion to £100 billion gross value added.^{xxvi}

APPENDIX

RACE AT WORK CHARTER

BITC launched the Race at Work Charter in 2018 in collaboration with the government. The Race at Work Charter was established from evidence which emerged from the [Race at Work Survey 2015](#), the commitment to a review following the recommendations from the McGregor-Smith Review: Race in the workplace (2017), and the Race at Work Scorecard Report (2018), found that people from Black, Asian, Mixed Race and ethnically diverse backgrounds are still underemployed, underpromoted and under-represented at senior levels.

The Race at Work Charter supports employers to put into place the mechanisms to create and sustain an ethnically diverse workforce:

1. Appoint an Executive Sponsor for race

- [Top tips to become a visible leader on ethnicity.](#)
- [Briefing: Engage in two-way mentoring models – what is reverse mentoring?](#)
- [How to set ethnicity targets](#)
- [How to make the case for action and engage your people](#)
- [Let's Talk about Race](#)

2. Capture data and publicise progress

- [Capturing Ethnicity Data Webinar](#)
- [10 reasons to monitor ethnicity](#)
- [What should employers monitor in terms of ethnicity?](#)
- [A Guide for General Counsels: Insights into Ethnicity Pay Gap Reporting and accompanying webinar](#)

3. Commit at board level to zero tolerance of harassment and bullying in the workplace and from customers and clients

- [Toolkit on tackling racial harassment and bullying](#)
- [Spotlight – The University of Manchester thematic review Equality, Diversity and Racism in the Workplace report](#)
- Short films, Infographics and reports produced in collaboration with the University of Manchester's Centre on Dynamics of Ethnicity (*Available on request*)
- Bespoke Bullying and Harassment Bystander Training and Let's Talk about Race workshops

4. Make equity, diversity and inclusion the responsibility of all leaders and managers

- [Briefing on SMART performance objectives](#)
- [Mental Health and Wellbeing for Ethnically Diverse Women – A guide for Managers](#)
- [Performance objectives toolkit](#)

5. Take action that supports ethnic minority career progression

- [Webinar: Progression and Talent PLF](#)
- The Cross Organisational Mentoring Circle approach (available on request)
- [Mental Health and Wellbeing for ethnically diverse women](#)
- [Factsheets on ethnicity and socioeconomic factors by ethnicity group](#)
- [Windrush Generation: employment and socioeconomic factors](#)

6. Support race inclusion allies in the workplace

- [Supporting Inclusion Allies](#)
- [Anti-racism and allyship in the workplace](#)
- [Black Talent Allyship](#)

7. Inclusive Supply Chain

- [Include Black, Asian, Mixed Race and other ethnically diverse-led businesses in the supply chain](#)

WHO ARE WE COUNTING

All reference to ethnically diverse people in these factsheets include the following Census 2022 categories:

- Asian, Asian Scottish or Asian British:
 - Bangladeshi, Bangladeshi Scottish or Bangladeshi British
 - Chinese, Chinese Scottish or Chinese British
 - Indian, Indian Scottish or Indian British
 - Pakistani, Pakistani Scottish or Pakistani British
 - Other Asian
- Mixed or Multiple ethnic group
- Caribbean or Black:
 - Black, Black British, Black Welsh, Caribbean or African
 - Caribbean, Caribbean Scottish or Caribbean British
 - Black, Black Scottish or Black British
- Other ethnic groups:
 - Arab, Arab Scottish or Arab British
 - Other ethnic group

Reference to white people in these factsheets include the following Census 2022 categories:

- White:
 - Scottish
 - Other British
 - Irish
 - Gypsy/Traveller
 - Polish
 - Other White

THANK YOU

Thank you to our employer sponsors for their vital support and commitment to support these Regional Insights on Race Factsheets:

Deloitte, Enterprise Rent-A-Car, Eversheds Sutherland and Sage

FOOTNOTES

i McGregor-Smith Review: Race in the workplace (2017).

ii Usual resident: A usual resident is anyone who on Census Day, 21 March 2021, was in the UK and had stayed or intended to stay in the UK for a period of 12 months or more or had a permanent UK address and was outside the UK and intended to be outside the UK for less than 12 months

iii Scotland's Census 2001 – National Records of Scotland Table UV10 - Ethnic group (Scotland) All people: Output Area Code by Ethnic Group in Scotland by Person

iv Scotland's Census 2022 – National Records of Scotland Table UV212 - Main language All people aged 3 and over Country by Main language by Individuals

v Scotland's Census 2022 – National Records of Scotland Table UV209 – Scots language skills All people aged 3 and over. Country by Scots Language Skills (7) by Individuals

vi Deloitte Insights (2021) Managing the multigenerational workforce

vii Scotland's Census 2022 – National Records of Scotland Table UV212 - Main language All people aged 3 and over. Council Area 2019 by Main language by Individuals.

viii Scotland's Census 2022 – National Records of Scotland Table UV209 – Scots language skills All people aged 3 and over. Council Area 2019 by Scots Language Skills (7) by Individuals.

ix Joseph Rowntree Foundation UK Poverty 2024 Report - [The essential guide to understanding poverty in the UK](#)

x UK domiciled means that the UK was a student's normal place of residence before starting their course

xi Data not shown in factsheet. Source: Scottish Government, Pupil census supplementary statistics. Table 3.9a: Secondary pupils by ethnicity and stage, 2022

xii [3000 racist incidents in Scotland's schools – obviously a new approach is needed, and needed urgently – CRER](#)

xiii Data not shown

xiv <https://www.gov.scot/publications/diversity-teaching-profession-annual-data-report/pages/2/>

xv Higher Education Statistical Agency (HESA) Student Records 2020/21

xvi World Economic Forum [The Future of Jobs Report 2020](#)

xvii WPP (2022) [Consumer Equality Equation report](#)

xviii Data not displayed

xix Indeed & Glassdoor (2022) [Hiring and Workplace Trends Report 2023](#)

xx Federation for Small Businesses s.k.26120

xxi [British Business Bank, 2020](#)

xxii Extend Ventures, Impact of COVID-19 on Black and Ethnic Minority-Led Businesses, May 2020

xxiii [Longitudinal Small Business Survey: SME Employers \(businesses with 1-249 employees\) – UK, 2021 \(publishing.service.gov.uk\)](#)

xxiv Ethnic minority group led relates to SME employers that have an ethnically diverse person in sole control of the business or a management team where at least half of its members are ethnic ethnically diverse

xxv Data from Department for Business and Trade formerly BEIS, information on all regions not available

xxvi <https://www.natwestgroup.com/news-and-insights/latest-stories/diversity-equity-and-inclusion/2022/may/advancing-the-growth-potential-of-uks-ethnic-minority-businesses.html>



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