

ETHNICITY AND EMPLOYMENT IN SCOTLAND'S PUBLIC SECTOR

DOES THE PUBLIC SECTOR WORKFORCE
REFLECT THE POPULATION IT SERVES?

COALITION FOR RACIAL EQUALITY
AND RIGHTS, MAY 2023



CRER
coalition for racial
equality and rights

The design of this publication is inspired by the infographic posters created by the sociologist W.E.B. DuBois and his colleagues for an exhibition at the Paris World Fair of 1900. These posters used statistical evidence to show the realities of oppression, marginalisation and discrimination affecting African American people at that time. Although his views and context are separated from ours by over 100 years of change, we share his commitment to achieving racial justice for all, using evidence-based and rights-based approaches to eradicate racism and racial inequality.



WHO WE ARE

The Coalition for Racial Equality and Rights (CRER) is a Scottish anti-racism charity based in Glasgow. We are focused on working to eliminate racial discrimination and harassment and promote racial justice across Scotland. Through capacity building, research and campaigning activities which respond to the needs of Black and minority ethnic communities, our work takes a strategic approach to tackle deep-rooted issues of racial inequality.

CRER takes a rights-based approach, promoting relevant international, regional and national human rights and equality conventions and legislation.

Since the introduction of the Public Sector Equality Duties, CRER has played a key role in lobbying for improvements to national systems and legislation tied to the Scottish Specific Duties and providing advice to public bodies to ensure their compliance. We hope to inspire a new direction on race equality within public, social, and organisational policy to better respond to the challenges of tackling racism.

For more information on this report or the wider work of CRER or to request this report in an alternative format, please contact:

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CRER is a charity registered in Scotland (SC029007).

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Introduction

The Coalition for Racial Equality and Rights (CRER) has a longstanding record of using evidence-based approaches to advance race equality in the Scottish public sector. We believe that through promoting anti-racism, Scotland can become a place where everyone can sustain and progress their careers in a secure, diverse, and inclusive labour market – and the public sector has particular power and influence to achieve this.

Scotland's public sector employs approximately 600,000 people, accounting for 22.1% of Scotland's total employment, and provides essential services used by everyone in Scotland, spanning healthcare, education, arts and leisure, and a wide range of business, administrative, and municipal services.¹ However, evidence shows that the makeup of the public sector does not reflect the ethnic diversity of the communities it serves,² with Black and minority ethnic workers underrepresented within the workforce. CRER has linked this disparity to employment barriers connected to structural, institutional, and interpersonal racism across Scotland and its public sector organisations.³ This is a significant cause for concern, as a lack of engagement with and representation in public services can undermine the sector's capacity to understand and meet the diverse needs of the population, further contributing to structural racism. Therefore, as part of the Race Equality Framework for Scotland 2016-2030,⁴ Scottish Government has stressed the importance of achieving the equal, fair, and proportional representation of Black and minority ethnic groups across the entire public sector, recognising this as a meaningful step towards race equality in Scotland.

Taking effective action to advance racial equality and representation requires a clear understanding of the issues at hand and a capacity to measure and evaluate the progress of change. To do this, we must be able to capture the

¹ Scottish Government (2022). [Public Sector Employment in Scotland Statistics for 1st Quarter 2022. The Scottish Government: Edinburgh.](#)

² Scottish Government (2022). [Analysis of Labour Market Outcomes of Scotland's Minority Ethnic Population. The Scottish Government: Edinburgh.](#)

³ Coalition for Racial Equality and Rights (2014). [The State of the Nation: Employment. The State of the Nation: Race & Racism in Scotland, 2\(3\). CRER: Glasgow.](#)

⁴ Scottish Government (2016). [Race Equality Framework for Scotland. The Scottish Government: Edinburgh.](#)

number and characteristics of people entering, working in, progressing through, and leaving the public sector labour market.

In Scotland, legislation has been in place to monitor the diversity of the public sector workforce since 2000 - however, this underwent notable changes with the introduction of the Public Sector Equality Duties in 2012. These duties set out legal responsibilities for all listed public authorities in Scotland to annually gather information on the composition of their workforce and collect data for recruitment, development and retention practices regarding the protected characteristics named in the Equality Act 2010.⁵ However, there has been limited analysis of the progress towards proportional representation to date, despite these monitoring systems being in place. This report intends to provide such analysis using employee information records published during the 2021 Public Sector Equality Duty reporting period, following on from CRER's previous work on ethnic diversity within Scotland's public sector.⁶

⁵ Equality and Human Rights Commission (2016). [Employee information and the Public Sector Equality Duty: A guide for public authorities in Scotland](#). EHRC: Scotland.

⁶ Coalition for Racial Equality and Rights (2014). [The State of the Nation: Employment](#). *The State of the Nation: Race & Racism in Scotland, 2(3)*. CRER: Glasgow.

Policy Context: General and Specific Duties in Scotland

Monitoring the ethnic diversity of the public sector workforce has been common practice since the Race Relations Act 1976 was amended following the Macpherson Inquiry into the murder of Stephen Lawrence in 2000.⁷ These amendments placed public authorities under new statutory duties to improve equal opportunities in employment and collect information on the ethnicity of an organisation's employees, job applicants and those leaving work, among other responsibilities for advancing race equality. In April 2011, the Equality Act 2010 came into effect, and the previous separate equality duties for race, gender and disability were replaced. Under the Equality Act 2010, General Duties were placed on public bodies to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. In Scotland, these were supported by Specific Duties, which required public bodies to publish relevant information demonstrating their compliance with the Public Sector Equality Duty (section 149 of the Act) and provide transparency about their performance on equality within a mainstreaming report every two years.

The duty to gather and use employee information is set out in Regulation 6 of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012:

- “6. (1) A listed authority must take steps to gather information on—
- (a) the composition of the authority's employees (if any); and
 - (b) the recruitment, development and retention of persons as employees of the authority, with respect to, in each year, the number and relevant protected characteristics of such persons.
- (2) The authority must use this information to better perform the equality duty.
- (3) A report published by the listed authority in accordance with regulation 3 must include—
- (a) an annual breakdown of information gathered by it in accordance with paragraph (1) which has not been published previously in such a report; and
 - (b) details of the progress that the authority has made in gathering and using that information to enable it to better perform the equality duty.”

⁷ Race Relations (Amendment) Act 2000. Available on the [legislation.gov.uk website](https://www.legislation.gov.uk).

Therefore, to comply with their legal duties and provide vital evidence underpinning mainstreaming reports, Scotland's 272 listed public bodies⁸ must collect employee information annually. This information must be published once every two years.

By collecting and analysing data on workplace demographics and hiring practices, organisations make informed, evidence-based decisions about their workplace policies and identify any potential equality issues. CRER has been gathering and collating this information for nearly a decade, holding data covering the period from 2013 onwards. Much of this is published in CRER's [PSED Portal](#), which serves as a database of mainstreaming and equality outcomes reports and workforce profile information for all listed public bodies from 2017 onwards.

⁸ The full list of bodies subject to the specific duties can be accessed on the [EHRC website](#).

Sources, Methods, and Points of Note

To estimate the ethnic diversity of the Scottish public sector and assess trends in employment practices regarding ethnicity, this research draws together data from 208 mainstreaming and employee monitoring reports published in [April 2021](#). While there are 272 listed public bodies in Scotland, some do not directly employ staff, and others pooled statistics with their relevant local authority, preventing targeted analysis.

Guidance from the Equality and Human Rights Commission⁹ on the employee information duty suggests that public authorities should collect and publish protected characteristic information on existing employees, leavers, job applicants, shortlisted, interviewed and successful candidates, promoted employees, training attendees, and those involved in grievance and disciplinary cases. Therefore, statistics disaggregated by ethnicity were gathered and analysed under the following headings:

Table 1: An overview of data collection categories used in this analysis

Heading	Description
Workforce Profile	The ethnic composition of an organisation's workforce at the time of reporting.
Applicants	The ethnicities of those applying for employment during the reporting period.
Shortlisted Candidates	The ethnicities of applicants who were shortlisted for interview or invited to continue to the next stage of the recruitment process during the reporting period.
Appointments	The ethnic composition of those successfully recruited and starting employment during the reporting period.
Leavers	The ethnicities of those leaving employment during the reporting period, including voluntary leavers, retirement and dismissals.
Training and Development	The ethnicities of those attending or successfully completing workplace training during the reporting period.
Promotions	The ethnicities of those promoted within an organisation during the reporting period.

⁹ EHRC (2016). [Employee Information and the Public Sector Equality Duty: A guide for public authorities in Scotland](#).

These employee information records are combined to generate a profile of the entire public sector workforce and then disaggregated by sector to provide a more detailed overview of how ethnic diversity varies between individual service areas. However, due to significant differences in organisation size and structure between public bodies, analysis on recruitment, development, and retention trends has been reserved for the sector-by-sector breakdown.

It is important to note that while listed public bodies are legally obliged to publish information, there is no set template for recording and presenting data, meaning there was significant variation in how employee information was published. Some organisations published the exact numbers of employees belonging to each ethnic group, whilst others opted for percentages without staff numbers, necessitating their conversion from publicly available statistics on an organisation's size. Furthermore, some organisations variously presented data as <10 or <5, presumably due to anonymity or staff identification concerns. In some cases, data was withheld and shown as an asterisk, preventing any interpretation of staff numbers. Where possible, withheld statistics and resulting remainders compared to staff totals were included in the 'Unknown' category, alongside 'Not completed', 'Don't know' and 'Prefer not to say' responses.

These inconsistent reporting practices also significantly limited our analysis of recruitment, retention, and development trends by ethnicity, especially as many organisations did not publish the total numbers of job applicants, new starts, leavers, training attendees and promoted employees. To improve the accuracy of our nationwide analysis – which aggregates data from a diverse pool of organisations – the recruitment, retention and development statistics throughout this report are presented with respect to total employee numbers to account for variations in the size of public sector organisations.

Additionally, our ethnicity data collection was limited by variations in how ethnic groups were categorised and presented within mainstreaming and workforce profile reports. These ranged from white/non-white binaries to detailed breakdowns in line with the granular ethnic group categories used by the 2011 and 2022 Censuses. To allow for standardised analysis between organisations with inconsistent recording systems, we have primarily presented statistics in the aggregated formats of white, Black and minority ethnic, and unknown. However, we note the limitations of this approach and how this can obscure the differences between individual ethnic groups.

It should also be emphasised that the statistics presented within this report are reliant on public sector organisations asking people their ethnicity during recruitment, promotion, and development procedures and upon their leaving employment, and accurately publishing this data. The completeness and quality of this data also significantly depend on the will and ability of applicants and employees to disclose their ethnicity and record it accurately. Therefore, due to personal preferences and variations in disclosure rates and the completeness of mainstreaming reports, we can only present a partial picture of the Scottish public sector.

While this report does not function as a perfect census of Scotland's public sector workforce, it reveals distinct patterns in how employment and workplace practices vary by ethnicity, highlighting some of the key barriers to race equality in public sector employment.



Key Findings

- Just 2.8% of Scotland's public sector workforce identify as belonging to a Black and minority ethnic group, despite being over 5% of the working age population
- 12% of public sector organisations failed to publish any information on the ethnic composition of their workforce, and for those that did, we found that no ethnicity information is held for a fifth of the public sector workforce
- Workforce diversity varies significantly by service area, with the greatest proportion of Black and minority ethnic workers in the higher education sector and health boards. Police services employed the smallest proportion of BME workers
- Public bodies are employing the highest rates of Black and minority ethnic workers since reporting under the Specific Duties began. On average, the proportion of Black and minority ethnic employees in each service area has grown by nearly 50% since 2013, however, this represents very small numbers in most sectors
- Despite a decade of mainstreaming equality, many public sector organisations lack a focus on race in their reporting under the employee information duty. Over half of Scotland's public sector organisations failed to report on the ethnicity of interviewed recruitment candidates and those leaving employment, attending training and receiving promotions
- Over 10% of public sector job applications came from BME workers
- Despite their large share of applications, Black and minority ethnic workers consistently have poorer outcomes than white workers when applying for jobs in public sector organisations. BME job applicants were half as likely to be appointed than their expected rate, but for white candidates, we found no evidence of drop-off, with their representation remaining consistent throughout the recruitment process
- Black and minority ethnic public sector employees appear to engage with workplace training opportunities at a higher rate than their white peers
- There were no consistent trends in promotions by ethnicity. In some service areas, BME employees were well represented among those gaining promotions, but others failed to report a single promotion of a BME employee during the reporting period
- For the most part, there was little evidence of Black and minority ethnic workers leaving public sector employment at a different rate to their white counterparts. However, within Scottish Government and police services, BME workers left employment at a higher-than-expected rate

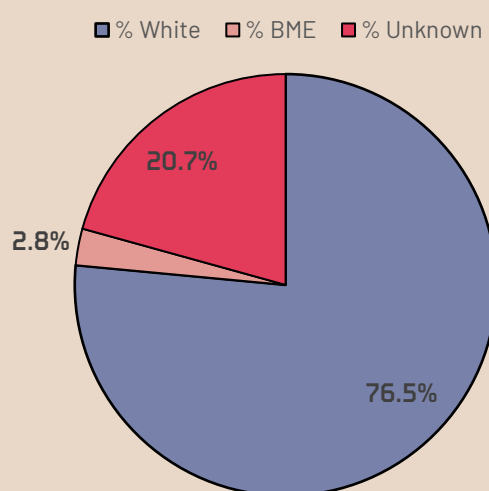


Analysis of Reported Data

The Ethnic Diversity of Scotland's Public Sector

In 2021, the public sector employed over half a million people, providing valuable services and infrastructure to everyone in Scotland. Upon review of 208 mainstreaming and supplementary workforce profile reports, CRER found staff composition data for 183 public bodies in Scotland.¹⁰ Using this information, CRER was able to generate a profile of ethnic diversity across Scotland's public sector.

FIGURE 1: THE ETHNIC DIVERSITY OF SCOTLAND'S PUBLIC SECTOR WORKFORCE.



Source: Data extracted from 183 Mainstreaming Equalities reports from Scottish public sector organisations.

Within the 183 organisations reporting on the ethnicity of their employees, some form of ethnicity information was held for 79.3% of the public sector workforce in Scotland. 76.5% of the workforce disclosed their ethnicity as white, while 2.8% of public sector employees identified as belonging to a Black minority ethnic group.

With 5.8% of Scotland's working age population¹¹ coming from a Black and minority ethnic background, the Scottish public sector remains far from being representative of Scotland's population.

¹⁰ Despite the legal requirement for public sector organisations to collect ethnicity information on their employees and make it publicly available, we were unable to find statistics for 58 of the public bodies included in our analysis.

¹¹ Scottish Government (2022). [A Fairer Scotland for All: An Anti-Racist Employment Strategy – Appendixes](#).

Sector-by-Sector Analysis

The public sector in Scotland covers a wide range of services, each with unique internal practices, recruitment pools and organisation sizes and structures. Therefore, it may be more useful to consider each of Scotland's public sector service areas independently. These service areas have been broadly categorised into:

- Local councils
- Education authorities
- Further education colleges
- Grant-aided schools
- Health boards
- Higher education institutions
- Joint boards
- Police, Fire, and Rescue services
- Government and Executive bodies
- Transport partnerships
- Non-departmental and miscellaneous public bodies (including cultural, environmental, business, and other municipal services).

Employment data for most community justice authorities and licensing boards were often combined with local council data, so these were not separately approached. Similarly, as the majority of those working for health and social care partnerships are employed by a local authority council or NHS board, their ethnicity data has been included in their employer's statistics.

For each sector, we present an overview of the workforce's ethnic diversity by aggregating employee information data from organisations in the service area. We then analyse sector-wide recruitment, staff retention and staff development trends by ethnicity - accounting for the size of each organisation.

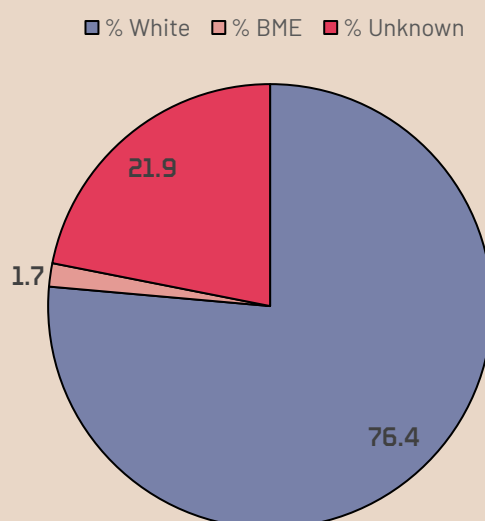
To provide additional context on how organisations complied with PSED regulations, we also report on how many public bodies published information on grievances, disciplinarys and dismissals and their occupational segregation by ethnicity. Statistics are also given for the average ethnicity pay gap¹² within each sector; however, this can be misleading due to small sample sizes and low reporting rates.

¹² [EHRC guidance](#) calls for public bodies to publish their mean and median pay gaps regarding ethnicity, detailing the average difference in pay for white and minority ethnic employees.

Local Councils

There are 32 local councils in Scotland, each providing a range of services to those living in their respective local authority areas, including education, waste management, cultural services and planning and licensing services. In 2021, local councils employed nearly 250,000 people, the majority (76.4%) of which identified as white, with 1.7% identifying as belonging to a Black and minority ethnic group. Ethnicity information regarding the remaining 21.9% of council employees was either unknown, undisclosed by staff, or withheld by the local council.

FIGURE 2: THE COMBINED WORKFORCE OF SCOTLAND'S LOCAL AUTHORITY COUNCILS, BY ETHNIC GROUP.

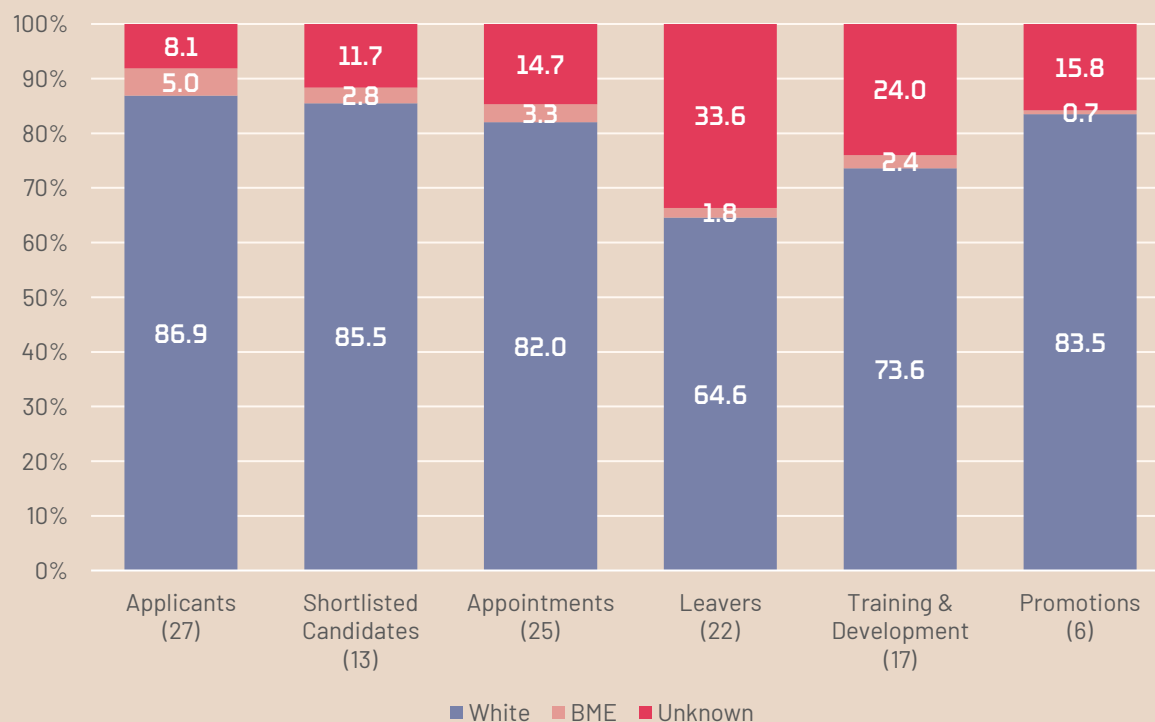


Source: Data extracted from 32 local council mainstreaming reports from the 2021 reporting period.

Just 14 of the 32 local authority councils disaggregated their employee monitoring information beyond the broad categories of white/BME or white/minority ethnic. Within this sample, 0.80% of council employees came from an Asian background, 0.32% identified as Black, 0.25% as mixed or multiple ethnicities, and 0.17% as another minority ethnic group – all well below their proportions of the Scottish population.

There was significant variation in how councils reported on their recruitment, development, and retention statistics, with just two councils providing ethnicity data for all reporting areas set out by the Specific Duties. The number of organisations publishing statistics for each information area is displayed in brackets.

FIGURE 3: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN SCOTTISH LOCAL COUNCILS, BY ETHNICITY.



Source: Aggregated statistics from 29 local council mainstreaming reports, controlled for organisation size.

Among local councils, the ethnic diversity of job applicants broadly reflected Scotland's working-age population; however, there was a marked drop-off of successful candidates belonging to a Black and minority ethnic group.

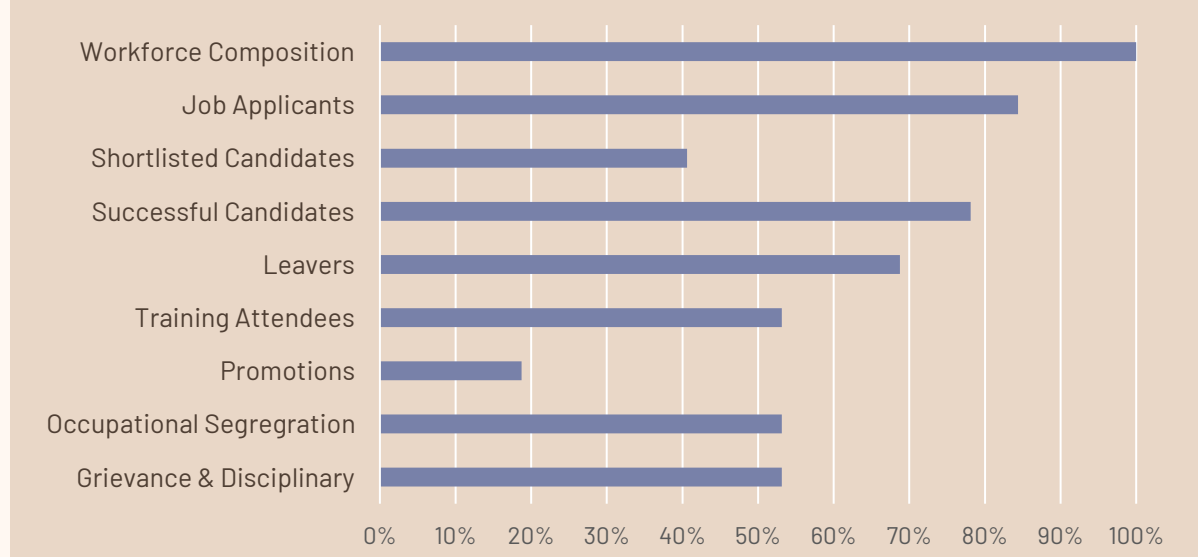
The number of Black and minority ethnic staff leaving employment remained proportional to their share of the workforce - although no data is held for a third of leavers. Black and minority ethnic employees were also more likely to attend workplace training but were underrepresented in promotions by over 50%.

Our analysis found that 17 of the 32 local authority councils reported their occupational segregation by ethnicity or disaggregated disciplinary action and grievance information by ethnicity.

Ethnicity pay gap information was provided by just 12 of the 32 councils, revealing a mean pay gap of 5.27% in favour of Black and minority ethnic staff and a median pay gap of 7.43%. However, it must be emphasised that due to the small number of Black and minority ethnic employees and low pay gap reporting rates, these figures may not be representative of all local authorities in Scotland.

While the reporting of employee monitoring information can help provide valuable insights into the composition of the public sector workforce and the recruitment, development, and retention trends within organisations, the quality and completeness of this data varied significantly between councils and employee information areas, limiting our analysis. We found that ethnicity data on existing employees, job applicants and new starts were most commonly reported, while just 19% of councils reported on the ethnicity of those receiving promotions.

FIGURE 4: THE PROPORTION OF LOCAL COUNCILS REPORTING ON EACH EMPLOYEE INFORMATION AREA.

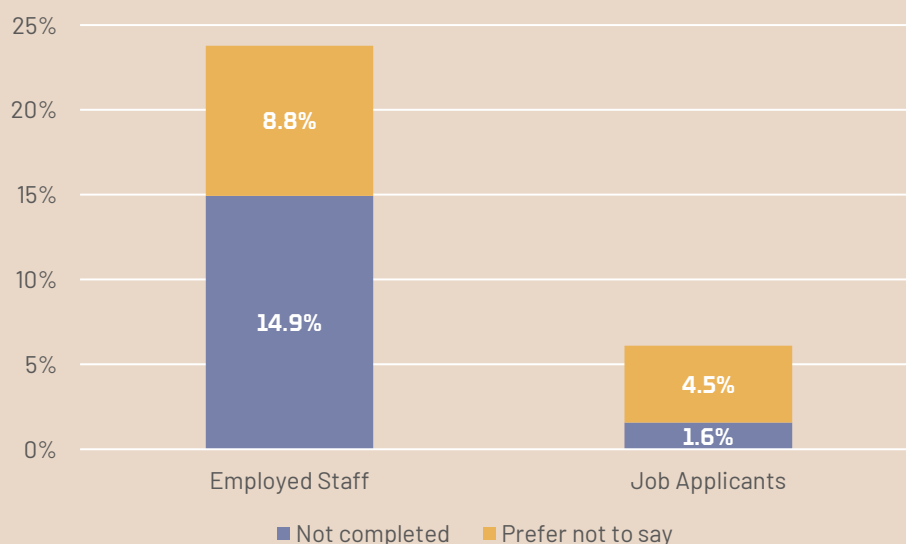


Despite high reporting rates on some employee information areas, data published during the 2021/22 reporting period can only paint a limited picture of ethnic diversity within local councils. For instance, on aggregate, no ethnicity information was held for 21.9% of the workforce, obscuring trends and potential disparities and limiting our ability to determine whether the workforce is representative of the national population.

Therefore, even when all organisations comply with the duties and report on these characteristics, the quality of the data remains dependent on staff being asked for their information, being able to accurately record their ethnicity, and being willing to disclose their protected characteristic information to their employers.

During our analysis, we found that 12 local authority councils published separate statistics on those not completing monitoring forms and choosing not to disclose their ethnicity by selecting a 'Prefer not to say' response, allowing us to better understand why no data is held for over a fifth of the workforce.

FIGURE 5: BREAKDOWN OF COUNCIL STAFF AND JOB APPLICANTS NOT DISCLOSING THEIR ETHNICITY.



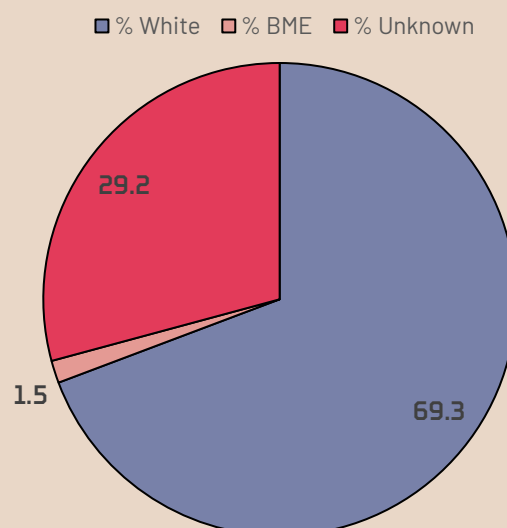
Data extracted from the 12 local councils publishing the exact number of non-disclosure and missing responses.

We found that nearly 9% of employed staff and 5% of job applicants had chosen to withhold their ethnicity information by choosing a 'Prefer not to say/answer' response. This could suggest the existence of concerns over how this information is handled or belief that sharing their specific ethnicity information may disadvantage staff and job applicants in some way.

Education Authorities

Each of Scotland's 32 local authority areas also has an education authority responsible for managing publicly funded school education and meeting community education needs. As extensions of local council services, these authorities often report their workforce profile information within their local council mainstreaming report, meaning not all authorities provide a separate account of staff involved in education services. Therefore, we draw our analysis of ethnic diversity within Scotland's education authorities from data provided by the 21 councils specifically reporting on teaching staff and other staff supporting the local education authority.

FIGURE 6: THE COMBINED WORKFORCE OF SCOTLAND'S EDUCATION AUTHORITIES, BY ETHNIC GROUP.



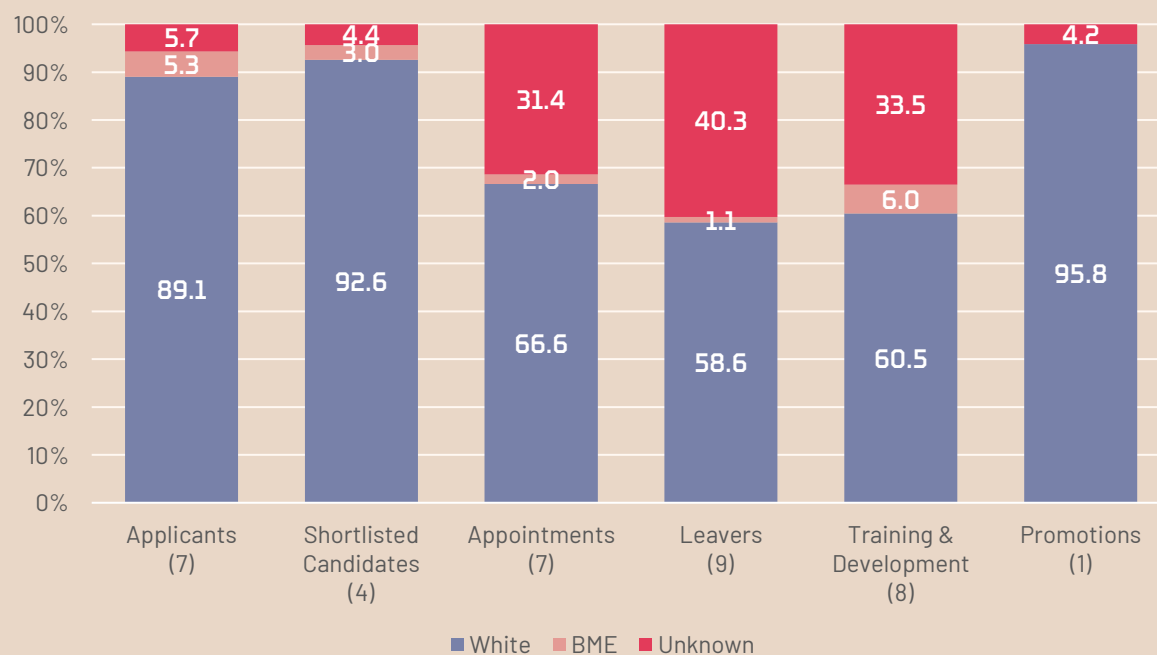
Source: Data extracted from 21 local education authority mainstreaming reports from the 2021 reporting period.

Our analysis found that ethnicity information is held for just 70.8% of teaching, administrative, support, and technical staff employed by Scotland's education authorities, representing approximately 44,000 employees. 69.3% of the workforce disclosed their ethnicity as white, and 1.5% belonged to a Black and minority ethnic group. While disaggregated ethnicity data was only available for 13 education authorities, their reports revealed that 0.74% of employees come from an Asian background, 0.17% identified as Black, 0.25% as mixed or multiple ethnicities, and 0.14% as another minority ethnic group.

It is understood that employing a diverse teaching workforce often has a positive influence on pupils during their time in early learning and school settings by providing role models and demonstrating an inclusive and socially cohesive environment to learners. In 2018, the Diversity in the Teaching Profession Working Group published a report¹³ which recommended that by 2030, at least 4% of teachers in Scotland should come from a minority ethnic background – a recommendation that Scottish Government accepted in full. To track progress towards this target, we were able to isolate teaching staff from the figures released by six education authorities, covering around 17,000 teachers. Our analysis found that within these education authorities, 2.2% of teachers identified as belonging to a Black and minority ethnic group, suggesting greater diversity within teaching roles compared to technical and support roles. However, given the small sample size, this may not be representative of the national workforce. Ultimately, progress towards proportional representation within Scotland's education workforce has been slow, demanding significant improvements to selection practices.

Information on trends in recruitment, development and retention by ethnicity was published by just 18 of Scotland's 32 education authorities.

FIGURE 7: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN SCOTTISH EDUCATION AUTHORITIES, BY ETHNICITY.



Source: Aggregated statistics from 18 education authorities, controlled for organisation size.

¹³ Scottish Government (2018). [Teaching in a diverse Scotland: increasing and retaining minority ethnic teachers.](#)

Our analysis found that the ethnic diversity of job applicants largely resembled the ethnic composition of Scotland's working-age population; however, there was a significant drop-off in the proportion of successful candidates identifying as belonging to a Black and minority ethnic group. Although, with no ethnicity information for nearly a third of appointments, we cannot draw concrete conclusions on hiring practices among education authorities.

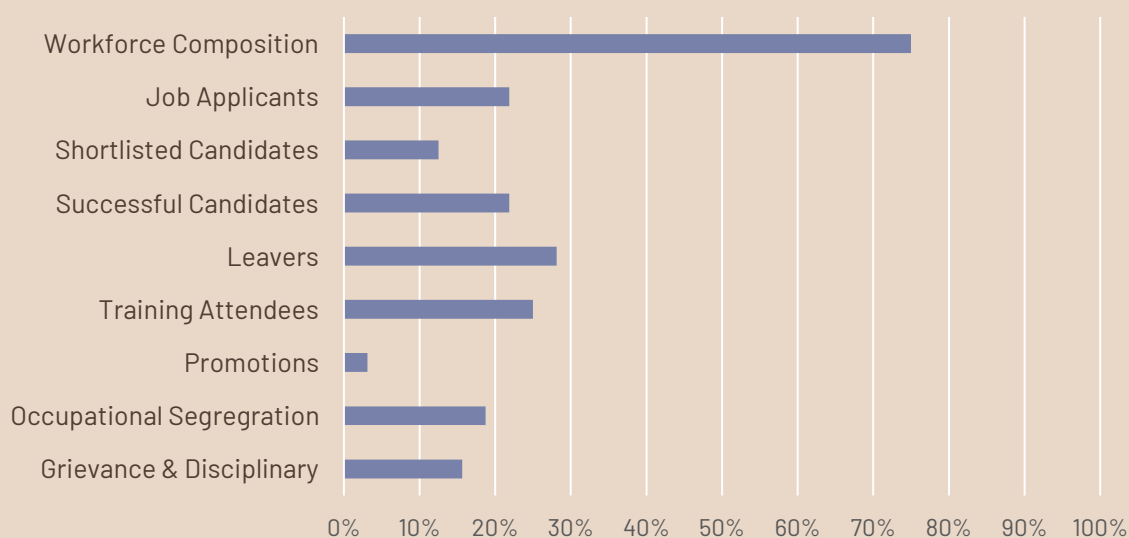
There were also large data gaps surrounding workplace training attendees and those leaving employment. However, within the eight authorities publishing training statistics, there was evidence of Black and minority ethnic staff engaging with training programmes at a higher rate than their white peers, with at least 6.0% of training attendees identifying as BME despite being just 1.5% of the workforce.

Just one education authority published the ethnicity of those receiving promotions, reporting no promotions of Black and minority ethnic staff.

Five council areas disclosed ethnicity pay gap information specific to their education workforce, reporting a mean pay gap of 4.55% and a median of 10.33% in favour of white employees.

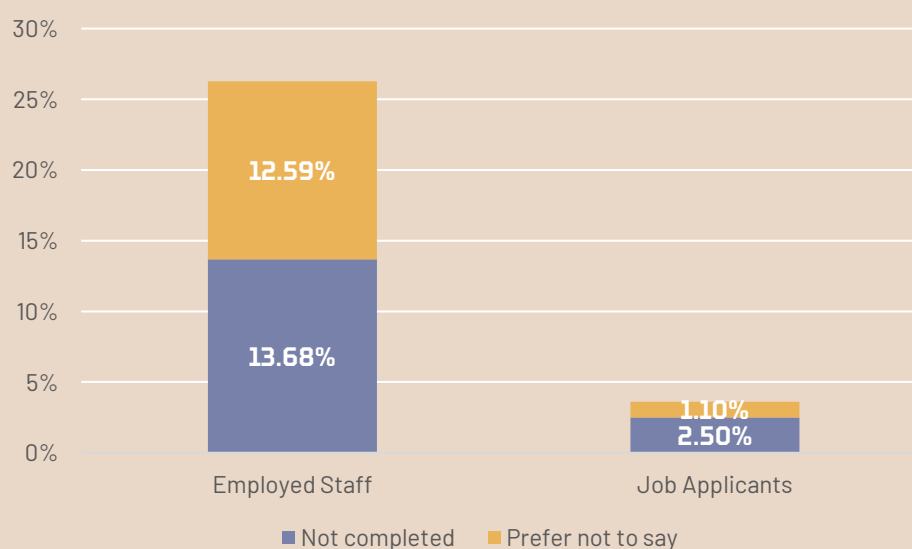
Due to the cross-over in reporting between education services and local authority councils, the quality and completeness of reporting varied significantly between education authorities, contributing towards sizeable data gaps across all employee information areas.

FIGURE 8: THE PROPORTION OF EDUCATION AUTHORITIES PUBLISHING ETHNICITY STATISTICS, BY INFORMATION AREA.



Overall, compliance with the employee information duty was poor among education authorities, with less than 30% of local education authorities publishing ethnicity data beyond their workforce composition, significantly limiting our analysis. This was exacerbated by high non-response and non-disclosure rates among new and existing employees, those leaving employment and those attending workplace training.

FIGURE 9: BREAKDOWN OF EDUCATION AUTHORITY STAFF AND JOB APPLICANTS NOT DISCLOSING THEIR ETHNICITY.



Data extracted from the 6 authorities publishing the exact number of non-disclosure and missing responses.

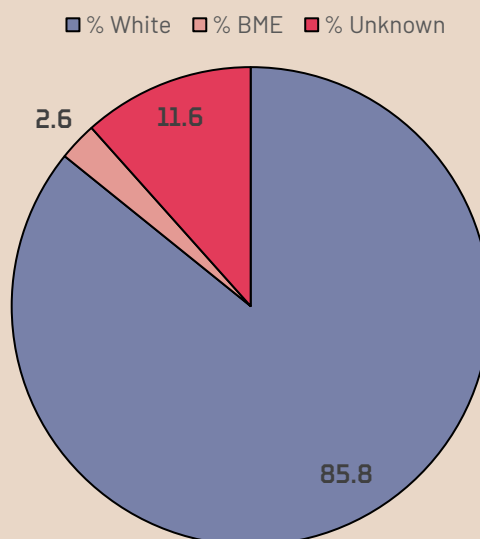
Our analysis found that just six education authorities specified whether employees or applicants had refused to share their ethnicity data or had simply not completed monitoring forms, revealing that a high proportion of staff (12.6%) opted to withhold their ethnicity information compared to recruitment candidates (1.1%).

While there are many possible explanations for employees choosing not to share their ethnicity information, education authorities may wish to investigate this disparity and work to alleviate potential information governance concerns.

Further Education Colleges

In 2021, there were 27 further education colleges reporting under the Specific Duties, mainly consisting of regional colleges. Our analysis found that workforce ethnic composition data was available for 24 of these colleges.

FIGURE 10: THE COMBINED WORKFORCE OF SCOTLAND'S FURTHER EDUCATION COLLEGES, BY ETHNIC GROUP.

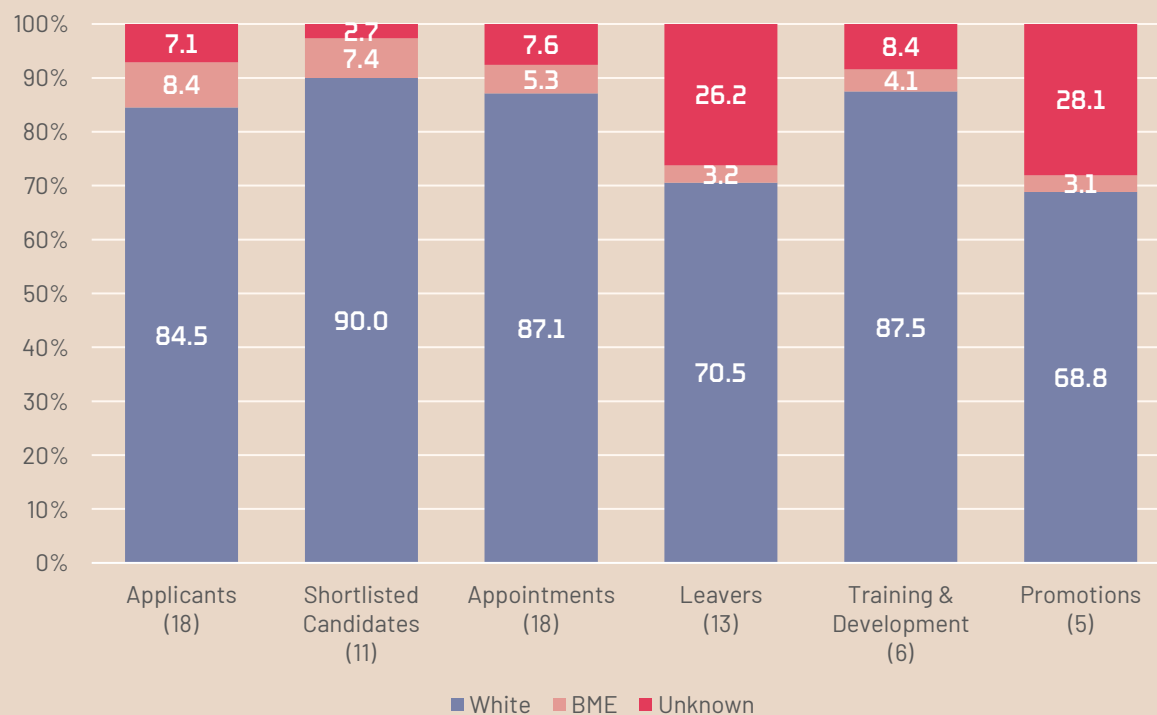


Data extracted from information published by 24 further education colleges during the 2021 reporting period.

Our analysis of further education colleges' employee information records found that 85.8% of further education staff identified as white, with 2.6% belonging to a Black and minority ethnic group. No ethnicity information was available for 11.6% of the workforce.

Additionally, with one exception, almost all further education colleges exclusively provided aggregated ethnicity data, relying on blanket racial categories like white, BME, or simply minority ethnic – which provides limited information on the influence of racialisation in employment practices.

FIGURE 11: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN SCOTLAND'S FURTHER EDUCATION COLLEGES, BY ETHNICITY.



Source: Aggregated statistics from 25 further education colleges, controlled for organisation size.

Our analysis of the further education sector revealed that colleges in Scotland attracted a high (8.4%) proportion of Black and minority ethnic job applicants; however, this dropped to 5.3% of successful candidates. As 7.4% of shortlisted candidates belonged to a Black and minority ethnic group, this disparity is most likely linked to interview processes within these organisations.

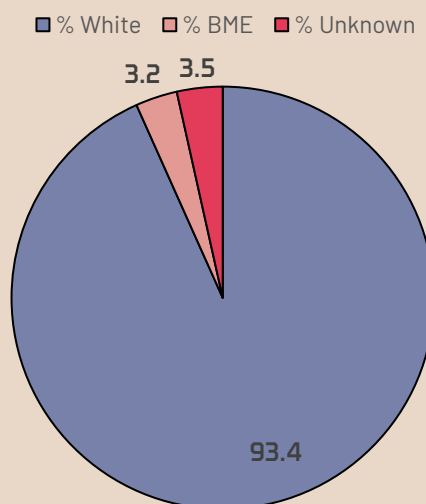
We found that Black and minority ethnic staff engaged with workplace training programmes at a higher rate than their white peers, with 4.1% of training attendees disclosing that they had a BME background. Black and minority ethnic staff were also over-represented as both leavers and those gaining promotions, despite no ethnicity information being held for over a quarter of these groups.

11 of the 28 further education colleges detailed their occupational segregation by ethnicity and just four disaggregated their grievance and disciplinary cases by the ethnicity of those involved. Ethnicity pay gap information was also provided by 13 colleges, revealing a mean pay gap of 1.38% in favour of Black and minority ethnic staff and a median pay gap of 0.49% in favour of white staff.

Grant-Aided Schools

In addition to schools administrated by local education authorities, there are eight grant-aided schools in Scotland. As government-funded bodies, they also report under the Specific Duties. However, just four of these institutions published ethnicity statistics within their employee monitoring exercises.

FIGURE 12: THE COMBINED WORKFORCE OF SCOTLAND'S GRANT-AIDED SCHOOL, BY ETHNIC GROUP.



Source: Data extracted from four grant-aided school mainstreaming reports for the 2021 reporting period.

Reporting of ethnicity information was poor within grant-aided schools, with just four schools providing a breakdown of their workforce by ethnicity. Within these, 96.5% of employees chose to disclose their ethnicity, revealing a 93.4% white workforce with the remaining 3.2% belonging to Black and minority ethnic groups.

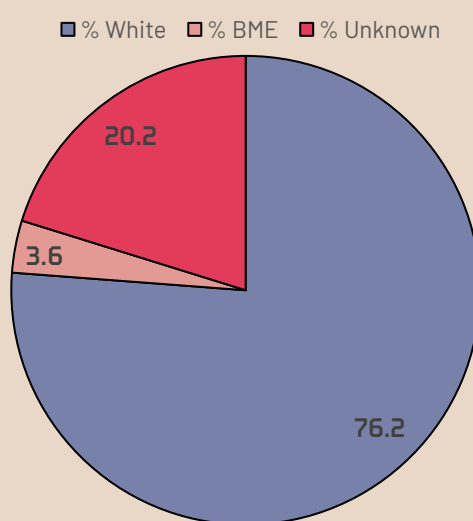
Just two of Scotland's grant-aided schools reported on the ethnicity of job applicants. Information on successful candidates, promotions and leavers was only provided by one organisation. Therefore, due to the small sample size, further analysis of recruitment, development and retention trends was not possible for this sector.

No occupational segregation, ethnic pay gap, or grievance and disciplinary information were provided by grant-aided schools during the 2021/22 reporting period.

Health Boards

The National Health Service in Scotland is made up of 14 regional health boards responsible for delivering frontline healthcare services in their local area. These are supported by a further eight national health boards. Workforce diversity data was publicly available for 21 of these listed bodies, covering approximately 160,000 employees. We were unable to find workforce information for NHS Western Isles/Eileanan Siar.

FIGURE 13: THE COMBINED WORKFORCE OF SCOTLAND'S HEALTH BOARDS, BY ETHNIC GROUP.



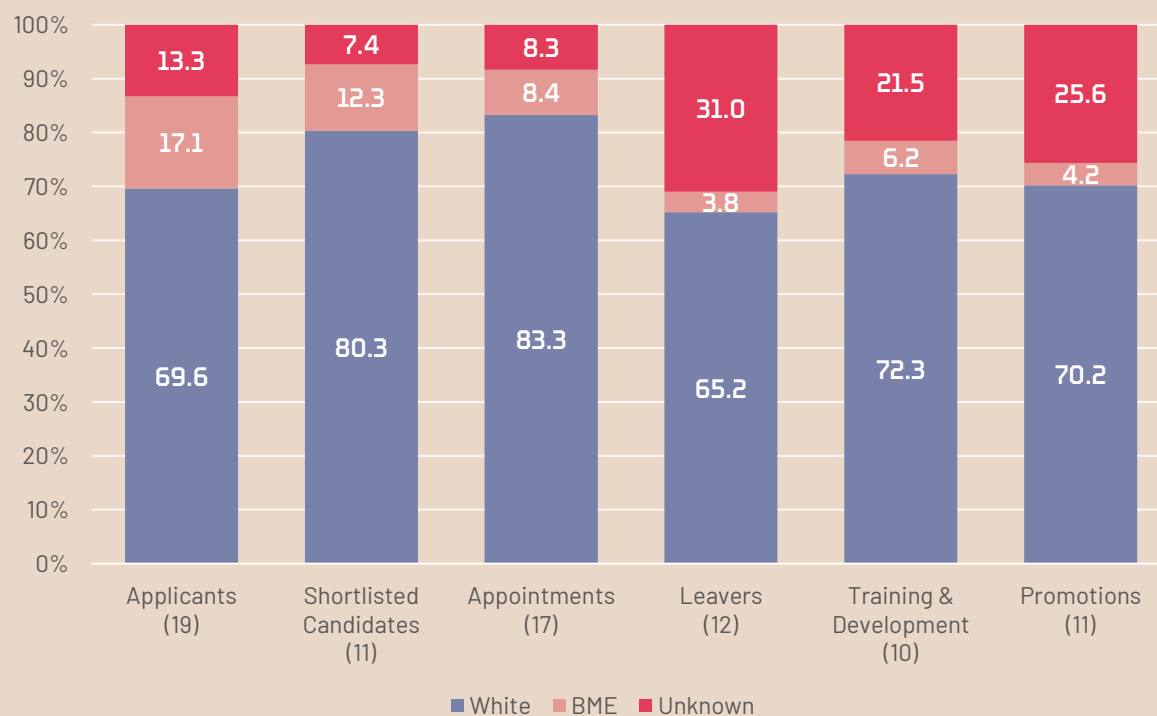
Source: Data extracted from 21 health board mainstreaming reports from the 2021 reporting period.

Where data was available, we found that 76.2% of health service employees identify as white, with 3.6% belonging to Black and minority ethnic groups. The majority (16) of health boards disaggregated this information beyond white/minority ethnic binaries, revealing that 2.37% of their employees come from an Asian background, 0.73% identified as Black, 0.32% as mixed or multiple ethnicities, and 0.41% as another minority ethnic group.

No ethnicity information is held for 20.2% of Scotland's health board workforce, representing nearly 33,000 people.

Further information on recruitment, development and retention trends by ethnicity was provided by 19 of Scotland's 22 health boards.

FIGURE 14: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN SCOTLAND'S HEALTH BOARDS, BY ETHNICITY.



Source: Aggregated statistics from 18 regional and national health boards, controlled for organisation size.

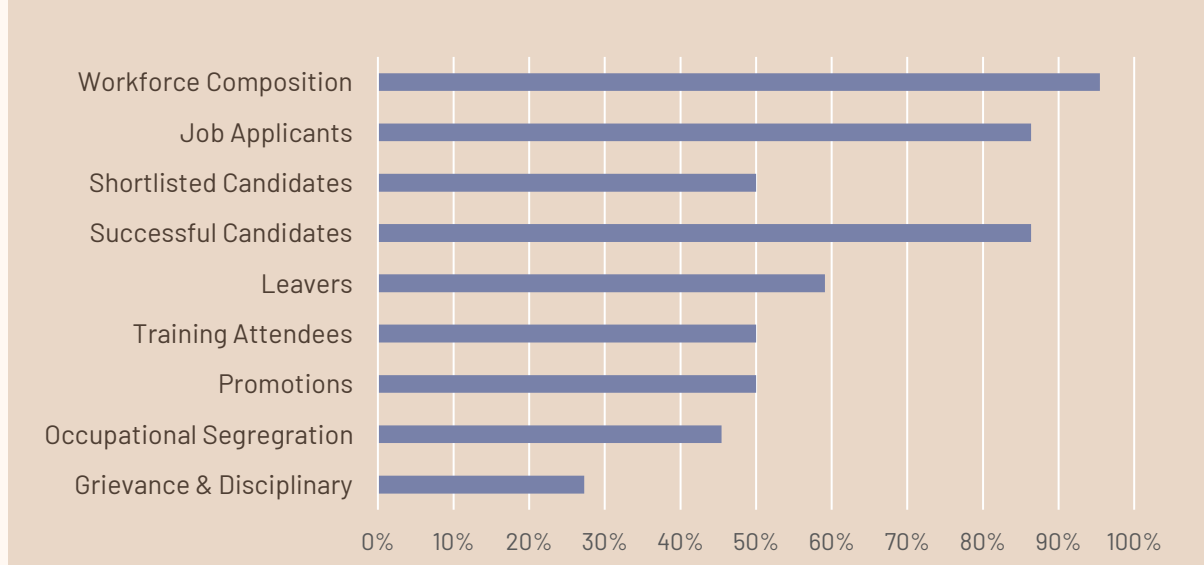
Our analysis revealed that Black and minority ethnic groups were well-represented throughout the recruitment process. When accounting for the size of an organisation, 17.1% of job applicants came from a minority ethnic background; however, this dropped to 8.4% of successful candidates, revealing a sizeable drop-off following shortlisting and interview processes.

Within health boards, Black and minority ethnic workers appeared to gain promotions and leave employment at rates proportional to their share of the workforce; however, they were over-represented as training attendees. Though, these findings were underpinned by significant data gaps - no ethnicity information was held for nearly a third of leavers, a quarter of promoted employees, and a fifth of training attendees. Health boards may wish to revise how they collect protected characteristic information in these scenarios or explore the use of data linkage systems with existing records to address these data gaps.

Just seven health boards reported on their ethnicity pay gap, revealing a mean pay gap of 4.8% and a median of 3.1% in favour of Black and minority ethnic staff.

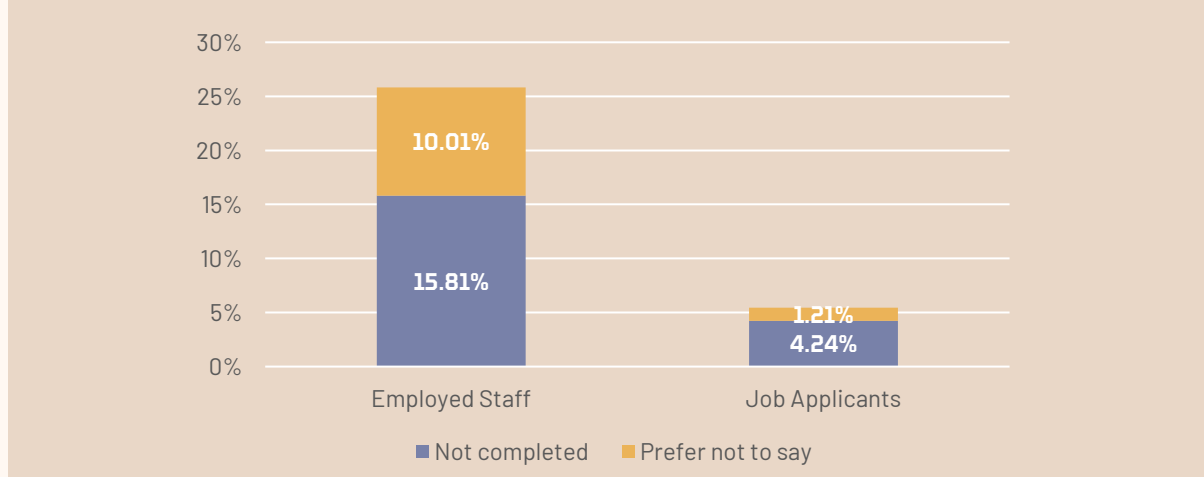
Overall, compliance with the employee information duty regarding ethnicity was mixed, with a low proportion of health boards publishing statistics beyond staff numbers, job applicants and new starts.

FIGURE 15: THE PROPORTION OF HEALTH BOARDS REPORTING ON EACH EMPLOYEE INFORMATION AREA.



16 of Scotland's 22 health boards reported on the exact numbers of those withholding their ethnicity information and not completing monitoring forms, revealing that 10% of staff opted not to disclose their ethnicity to their employers.

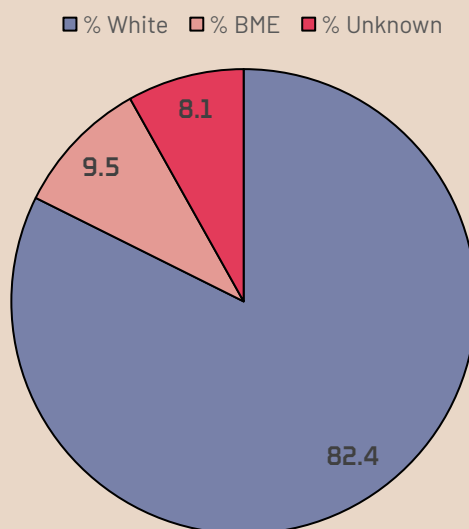
FIGURE 16: BREAKDOWN OF HEALTH BOARD STAFF AND JOB APPLICANTS NOT DISCLOSING THEIR ETHNICITY.



Higher Education Institutions

Scotland has 19 autonomous higher education institutions authorised to grant degrees, employing approximately 50,000 people. 18 of these institutions provided information on the ethnicities of their employees in Scotland.

FIGURE 17: THE COMBINED WORKFORCE OF SCOTLAND'S HIGHER EDUCATION INSTITUTIONS, BY ETHNIC GROUP.



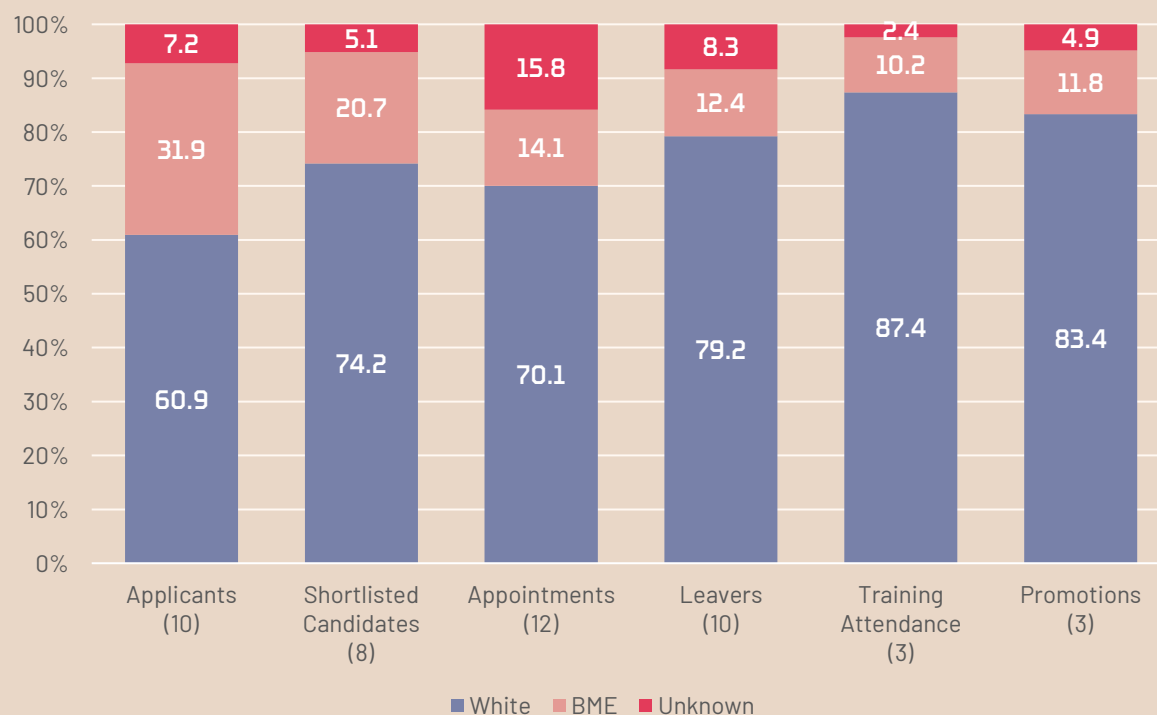
Source: Data extracted from 18 Scottish university mainstreaming reports for the 2021 reporting period.

The Higher Education sector employed a particularly diverse workforce compared to other service areas, reflecting the broad, often international, talent pool universities recruit from. We found that 9.5% of the higher education workforce identified as belonging to a Black and minority ethnic group, while just 5.8% of Scotland's working-age population is BME. No ethnicity information was held for 8.1% of the workforce, representing nearly 4,000 employees.

Just two higher education institutions disaggregated their workforce composition data into specific ethnic groups, limiting our ability to provide a detailed analysis of the workforce.

Our analysis found that 15 higher education institutions published recruitment, development or retention statistics disaggregated by ethnicity. However, one university pooled recruitment data from its Scotland, Dubai and Malaysia campuses, and another published data with numerical errors - therefore, these datasets were omitted.

FIGURE 18: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN SCOTLAND'S HIGHER EDUCATION INSTITUTIONS, BY ETHNICITY.



Source: Aggregated statistics from 13 Scottish universities, controlled for organisation size.

Scotland's universities attract a particularly diverse talent pool. Our analysis found that when controlled for organisation size, 31.9% of job applicants belonged to a Black and minority ethnic group. However, this dropped to 14.1% of successful candidates, revealing a 56% drop-off of BME people between the beginning and end of the recruitment process.

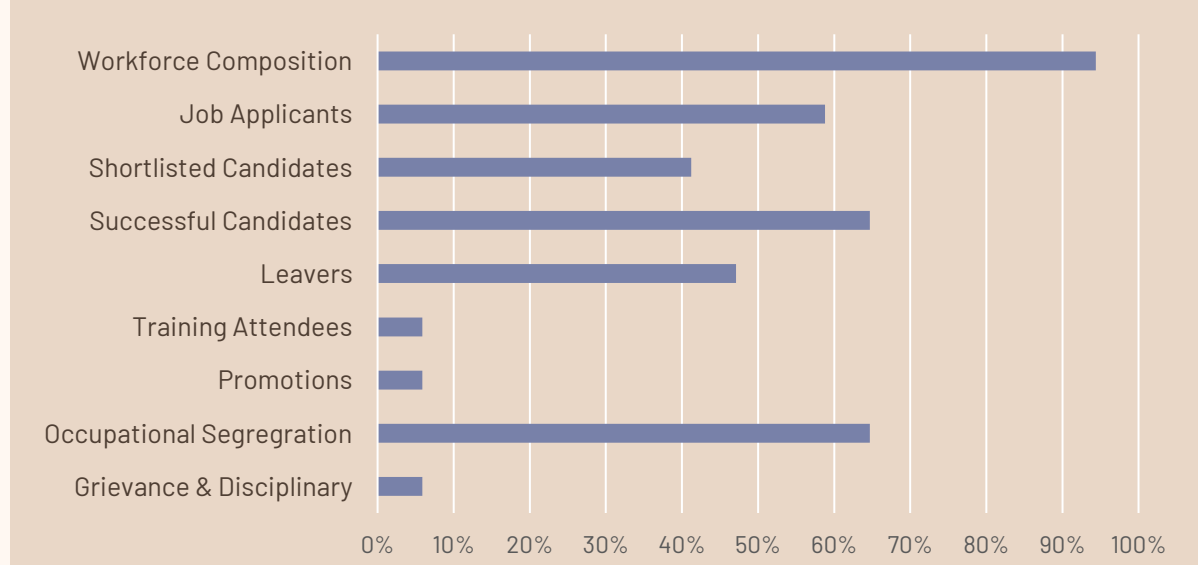
Black and minority ethnic employees were also consistently over-represented as leavers, with 12.4% of those leaving employment coming from a BME background.

While just three universities published statistics on training attendance and promotions by ethnicity, they reported that a slightly higher proportion of training attendees and promoted employees belonged to BME groups than their share of the workforce.

Eight of Scotland's higher education institutions reported on their ethnicity pay gap information, revealing a mean pay gap of 6.21% and a median of 6.60% in favour of Black and minority ethnic employees.

Overall, compliance with the employee information duty regarding ethnicity varied significantly between institutions and employee information areas. For example, 18 of Scotland's 19 universities published statistics on the ethnic composition of their staff, but just three provided a breakdown of training attendees, promotions and grievance and disciplinary cases by ethnicity.

FIGURE 19: THE PROPORTION OF HIGHER EDUCATION INSTITUTIONS REPORTING ON EACH EMPLOYEE INFORMATION AREA.



Where higher education institutions presented breakdowns by ethnicity, they generally reported high levels of disclosure and data completeness compared to other sectors. Although, very few organisations specified the exact numbers within each ethnic group or differences in non-disclosure versus non-completion responses, preventing more detailed analysis.

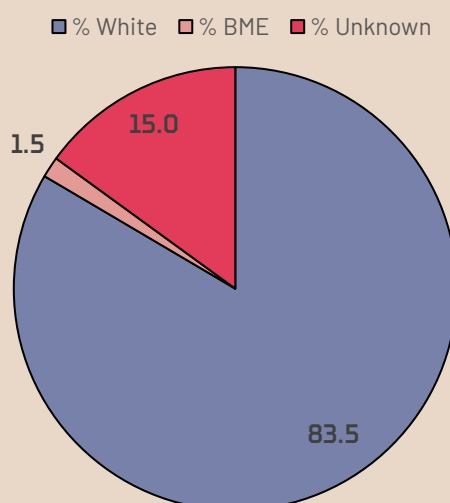
Joint Boards

There are two types of joint board reporting under the Specific Duties.

Joint Valuation Boards provide valuation services for their areas of operation and are responsible for compiling, maintaining, and dealing with appeals for the Electoral Register, Council Tax Valuation List, and Valuation Roll. There are 11 joint valuation boards in Scotland, employing approximately 560 people. 10 of these boards reported on the ethnic composition of their workforce.

Integration Joint Boards are responsible for directing and allocating funds to health and social care services for local authority and health board partnerships; however, most boards do not directly employ staff.

FIGURE 20: THE COMBINED WORKFORCE OF SCOTLAND'S JOINT VALUATION BOARDS, BY ETHNIC GROUP.



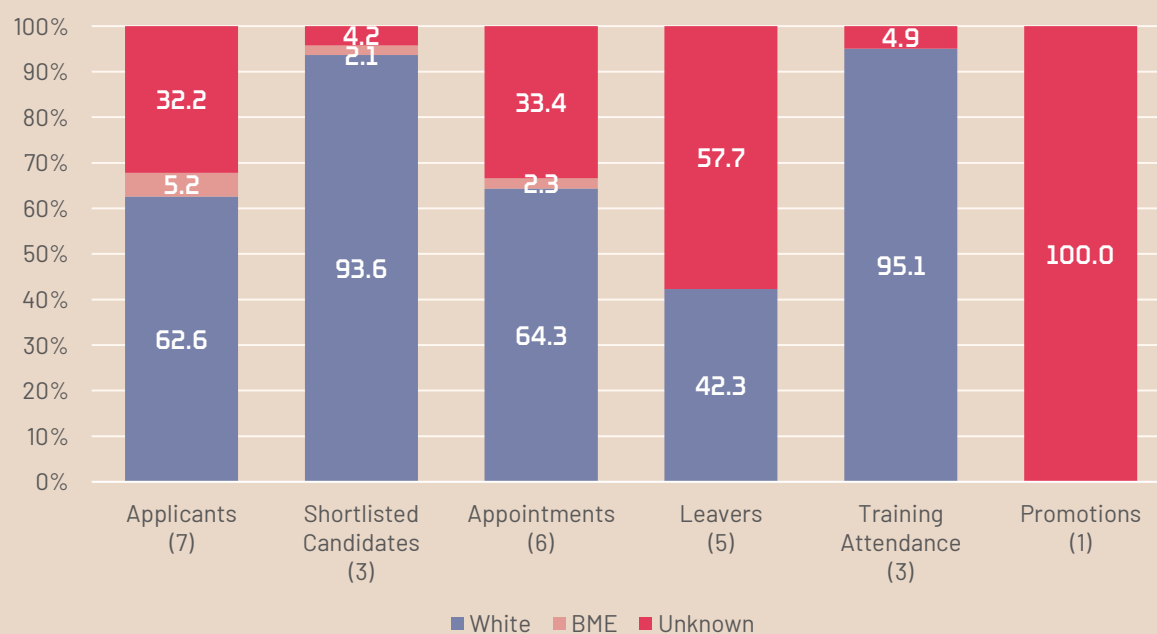
Source: Data extracted from 10 joint valuation board mainstreaming reports for the 2021 reporting period.

Our analysis found that 83.5% of valuation board employees identified as white, with 1.5% of the workforce belonging to Black and minority ethnic groups. No ethnicity information was held for 15.0% of the workforce, with one board reporting a non-disclosure rate of 72%.

Nine of the 10 valuation boards publishing workforce composition data reported on the specific ethnicities of their employees, disaggregating their statistics beyond white/non-white or white/BME binaries. This revealed that within these organisations 1.19% of employees identified as an Asian ethnicity, 0.39% as Black, and 0.42% as mixed or multiple ethnicities.

Eight of Scotland's 11 joint valuation boards provided some form of ethnicity data on recruitment, development, and retention trends. However, the quality and completeness of this data varied significantly due to inconsistencies in which statistics were published and high non-disclosure rates.

FIGURE 21: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN SCOTLAND'S JOINT VALUATION BOARDS, BY ETHNICITY.



Source: Aggregated statistics from 8 joint valuation boards, controlled for organisation size.

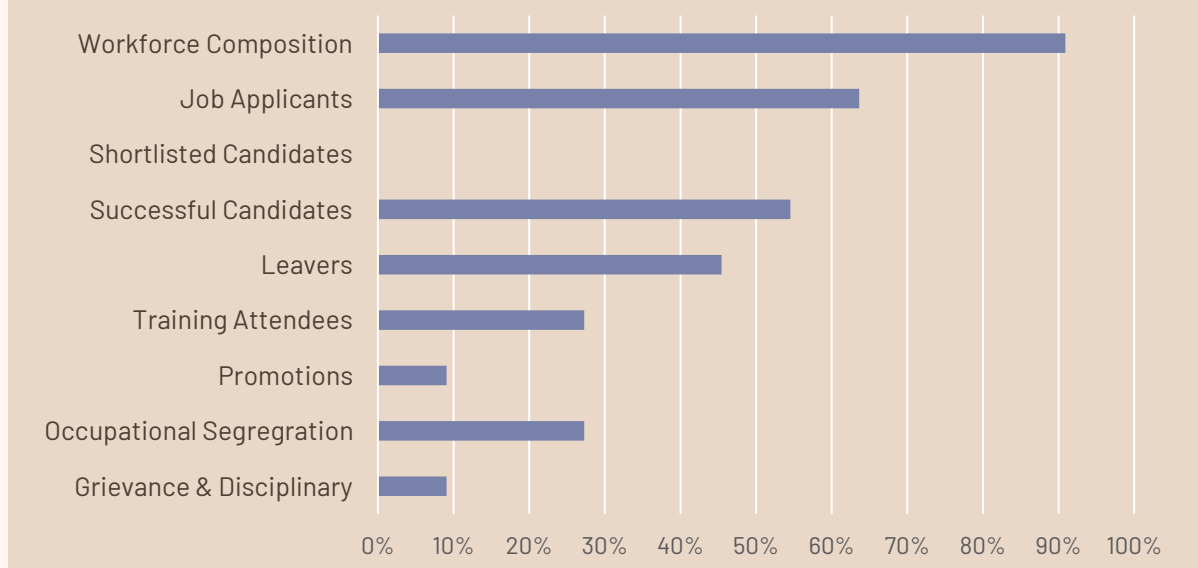
Our analysis found that when adjusted for organisation size, 5.2% of job applicants for joint valuation boards came from BME backgrounds; however, this fell to 2.3% of successful candidates.

The ethnicities of those leaving employment were reported by five valuation boards, revealing that all leavers for which data was held identified as white. No ethnicity information was held for 57.7% of leavers. Just three boards disaggregated training attendance statistics by ethnicity; 95.1% of attendees were white, with no data for the remaining 4.9%. One valuation board attempted to report on the ethnicities of those gaining promotions, but 100% of promoted employees preferred not to disclose their ethnicity information, preventing further analysis.

Three valuation boards provided an ethnicity breakdown of their occupational segregation, while just one board reported on the ethnicities of those involved in grievance and disciplinary cases. No ethnicity pay gap information was made available by joint valuation boards in Scotland.

Compliance with the employee information duty regarding ethnicity was extremely mixed among Scotland's joint valuation boards. While all but one board reported on the ethnicities of their employees, most valuation boards failed to publish ethnicity information for shortlisted candidates, leavers, promoted employees, training attendees and those involved in grievance and disciplinary cases.

FIGURE 22: THE PROPORTION OF VALUATION BOARDS REPORTING ON EACH EMPLOYEE INFORMATION AREA.

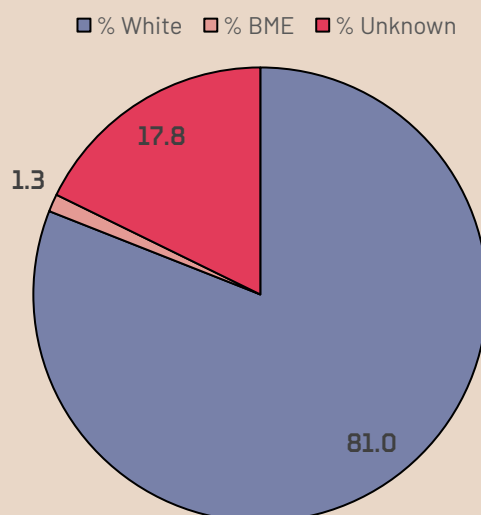


Despite the large data gaps across multiple employee information areas, most valuation boards did not specify where data gaps were due to non-disclosure or non-completion. Joint boards subject to the Specific Duties may wish to investigate the origin of these data gaps to better comply with their legal duties, identify any potential concerns over sharing personal data, and improve the evidence-base underpinning internal policies.

Police, Fire and Rescue Services

There are four listed public bodies within Scotland's police, fire and rescue services, employing nearly 30,000 people. All four bodies reported on the ethnic composition of their workforces during the 2021 reporting period.

FIGURE 23: THE COMBINED WORKFORCE OF SCOTLAND'S POLICE, FIRE AND RESCUE SERVICES, BY ETHNIC GROUP.



Source: Data extracted from Scotland's police, fire and rescue service mainstreaming reports for the 2021 reporting period.

Our analysis found that ethnicity information is held for 82.3% of Scotland's police, fire and rescue service workforce, with 81% of employees identifying as white and 1.3% identifying as belonging to a Black and minority ethnic group. No organisation published ethnicity data in a disaggregated format, preventing analysis into the representation of specific ethnic groups.

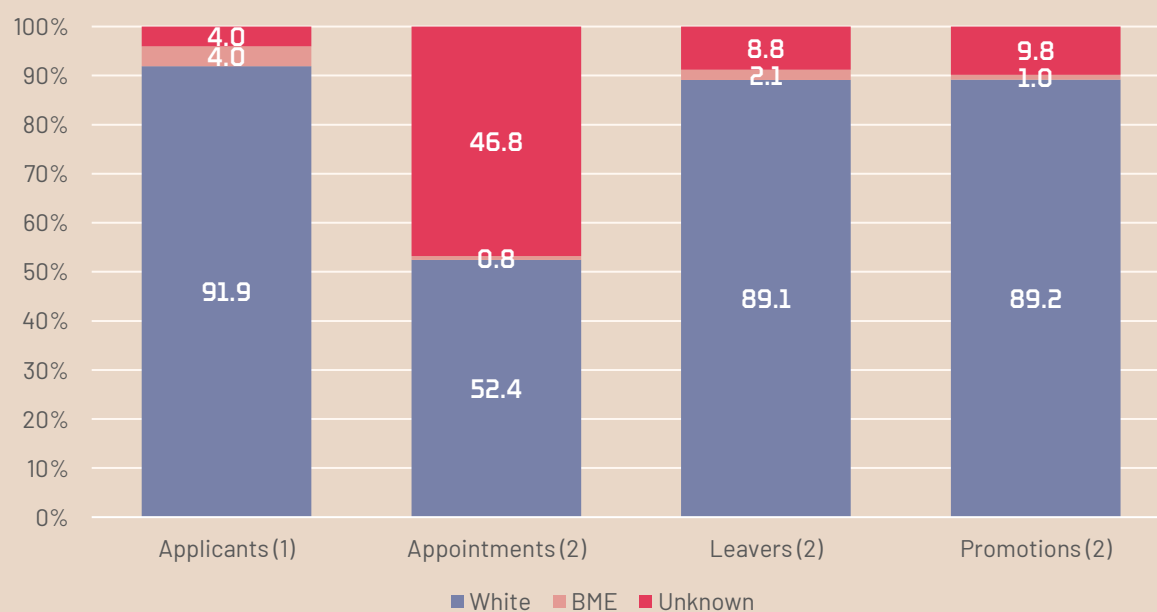
Police officers comprised the largest component of this workforce, with Police Scotland reporting that nearly 18,000 people were employed in these roles; 88.1% identified as white, and 1.4% disclosed that they came from a Black and minority ethnic background. No data was held for the remaining 10.5% of police officers, with 7.4% choosing not to disclose their ethnicity to their employer.

The [Race Equality Framework for Scotland 2016-2030](#) identified increased diversity within Police Scotland's workforce as a key step in improving community relations, but progress in this area has been slow. This raises some broader concerns as the low representation of BME groups within policing

roles is believed to further contribute to imbalances of police power and the disproportionate influence of the police within some communities.

We were unable to obtain a complete record of recruitment, development and retention trends by ethnicity for police, fire and rescue services, as two listed bodies did not publish any ethnicity information beyond the composition of their workforces.

FIGURE 24: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN SCOTLAND'S POLICE SERVICES, BY ETHNICITY.



Source: Aggregated statistics from Police Scotland and the Scottish Police Authority, controlled for their respective sizes. No data was available for Scottish Fire and Rescue or its Chief Officer.

Our analysis found that the proportion of Black and minority ethnic job applicants fell below the share of the working-age population coming from a BME background and the proportion of successful candidates to just 0.8%. However, this statistic is underpinned by no data being held for nearly half of all new starts in 2021.

Data on those leaving employment reveals that a greater proportion (2.1%) of Black and minority ethnic employees left work in police services than their respective share of the police workforce (1.3%). This figure also fell beneath the proportion of newly appointed BME employees, suggesting that the ethnic diversity of the police workforce may begin to decline.

Three of the four police, fire and rescue service organisations reported on the ethnicity pay gaps within their organisations, revealing a mean pay gap of

0.88% in favour of Black and minority ethnic employees and a median pay gap of 0.07% in favour of white employees.

Overall, reporting on ethnicity under the employee information duty was poor among police, fire and rescue services. While all organisations reported on the ethnic composition of their workforces, no information was published on the ethnicities of shortlisted candidates, training attendees or those involved in grievance and disciplinary cases.

FIGURE 25: THE PROPORTION OF POLICE, FIRE AND RESCUE SERVICES REPORTING ON EACH EMPLOYEE INFORMATION AREA.

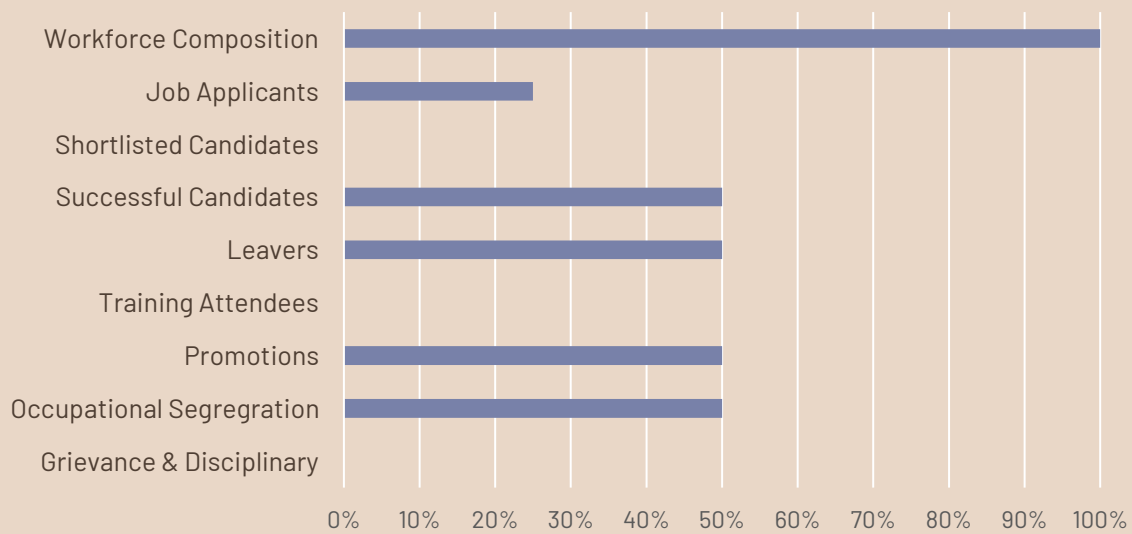
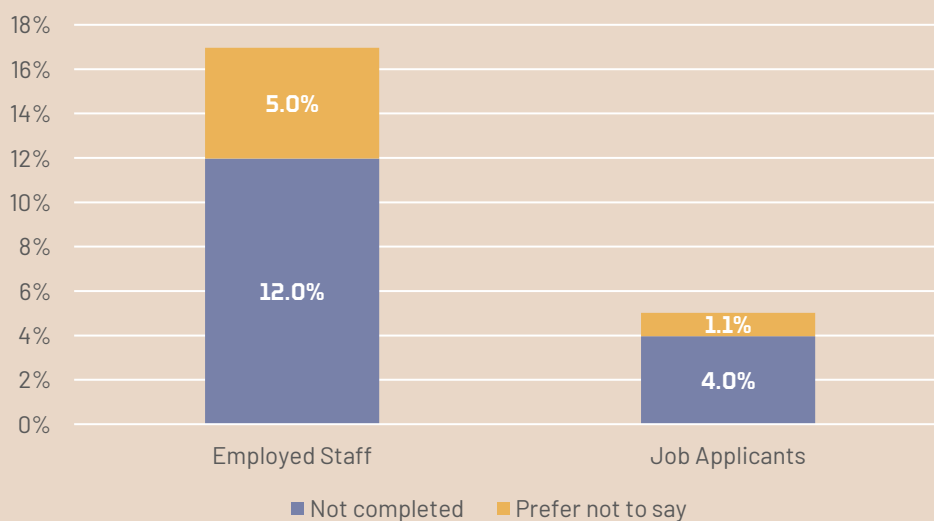


FIGURE 26: BREAKDOWN OF POLICE, FIRE AND RESCUE SERVICES STAFF AND JOB APPLICANTS NOT DISCLOSING THEIR ETHNICITY.

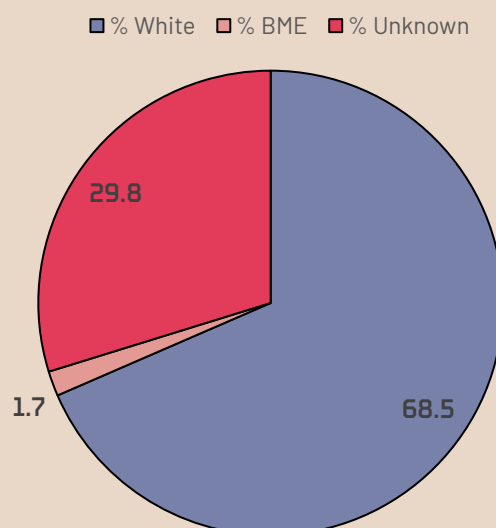


Scottish Government and Executive Agencies

The devolved government for Scotland and its executive agencies have a range of responsibilities, including health, education, justice, rural affairs, housing and the environment. Under the Specific Duties, government and executive agencies generally publish their statistics within an overarching Scottish Ministers' report. However, some agencies choose to publish separate PSED documentation, providing a more detailed overview of equalities.

We found that workforce composition data were available for both Scottish Government's core departments and its Executive Agencies, covering over 16,000 employees.

FIGURE 27: THE COMBINED WORKFORCE OF SCOTTISH GOVERNMENT AND ITS EXECUTIVE AGENCIES, BY ETHNIC GROUP.



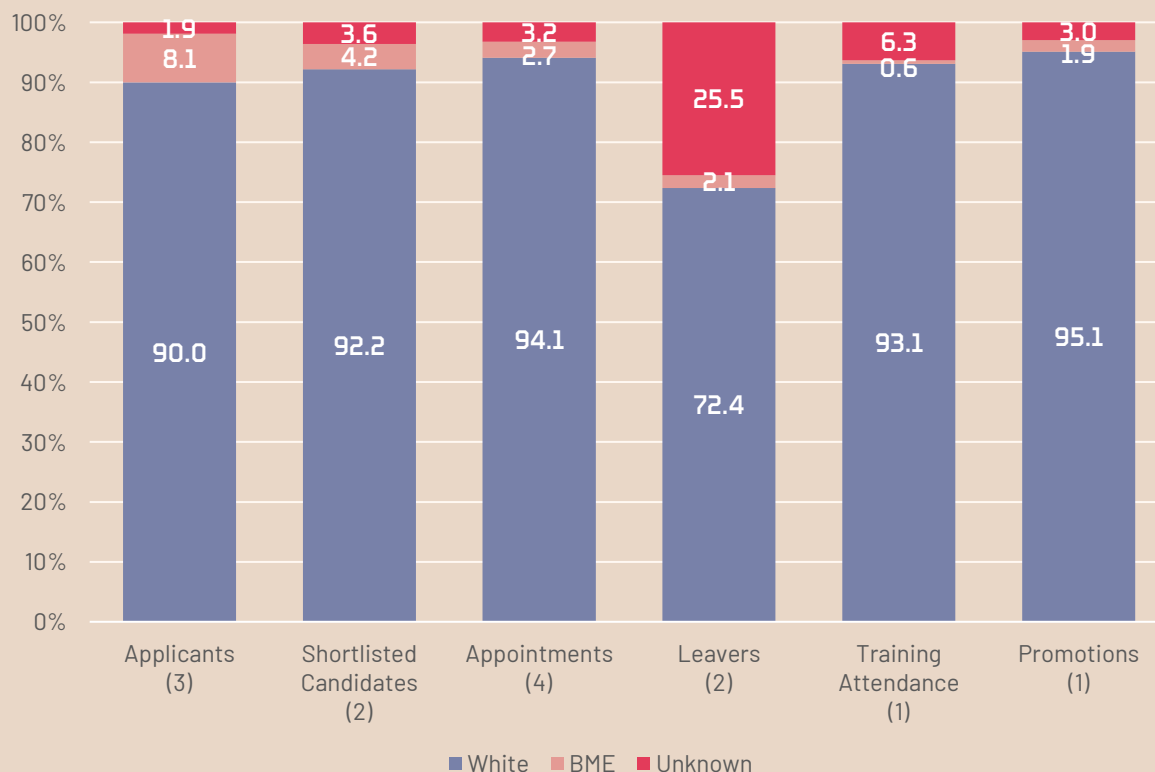
Source: Data extracted from Scottish Government's Employee Equality Data Index for the 2021 reporting period.

Our analysis found that ethnicity data was held for just 70.2% of this workforce, with 68.5% identifying as white and 1.7% coming from a Black and minority ethnic background.

In the Race Equality Framework for Scotland 2016-2030, Scottish Government sets the target of employing a proportionally representative workforce by 2025, meaning that at every level, it reflects the ethnic diversity of Scotland's population. Significant progress is still needed to meet this target.

There was significant variation in how Scottish Government and Executive Agencies reported on recruitment, development, and retention trends by ethnicity; some agencies individually published statistics, while others pooled theirs into Scottish Government's total figures. Individually available figures have been removed from Scottish Government's pooled statistics.

FIGURE 28: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN GOVERNMENT AND EXECUTIVE AGENCIES, BY ETHNICITY.



Source: Aggregated statistics from Scottish Government's core departments and its ten executive agencies, controlled for organisation size.

Statistics on the ethnicities of job applicants were published by Scottish Government's core departments and two executive agencies, revealing that 90% of applications came from white candidates and 8.1% from those with a BME background. However, this figure fell significantly for successful candidates, with just 2.7% disclosing that they belonged to a Black and minority ethnic group.

Retention statistics were only published by core departments and one executive agency, with data held for just 74.5% of leavers. They revealed that 2.1% of those leaving employment came from a BME background, meaning that Black and minority ethnic staff were over-represented compared to their share of the workforce.

Training attendance data was only published by one organisation, revealing that Black and minority ethnic staff were under-represented as workplace training attendees. Promotion statistics were only provided by Scottish Government's core departments, revealing that just 1.9% of promotions went to BME employees, despite their making up 2.4% of the core department workforce.

Four of the 11 listed bodies reported on their occupational segregation by ethnicity, with just one disaggregating its grievance and disciplinary cases by ethnicity. Ethnicity pay gap information was only published for Scottish Government as a whole, revealing a mean pay gap of 8.27% in favour of white employees.

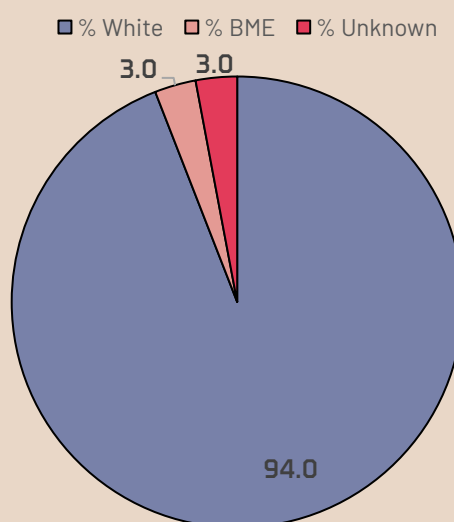
Ultimately, there are numerous data gaps regarding ethnicity throughout the Scottish Government and its executive agencies, impeding our analysis into all employee information areas beyond staff composition. However, this largely reflects their status under the Specific Duties, as they do not individually comprise listed bodies. That being said, some executive agencies provided their own comprehensive overviews of protected characteristic information for their workforce. We encourage other organisations to do the same, as a robust and complete evidence base is vital for effective equalities work.

Transport Partnerships

There are seven statutory regional Transport Partnerships in Scotland, each responsible for preparing regional transport strategies and planning and delivering transport services. Like joint boards, these partnerships bring together local authorities and other key stakeholders to perform collective government functions.

Workforce ethnic composition data was publicly available for just two of Scotland's transport partnerships and was only available at an aggregated level.

FIGURE 29: THE COMBINED WORKFORCE OF SCOTLAND'S TRANSPORT PARTNERSHIPS, BY ETHNIC GROUP.



Source: Data extracted from two transport partnership mainstreaming reports for the 2021 reporting period.

Within the two transport partnerships reporting on the ethnic composition of their workforce, our analysis found that 94% of employees identified as white, with 3% coming from a Black and minority ethnic background. No data was held for the remaining 3%.

However, these statistics must be considered with caution as the two bodies publishing this information varied significantly in size, with one consisting entirely of seven white employees and the other representing nearly 500 employees in one of Scotland's largest and most diverse cities.

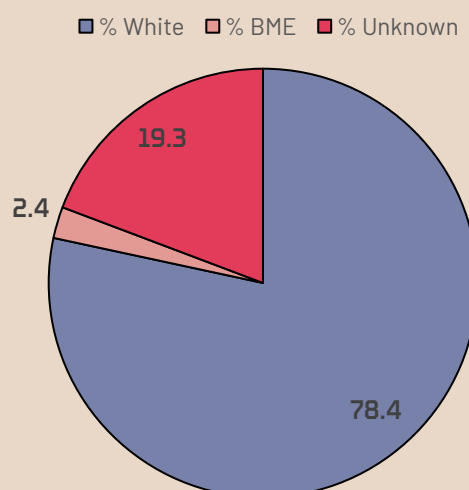
Just one transport partnership published recruitment, development and retention statistics disaggregated by ethnicity in the 2021 reporting period. Therefore, we were unable to analyse these employee information areas.

Other Public Bodies

During our analysis, 36 of Scotland's listed public bodies did not fit within the sectors previously identified in this report, so were grouped into a miscellaneous category to represent the remaining public sector workforce. These authorities included non-departmental public bodies responsible for carrying out arm's length and advisory functions from Government and any other publicly funded agencies, organisations, and bodies that provide services to the people of Scotland.

Of the 36 listed public bodies, 33 published ethnicity information about their employees, representing a workforce of around 22,000 people. Just seven of these organisations disaggregated their workforce ethnicity information beyond white and BME or minority ethnic categories.

FIGURE 30: THE COMBINED WORKFORCE OF SCOTLAND'S NON-DEPARTMENTAL PUBLIC BODIES, BY ETHNIC GROUP.

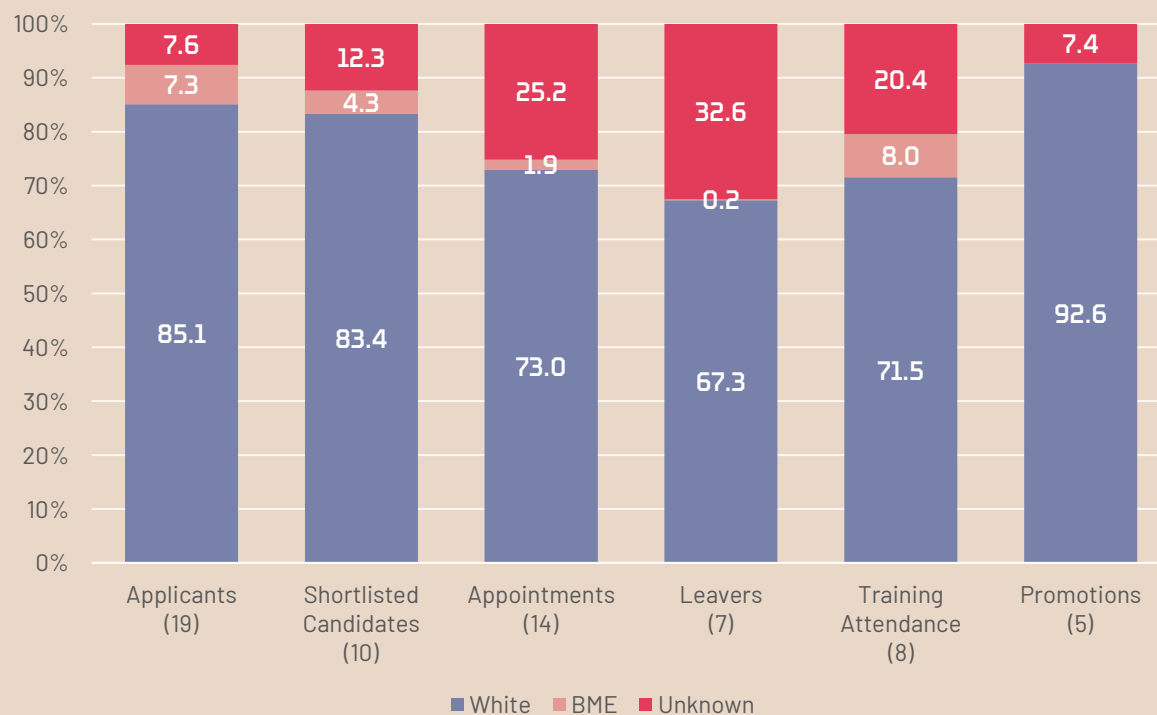


Source: Data extracted from 33 non-departmental public body mainstreaming reports for the 2021 period.

Within these organisations, 78.4% of employees identified as white and 2.4% came from a Black and minority ethnic background. Ethnicity information for the remaining 19.3% of the workforce was either not known or was withheld by respondents.

Our analysis found that 24 of these remaining organisations published some form of recruitment, development and retention statistics disaggregated by ethnicity.

FIGURE 31: RECRUITMENT, DEVELOPMENT AND RETENTION TRENDS IN NON-DEPARTMENTAL PUBLIC BODIES, BY ETHNICITY.



Source: Aggregated statistics from 24 miscellaneous public authorities, controlled for organisation size.

When controlled for organisation size, we found that 7.3% of job applications came from Black and minority ethnic groups, but just 1.9% of successful candidates identified as BME. No ethnicity data was held for over a quarter of new starts.

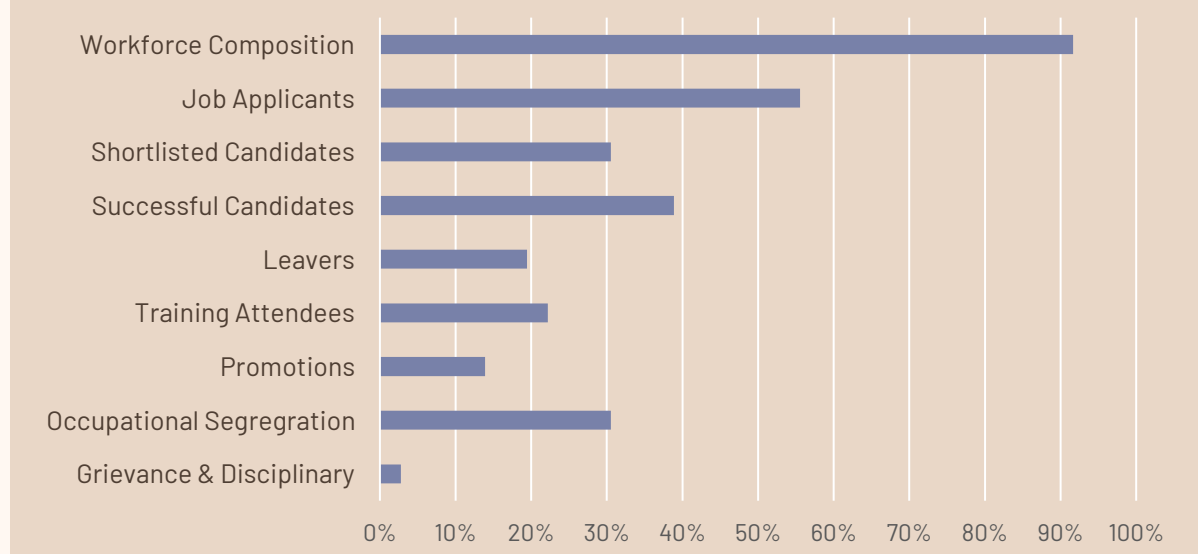
Eight public bodies reported on the ethnicities of those attending workplace training, revealing that 8% of training attendees came from a Black and minority ethnic background, despite only making up 2.4% of the workforce. Promotion data revealed a very different trend, with the five organisations publishing their statistics failing to log a single promotion of a BME employee.

Our analysis of retention data found that no ethnicity information was held for a third of leavers, such that just 0.2% disclosed that they came from a Black and minority ethnic group. Employers should work to address these data gaps, as variations in staff retention rates by ethnicity are often strong indicators of internal equality issues.

Ethnicity pay gap statistics were published by eight non-departmental public bodies, revealing a mean pay gap of 7.80% and a median of 8.27% in favour of white employees.

Overall, compliance with the employee information duty regarding ethnicity was incredibly varied among non-departmental public bodies.

FIGURE 32: THE PROPORTION OF NON-DEPARTMENTAL PUBLIC BODIES REPORTING ON EACH EMPLOYEE INFORMATION AREA.



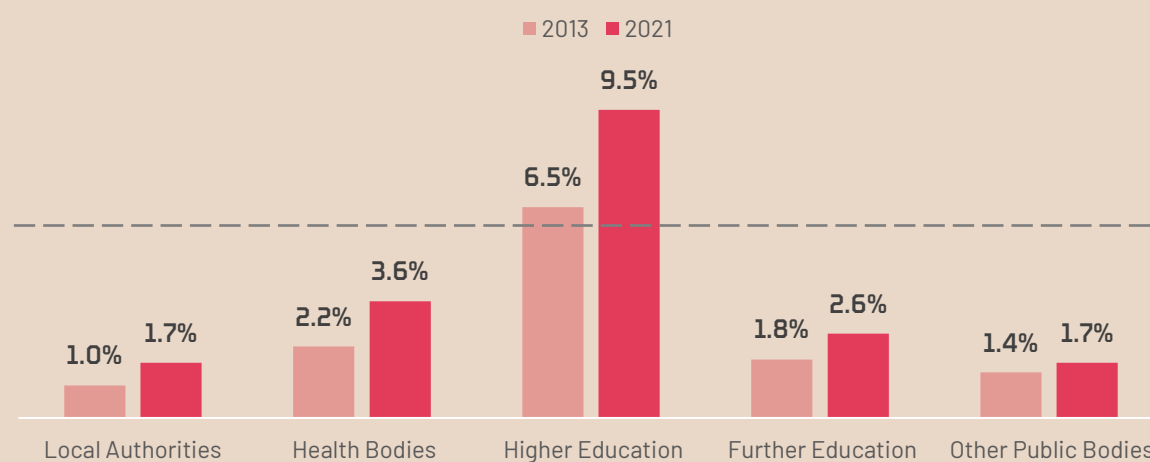
While most bodies reported on the ethnic composition of their existing workforce, the quality of reporting on recruitment, development and retention statistics by ethnicity dropped significantly, with 12 organisations publishing no data beyond their staff composition.

Furthermore, when organisations did publish statistics disaggregated by ethnicity, they were often impeded by significant data gaps due to low engagement with monitoring exercises or a high proportion of staff withholding their information. Organisations should seek to improve how they collect protected characteristic information from candidates and staff and ensure they are reassured about why their data is collected and how it is handled.

Changes Over Time

CRER has been collecting data on the ethnic diversity of Scotland's public sector since the beginning of reporting under the Specific Duties in 2013. Therefore, based on the latest round of employee information reporting, we can capture how the ethnic diversity of the public sector workforce has changed over the past decade.

FIGURE 33: THE PROPORTION OF PUBLIC SECTOR EMPLOYEES IDENTIFYING AS BELONGING TO A BLACK AND MINORITY ETHNIC GROUP BETWEEN 2013 AND 2021, BY SERVICE AREA.



2013 data sourced from CRER (2018). The Effectiveness of the PSED Specific Duties in Scotland. EHRC: Glasgow.

2021 data sourced from CRER's analysis of 204 mainstreaming and supplementary workforce profile reports published during the 2021 PSED reporting period.

Proportional Representation based on Scotland's working-age population from a BME background (2021).

While there has been positive change since 2013, Scotland's public sector remains a long way from achieving proportional representation and the increasing ethnic diversity of the workforce is not keeping pace with demographic changes.

On average, there are 50% more Black and minority ethnic workers in each service area than there were when reporting under the Specific Duties began. However, these numbers remain small, with most service areas employing a much smaller BME workforce than the proportion of the working-age population coming from a BME background.

Public sector organisations must interrogate why they continue to employ Black and minority ethnic workers at a reduced rate – despite a consistently high volume of BME applicants – and often fail to retain those working in public sector employment.

Discussion

Racism, in its distinctly varied forms, significantly influences how workplaces operate and the makeup of their workforce, often contributing towards poorer outcomes in workplace experiences and career progression and a loss of opportunity for BME employees and job applicants.

In the public sector, structural and institutional racism affects the experiences of both service users and providers, influencing the proportion of Black and minority ethnic employees in an organisation and how these organisations recruit, develop, and promote staff.

While racism is often prohibitively difficult to quantify and measure, we can begin to identify and trace patterns of structural prejudice and disadvantage using data published under the employee information duty. This enables us to generate an image of the public sector workforce and better understand how Scotland's Black and minority ethnic populations enter, progress in, and leave public sector employment.



Workforce Composition

Our analysis reveals that Black and minority ethnic workers in Scotland are less likely to be employed in the public sector, with just 2.8% of public sector employees disclosing that they come from a Black and minority ethnic background, despite BME groups making up over 5% of the working-age population.

This varied significantly between service areas, with the highest proportion of self-identified BME employees found in the higher education sector (9.5%) and health boards (3.6%) and the lowest in Police, Fire and Rescue services (1.3%).

Previously, it has been suggested that the underrepresentation of BME groups in the public sector workforce could be attributed to reduced interest in public sector work. However, these suggestions make reductive and homogenising assumptions about incredibly diverse populations and can be easily refuted by recruitment data.

However, our analysis was limited by several critical data gaps, contributing to a significant degree of uncertainty. For instance, 12% of the public bodies in our sample failed to publish any information on the ethnic composition of their workforce, with many of these gaps stemming from education authorities and transport partnerships. Furthermore, just 61 of the 183 organisations in our sample disaggregated their workforce ethnicity data beyond the broad categories of white and BME, meaning there is no way to tell which specific ethnic groups are represented within the public sector, disguising potential variations.

Many organisations also held no ethnicity data for a large proportion of their workforce, such that no data is held for over a fifth of the entire public sector workforce. These data gaps may stem from staff not being asked for their protected characteristic information by their employers, failing to complete equalities monitoring forms, or actively choosing to withhold their ethnicity information by selecting a 'Prefer not to say' option.

During our analysis, we found that just 56 organisations reported on the specific number of employees who did not complete monitoring forms or were not asked for their details, and those actively choosing to withhold their ethnicity information. In this sample of 290,000 public sector employees, 8.5% chose not to disclose their ethnicity to their employers, compared to 15.0%

who did not complete monitoring exercises or were not asked for their ethnicity information.

While there are many reasons why an employee may choose not to share their protected characteristic information, high rates of non-disclosure could indicate that employees do not trust their employer to sensitively handle their data or believe that sharing may disadvantage them in the workplace. High rates of non-completion or missing data, on the other hand, could be linked to public sector organisations not effectively communicating the importance of collecting equalities data or using ineffective systems for data collection. Public bodies must take steps to improve the completeness of their records to ensure that internal equality, diversity and inclusion policies and any actions stemming from them are founded on a robust evidence base and to better comply with their legal obligations under the Specific Duties.

Ultimately, the statistics published during the 2021 reporting period have shown that the ethnic composition of Scotland's public sector workforce remains far from reflecting the makeup of the working-age population.



Recruitment

Wider research indicates that Black and minority ethnic job applicants consistently encounter barriers to employment, often attributed to structural racism in the labour market and racial discrimination from employers.¹⁴ By specifying the ethnicities of those applying for employment, attending interviews, and being successfully appointed, the Public Sector Equality Duty allows us to identify trends and potential disparities in public sector recruitment pathways. We found that some form of recruitment data regarding ethnicity was published by 114 listed public bodies during the 2021 reporting period.

Our analysis revealed significant variations in the ethnic diversity of job applicants between public sector service areas, with the higher education sector reporting that 31.9% of applications came from BME groups compared to just 4.0% in police services.

However, the proportion of job applications from BME groups was generally greater than the share of the working-age population coming from a Black and minority ethnic background. When controlled for the size of organisations, 10.2% of all public sector job applicants came from a Black and minority ethnic background. Therefore, we found no evidence of the underrepresentation of BME workers in the public sector being linked to low engagement with recruitment opportunities, debunking the myth that Black and minority ethnic people are less likely to seek work in the public sector.

Despite the high volume of Black and minority ethnic job applicants, we found that BME candidates were consistently less likely to be shortlisted for interview and successfully appointed. On average, the proportion of Black and minority ethnic candidates fell by over 55% between applications and appointments, meaning that BME candidates were half as likely to be recruited than their expected rate. This echoes wider research by the Department of Work and Pensions¹⁵ which found that 74% more applications need to be sent from a BME-presenting applicant to generate the same success rate as applicants with a conventionally white-sounding name due to implicit bias, stereotyping and direct discrimination.

¹⁴ CRER (2020). [Ethnicity and Poverty in Scotland 2020: Analysis and reflection on the impact of COVID-19.](#)

¹⁵ [UK Government \(2017\). Race in the workplace: The McGregor-Smith review.](#) UK Government: London.

Some have tried to link these disparities to differences in qualifications and work experience between ethnic groups. However, our analysis found that the largest drop-off of Black and minority ethnic candidates occurred after they had already been shortlisted, meaning they were disproportionately rejected at interviews. This may indicate a pattern of systemic discrimination affecting Black and minority ethnic people seeking public sector work - as it is unlikely that an applicant with prohibitively insufficient experience or qualifications will meet an advertised post's personal specification and progress to an interview in the first instance.

However, our analysis was again limited by its dependency on the quality and completeness of the data published in organisations' PSED documentation. For example, on average, public sector organisations held no ethnicity information for nearly a tenth of job applicants, meaning our assessment of trends and disparities in recruitment pathways have some degree of uncertainty. These data gaps may stem from employers not effectively asking applicants for their information, some applicants simply not completing equality monitoring forms or choosing not to disclose their ethnicity for personal reasons.

We were able to identify and differentiate non-completion and non-disclosure rates from the statistics provided by 30 public sector organisations, covering approximately 220,000 job applicants. Of this sample, 5.5% of applicants opted to withhold their ethnicity information by selecting a 'Prefer not to say' response, compared to 2.7% who failed to complete monitoring exercises. This high rate of non-disclosure could suggest that job applicants believe that sharing this information may disadvantage them in the recruitment process.

Bringing this all together, there are clear, undeniable barriers facing Black and minority ethnic people seeking to work in Scotland's public sector, many of which can be linked directly to structural and institutional racism. After a decade of 'mainstreaming' equality, actions to improve diversity and inclusion in Scotland's public sector have had limited effect, as Black and minority ethnic workers continue to be undervalued in - and excluded from - public sector employment.

Given the high proportion of applications from Black and minority ethnic candidates, public bodies must grapple with their own role in producing these systemic disparities and begin directly addressing why BME people struggle to find work in their organisations through policy action.

Development and Progression

In addition to barriers in the recruitment process, Black and minority ethnic workers may also face disadvantages that limit their professional development and career progression. Research in Scotland has highlighted that from 2015 to 2019, between 18% and 31% of BME people who reported perceived discriminatory treatment said this related to promotion at work.¹⁶ These barriers can lead to Black and minority ethnic employees becoming concentrated in lower-paid roles, contributing towards occupational segregation and financial inequalities.

Therefore, to gain a system-level understanding of professional development and career progression inequalities in the Scottish public sector, we must consider the ethnicities of those attending and completing workplace training and receiving promotions during the 2021 reporting period.

Generally, we found that the proportion of Black and minority ethnic employees attending workplace training was proportional to – or exceeded – their share of the workforce. On average, 4% of those attending training during the reporting period came from a BME background, despite being only 2.8% of the public sector workforce. This varied significantly between service areas, such that in health boards, education authorities, and non-departmental public bodies (NDPBs), BME engagement with training opportunities was exceptionally high. 8.0% of training attendees in NDPBs, 6.2% in health boards and 6.0% in education authorities belonged to Black and minority ethnic groups, significantly exceeding their share of the workforce.

While most public bodies do not report on the specific training modules staff attend, the high uptake of training from BME staff may correspond with efforts to improve training accessibility – particularly regarding leadership training – since the height of the Black Lives Matter protests in the summer of 2020.¹⁷

Promotion data reveals a very different pattern. In all but three service areas, the proportion of promoted employees disclosing that they come from a Black and minority ethnic background was lower than their share of the workforce. During the 2021 reporting period, there were no recorded promotions of Black

¹⁶ Meer, N. (2020), Self-Reported Discrimination in Scotland, 2015–2019 in [Taking Stock: Race Equality in Scotland](#), Runnymede Trust.

¹⁷ Our ['Do Black Lives Still Matter in Scotland?'](#) report, published in early 2023, found that the majority of public and third-sector organisations making commitments to race equality in 2020 provided equalities and anti-racist training opportunities to staff.

and minority ethnic employees in non-departmental public bodies, joint valuation boards or education authorities. While the sample sizes used in this analysis are too small to draw concrete conclusions (just 36 organisations disaggregated promotions data by ethnicity), this may indicate the prevalence of direct discrimination within the workplace, a lack of support and encouragement from managers, or reduced confidence among some BME workers.

Ultimately, this reveals some concerning patterns surrounding the professional development and career progression of Black and minority ethnic workers in the public sector. Despite seemingly equal access to training and significant engagement with training opportunities, BME workers appear to face further barriers in the workplace, limiting their career progression opportunities. As this has significant implications on pay gaps, retention rates and representation within senior leadership roles, it is essential that organisations take targeted action to support and promote the professional development of their Black and minority ethnic workers.

Once again, our analysis of career development and progression trends was limited by a low number of organisations publishing statistics and significant data gaps caused by high non-disclosure and non-completion rates. We found that just 23% of the organisations in our sample published an ethnic breakdown of training attendance, and only 17% reported on promotions by ethnicity. On average, these organisations held no ethnicity data for 19.1% of training attendees and 20.1% of those gaining promotions. Therefore, we were only able to analyse a small sample of Scotland's listed public bodies, making it difficult to draw concrete conclusions.

Going forward, public sector organisations must better recognise the importance of disaggregating their training, development, and promotion statistics by ethnicity, not least because of their legal duties to do so but also to help inform future policy to better provide equal opportunities for those working in Scotland's public sector.

Retention, Disciplinary Action, and Grievance

Another key metric for understanding the experiences of Black and minority ethnic workers in the public sector is staff retention data. By reviewing the number and characteristics of those leaving public sector employment, we can identify potential disparities between ethnic groups, which may indicate poor workplace experiences and limited career progression opportunities.

However, our analysis was significantly limited by data gaps and low reporting rates, with just 35% of listed public bodies publishing data on the ethnicity of leavers during the 2021 reporting period. Retention statistics also had the highest non-disclosure and non-completion rates of all monitored employee information areas - on average, organisations held no ethnicity information for 26.7% of leavers.

Nevertheless, where ethnicity data was available, our analysis found some evidence of staff retention rates varying by ethnicity. In four of the eight service areas publishing retention statistics, Black and minority ethnic staff appeared to leave employment at a rate proportional to their representation in the workforce. Conversely, Black and minority ethnic workers in further and higher education institutions, police services, and Scottish Government agencies were over-represented as leavers. In police services, the proportion of leavers with a Black and minority ethnic background exceeded that of new starts, revealing that BME staff left employment at a higher rate than they entered it.

While retention data can be a useful proxy for understanding workplace cultures and how minority ethnic employees navigate their employment, widespread data gaps significantly impede its use within Scotland's public sector. To alleviate this, organisations may wish to explore how to better record the characteristics of leavers, as many employees, unsurprisingly, may not prioritise completing additional employee monitoring exercises upon leaving work. Human resources departments may wish to utilise data-linking systems to combine records for those leaving employment with previously collected protected characteristic information. In addition, the importance of exit interviews cannot be understated, as learning about an organisation's working environment from those with lived experience will always be more valuable than proxy statistics. Employers may wish to consider using a third-party organisation to provide exit interviews, as this may increase engagement and improve the quality of information collected.

Information on the ethnicity of those involved in grievance and disciplinary cases can also provide useful insights into the working environment and culture within an organisation. This information was published by 19% of the listed bodies in our sample. However, as many of these statistics referred to the number of incidents, they could not provide insight into the specific number of employees involved in grievances and disciplinary action.

Additionally, many organisations chose not to specify the ethnicities of those involved or the number of cases due to low representation of certain ethnic groups and the heightened sensitivity of this data.

Therefore, we were unable to analyse how involvement in workplace grievances and disciplinary measures varied with ethnicity within this report.

Further Information: Occupational Segregation and Race Pay Gaps

Representation in public sector employment is an important and necessary step in improving the capacity of public services to understand and address the needs of Scotland's diverse and multiracial population. However, it is of equal importance to ensure that Black and minority ethnic workers are represented at all levels of public sector organisations and are actively involved in senior management and decision-making processes.

Research in Scotland¹⁸ has shown that Black and minority ethnic workers are often over-represented at lower pay grades within organisations and more likely in work that is underpaid or precarious in terms of contracts and conditions than their white counterparts. This occupational segregation can contribute towards ethnic pay gaps within an organisation, leading to white employees receiving higher pay than those from a Black and minority ethnic background. Estimates from the Office for National Statistics in 2019 show that Black and minority ethnic workers in Scotland earn, on average, 10.3% less than white workers.¹⁹

Given the significant variation in the size and structure of public sector organisations, analysing occupational segregation by ethnicity is beyond the scope of this report. However, as 38% of listed public bodies provided an ethnicity breakdown of occupational segregation during the 2021 reporting period, future research may wish to determine the extent of these trends within Scotland's public sector.

During our analysis, we found that 58 listed public bodies published data on their ethnicity pay gaps during the 2021 reporting period. However, as ethnicity pay gap information was typically published in broad aggregated terms – like BME or minority ethnic – we were unable to identify which constituent demographics and specific ethnic groups were most affected.

Within this limited sample, we found significant variations in average pay by ethnicity. For instance, government and executive agencies and non-departmental public bodies reported mean pay gaps exceeding 7.8% in favour

¹⁸ [CRER \(2020\). *Ethnicity and Poverty in Scotland 2020: Analysis and reflection on the impact of COVID-19*. CRER: Glasgow.](#)

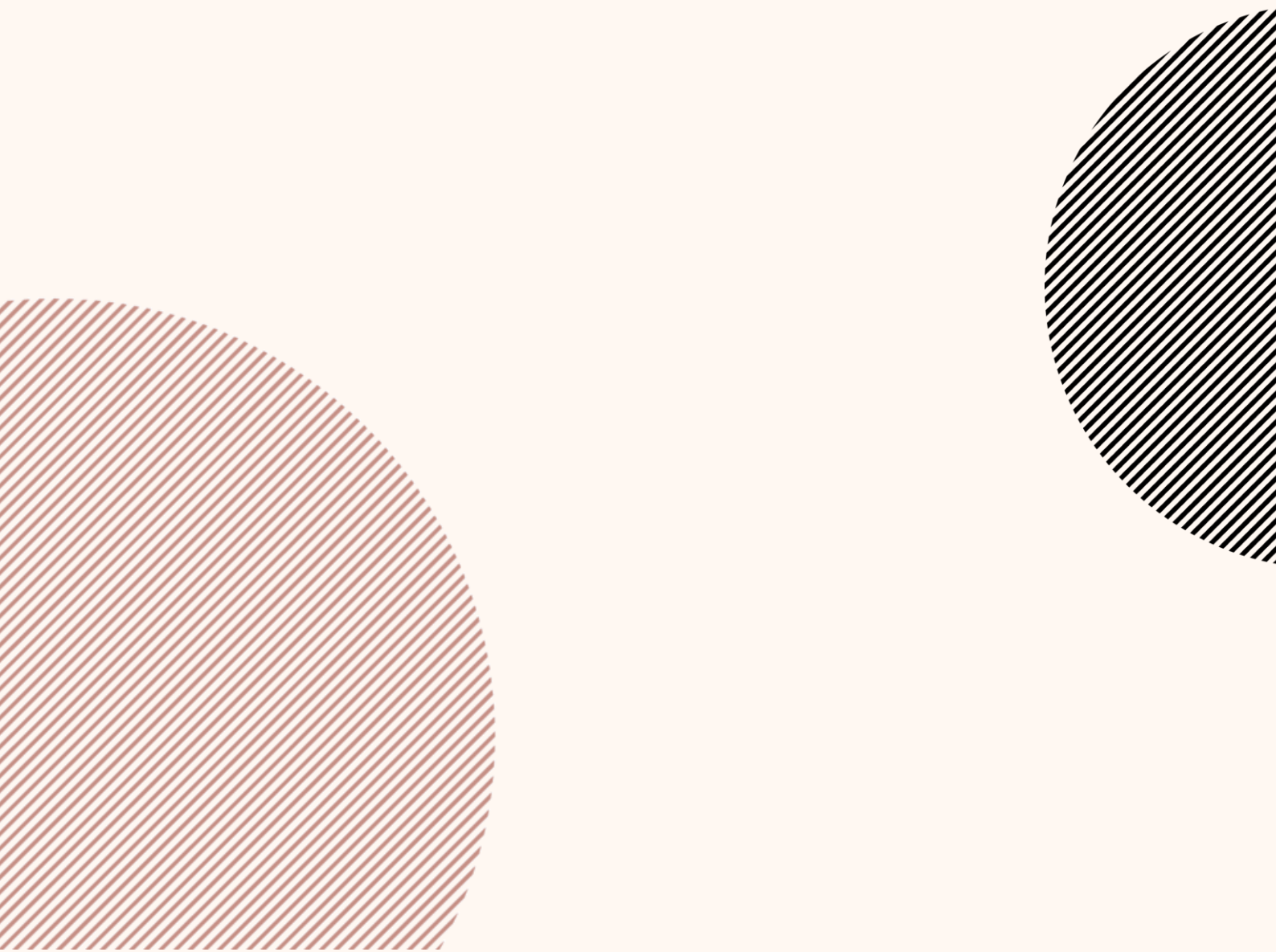
¹⁹ [Scottish Government \(2022\). *A Fairer Scotland for All: An Anti-Racist Employment Strategy*. Scottish Government: Edinburgh.](#)

of white employees. On the other hand, councils and higher education institutions reported that, on average, their pay gaps favoured Black and minority ethnic staff by around 5.6%.

However, it should be noted that ethnicity pay gap statistics can often be misleading in the organisations with low BME representation. For example, if an organisation has very few BME staff, but BME employees are concentrated high levels and pay grades within the organisation, this could cloud this disparity and skew data. Pay gap statistics can also be misleading as they often do not cover outsourced workers and contractors, who are often substantial components of the workforce but are not directly employed by public sector organisations.

CRER does not typically promote the use of ethnicity pay gap information at an organisational level to gauge racial equality within the public sector.

To truly achieve race equality in employment, there needs to be adequate, proportional representation of BME employees in organisations, as well as pay equality.



Conclusions

CRER has a longstanding record of engaging with the public sector to enhance its capacity to understand and address the needs of an increasingly diverse Scotland and improve the outcomes for its Black and minority ethnic workers. In writing this report, we intended to provide key context to current policy action, assess compliance with the employee information duty, and determine whether the public sector workforce reflects the diversity of the population it serves.

Based on the statistics published during the 2021 Public Sector Equality Duty reporting period, we found that 2.8% of public sector employees identified themselves as belonging to a Black and minority ethnic group. With over 5% of Scotland's working age population coming from a BME background, the public sector's workforce appears far from being representative.

Our analysis also revealed that despite Black and minority ethnic people being consistently over-represented as public sector job applicants, they were appointed at a lower rate than their white peers in most service areas. While Scottish Government has recognised the widespread structural barriers in the labour market and how they worsen outcomes for Black and minority ethnic workers²⁰, their prominence within the public sector reveals a significant divide between policy and practice.

Given the stark socio-economic inequalities facing many of Scotland's Black and minority ethnic communities, the public sector, as Scotland's largest employer, must take action within the employment sphere and demonstrate strong leadership.

²⁰ [Scottish Government \(2022\). *A Fairer Scotland for All: An Anti-Racist Employment Strategy*. Scottish Government: Edinburgh.](#)

Going Forward

CRER believes that the representation of Black and minority ethnic workers – including within senior leadership and decision-making positions – is an essential step towards improving the capacity of the public sector to understand and address the diverse needs of a multiracial Scotland. We also firmly believe that the foundation of all effective anti-racist action and policy intervention is a robust and complete evidence base, such that the employee information duty has the potential to provide a crucial function in advancing racial equality in Scotland. However, during our review of mainstreaming reports and supplementary workforce statistics from the 2021 Public Sector Equality Duty reporting period, we identified several barriers to our analysis and areas for improvement.

Consistency, detail and completeness of data:

Throughout our analysis, we encountered significant variations in how public bodies collected and presented their employee information, contributing to sizeable data gaps across all service areas. The size and severity of these data gaps also varied significantly across employee information areas, such that breakdowns by ethnicity became concentrated around certain aspects of the employee information duty.

Table 2: Breakdown of combined disclosure rates by employee information area.

Employee Information Category	Reporting Rate [%]
Workforce Composition	88
Applications	55
Shortlisted Candidates	29
Successful Candidates	51
Leavers	40
Training & Development Attendees	27
Promotions	17
Occupational Segregation	38
Grievance & Disciplinary Cases	19

Our analysis found that while the majority (88%) of listed public bodies in our sample provided some form of breakdown of their workforce composition by ethnicity, reporting rates dropped significantly across other areas, such as recruitment, development, and retention. Just 17% of public sector organisations published information on the ethnicities of promoted employees during the 2021 reporting period.

However, the data presented in Table 2 only states the proportion of listed bodies publishing **any** statistics disaggregated by ethnicity and thus does not reflect the high rates of unknown and withheld ethnicity information within these organisations. This means that a much greater proportion of the workforce is missing from employee ethnicity data than we can estimate within this report – a significant cause for concern, not least because public bodies have had a duty to collect and publish this information for over 20 years.

Furthermore, in most cases, ethnicity information for employees, applicants and leavers was only published in aggregated formats, disguising potential variations between the specific ethnic groups within the BME category. We believe that all public authorities should use a standard template for recording the number and relevant protected characteristics of such persons, with the Public Sector Equality Duties mandating the level of detail, to bring information in line with the granular [categories used by the 2022 Census](#). This will enable greater comparability between other ethnicity data sets and ensures that differences between individual ethnic groups can be analysed.

For reference, the Census categories and the ethnic groups within them are:

- **White:** Scottish, Other British, Irish, Polish, Gypsy / Traveller, Roma, Showman / Showwoman, Other white ethnic group.
- **Mixed or multiple ethnic groups:** Any mixed or multiple ethnic groups
- **Asian, Scottish Asian or British Asian:** Pakistani / Scottish Pakistani / British Pakistani, Indian / Scottish Indian / British Indian, Bangladeshi / Scottish Bangladeshi / British Bangladeshi, Chinese / Scottish Chinese / British Chinese, Other
- **African, Scottish African or British African:** For example, Nigerian, Somali
- **Caribbean or Black:** For example, Scottish Caribbean, Black Scottish
- **Other Ethnic Group:** Arab / Scottish Arab / British Arab, Other: such as Sikh or Jewish)

Ideally, employee information should be presented in both the number and percentage of people who share a protected characteristic and directly linked to occupational segregation data to enable breakdowns by overall numbers, department, pay grade, job type, contract type, full-time or part-time status, and by occupation. This should include a clear distinction between the number of staff for whom protected characteristic information is missing – due to them not being asked or not completing monitoring forms – and staff who refused to disclose their information by selecting a ‘Prefer not to say’ response.

Organisations should also strive to collect, publish, and analyse intersectional data to capture the experiences of those affected by multiple and intersecting forms of discrimination, for example, that of Black women affected by both racism and sexism in the workplace.

PSED guidance could also be expanded to provide details on what does or does not constitute a data protection risk and outline how to publish information where genuine risks occur to avoid the tendency of public bodies to withhold data due to perceived anonymity concerns. If information governance concerns are relevant, data should be aggregated up to the lowest level possible where these concerns dissipate; specific data could still be made available on a limited access basis for more in-depth analysis. The Data Protection Act should not be used to negate equalities monitoring duties.

Steps must also be taken to improve the completeness of employee information collected and published under the Specific Duties. Where low engagement with monitoring exercises limits an organisation’s ability to comply with their legal duties, it may be beneficial to ensure that staff and applicants understand the exercises as an important part of an organisation’s equality, inclusivity and accessibility strategy. Organisations may need to work on cultivating a positive, safe, and supportive atmosphere in the workplace to alleviate concerns about the perceived risks attached to disclosing one’s ethnicity. This may include greater transparency around what the Public Sector Equality Duties are and how collecting and analysing this information can improve internal equalities actions.

Public bodies must recognise that data collection is only part of the process – as this data should be used to actively improve equality within an organisation, informing internal policies, actions and practice. The Public Sector Equality Duties could be an impactful tool for delivering this, but to date, there is limited evidence of their being used effectively in this area.

Advancing race equality in the workplace:

In the vision presented by the Race Equality Framework for Scotland 2016-2030, the Scottish Government recognised that the public sector workforce should be representative of Scotland's communities at all levels. As part of this framework, Scottish Government set a target of achieving proportional representation within its own workforce by 2025. While there has been some progress towards this, the findings of this report have highlighted that further significant action is necessary to match this timeline.

Organisations must interrogate why Black and minority ethnic candidates drop off after shortlisting and selection processes and take direct action to rectify their approaches to recruitment. Actions in this area may include steps to minimise recruitment bias, perhaps by utilising ethnically diverse interview panels, launching targeted recruitment drives, or by investigating the nature and cause of varied success rates by ethnicity. CRER firmly believes that all organisations reporting these disparities should strive to tackle the problem head-on by prioritising the use of anti-racist principles in recruitment strategies. For guidance, organisations may wish to refer to CRER's previous work on anti-racist policy making²¹ and training principles.²²

At a structural level, all public sector organisations must recognise that disadvantages in the labour market due to racism cannot be eradicated through supply-side solutions, such as upskilling and targeted qualification drives. Instead, policy approaches must begin to prioritise embracing an anti-racist approach to recruitment and make every effort to eliminate racism in public sector workplaces.

If the public sector intends to bolster the diversity of its workforce and retain those recruited, steps must be taken to better support Black and minority ethnic public sector employees in the workplace and throughout their careers and professional development.

Employers should evaluate existing equalities training and implement anti-racist training and capacity-building programmes to improve workplace cultures and ensure that all employees are safe, valued, and included.

²¹ CRER (2021). [Anti-Racist Policy Making: Learning from the first 20 years of Scottish devolution.](#)

²² CRER (2021). [Ten standards for training from an anti-racist perspective.](#)

Where under-representation is consistent, employers may wish to consider positive action to provide opportunities for Black and minority ethnic staff to help support Black and minority ethnic workers in their professional development and career progression. This could include providing additional training, support and networking opportunities, or mentoring/shadowing schemes for Black and minority ethnic employees. However, organisations considering action in this area should begin with engagement to see what Black and minority ethnic staff themselves have identified as potential barriers or development opportunities.

Ultimately, if Scotland's public sector is to become reflective of (and responsive to) the diverse communities it serves, much more work is needed. Public bodies must recognise their role in systemic racism and prioritise dismantling the numerous barriers that disadvantage Black and minority ethnic workers in the labour market, impede their career progression and worsen their experiences in the workplace. To evoke nationwide changes to systemic racism in the labour market, the public sector must lead by example.



Appendix

The full list of Scotland's listed public bodies is available on the [EHRC website](#).

However, several organisations were excluded from our investigation as they did not employ dedicated staff, did not publish a mainstreaming report or had their information covered within another report.

Below is a list of the organisations included in our sample.

Local Councils:

Aberdeen City	East Lothian	Orkney Islands
Aberdeenshire	East Renfrewshire	Perth & Kinross
Angus	Falkirk	Renfrewshire
Argyll & Bute	Fife	Scottish Borders
City of Edinburgh	Glasgow City	Shetland Islands
Clackmannanshire	Highland	South Ayrshire
Comhairle nan Eilean Siar	Inverclyde	South Lanarkshire
Dumfries & Galloway	Midlothian	Stirling
Dundee City	Moray	West Dunbartonshire
East Ayrshire	North Ayrshire	West Lothian
East Dunbartonshire	North Lanarkshire	

Education Authorities:

Aberdeen City	East Lothian	Orkney Islands
Aberdeenshire	East Renfrewshire	Perth & Kinross
Angus	Falkirk	Renfrewshire
Argyll & Bute	Fife	Scottish Borders
City of Edinburgh	Glasgow City	Shetland Islands
Clackmannanshire	Highland	South Ayrshire
Comhairle nan Eilean Siar	Inverclyde	South Lanarkshire
Dumfries & Galloway	Midlothian	Stirling
Dundee City	Moray	West Dunbartonshire
East Ayrshire	North Ayrshire	West Lothian
East Dunbartonshire	North Lanarkshire	

Further Education Colleges:

Argyll College (UHI)	Glasgow Clyde College	North Highland College
Ayrshire College	Glasgow Colleges	Orkney College (UHI)
Borders College	Regional Board	Perth College
City of Glasgow College	Glasgow Kelvin College	Sabhal Mòr Ostaig
Dumfries and Galloway College	Inverness College (UHI)	Shetland College
Dundee and Angus College	Lews Castle College	South Lanarkshire College
Edinburgh College	Moray College (UHI)	West College Scotland
Fife College	New College Lanarkshire	West Lothian College
Forth Valley College	Newbattle Abbey College	
	North East Scotland College	

Grant-Aided Schools:

Corseford School	East Park School	Royal Blind School
Craighalbert School	Harmeny School	Stanmore School
Donaldson's School	Jordanhill School	

Health Boards:

Healthcare Improvement Scotland	NHS Grampian	NHS Shetland
NHS 24	NHS Greater Glasgow and Clyde	NHS Tayside
NHS Ayrshire and Arran	NHS Highland	NHS Western Isles
NHS Borders	NHS Lanarkshire	Public Health Scotland
NHS Dumfries and Galloway	NHS Lothian	Scottish Ambulance Service
NHS Education for Scotland	NHS National Services Scotland	State Hospital Board for Scotland
NHS Fife	NHS National Waiting Times Centre	
NHS Forth Valley	NHS Orkney	

Higher Education Institutions:

Abertay University	Robert Gordon University	University of St Andrews
Edinburgh Napier University	Royal Conservatoire of Scotland	University of Stirling
Glasgow Caledonian University	Scotland's Rural College	University of Strathclyde
Heriot-Watt University	University of Aberdeen	University of West Scotland
Queen Margaret University	University of Dundee	
	University of Highlands and Islands	

Joint Valuation Boards:

Ayrshire Valuation	Highlands and Western Isles Valuation	Renfrewshire Valuation
Central Scotland Valuation	Lanarkshire Valuation	Tay Road Bridge Joint Board
Dunbartonshire and Argyll and Bute Valuation	Lothian Valuation	Tayside Valuation
Grampian Valuation	Orkney and Shetland Valuation	

Police, Fire and Rescue:

Chief Officer of the Scottish Fire and Rescue Service	Scottish Police Authority Police Scotland	Scottish Fire and Rescue Service
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Scottish Government and Executive Agencies:

Accountant in Bankruptcy	Scottish Forestry	Student Awards Agency for Scotland
Disclosure Scotland	Scottish Prison Service	The Scottish Government
Education Scotland	Scottish Public Pensions Agency	Transport Scotland
Forestry and Land Scotland		

Transport Partnerships:

Highlands and Islands Transport	South-East of Scotland Transport	Tayside and Central Scotland Transport
North-East of Scotland Transport	South-West of Scotland Transport	
Shetland Transport Partnership	Strathclyde Partnership for Transport	

Miscellaneous and Non-Departmental Public Bodies:

Accounts Commission for Scotland	Mental Welfare Commission for Scotland	Scottish Legal Aid Board
Audit Scotland	National Galleries of Scotland	Scottish National Investment Bank
Bòrd na Gàidhlig	National Library of Scotland	Nature Scot (Scottish Natural Heritage)
Cairngorms National Park Authority	National Museums of Scotland	Scottish Qualifications Authority
Care Inspectorate	Revenue Scotland	Scottish Social Services Council
Children's Hearings Scotland	Scottish (Further and Higher Education) Funding Council	Scottish Water Skills Development Scotland
Commissioner for Children and Young People	Scottish Children's Reporter Admin	SportScotland
Creative Scotland	Scottish Courts and Tribunals Service	The Keeper of the Records of Scotland
Crown Office and Procurator Fiscal	Scottish Criminal Cases Review Commission	The Keeper of the Registers of Scotland
Food Standards Scotland	Scottish Enterprise	The Registrar General of Births, Deaths, and Marriages
Highlands and Islands Enterprise	Scottish Environmental Protection Agency	Visit Scotland
Historic Environment Scotland		
Loch Lomond and the Trossachs National Park Authority		

You can find all relevant Public Sector Equality Duty documentation for these public bodies on CRER's [PSED Portal](#).

For data tables and supplementary statistics, please find our companion report on the [CRER website](#).

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