

BAME into leadership – Scotland’s public sector

EXECUTIVE SUMMARY

- 4% of Scotland’s population is ethnic minority.
- 1.8% of civil servants are ethnic minority (as percentage of total employees, including not declared/reported).
- There are only 10 ethnic minority civil servants at the most senior level.
- The percentage of non-white employees in councils starts as low as 0.1% and is under 1% in 21 local authority areas.
- 3.3% of NHS employees are non-white (as percentage of total, including unknown and declined).
- 1% of police officers and police staff identify as BAME.
- 3.2% of public board members are BAME.

1) SCOTLAND’S POPULATION

The size of the minority ethnic population in 2011 was just over 200,000 or **4%** of the total population of Scotland.

2011	% of Total Population	% of Minority Ethnic Population (rounded estimate)	Base
African	0.6	14	30,000
Asian/Asian Scottish/Asian British	2.7	67	141,000
Caribbean or Black	0.1	3	7,000
Mixed/Multiple ethnic groups	0.4	9	20,000
Other ethnic group	0.3	7	14,000
White	96.0	n/a	5,084,000
<i>All Minority Ethnic Population</i>	<i>4.0</i>	<i>100</i>	<i>211,000</i>
All Population	100	n/a	5,295,000

Source: 2011 Census.

2) CIVIL SERVICE

Only **1.8%** of all civil servants in Scotland (UKG and SG) are ethnic minority when calculated as percentage of total employees.

Only **2.5%** of civil servants in Scotland (UKG and SG) are ethnic minority when calculated as percentage of known ethnicity.

At the top level of the civil service, there are only **10** ethnic minority workers (3.2%).

Responsibility level	White	Ethnic minority	Not declared	Not reported	Total	All employee with known ethnicity	Ethnic minority as percentage of known ethnicity
Senior Civil Service Level	220	10	10	40	270	220	3.2
Grades 6 and 7	2,620	60	120	410	3,200	2,670	2.1
Senior and Higher Executive Officers	7,480	190	440	1,360	9,470	7,670	2.5
Executive Officers	8,770	190	690	2,590	12,230	8,950	2.1
Administrative Officers and Assistants	11,440	340	1,680	4,360	17,810	11,770	2.8
Not reported	110	10	20	10	140	120	5.8
All employees	30,630	780	2,950	8,750	43,120	31,410	2.5

Source: Table 17 [Annual data on Civil Service employment in the UK, including gender, ethnicity, disability status, earnings and location of the Civil Service workforce](#) (ONS 2018).

Comparison between Civil Service and NHS:

	White	non-white	not declared	not reported/not known	Total %
NHS	66.2	3.3	12.5	17.9	100
civil service	71.0	1.8	6.8	20.3	100

3) NHS

3.3% of NHS employees in Scotland are BAME, as percentage of total (including not known and declined).

NHS Scotland workforce

Percentage of staff by declared ethnic group

Not known	White - Scottish	White - other British	White - Irish	White - Gypsy traveller	White - Polish	White - other
17.9	53.7	8.3	1.1	0.0	0.1	3.1
Mixed or multiple ethnic group	Asian - Indian	Asian - Pakistani	Asian - Bangladeshi	Asian - Chinese	Asian - other	
0.4	0.9	0.4	0.0	0.3	0.5	
Caribbean or Black - Black	Caribbean or Black - Caribbean	Caribbean or Black - other	African - African	African - other		
0.0	0.0	0.0	0.4	0.1		
Other ethnic group - Arab	Other ethnic group - Other	Declined				
0.0	0.2	12.5				

Source: Equality and Diversity table (March 2018), <https://www.isdscotland.org/Health-Topics/Workforce/Publications/data-tables2017.asp?id=2302#2302>

(Local breakdowns available)

4) COUNCILS

The total percentage of non-white employees in Scotland's councils is as low as 0.1% in Dumfries and Galloway, and is below 1% in 21 local authority areas.

	Aberdeen City Council	Aberdeenshire Council	Angus Council	Argyll & Bute Council	City of Edinburgh Council	Clackmannanshire Council	Comhairle nan Eilean Siar
Ethnicity (% of total employees)							
Total Prefer Not to Say/Unknown	21.56	33.45	26.22	29.61		35.59	7.4
Total Nonwhite	14.24	0.77	0.2	0.58	3.1	0.36	1
Total White	64.2	65.83	73.59	69.52		63.75	
	Dumfries & Galloway Council	Dundee Council	East Ayrshire Council	East Dumbartonshire Council	East Lothian Council	East Renfrewshire Council	Falkirk Council
Ethnicity (% of total employees)							
Total Prefer Not to Say/Unknown	9.13	13.72	6.29	52.87	19	17.2	
Total Nonwhite	0.1	0.85	0.27	1.97	0.83	1.2	0.64
Total White	90.41	85.43	93.44	45.59	67	80	99.1
	Fife Council	Glasgow City Council	Highland Council	Inverclyde Council	Midlothian Council	Moray Council	North Ayrshire Council
Ethnicity (% of total employees)							
Total Prefer Not to Say/Unknown	17.57	25.8	61.33	21.92	52.76	61.39	18.9
Total Nonwhite	0.78	2.2	0.22	0.52	0.36	0.22	0.8
Total White	81.65	72	38.45	77.6	46.37	38.11	80.3
	North Lanarkshire Council	Orkney Islands Council	Perth & Kinross Council	Renfrewshire Council	Scottish Borders Council	Shetland Islands Council	South Ayrshire Council
Ethnicity (% of total employees)							
Total Prefer Not to Say/Unknown	21.17	35.2		67	22.4	8.68	10
Total Nonwhite	4.68	0.5	4	1	0.39	0.91	1
Total White	74.15	63.8		32	77.21	90.11	89
	South Lanarkshire Council	Sitiriling Council	West Dunbartonshire Council	West Lothian Council			
Ethnicity (% of total employees)							
Total Prefer Not to Say/Unknown	1.9	18.25	43.05	26.4			
Total Nonwhite	0.92	0.58	0.27	1.2			
Total White	97.18	81.17	56.68	72.4			

Source: CRER (the Coalition for Racial Equality and Rights)

Note: In Aberdeen City Council's publication, the total percentage for the "Other" category is 12.06%, which is the biggest percentage of the non-white ethnic groups.

<https://www.aberdeencity.gov.uk/sites/default/files/ACC%20Employee%20Information.pdf>

5) POLICE

The proportion of police officers who identify as BME is **1%**.

The number increased from 197 at 28th February 2013 to 224 at 31st March 2016.

The proportion of police staff who identify as BME is **1%**.

The number increased from 65 at 31st March 2014 to 69 at 31st March 2016.

Source: <http://www.scotland.police.uk/assets/pdf/138327/243045/equality-and-diversity-mainstreaming-progress-report-april-2017?view=Standard>

6) PUBLIC BOARDS

In 2017/18, **3.2%** of public board members were Black or Ethnic Minority. This proportion includes chairs of public boards, although a separate figure for chairs is not provided.

Source: Table 27:

<http://www.ethicalstandards.org.uk/site/uploads/publications/1225680788585f7d72b5264dc75a6a56.pdf>