

NORTH EAST
SCOTLAND
COLLEGE



THE EQUALITY MAINSTREAMING AND OUTCOMES OF NORTH EAST SCOTLAND COLLEGE

APPENDIX 7 -

OCCUPATIONAL SEGREGATION: RACE & ETHNICITY

1. Introduction

The Equality Act 2010 has a Public Sector Equality Duty (PSED), which is supported by specific duties for Scotland. The specific duties require the reporting of occupational segregation, both horizontal (i.e. the types of jobs in which workers with certain characteristics are clustered); and vertical (i.e. the levels at which workers with certain characteristics are clustered). The purpose of this report is to report on occupational segregation by race/ethnicity. Separate reports focus on disability and gender. There is a further gender pay gap report.

2. NESCol Staff Ethnicity Profile

All staff have the opportunity to disclose their ethnicity through the College's self-service HR online system. The College regularly reviews the number of staff disclosing this information and action has been taken to encourage staff to disclose.

As at 31 July 2024, the College had 569 employees (498.7 FTE) and the ethnicity profile was as follows:

Table 1: Staff Ethnicity Profile

	Total	% of H/C
BAME	25	4.40%
Not provided / Prefer Not to Say	49	8.6%
White - Scottish	378	66.4%
White - British	58	10.2%
White - English	18	3.2%
White: Other	41	7.2%
	569	100.0%

This clearly shows that the overwhelming majority of employees in the College are in a White - Scottish category (378; 66.4% of headcount). 49 (8.6%) were in a 'not provided/prefer not to say' category. In 2020, 66.9% of staff declared they were in a White Scottish category so there has been a slight decrease. However, there has been an increase in the number of staff in the 'not provided/prefer not to say' increasing from 7.5% to 8.6%. This is still considerably lower than in 2016 when 12.7% of staff were in this category.

It is not unusual for College staff not to have disclosed their ethnicity. Benchmarking against Dundee & Angus College (2023, p.26) it can be identified that they had 53.6% of their staff not declare their ethnicity in their 2023 mainstreaming report.

At NESCol there were a total of 495 (87%) in a White ethnicity category and a total of 25 (4.4%) in Black/Asian/Minority Ethnic/Mixed (BAME) categories. Of the College's 25 BAME employees, 9 (36%) were in an Asian/Asian British ethnicity category. In 2016, 19 (3.2%) of staff declared that they were in a BAME category and in 2020 there were 18 (3%) staff in a BAME category.

In 2022, 12.9% of people in Scotland had a minority ethnic background (Scotland's Census, 2022). This is an increase from 8.2% in 2011. However, this category included some ethnic groups from a white category so is not a figure that can be relied upon for exploring the number of people from a BAME category in Scotland.

Scotland's Census (2022) also found that 79.8% of people in Aberdeenshire identified their ethnicity as 'White Scottish'. The figure for Aberdeen City was 67.8%. The figure within the College in 2024 was 66.4% which is closer to the Aberdeen City figure than Aberdeenshire but still lower than both regional areas.

At NESCol, there are more male employees in BAME categories 13 (52%) than female staff 12 (48%). Of the 25 BAME staff, 21 (84%) worked on a full-time basis and 4 (16%) were part-time. 12 (48%) were male and 9 (36%) were female. Given the small numbers of BAME staff, care should be exercised when making inferences from these figures. Nonetheless, table 2 provides the information on the staff group which BAME staff belong to.

Table 2: BAME staff figures

BAME Staff Category	No. of Staff	% of Total Headcount
Un-promoted lecturer terms & conditions	16	2.8%
Promoted lecturer terms & conditions	0	0%
Support staff terms & conditions	9	1.6%

It is apparent that the vast majority of staff in a BAME ethnicity category (16 out 25; 64%) are un-promoted lecturers. Of the 16 un-promoted lecturers, 7 (43.8%) were male and 9 (56.3%) female. In view of the small numbers, no further vertical occupational segregation details are given. Information in relation to horizontal segregation is also not provided due to small numbers and the likelihood of individuals being identifiable.

3. Summary

In view of the small number of staff who disclosed their ethnicity as being in a BAME category, the occupational segregation data that can be published is very limited. Nevertheless, it has been identified that the number of staff declaring their ethnicity has increased within the College and this is likely due to the actions that the College has taken to encourage staff to provide this information. The actions linked to this report will be worked through within the wider College Equality Action Plan.

References

Dundee & Angus College (2023). Equalities Mainstreaming Report April 2023. Dundee & Angus College: Dundee.

National Records of Scotland (2022). Census Maps. [online]. National Records of Scotland: Edinburgh. Available from: www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-ethnic-group-national-identity-language-and-religion/ (accessed 12 December 2024).