

# How Fair is North East Scotland?

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Integration & Community Cohesion

Integrate Grampian, September 2018

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# 1. Introduction

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## 1.1 Local Context

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In 2016 it was recognised by a variety of partners in North East Scotland that there is a need for a joined-up approach to understanding, monitoring and tackling inequalities between different ethnic groups in Grampian.<sup>1</sup> These discussions applied across a multitude of contexts: refugee resettlement, asylum seeker dispersal, community cohesion, Brexit, economic barriers, housing, health, and others.

In the period 2016-17, along with all local authorities in Scotland, Aberdeen City, Aberdeenshire and Moray have resettled refugees through the Syrian Vulnerable Persons Resettlement Scheme. Glasgow has been, and continues to be, the only area in Scotland to be a 'dispersal' area for asylum seekers and hence experience of refugee resettlement was sparse in this area of Scotland. The process of resettlement, which has been supported financially by the Home Office, has raised many questions about the support given to anyone, particularly vulnerable people, arriving in Grampian from abroad. There are also on-going discussions about the extension of asylum dispersal across all local authority areas – something that would likely have little or no additional funding attached. There has rightly been a focus on the legacy of the refugee resettlement work in terms of getting ready for asylum seeker dispersal, and more broadly ensuring that people arriving in Grampian are treated with dignity and are able to thrive.

Brexit has also been recognised as a game-changer, particularly in terms of the connections to the area and the security of European nationals (mainly Eastern and Central Europeans) staying in Grampian. Anecdotally there are increased incidents of verbal abuse, though these go largely unreported. There is also a concern shared by many EU nationals who do not have UK citizenship around future rights, particularly residency.

Questions have been asked around community cohesion and the extent to which there are positive community relations amongst Grampian's diverse communities. These questions have come into sharper focus in the context of the issues outlined above around refugee resettlement and Brexit.

There have been various pieces of research carried out by universities and other organisations that explore issues around equality and ethnicity in the North East of Scotland. This included research undertaken by Swansea and Glasgow universities (the SSAMIS project) and GREC which was presented in a conference in November 2016. There is a sense that this research is useful and informative but not necessarily put to great use by policy makers. The SSAMIS/GREC conference also highlighted the need to link community voices (the issues that are impacting communities and individuals) with policy and decision makers.

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<sup>1</sup> Grampian refers to the three local authority areas – Aberdeen City, Aberdeenshire and Moray. The "Grampian" region is also used as a boundary by the NHS and Grampian Regional Equality Council; it is also sometimes used to deliver partnership working across local authority area, e.g. Integrate Grampian and Grampian Gypsy/Traveller Interagency Group

All of the above point to a challenge to public bodies, the third sector and the wider population of Grampian. Are we effectively set up to engage, empower and support people from ethnic minority communities?<sup>2</sup> Do we have effective mechanisms to monitor discrimination, inequality, community cohesion etc.? This document, developed in partnership through Integrate Grampian, is aimed at laying the basis for making progress in these crucial areas.

## 1.2 Integrate Grampian

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Integrate Grampian is a multi-agency forum which arose from the significant overlap between two existing forums: Aberdeen Prejudice Incident Partnership and Integrate Aberdeenshire. As well as monitoring prejudice incidents and hate crime statistics in the Grampian area, the forum has worked together to develop a resource called Living and Working in North East Scotland (available online: [link](#)). It is a downloadable resource translated into 7 languages which explains the basics of local and national services and how to access them. The group also developed and widely distributed a postcard in multiple languages with information about the resource.

In considering the issues laid out above, the forum agreed that it would be well placed to be a network where equality between ethnic groups and community cohesion/integration can be monitored (via this document); relevant local research can be shared and linked to the appropriate decision/policy makers; and priorities and areas of joint working can be agreed.

It was agreed that Grampian Regional Equality Council (GREC) would take a lead on developing this document, with support from the SSAMIS project and other Integrate Grampian partners where appropriate.

## 1.3 'Is Scotland Fairer?' and Integration Framework

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*How Fair is North East Scotland? Integration & Community Cohesion* draws on two frameworks as its foundation. The Equality and Human Rights Commission (EHRC) are required by the Equality Act (2010) to publish a triennial review of equality and human rights in the UK and Scotland. In 2010 the EHRC (UK) published *How Fair is Britain? Equality, Human Rights and Good Relations*, followed by a focused report on human rights in 2012, and a report on progress in 2015 called *Is Britain Fairer?*

In 2016, EHRC Scotland published a separate, supplementary document: *Is Scotland Fairer?* The current document uses the relevant indicators used in *Is Scotland Fairer?* as a starting point for gathering relevant local and regional data.

The document also draws on the 'Indicators of Integration' Framework developed by Ager and Strang in 2004.<sup>3</sup> The framework, which continues to be used by the Scottish Refugee Council uses the following indicators/areas:

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<sup>2</sup> 'Ethnic minority communities' is used throughout to mean inclusive of European minorities, unless quoting the work of others who take a different approach.

<sup>3</sup> Home Office, 2004, Indicators of Integration – Final Report. ([link](#))

<b>Markers and Means</b>	<b>Employment</b>	<b>Housing</b>	<b>Education</b>	<b>Health</b>
<b>Social Connection</b>	<b>Social Bridges</b>	<b>Social Bonds</b>		<b>Social Links</b>
<b>Facilitators</b>	<b>Language and Cultural Knowledge</b>		<b>Safety and Stability</b>	
<b>Foundation</b>	<b>Rights and Citizenship</b>			

This document uses this framework as a basis to explore the variety of relevant areas, whilst lifting the pertinent indicators from the *Is Scotland Fairer?* document and fitting them into the 'Indicators of Integration' Framework.

## 1.4 - Layout of this document

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After summarising relevant demographic data, the document is divided into sections which correspond with the 'Indicators of Integration' framework above. Under each section, there is:

- Relevant local and/or Grampian-wide statistical data
- A note of any key data that is not presently available
- A summary of relevant local research
- An overview with recommended priorities

This is a 'working document' – the statistics and particularly the mapping of services will become out of date; however the aim is to provide an overview of the recent and current situation, with a view to identifying priority areas, best practice, and opportunities for joint working.

## 2. Demographics

### 2.1 Population

While the decade between 2007-2017 has been a period of overall population increase in North East Scotland,<sup>4</sup> recent years have seen a reversal of this trend, most likely due to the loss of jobs in the oil and gas sector, and the effects of the EU referendum vote on inward migration.

Between mid-2016 and mid-2017, all three local authorities in Grampian experienced a net population decrease. Aberdeen City had the largest decrease, 0.5%, while the populations of Moray and Aberdeenshire declined by 0.3% and 0.2%. An increase in migration away from the North East to the rest of Scotland and the rest of the UK peaked in 2015-16, and overseas migration into the North East has been declining during the same period.<sup>5</sup> However, nearly a third of Aberdeen City's inward migration still comes from overseas, a figure comparable to Glasgow and Edinburgh.<sup>6</sup> Across the UK, people from ethnic minorities are more likely to live in cities and large towns than in rural areas<sup>7</sup> and this pattern is replicated across Grampian.

### 2.2 Ethnicity

The most reliable source here is the Census – ethnicity data is not collected in Scotland's Mid-Year Population Estimates (though it does present data on people's country of origin).

Grampian Population Ethnicity Data, 2001 & 2011

Ethnic Group	2001		2011	
	Number	Percent	Number	Percent
<b>All people</b>	525,936	100%	569,061	100%
<b>White: Scottish</b>	445,835	85%	448,133	79%
<b>White: Other British</b>	58,256	11%	64,891	11%
<b>White: Irish</b>	2,916	0.6%	3,805	1%
<b>White: Gypsy/Traveller</b>	(not collected)		533	0.1%
<b>White: Polish</b>	(not collected)		11,036	2%
<b>White: Other White</b>	10,385	2%	17,692	3%
<b>Mixed or multiple ethnic groups</b>	1,476	0.3%	2,491	0.4%
<b>Asian, Asian Scottish or Asian British</b>	4,287	0.8%	12,155	2%
<b>African</b>	843	0.2%	5,620	1%
<b>Caribbean or Black</b>	422	0.1%	914	0.2%
<b>Other ethnic groups</b>	1,516	0.3%	1,791	0.3%

In 2011, the most diverse wards in Aberdeen City were Tillydrone/Seaton/Old Aberdeen and Torry/Ferryhill, where 33% and 23% of the population were ethnic minorities. Overall, Aberdeen City was more ethnically diverse than Scotland as a whole, with 2-3 times more people with Polish, 'other white,' Asian, and mixed backgrounds; and nearly 4 times more Africans than Scotland as a whole.

<sup>4</sup> National Records for Scotland, Percentage Change in Population, NHS Board Areas, mid-2007 to mid-2017. ([link](#))

<sup>5</sup> 2017 Population Estimates Briefing Note, Aberdeen City Council. ([link](#))

<sup>6</sup> National Records for Scotland, Mid-Year Population Estimates, Mid-2017, published April 2018. ([link](#))

<sup>7</sup> SPICe Briefing: Ethnicity and Employment, Suzi Macpherson, 09 June 2015.

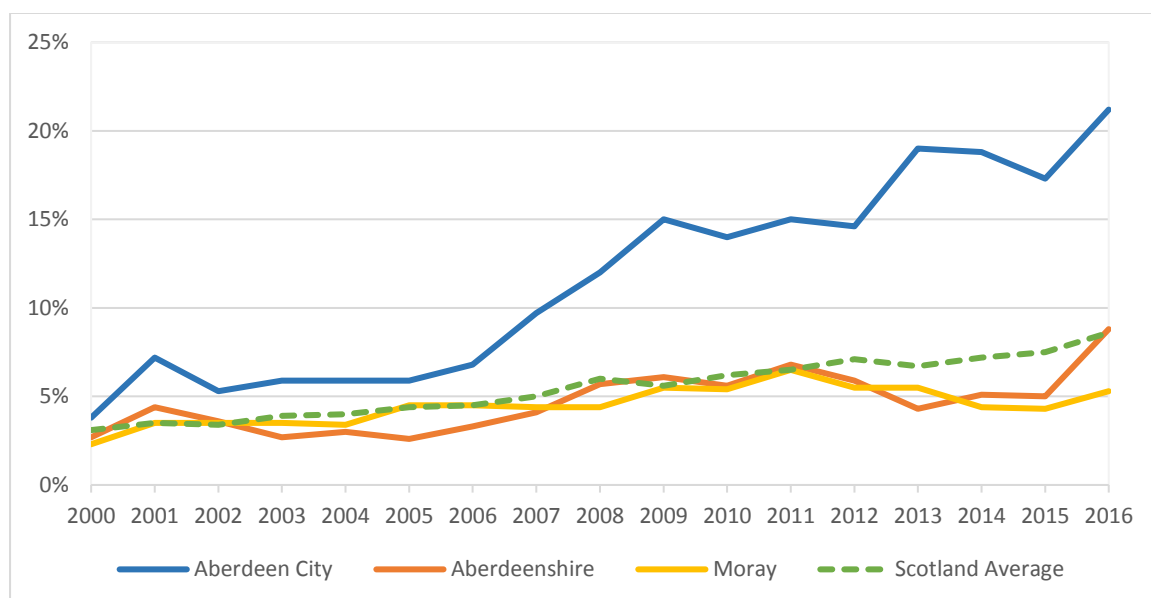


The most diverse wards in Aberdeenshire and Moray were Fraserburgh and District (10.5% ethnic minorities), Peterhead North and Rattray (9.9%), and Elgin City South (6.7%) and North (6.3%). Most of the ethnic minorities in these wards were of Eastern European origin.<sup>8</sup>

## 2.3 Country of Birth

In 2016, Aberdeen City had the highest proportion in Scotland of non-UK born residents: 21%, or 48,000 people, with just over half born in the EU and just under half born outside the EU.<sup>9</sup> For Aberdeenshire and Moray, the figures were 9% (23,000 people) and 5% (5,000 people), with a broadly similar split between EU and non-EU. The Scottish average for 2016 was 9%. The proportion of residents born outside of the UK has generally been rising steadily since 2000, when the figure was 4% in Aberdeen City, 3% in Aberdeenshire and 2% Moray, though the rise has been much more pronounced in Aberdeen City, as shown in the graph below. It is important to note that international students have been excluded from these figures.<sup>10</sup>

Percent of Population Born Outside the UK, 2000-2016



The countries of birth with the highest numbers in Grampian and Scotland as a whole in 2011 are shown below.<sup>11,12</sup>

<sup>8</sup> Scotland's Census 2011, Table KS201SC.

<sup>9</sup> National Records for Scotland, Population by Country of Birth and Nationality in Scotland, by Council Area, 2016. ([link](#))

<sup>10</sup> NRS, Estimated Population Resident in Scotland, by Council Area and Country of Birth, 2000 to 2016. ([link](#))

<sup>11</sup> Scotland's Census 2011, Table QS203SC; Country of Birth Hierarchy. ([link](#))

<sup>12</sup> **Other EU Member Countries in 2001:** Austria, Belgium, Denmark, Finland, Aland Islands, French Guiana, Gibraltar, Guadeloupe, Luxembourg, Martinique, Portugal, Reunion, Sweden, Canary Islands, and Europe (not otherwise specified). **Not including:** France, Germany, Greece, Italy, Netherlands, Republic of Ireland. **Other EU Accession Countries 2001-2001:** Bulgaria, Cyprus (EU), Czechoslovakia, Estonia, Malta, Slovenia. **Not including:** Czech Republic, Hungary, Latvia, Lithuania, Poland, Romania, Slovakia. **Other Non-EU Countries:** Albania, Andorra, Azerbaijan, Armenia, Bosnia and Herzegovina, Belarus, Croatia, Faroe Islands, Georgia, Vatican City, Iceland, Liechtenstein, Monaco, Moldova, Montenegro, Norway, San Marino, Serbia, Svalbard and Jan Mayen, Switzerland, Ukraine, Macedonia, Cyprus (Non-EU), Kosovo, USSR/Yugoslavia (not otherwise specified). **Not including:** Russia, Turkey.

## Top Ten Countries of Birth, Census 2011

Grampian				Scotland		
		Total Population		Total Population		
		569,061	100%	5,295,403		100%
1.	Poland	10,025	1.8%	Poland	55,231	1%
2.	Nigeria	3,603	0.6%	India	23,489	0.4%
3.	Germany	3,354	0.6%	Ireland	22,952	0.4%
4.	India	3,322	0.6%	Germany	22,274	0.4%
5.	USA	2,350	0.4%	Pakistan	20,039	0.4%
6.	Ireland	2,167	0.4%	USA	15,919	0.3%
7.	Lithuania	1,856	0.3%	China	15,338	0.3%
8.	Other EU 2001	1,816	0.3%	South Africa	10,607	0.2%
9.	Other Non-EU	1,581	0.3%	Other EU 2001	9,782	0.2%
10.	Latvia	1,576	0.3%	Nigeria	9,458	0.2%

### 2.4 Mothers' Country of Birth

In the decade between 2007 and 2017, the proportion of births to non-UK born mothers in Aberdeen increased from just under a quarter to just over a third (23% to 37%). During that period, the average in Scotland as a whole increased from 11% to 17%, with figures in Aberdeenshire and Moray slightly lower. Between 2007 and 2012, the number of births increased in Grampian, from 6,108 to 6,470, but this declined in 2017 to 5,917. There was a similar trend across Scotland – but in Grampian and Scotland as a whole, births to non-UK mothers continued to increase slightly.<sup>13</sup>

### 2.5 National Insurance Number Registrations for Overseas Nationals<sup>14</sup>

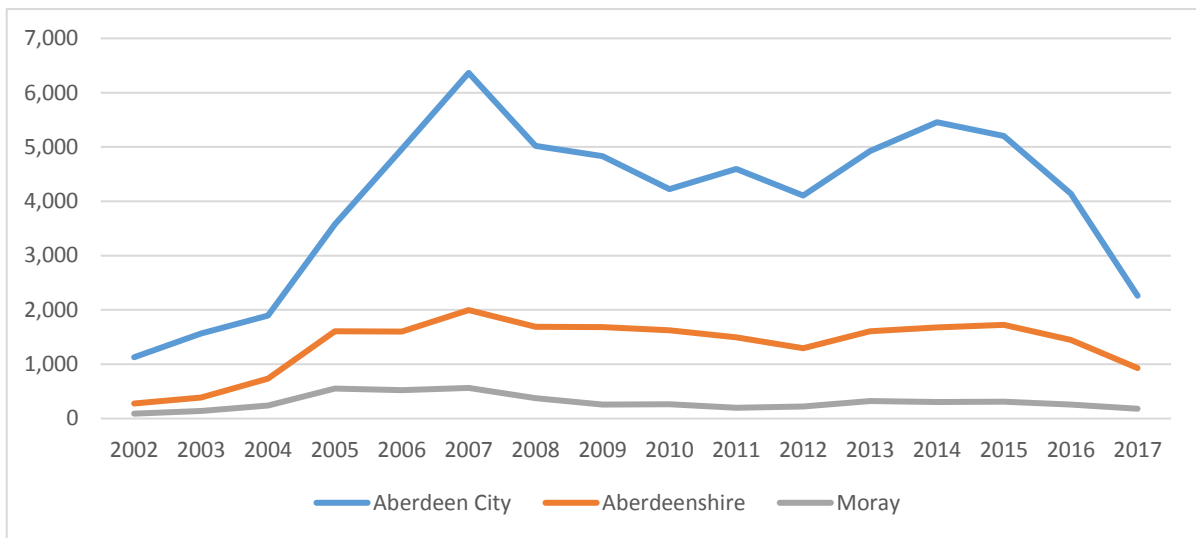
During the 15-year period from 2002-2017, just over 90,000 overseas nationals applied for new National Insurance Numbers (NINO) in Grampian. Annual registration rates varied between a low of 1,496 in 2002 and a high of 8,926 in 2007. Figures declined slightly between 2007 and 2012, rose again until 2014, then dropped dramatically in 2016 and 2017. All three council areas in Grampian followed the same trend, with Aberdeen City consistently receiving the largest number of applications, ranging from 1,129 in 2002 to 6,364 in 2014.

These figures follow a similar pattern to that seen across the UK, and correlate strongly with international trends, including the entry of 10 countries to the EU in May 2004, the economic downturn of 2008, free movement for Bulgarian and Romanian citizens in January 2014, and the Brexit vote of June 2016.

<sup>13</sup> National Records for Scotland, Vital Events Reference Tables 2017, 2012, 2007, Section 3: Birth ([link](#)).

<sup>14</sup> Department of Work and Pensions (DWP) statistics ([link](#)).

New National Insurance Number Registrations for Overseas Nationals, 2002-2017



## 2.6 Religion<sup>15</sup>

In the 2011 Census, more people in Grampian said they had ‘no religion’ (44.6%) than any specific religious group, and 7.5% did not state a religion. The three Christian categories totalled 45.8% (Church of Scotland 31.6%, Roman Catholic 6.7%, Other Christian 7.5%). The average across Scotland for ‘no religion’ was 36.7%, religion not stated 7%, Church of Scotland 32.4%, Roman Catholic 15.9% and Other Christian 5.5%. While most Church of Scotland members were born in Scotland (93%), nearly half of Grampian’s Roman Catholics were born outside the UK (45.4%), compared with the Scottish average of 12.2%.

In Grampian, people born outside the UK were more likely to identify with a religion: two-thirds versus around half, and the group with the highest proportion identifying with a religion (78.3%) were born in Africa. The figures were similar for Scotland as a whole. Grampian had slightly lower proportions of people who belonged to minority religions (Buddhist, Hindu, Jewish, Muslim, Sikh and Other Religions) than Scotland as a whole (2.1% vs. 2.6%).

<sup>15</sup> Scotland’s Census 2011, Table LC2207SC.

# Markers & Means

In short, these domains are ‘markers’; because success in these domains is an indication of positive integration outcomes, and ‘means’ because success in these domains is likely to assist the wider integration process. (Ager and Strang, 2004<sup>16</sup>)

## 3. Markers & Means: Employment

### 3.1 Indicators and Data Points

#### Employment Rates

Each year, the Office for National Statistics (ONS) estimates employment rates for different groups across the UK. While the sample of 100,000 people is intended to be representative of the UK as a whole,<sup>17</sup> it is impossible to get a perfectly accurate picture, especially when considering small groups (such as ethnic minority people) in less densely populated areas (like Aberdeenshire and Moray). However, ONS data is the most accurate information available, and it gives a general sense of the population between censuses.

Another shortcoming of ONS data is its ‘colour coding’ of ethnicity. Ethnic groups are listed as ‘white’ or ‘ethnic minority,’ obscuring figures for ethnic minorities from Europe. Country of Birth data resolves this problem to a certain extent, so here we examine the difference between ‘white’ people born in the UK (e.g. Scottish/British), and ethnic minorities, including ‘white’ people born outside the UK. For consistency with ONS data, we have categorised 2011 Census data for ‘white’ Irish, Polish, Gypsy/Traveller and Other as ethnic minorities. The employment rate includes both employed and self-employed people.

Employment Rates by Ethnicity: 2017 (estimate)<sup>18</sup>

	Aberdeen City	Aberdeenshire	Moray	Grampian Average	Scotland Average
<b>Scottish/British</b>	76.4 %	81.8 %	73.8 %	<b>77.3 %</b>	<b>74.7 %</b>
<b>Ethnic Minority</b>	73.6 %	87.4 %	81 %*	<b>80.7 %</b>	<b>69.5 %</b>

\* Data not available for ethnic minorities other than non-UK born ‘white,’ due to small sample size.

Employment Rates by Ethnicity: 2011<sup>19</sup>

	Aberdeen City	Aberdeenshire	Moray	Grampian Average	Scotland Average
<b>Scottish/British</b>	62.7 %	65.5 %	60.4 %	<b>62.9 %</b>	<b>57.5 %</b>
<b>Ethnic Minority</b>	66.5 %	73.2 %	64.6 %	<b>68.1 %</b>	<b>59.1 %</b>

In both 2011 and 2017, employment in the Grampian Region was higher than in Scotland as a whole, which follows the general pattern of the past 6 years (shown below). Given the relatively low

<sup>16</sup> Home Office, 2004, Indicators of Integration – Final Report. ([link](#))

<sup>17</sup> ONS 2015, Labour Force Survey QMI. [Link](#).

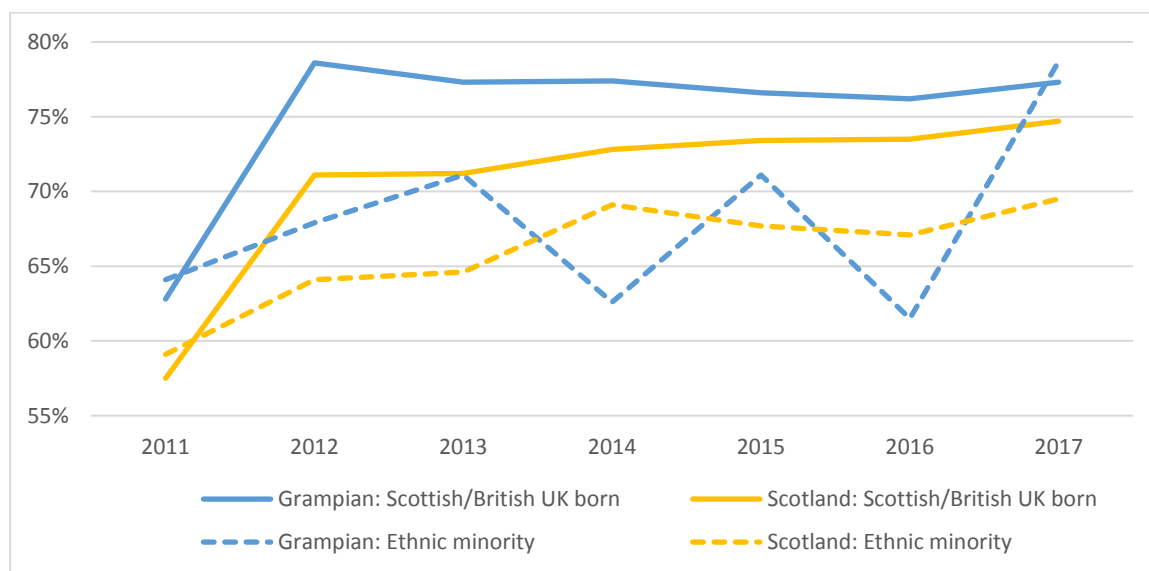
<sup>18</sup> ONS, 2018. Annual Population Survey, Calendar Year 2017, Employment Rate, Age 16-64. [Link](#).

<sup>19</sup> Scotland’s Census 2011, Table DC6220Scca.

numbers of ethnic minority people in Grampian, their higher employment rate in 2011 and 2017 is likely to be an exception (see table below).

What’s clear is that the employment rate for ethnic minority people – in Grampian and Scotland as a whole – tends to be lower than for Scottish/British people, despite ethnic minorities tending to have higher levels of education (see Education section below). It may also be more erratic in Grampian, though this may be a side-effect of small sample sizes.

Employment Rates by Ethnicity, 2011-2017<sup>20</sup>



#### Other Points of Note (from 2011 Census)<sup>21</sup>

**Unemployment:** Aberdeen City unemployment rates for most groups were slightly lower than Scotland as a whole: on average 4.1% vs. 5.1%. The highest unemployment rate was among people born in Africa (10.7%), slightly higher than the Scottish average for African-born people (10.6%). Other regions of birth had unemployment rates between 3.4% (Oceania) and 6.1% (Europe, non-EU). The UK-born unemployment rate was 3.8%, and people born outside the UK generally had higher unemployment rates than those born in the UK. In Aberdeenshire and Moray, unemployment rates were considerably lower than the Scottish average, ranging between 2-5%, with UK-born unemployment rates of 2.6% in Aberdeenshire and 3.9% in Moray. As in Aberdeen City, unemployment was higher among people born outside the UK, with the exception of Oceania.

**Full & Part-Time Work:** Across Grampian, a higher proportion of all people were in both full-time and part-time work than Scotland as a whole, on average 40.4% and 15.5%, vs. 36.4% and 14.3%. In all areas, the figure was slightly lower than average for people born in the UK, and slightly higher for people born in other European countries. In some cases the gap was considerable: for example, in Aberdeenshire, 60% of EU-born people were in full-time employment, vs. 39.9% of UK-born people. However, for a more complete picture, it is important to consider these figures alongside the types of jobs and industries people are working in (see below).

<sup>20</sup> Data for 2011: Scotland’s Census 2011, Table DC6220Scca. Data for 2012-2017: ONS, 2018. Annual Population Survey, Employment Rate, Age 16-64.

<sup>21</sup> Scotland’s Census 2011, Table DC6210SC.

*Economic Activity & Inactivity:* The category 'Economically Active' includes people who are working, looking for work, or on short-term sick leave or maternity leave. 'Economically Inactive' includes students, retirees, unpaid carers, people who have given up looking for work, and those who are unable to work due to long-term illness or disability.

Grampian had higher levels of economic activity than the Scottish average: 66.9% vs. 62.8%. The most economically active group was people born in EU Accession (2001-2011) countries, e.g. Eastern Europe: 86.5% in Grampian and 84.2% in Scotland as a whole. The least economically active group was people born in Ireland: 60.2% in Grampian and 53.9% in Scotland as a whole. The figures for UK-born people were 66.2% and 62.5%, and with the exception of Ireland, all other groups had higher rates of economic activity. Across Grampian, more than 70% of adults born in Europe, Africa and Oceania were economically active, which makes sense given the age distribution of these groups (see section 6 on Health below).

## Employment Classifications<sup>22</sup>

*Note that these are based on 'colour coded' data, so do not take into account European minorities.*

In Aberdeen City, 11.4% of people in **higher managerial, administrative and professional** jobs were ethnic minorities. This was the highest figure of any area in Scotland, and well above the Scottish average of 4.8%. The figures for Aberdeenshire and Moray were 2.2% and 1.5%, respectively. 17.5% of ethnic minority adults in Aberdeen City and 16.6% in Aberdeenshire were classed as higher managerial, administrative and professional workers.

The largest categories for ethnic minorities were **full-time students in Aberdeen City (29.9%)**, Lower Managerial, Administrative and Professional in Aberdeenshire (17.8%), and Semi-Routine in Moray (18.7%). In Aberdeen City, 79.6% of ethnic minorities aged 16-24 were full-time students, compared with 56.3% of 'white' adults in the same age range. Figures for Scotland as a whole are slightly lower.

The proportion of ethnic minority adults who were **long-term unemployed or had never worked** was lower in Aberdeen City than the Scottish average: 5.4% vs. 11%, and in both cases, the majority of people in this category were women. The figures for 'white' adults were 2.9% and 4.8%, respectively. Among 'white' adults in Scotland as a whole, figures for men and women who had never worked or were long-term unemployed were similar: 4.9% and 4.6%.

In Grampian, 14.8% of ethnic minority women were **looking after home or family**, compared with 6.2% of 'white' women, 0.6% of ethnic minority men and 0.4% of 'white' men. The figures for Scotland as a whole were 14.3%, 5.3%, 1.2% and 0.7%, respectively. Asian women consistently had higher rates of looking after home and family, for example 19.8% of Asian women in Aberdeenshire were in this category.

## Occupation Types<sup>23</sup>

*Note that these are based on 'colour coded' data, so do not take into account European minorities.*

In some occupations, ethnic minority workers made up a higher proportion than their representation in the population as a whole, most notably in **professional occupations** in Aberdeen City (12% vs. 7.2%), but also in Aberdeenshire (2.2% vs. 1.4%), Moray (1.6% vs. 0.9%) and Scotland as

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<sup>22</sup> Scotland's Census 2011, Tables DC6206, DC6201SC.

<sup>23</sup> Scotland's Census 2011, Table DC6213SC.

a whole (4.9% vs. 3.3%). They were also over-represented across Grampian in **caring, leisure and service occupations, sales and customer service occupations, and elementary occupations**. The latter include low-skilled jobs in cleaning, delivery, manufacturing, agriculture, construction, etc.

Across Grampian, ethnic minorities were under-represented among the following occupations: **managers, directors and senior officials; associate professional and technical; administrative and secretarial; skilled trades**. Consistently, the lowest proportion of ethnic minorities was among **process, plant and machine operatives**: 3.2% in Aberdeen City, 0.8% in Aberdeenshire, and 1.5% in Moray. This category includes many industrial jobs in oil and gas.

Meanwhile, the largest proportion of ethnic minority workers were in professional occupations: 33.1% in Aberdeen City, 26.2% in Aberdeenshire, 19.4% in Moray, and 25.1% in Scotland as a whole. The figure for 'white' workers was 19%, 16.1%, 11.3% and 16.5%, respectively.

## Industries<sup>24</sup>

In Aberdeen City, ethnic minorities made up 11% of the workforce in both **human health and social work** and **accommodation and food service**. 20% of the city's ethnic minority workers were in the former; 12% in the latter. Unusually compared with Scottish averages, 9% of workers in **professional, scientific and technical activities** in Aberdeen were ethnic minorities: 13% of the total ethnic minority workforce. The figures were 3.6% and 5.7% in Scotland as a whole. 13% also worked in **wholesale and retail trade / repair of motor vehicles and motorcycles**.

20% of ethnic minority workers in Aberdeenshire and Moray also worked in **human health and social work**, and 24% of ethnic minority workers in Moray were based in **accommodation and food service** (15% in Aberdeenshire, and 16.7% in Scotland as a whole). As with Aberdeen City, another key industry was **wholesale and retail trade / repair of motor vehicles and motorcycles**, with 15% of the ethnic minority workforce in Aberdeenshire and Moray. Due to small population sizes, ethnic minorities made up small proportions of the overall workforce in all other industries.

## Modern Apprenticeships<sup>25,26</sup>

Beyond employment, an indicator of economic integration is participation in Modern Apprenticeship schemes. As with other statistics above, data collected by Skills Development Scotland (SDS) are 'colour coded' so ethnic minority figures do not include, for example, EU immigrants or their children. Still, by this measure, ethnic minorities are generally under-represented in Modern Apprenticeships (Moray in 2016-17 was an exception). Aberdeen City was one of only six local authorities that had higher representation of ethnic minorities than the Scottish average that year: 2.8% vs 1.6%<sup>27</sup>

The table below shows the proportion of Modern Apprentices who identified as ethnic minorities, e.g. if 1% were ethnic minorities, then 99% were Scottish/British.

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<sup>24</sup> Scotland's Census 2011, Table DC6216SC.

<sup>25</sup> ONS, 2018. Annual Population Survey, % ethnic minority, aged 16+, April 2016 to March 2017.

<sup>26</sup> According to a report by the Equality and Human Rights Commission (EHRC), citing 2013 research: "Scotland appears to have the most comprehensive equality data" on MAs. However, there appear to be no reports of equality data until financial year 2016-17. (EHRC, *Modern Apprenticeships: Equality & The Economy*, p. 7. [Link.](#))

<sup>27</sup> Skills Development Scotland, 2017. Equalities Summaries: Aberdeen City ([link](#)); Aberdeenshire ([link](#)); Moray ([link](#)).

Proportion of Modern Apprenticeships held by Ethnic Minorities vs. Proportion in Population, Financial Year 2016-17 (*not including European minorities*)

	Aberdeen City	Aberdeenshire	Moray	Scotland Average
<b>% in MA</b>	2.8 %	1 %	1 %	<b>1.6 %</b>
<b>% in Population (16+)</b>	7.8 %	2.2 %	0.6 %	<b>4.1%</b>

### Key Missing Data

Data on earnings, under-employment and job satisfaction are not available by region and ethnicity – where available, there is Scotland-wide data for specific ethnic groups, or regional data that is not broken down by ethnicity.

## 3.2 Evidence from Relevant Local Research

### Syrian New Scots in Aberdeenshire<sup>28</sup>

As of March 2018, 131 Syrian New Scots have settled in Aberdeenshire as part of the Syrian Vulnerable Persons Relocation Scheme and the Vulnerable Children’s Relocation Scheme. Of the 86 adults of working age, three were employed, 29 were seeking work, 15 were studying, 27 were unpaid carers, and 10 were long-term sick or disabled. Additionally, nearly all eligible adults were volunteering, either within or outwith the refugee community, and attending a job club.

A range of support structures have been put in place through both the Council and the wider community, including language classes, support workers, drop-in advice sessions, welcome packs, etc, but while participants have appreciated these, they are often regarded as inadequate to meet all needs. In a consultation event with 122 participants discussing refugee integration (6 September 2017), employability was a key issue, with language as a top barrier to employment. Other examples that came up frequently included better access to work/training, more volunteering opportunities (including opportunities to use existing skills), and support for self-employment. Participants expressed frustration with a sense of dependency, and a desire to work as a way of gaining independence, using their skills, integrating in the local area and contributing to their communities.

These kinds of frustrations will be familiar to anyone with experience of unemployment, and many of the solutions suggested in the consultation would be beneficial to a range of different groups (for example, access to childcare, local support in rural areas, web-based resources, peer learning, better transport links, better training for JobCentre staff, etc).

<sup>28</sup> Syrian New Scots website, partnership notes. ([link](#))



*Note on method and sample: Most research participants worked in the fish industry, agriculture, or low-skilled sectors like care or hospitality. Very few were unemployed. A small number were self-employed or owned businesses, usually having lived in Scotland for at least five years.*

**Motivations.** Finding stable employment was a key motivating factor for Central and Eastern European (CEE) migrants coming to Scotland. Other factors motivated long-term settlement, including family, lifestyle, long-term security and welfare support. Migrants found work through **agencies** (in country of origin or after arrival); through **existing social networks** in North East Scotland; and less often through **local resources** (websites, JobCentre, etc).

**The insecurity of low-skilled, low-paid work.** Many participants discussed their **vulnerability** in a pool of unskilled labour, especially new arrivals, those with lower levels of English, and those with long-term agency work or zero-hours contracts. Difficulties included: not receiving full pay; not understanding employment contracts; not knowing about rights such as paid leave; discrimination around language use; inter-nationality group tensions; only being told their hours at short notice; being unable to make plans due to a lack of reliable income; being forced to move around Scotland or the UK for seasonal work. Migrants could also be reluctant to take up certain rights for fear of losing their jobs.

**Work hazards.** The Aberdeenshire **fishing industry could be dangerous**; several migrants had lost family or friends working on boats or in factories. Fish factory work could cause **chronic health issues** such as skin conditions or repetitive strain injuries.

**Occupational mobility.** Many migrants were **overqualified** for their low-skilled roles, and while they had generally arrived in Scotland with plans to accept low-skilled work, many became 'stuck' due to low English language skills and a lack of opportunities or time to improve them, or to improve other qualifications. There was also a **lack of varied jobs and industries in rural Aberdeenshire**. Whatever the reason, **de-skilling** had negative emotional effects, especially for those staying long-term who were unable to find work more suited to their education, skills and previous experience. One way migrants responded to this was to **become self-employed** in sectors such as construction, mechanics, interpreting, cake decorating, or beauty and hairdressing. Others gained experience via **volunteering**, which led to better local knowledge and social networks, which in turn improved occupational mobility. However, some sectors (such as the oil industry) could be difficult to access due to migrants' **lack of local networks and industry contacts**.

**Building connections.** Positive relationships with employers and co-workers (generally other migrants) were key to **job satisfaction** and vital to finding housing, understanding bureaucratic processes, building local networks and developing a safety net. It was relatively rare for migrants to form bonds with Scottish co-workers, and **many spoke Polish or Russian at work**, which hindered chances to improve English skills. However, some migrants worked long-term in smaller businesses or farms, where they interacted with Scottish locals.

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<sup>29</sup> Summary write-up based on SSAMIS project fieldwork, 2014-15. ([link](#))

## GREC 2016: Economic Experiences of Different Ethnic Groups in North East Scotland<sup>30</sup>

71% of research participants faced **barriers, difficulties or obstacles** in looking for work. Among those who had not, some had not looked for work because of family commitments.

Almost a third of participants had underestimated how long it can take to secure a job, and 20% of participants – all female – had trouble finding work due to **lack of childcare**. Those who cited **discrimination** (16%) tended to be more highly qualified, with higher expectations about how they should be treated by employers. 10% of participants felt they were disadvantaged by their **lack of experience in Scotland**, and their qualifications not being recognised. This was associated with a general lowering of expectations and either acceptance or frustration at being underemployed.

Only 14% of participants mentioned **language**, including issues with jargon and dialects – but most participants did not seek jobs which required English proficiency. However, this also contributes to people becoming ‘stuck’ in particular types of employment.

## GREC 2017: Tackling Economic Barriers Survey

A pilot study was carried out from March to June 2017, using short questionnaires about experience of working life in the UK. Even with a small sample size of 65, some interesting patterns emerge.

Most participants were **happy with their present or most recent jobs**, including all full-time workers and 90% of long-term residents. The largest dissatisfied group was part-time workers, a quarter of whom were not happy with their jobs. Similarly, most participants knew **where to look for a new job**, with the notable exception of those with lower skill in spoken English, around half of whom did not know where to look. This group also tended to work in lower status occupations.

Despite job satisfaction, 43% of participants felt their jobs were **not a good match for their skills and qualifications**, though this figure declined with length of residence in the UK. Two-thirds of participants resident for less than 5 years felt they **lacked opportunities for career progression**, and half felt **insecure in their jobs**. For those resident more than 5 years, each of these figures decreased by half. Participants in higher-status jobs (managers, engineers, etc) tended to be more positive about their opportunities.

**Getting a job seems to become easier with length of residence:** three-quarters new arrivals considered it difficult to get a job, compared with less than a quarter of those resident 5+ years. The chance of experiencing **discrimination at work** also appears to rise over time, reported by 17% of participants who had lived in the UK less than 5 years, and 37% of those resident 5+ years. Men and participants with poorer English skills were more likely to experience discrimination – 42% and 40% respectively, versus 23% of women and 18% of participants with better English skills.

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<sup>30</sup> Report available online: [link](#).

### 3.3 Summary

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The quantitative data and the local research above present an interesting and very mixed picture of economic experience and success of ethnic minorities and migrants in Grampian. On a number of employment indicators, ethnic minorities fare better than the majority population, while several data points suggest that ethnic minorities in Grampian have better employment outcomes than ethnic minorities in Scotland as a whole. There are also some stark figures highlighted by the quantitative overview, e.g. that over 10% of Africans on Grampian are unemployed, significantly higher than the overall unemployment rate.

In comparison the research undertaken locally, much of which was targeted at lower-skilled migrant workers living in regeneration areas of Aberdeen and North Aberdeenshire, raised a variety of challenges and barriers to economic/employment progress. This difference may well reflect a picture seen in many other contexts in Grampian: a well-off, economically mobile and successful population working in the oil and gas sector and related professions, alongside a lower skilled (or in lower skilled jobs), manual, lower paid, insecure workforce in fish processing, agriculture and related industries.

#### Priorities

- Ensuring that, where required, ethnic minorities at the lower end of the socio-economic spectrum have opportunities to learn employability English, information about transfer of qualifications from country of origin, awareness of workplace rights;
- Ensuring increased engagement with and opportunities for Africans and other communities with the highest rates of unemployment rates in Grampian.

## 4. Markers & Means: Housing

### 4.1 Indicators and Data Points

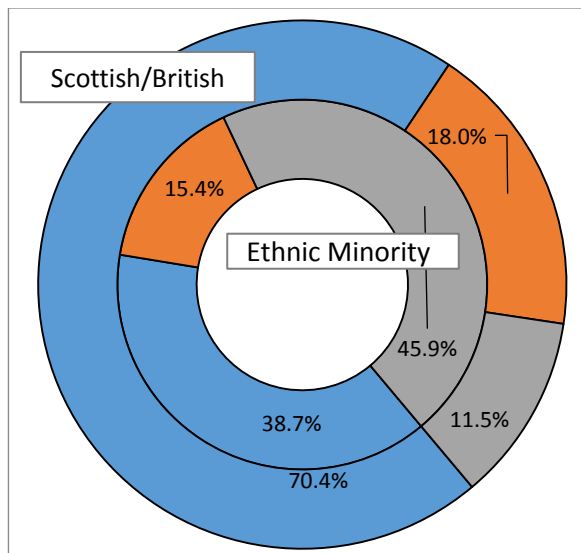
#### Tenancy<sup>31</sup>

Similar to the pattern across Scotland, ethnic minorities in Grampian lived with less secure tenure than Scottish/British people. On average, four times more ethnic minority people rent from private landlords than Scottish/British people, and even in Aberdeenshire, where home ownership is highest, less than half of ethnic minority people own their homes, compared with more than three-quarters of Scottish/British people.

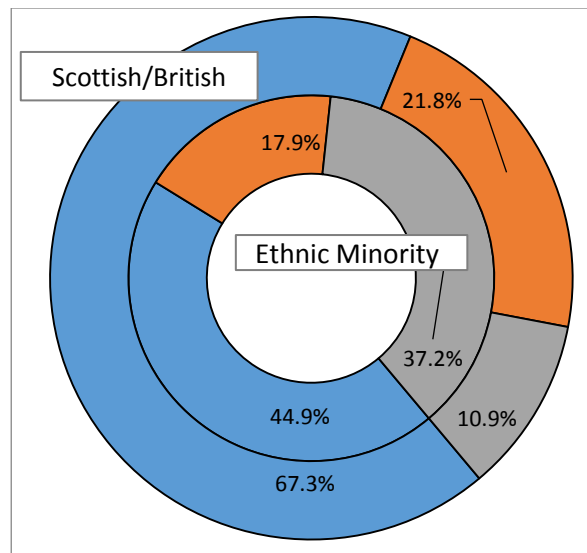
Tenancy, 2011 Census

		Aberdeen City	Aberdeenshire	Moray	Grampian Average	Scotland Average
<b>Owner-Occupied</b>	Scottish/British	65.5%	77.3%	68.5%	<b>70.4%</b>	67.3%
	Ethnic Minority	29.8%	45.9%	40.4%	<b>38.7%</b>	44.9%
<b>Social Rented</b>	Scottish/British	22.8%	13.3%	17.9%	<b>18.0%</b>	21.8%
	Ethnic Minority	20.0%	14.1%	12.0%	<b>15.4%</b>	17.9%
<b>Private Rented</b>	Scottish/British	11.7%	9.3%	13.6%	<b>11.5%</b>	10.9%
	Ethnic Minority	50.2%	40.0%	47.6%	<b>45.9%</b>	37.2%

Tenancy by Ethnicity: Grampian, 2011



Tenancy by Ethnicity: Scotland, 2011



■ Owner Occupied ■ Social Rented ■ Private Rented

<sup>31</sup> Scotland's Census 2011, Table DC4214SCca. 'Ethnic minority' includes all non-'white' ethnic groups, plus White Irish, White Gypsy/Traveller, White Polish and White Other.

## Areas of Multiple Deprivation<sup>32, 33</sup>

Generally speaking, Grampian is an affluent part of Scotland. In the 2016 Scottish Index of Multiple Deprivation (SIMD), the Midsocket area of Aberdeen ranked the second least deprived in Scotland, and 144 areas in Grampian fell into the least deprived 10%. Meanwhile, only four areas in Grampian ranked among the 10% most deprived; 12 in the 15% most deprived.

Even with high levels of affluence overall, there is still a significant gap between the richest and poorest parts of Grampian. For example, combining SIMD and Census data, it is clear that a higher proportion of ethnic minorities live in Grampian's most deprived areas, compared with its least deprived areas (though they are over-represented in several of the latter).

While ethnic minorities comprised 9.8% of Grampian's population, on average they comprised 23.2% in Grampian's ten most deprived areas – up to 30.3% in Woodside (Aberdeen City) – and less than 15% in Grampian's most affluent areas. The geographic spread here is significant: the seven areas where ethnic minorities are over-represented are close to Aberdeen Royal Infirmary and Cornhill Hospital. These areas also had higher proportions of people of Asian and African ethnicity, where other areas were predominantly European ethnic minorities (e.g. Polish), emphasising the importance of a diverse range of ethnic minority workers in the health service.

The table here shows the ten most and least deprived areas in Grampian, with the proportions of different ethnicities among residents. In more densely populated areas, one area may include several SIMD datazones, and often neighbouring datazones have similar SIMD scores. A lower score means a higher level of deprivation, based on measures of income, employment, health, education/skills, housing, geographic access to services and crime.

Ethnicity by SIMD Datazones, 2011								Irish, Polish, Gypsy/Traveller, Other 'White'	Mixed / Multiple, Other	Asian	African	Caribbean / Black
Most Deprived Areas												
Datazone	SIMD Rank	Area	All people	Scottish / British		Total Ethnic Minorities						
S01006634	500	Torry East	634	497	<b>78.4%</b>	137	<b>21.6%</b>	116	2	12	3	4
S01007126	536	Fraserburgh Harbour/Broadsea	927	626	<b>67.5%</b>	301	<b>32.5%</b>	287	4	5	5	0
S01006684	545	Woodside	684	477	<b>69.7%</b>	207	<b>30.3%</b>	135	15	30	25	2
S01006636	675	Torry East	870	700	<b>80.5%</b>	170	<b>19.5%</b>	133	12	8	15	2
S01006667	725	Seaton	741	537	<b>72.5%</b>	204	<b>27.5%</b>	132	9	35	24	4
S01007086	754	Peterhead Harbour	1132	808	<b>71.4%</b>	324	<b>28.6%</b>	280	7	33	4	0
S01006724	785	Northfield	1005	882	<b>87.8%</b>	123	<b>12.2%</b>	73	2	11	27	10
S01006729	878	Heathryfold/Middlefield	831	704	<b>84.7%</b>	127	<b>15.3%</b>	70	5	30	20	2
S01007088	884	Peterhead Harbour	539	452	<b>83.9%</b>	87	<b>16.1%</b>	83	2	2	0	0
S01006727	893	Heathryfold/Middlefield	1015	754	<b>74.3%</b>	261	<b>25.7%</b>	232	4	10	11	4
		<b>Total</b>	<b>8378</b>	<b>6437</b>	<b>76.8%</b>	<b>1941</b>	<b>23.2%</b>	<b>1541</b>	<b>62</b>	<b>176</b>	<b>134</b>	<b>28</b>

<sup>32</sup> Scottish Index of Multiple Deprivation (SIMD) 2016. [Link](#).

<sup>33</sup> Scotland's Census 2011, Table LC2801SC.

**Ethnicity by SIMD Datazones, 2011**  
**Least Deprived Areas**

Datazone	SIMD Rank	Area	All people	Scottish / British		Total Ethnic Minorities		Irish, Polish, Gypsy/Traveller, Other 'White'	Mixed / Multiple, Other	Asian	African	Caribbean / Black
S01006561	6975	Midstocket	766	664	<b>86.7%</b>	102	<b>13.3%</b>	40	21	30	4	7
S01006689	6969	Hilton	629	497	<b>79.0%</b>	132	<b>21.0%</b>	49	14	47	22	0
S01006935	6964	Westhill Central	699	659	<b>94.3%</b>	40	<b>5.7%</b>	17	4	19	0	0
S01006559	6958	Midstocket	607	487	<b>80.2%</b>	120	<b>19.8%</b>	85	3	30	2	0
S01006833	6957	Stonehaven North	455	423	<b>93.0%</b>	32	<b>7.0%</b>	23	3	4	1	1
S01006575	6956	West End South	951	786	<b>82.6%</b>	165	<b>17.4%</b>	99	18	38	9	1
S01006581	6955	West End South	889	787	<b>88.5%</b>	102	<b>11.5%</b>	74	6	17	4	1
S01006573	6949	West End North	724	607	<b>83.8%</b>	117	<b>16.2%</b>	83	10	13	9	2
S01006570	6946	Rosemount	791	608	<b>76.9%</b>	183	<b>23.1%</b>	73	12	68	29	1
S01006933	6945	Westhill North/South	580	554	<b>95.5%</b>	26	<b>4.5%</b>	10	4	8	4	0
		<b>Total</b>	<b>7091</b>	<b>6072</b>	<b>85.6%</b>	<b>1019</b>	<b>14.4%</b>	<b>553</b>	<b>95</b>	<b>274</b>	<b>84</b>	<b>13</b>

### Overcrowding<sup>34</sup>

Under-occupation and overcrowding are calculated using number of occupants and their relationships to determine the number of rooms a household requires. When the number of available rooms is smaller than what is required, the home is considered overcrowded.

Grampian's level of overcrowding is lower than the Scottish average (9% vs. 11.1%), but ethnic minorities disproportionately bear the brunt of this. Across Grampian, 25.3% of ethnic minorities live in overcrowded homes. This figure is slightly higher than the national average for ethnic minorities (23.7%) and significantly higher than the percentage of Grampian's Scottish/British people who live in overcrowded conditions (7.3%).

In Aberdeen City, 33% of Africans lived in overcrowded conditions, similar to the Scottish average of 32.3%. In Aberdeenshire, 25.5% of people in the 'white other' ethnic group (including Eastern Europeans and Gypsy/Travellers) live in overcrowded homes, and the figure is 25.2% for Asians in Moray.

### Homelessness

In 2016-17, 21.8% of people making homelessness applications in Aberdeen City were ethnic minorities. More than half of these were from an Arab background, and a third were 'white other,' not including Irish, Polish or Gypsy/Traveller. Data for Aberdeenshire and Moray are difficult to interpret, as ethnicity data for a large proportion were 'not known' or 'refused' – 85.6% in Moray, and 18.8% in Aberdeenshire. In Scotland as a whole, ethnic minorities made 11.7% of homelessness applications, with the largest groups being 'other' (3%), 'white other' (2.5%), Polish (1.7%) and African (1.1%). Ethnicity data was not known or refused for 4.2% of applications.

<sup>34</sup> Scotland's Census 2011, Table LC4420SC.

## Key Missing Data

There appears to be no available data linking homelessness, ethnicity and reasons for homelessness across Grampian.

## 4.2 Evidence from Relevant Local Research

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### Syrian New Scots in Aberdeenshire<sup>35</sup>

In the consultation event in September 2017, several housing issues came up. For example, several participants commented that their housing was too small or unsuitable for other reasons, but they faced long wait times for new accommodation. Some were placed in housing far away from family members, and for others rural isolation was a problem. There were also some issues with noisy neighbours. Generally speaking, these were the same kinds of issues faced by other ethnic minorities, and by Scottish/British people in deprived areas.

### Minority Ethnic Housing Project (MEHP), 2016: Annual Report

Up until 2017, when funding ceased, the Project provided advice and support to ethnic minorities facing homelessness and other housing issues.

Clients often presented with multiple issues, for example: financial problems that arise from **errors with benefit payments** may lead to **the risk of eviction** or even homelessness. The main issues faced by clients accessing the service between December 2015 and December 2016 included problems with benefits, eviction/homelessness, being threatened with eviction/homelessness, employability, overcrowding, affordable tenancy, rent arrears, immigration, problems with safety/health, domestic abuse, and money/debt problems.

**Benefits and financial issues are the consistent problems facing clients.** Since December 2015, **affordability** has been an issue in both privately rented accommodation and social housing, where **tenants struggle with rental costs**, even for temporary accommodation. **As the welfare and immigration systems become more restrictive and complicated for migrants**, more individuals are falling through the net and facing great financial hardship or homelessness. For many clients, financial problems have been directly linked to losing the **right to reside** (for EEA nationals), or dealing with **No Recourse to Public Funds (NRPF)**. It is likely that further financial hardship and increased rent arrears can be expected with continual changes in welfare benefits, immigration legislation, and the Brexit process.

### Impact of Benefit changes

From April 2014, EEA jobseekers without a permanent right to reside have been **unable to claim Housing Benefit**, and are now only allowed to receive Jobseekers' Allowance for six months. Under-occupancy fees – **the bedroom tax** – was applied from March 2014, reducing Housing Benefit payments for tenants in social housing with one or more 'spare' bedrooms. As of April 2016, Housing Benefit can only be backdated by one month. **Benefit caps, the shift to Universal Credit, and limits on Child Benefit will also reduce the amount many people can claim.**

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<sup>35</sup> Syrian New Scots website, partnership notes ([link](#)).

These issues, combined with outcomes of decisions made by the DWP, especially around the Right to Reside, can lead to individuals struggling financially, accruing debt and rent arrears, which they are then unable to repay with Housing Benefit.

**Language barriers and a lack of knowledge about rights and entitlements** have meant that a number of people accessing the MEHP service have done so at **crisis point, when the timescale to resolve these issues is limited**. All of the above has led to an ever-increasing requirement for the specialist advice provided by the MEHP.

SSAMIS 2017: Migrant Housing in Aberdeen & Aberdeenshire<sup>36</sup>

**General Issues.** Although some issues were migrant-specific, others reflect more general problems of local authority housing provision (e.g. long waiting lists) and the private rental sector (e.g. irresponsible landlords; long-term tenant insecurity). The negative impact of such issues were often magnified for migrants due to **low levels of English** and **a lack of knowledge of the local context**. Migrants were often unaware of their rights or where to go for help, and with smaller social networks, they had **less informal support** when facing difficult circumstances.

New arrivals often had difficulty understanding the rental market, and they often stayed with friends or family on arriving in Scotland, before looking for private rental or social housing. Many offered rooms temporarily to others once they were more established in Aberdeen/shire. They had mixed experiences with neighbours: not many instances of racism, but where relationships with neighbours broke down, this was often exacerbated by a lack of inter-cultural understanding on both sides, e.g. of norms around parking, loud music, parties, etc.

**Private Rental Housing.** There were mixed experiences here: some spoke positively despite living in cramped communal living arrangements, whereas others faced many problems with landlords. Landlords were often reluctant to let to families with children, and they sometimes exploited migrants' lack of knowledge, for example walking into flats without prior permission, not returning security deposits, etc. Housing conditions were often substandard, with damp, mould or severe draughts, and security was an issue in some HMO properties, where rooms were rented out individually. Helping out family and friends was very common, but could lead to temporary overcrowding.

**Social Housing.** High demand was an issue across the region: in Aberdeen, migrants complained about being given social housing in areas of multiple deprivation; in Aberdeenshire, high demand for housing in towns meant a choice between social housing in small, rural villages, or staying in privately rented accommodation for several years waiting for a town property to become available. Rural living could be seen as positive (e.g. quiet, secluded), but could also compound typical migrant problems such as social isolation. There was little ESOL support in rural areas and very limited opening hours for public spaces such as libraries. Public transport could be patchy, especially for those needing to work atypical hours/shift patterns in factories.

Both migrants and expert interviewees noted a common perception (though no evidence) that the housing queues were run unfairly – that particular nationalities or types of people would to 'jump the queue' or receive favourable treatment. This was usually due to a misunderstanding of points-based systems which prioritise certain demographics.

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<sup>36</sup> Summary write-up based on SSAMIS project fieldwork, 2014-15. ([link](#))



**Buying Property.** Many migrants considered buying a house a long-term goal, typically requiring being settled and established in a reliable job for several years. However, financial issues and high housing costs often kept this goal out of reach. In general, migrants who had bought property said it was fairly straightforward. Some with low levels of English received help from local, hourly-paid interpreters/advisors; others drew on local contacts made through their jobs. Experts working in Aberdeen City spoke about a growing number of Polish HMO landlords who rented properties to other migrants.

**Employer-Provided Housing.** In the early EU accession period (c.2004-2007), agencies would bring migrants to Scotland and promise that housing would be sorted out, but sometimes this was poor quality and overcrowded. This scenario has become less common in recent years, with housing being run more responsibly by the companies involved. Agricultural workers were more likely to live in employer-provided accommodation; seasonal fruit-pickers in Aberdeenshire tended to live in on-site caravans of varying quality. Experts described situations where employers demanded significant deposits and charged for accommodation through wages, leaving workers very little actual pay.

## 4.2 Summary

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The evidence set out above highlights some specific housing challenges faced by ethnic minorities in Grampian. Levels of over-crowding are noteworthy, despite not differing greatly from the national picture. Similar to issues around employment and economic opportunity, housing problems faced by ethnic minorities tend to be most prevalent in regeneration areas. The data linking areas of multiple deprivation and ethnic minority population size highlights that ethnic minorities are disproportionately represented in both poorer and richer areas, and aligns with the findings in the Employment section above.

Data on homelessness and ethnicity at a local level is partial, and more work is required to get a clearer understanding of which communities in particular are being affected by homelessness and why. Issues linked to national (UK and Scotland) policies, such as immigration rules, changes to the benefit system and the 'hostile environment' all play into access to housing, highlighted in the local evidence section. As the Brexit process develops there is potential for these issues to become more significant.

### Priorities

- Gaining a better understanding of the communities most affected by homelessness and why;
- Ensuring appropriate support is in place for those falling through the gaps of immigration and benefit rules;
- Raising awareness of those living in the most over-crowded and poor housing of where to seek information, advice and support;
- Focused work in areas of deprivation with high proportions of ethnic minorities.

## 5. Markers & Means: Education

### 5.1 Indicators and Data Points

#### Attendance, Absence & Exclusion from School<sup>37</sup>

In Aberdeen City in 2016/17, 33% of pupils were from an ethnic minority background. In Aberdeenshire the figure was 16.2%, in Moray it was 23.5%, and the Scottish average was 17.1%. Attendance figures was broadly similar for ethnic minority and Scottish pupils, between 94-95%, in all areas of Grampian, and these were similar to the Scottish averages of 93.3% attendance for Scottish pupils and 94% for ethnic minority pupils. There were no groups in Grampian whose attendance was below 91%.

In terms of exclusions from school, ethnic minority pupils in Aberdeen City and Aberdeenshire were under-represented: 22.8% of exclusions in Aberdeen City were of ethnic minority pupils, 13.7% in Aberdeenshire, and 12% across Scotland. In Moray, they were slightly over-represented, comprising 25.6% of exclusions. Considering the pupil population in Scotland as a whole, a lower proportion of ethnic minority pupils were excluded, compared with Scottish pupils: 1.1%, compared with 1.7%. In Grampian, 2% of Scottish pupils and 1.5% of ethnic minority pupils were excluded.

#### School Leavers – Qualifications<sup>38</sup>

Between 2013-14 and 2015-16, nearly all school leavers across Grampian achieved at least one qualification at SCQF Level 4 or better. At all levels, ethnic minority pupils achieved qualifications in higher proportions than their Scottish counterparts.<sup>39</sup> For qualifications in level 6 or greater, Moray consistently had the lowest levels of attainment for all ethnic groups.

School Leavers' Qualifications, 2013/14-2015/16

		2013-14: At least one qualification in SCQF Level:			2014-15: At least one qualification in SCQF Level:			2015-16: At least one qualification in SCQF Level:		
		4+	5+	6+	4+	5+	6+	4+	5+	6+
<b>Aberdeen City</b>	Scottish	95.8	78.9	47.7	95.7	80.6	53.6	95.0	84.0	56.7
	Ethnic Minority	99.8	91.5	76.0	97.3	91.2	78.9	99.3	95.5	78.8
<b>Aberdeenshire</b>	Scottish	96.8	82.3	53.2	97.7	87.3	57.2	97.4	87.8	61.8
	Ethnic Minority	99.1	96.1	62.7	99.3	81.6	64.0	99.6	97.2	72.5
<b>Moray</b>	Scottish	98.3	88.4	55.0	96.3	85.5	55.5	97.1	86.1	57.5
	Ethnic Minority	99.4	95.6	63.2	98.4	89.9	65.5	98.6	92.7	60.7

Generally speaking, 'White non-Scottish' was both the largest ethnic minority group and the lowest-performing group among ethnic minorities, but this group typically performed better than their 'white Scottish' counterparts. In some other ethnic minority groups, 100% of pupils left school with at least 4, 5, or 6 qualifications. However, these tended to be small numbers of pupils (less than 20).

<sup>37</sup> Pupil Census 2016/17, Tables 4.5, 7.2, 7.3, 10, 11.1.

<sup>35</sup> Scottish Government, Attainment and Leavers' Destination Data, 2016/17. ([link](#))

<sup>39</sup> Ethnicity data was recorded as 'white Scottish,' 'White non-Scottish' and the other categories of non-'white' ethnicities.

## School Leavers – Positive Destinations<sup>40</sup>

The vast majority of school leavers in Grampian went on to positive destinations, including further education, higher education, training, employment and voluntary work. Ethnic minority school leavers in Grampian had slightly higher rates of positive destinations than their Scottish counterparts. The largest gap was in 2015-16, when 95.4% of ethnic minority school leavers went on to positive destinations, compared with 90.4% of Scottish school leavers.

## Highest Level of Qualification<sup>41</sup>

In the 2011 Census, ethnic minorities across Grampian consistently had higher levels of qualifications than their Scottish/British counterparts: 55.1% were educated to degree level or above, and only 10.6% had no qualifications. The figures for Scottish/British people were 26% and 24%, respectively. 80.1% of Africans (compare this to the relatively high unemployment rate) and 61.6% of Asians in Grampian were educated to degree level or above. In Scotland as a whole, 48% of ethnic minority people and 24.2% of Scottish/British people were educated to degree level or above, and 5.6% of ethnic minorities and 27.8% of Scottish/British people had no qualifications.

## 5.2 Evidence from Relevant Local Research

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### SSAMIS 2017: Migrant Education and Skills in Aberdeen & Aberdeenshire<sup>42</sup>

For migrants with children, **schools were key considerations in deciding to settle in Scotland**: they often expressed worries about uprooting children who were born in Scotland or who had moved with their parents at a young age. Scotland was seen to offer better long-term prospects for children who wanted to further their education or find good jobs. However, **parents, relatives and carers had very mixed views of Scottish schooling**. Initially some aspects of the Scottish education system could provoke criticism, as they differ greatly to systems in Central and Eastern Europe: e.g. less homework is given in Scotland, there is more emphasis on learning through play, less rote learning, etc – though some migrants liked the **absence of corporal punishment**. Pre-school/nursery education was perceived quite negatively, because there tended to be much less state provision in Scotland than in their countries of origin. However, opinions improved over time as migrants gained more experience and understanding of teaching in Aberdeen/shire.

**Schools functioned as a key form of integration into the local community** for children arriving in Aberdeen/shire. There were examples of younger children picking up English very quickly, even where their parents were struggling to find the time or resources to improve their own English. Parents also appreciated the extra help their children had been given help as new arrivals to local schools. Happily, there were few stories of migrant children being singled out by bullies for their nationality/race: **younger children tended to be well assimilated at school**. However, migrants who arrived as teenagers could have more difficulty fitting in.

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<sup>40</sup> Scottish Government, Attainment and Leavers' Destination Data, 2016/17. ([link](#))

<sup>41</sup> Scotland's Census 2011, Table LC5202SC.

<sup>42</sup> Summary write-up based on SSAMIS project fieldwork, 2014-15. ([link](#))

**Access to further/higher education was seen as a plus point for many migrants settling in Aberdeen/shire.** A small number of participants had enrolled at Scottish universities since their arrival, and college courses in particular were very popular. **Occupational mobility was significantly increased with language skills and/or Scottish qualifications**, typically done part-time at local colleges. **ESOL classes often served a wider role in integrating migrants**, expanding their social networks and helping to familiarise them with Scottish life and local customs.

Practicalities and the lack of transferability of existing qualifications meant that **migrants often took courses in different subjects compared to their previous educational or work experience** in Central and Eastern Europe. For example, migrants (particularly women) who had worked in professional roles would re-train or update their skills in hairdressing/beauty, cake decorating or accountancy in order to work more family-friendly hours or escape low-skilled employment.

Moray Council 2015: Anti-Bullying Survey<sup>43</sup>

In autumn 2015, Moray Council conducted a survey among P4-S6 pupils and members of the public. 1974 pupils took part, representing 22% of the cohort. 3.9% of pupils said they had experienced bullying related to race or ethnicity.

## 5.3 Summary

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The evidence above highlights that in terms of educational attainment, ethnic minorities in Grampian are routinely and significantly attaining more highly than those of a Scottish/British background, while there are no disparities in terms of school exclusions. This information is usefully compared to the economic/employment experiences of ethnic minorities, most notably Africans who have proportionally the highest level of attainment in terms of university degrees, but also the highest rate of unemployment.

The review of local evidence suggests that schools are one of the most important points of contact for newcomers' integration. Parents' engagement with the school community can be affected by language barriers and the pressures of working long hours and shifts, highlighting the importance of ESOL classes as a tool for improving integration alongside language learning. The evidence also suggests that the older a pupil is when they arrive in Scotland, the more difficult it is for them to integrate into a new school, and those with high levels of English and qualifications gained in Scotland are more likely to be successful in the employment market.

### Priorities

- Making the most of the link between ESOL learning and integration opportunities.
- Getting a better understanding of the experience of ethnic minority young people starting school at a senior stage, and exploring what more could be done to support them.

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<sup>43</sup> Moray Council, 2016, Moray Approach to Bullying in Schools. ([link](#))

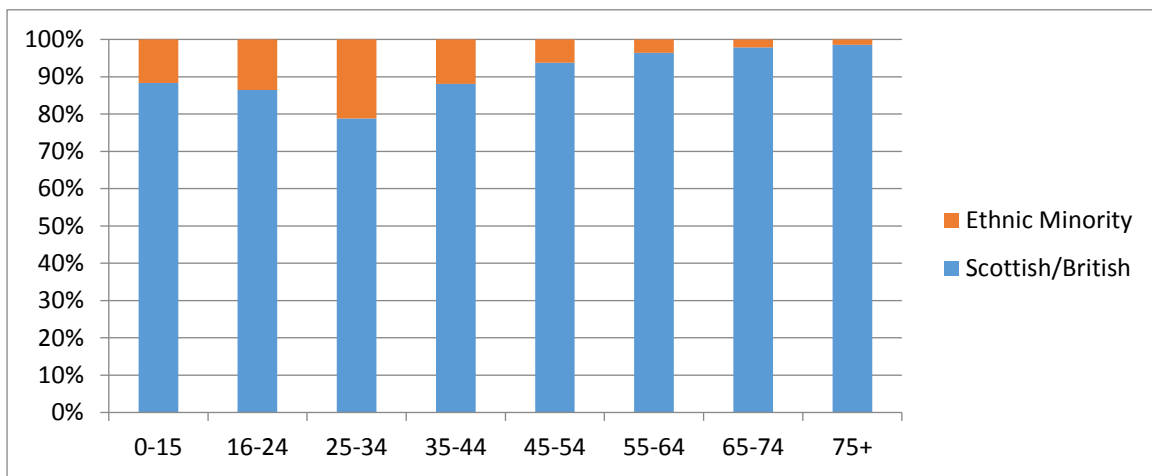
## 6. Markers & Means: Health

### 6.1 Indicators and Data Points

#### Age Distribution<sup>44</sup>

For the Grampian region in the 2011 Census, the largest age group for ethnic minority residents was 25-34, and there were very few ethnic minority people of retirement age or older. This is significant for health, as younger people tend to be healthier.

Grampian Age Distribution, 2011



#### SIMD, Health Indicator<sup>45</sup>

In the SIMD Health indicator, only seven of Scotland's most deprived 10% of areas are in Grampian – 6 in Aberdeen City, 1 in Aberdeenshire and none in Moray. The proportion of Scottish/British in both the most and least deprived areas (in health terms) is similar – around 75%. However, the latter include a large proportion of people in the 'other white' category. Based on country of birth data for these data zones, most of these are from wealthier countries, including the USA, Canada, and EU pre-2001 countries (France, Germany, Italy, etc). On the other hand, 'white' ethnic minorities in more deprived areas tend to be from poorer countries in Eastern Europe.

#### Key Missing Data

The following data by ethnicity was not available for Local Authority areas or Health Board Areas: morbidity/mortality rates; immunisation/antenatal care; cervical and breast screening.

<sup>44</sup> Scotland's Census 2011, Table DC2101SC.

<sup>45</sup> SIMD; Scotland's Census 2011, Tables LC2205SC and QS203SC.

## 6.2 Evidence from Relevant Local Research

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GREC/NHS Grampian Focus Group Reports, 2015, 2016, 2017

Overview of SSAMIS Research around Migrant Health in Aberdeen/Shire, 2017

Supporting New Pathways to Healthier Lives, GREC 2017<sup>46</sup>

Focus groups and interviews in Aberdeen City and Aberdeenshire (particularly Fraserburgh), conducted in a range of languages, suggest generally high levels of patient satisfaction with NHS services. GREC's annual research for NHS Grampian shows increasing levels of satisfaction over the years, especially in Dental Services and Sexual Health Services, and satisfaction with Hospital Services, Community Nursing, Pharmacy and Ophthalmology Services being consistently high (sometimes very high). Overall, satisfaction levels with health care services are higher in Aberdeen than in Fraserburgh, most marked in GP services.

Many issues that migrants described in relation to healthcare can be attributed to the **gap between expectations and reality**, based on differences between healthcare in their countries of origin in Central and Eastern Europe. In particular, migrants often expressed frustration that they could not always refer themselves to specialists (e.g. for gynaecology, back problems), and many opted to use medical and dental services in their countries of origin for long-term health issues, and even some acute issues. There were also many complaints about the perceived 'wait and see' approach of GPs, who were reluctant to give antibiotics or further tests for minor ailments, and many participants felt there was not enough emphasis on preventative care. For example many participants were used to regular wellness checks with blood/urine tests in their countries of origin, whereas Scottish GPs tend to focus on suspected illnesses.

In North Aberdeenshire the language dimension meant that GPs sometimes found it difficult to understand migrants' exact health problems. However, it was common practice to take a friend, family member, or trusted community interpreter to the GP to help deal with the language barrier. Still, some people with little English felt very vulnerable in the health care system, despite having been treated well, and migrants sometimes found it difficult to comprehend where they were in the system (waiting lists, processes, etc). In more acute situations, and in hospital, migrants generally received a very good level of interpreting for their needs.

Generally speaking, migrants had very positive experiences of interpreting and of maternity care in the Aberdeen/shire context, and there was a real appreciation for certain aspects of Scottish healthcare, e.g. free prescriptions, medical devices such as hearing aids, etc. It was noted that some services were available through self-referral, such as optometry, that were subject to long waiting lists in other countries. Additionally, while there were complaints about waiting several weeks for a GP appointment, participants also discussed how on-the-day appointments in other countries were often subject to long waits.

Loneliness was a significant issue affecting migrants' wellbeing, often stemming from being unable to establish local support networks due to language issues or working long hours. In Aberdeenshire,

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<sup>46</sup> <http://grec.co.uk/wp-content/uploads/2017/10/Supporting-New-Pathways-to-Healthier-Lives.pdf>

there were specific problems associated with working in the fishing and food production industries – for example, ongoing skin problems from working in cold, wet conditions in fish factories, breathing problems from working with specific types of seafood, etc.

### Syrian New Scots in Aberdeenshire<sup>47</sup>

In March 2018, 82% of the Syrian New Scots reported that their health had improved, either a little (65%) or a lot (17%). 12% of working-age adults were long-term sick or disabled. At the consultation event in September 2017, mental health was a key concern. Many participants mentioned significant problems with social isolation, separation from family members, the aftermath of trauma, anxiety about long-term immigration status, and the lack of Arabic-language mental health services. As with other issues, the language barrier made it difficult to access health services, and some participants had encountered health professionals who refused to use Language Line or request interpreters, instead referring patients back to the resettlement team.

Another health-related issue highlighted in the consultation was poor availability of halal food in Inverurie and other parts of Aberdeenshire.

## 6.3 Summary

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There is a little quantitative evidence available to allow a comparative analysis between different ethnic groups and their health outcomes at a local or regional level. The evidence that does exist suggests that the poorest areas in Grampian in terms of health outcomes have a relatively high proportion of ethnic minorities living there. The evidence from local research presents a mixed picture, with high levels of satisfaction shown towards most health services, while highlighting some negative experiences in North Aberdeenshire, particularly in relation to GP services. The link between people's expectations and disparities between how health care systems work in different countries is also highlighted. Those living in regeneration areas, working in low paid manual labour jobs are potentially affected by poor working conditions in factories, particularly in relation to fish processing. Syrian New Scots face significant mental health challenges, and have found local provision inadequate.

### Priorities

- Gain a better understanding of the particular health issues and outcomes of different ethnic groups in Grampian
- Address disparities in experiences between those accessing health services in North Aberdeenshire and Aberdeen;
- Increase understanding of the health system in Grampian, highlighting key differences with how things are done outside of the UK.
- Target work in areas where there are high levels of social deprivation and ethnic minority communities.

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<sup>47</sup> Syrian New Scots website, partnership notes ([link](#)).

## 7. Social Connections: Bridges, Bonds & Links

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1. *Social bonds* (connections within a community defined by, for example, ethnic, national or religious identity); 2. *Social bridges* (with members of other communities); and 3. *Social links* (with institutions, including local and central government services). Ager and Strang: 2004

### 7.1 Indicators and Data Points

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Social Attitudes Survey (2015)<sup>48</sup>

The National Centre for Social Research (NatCen) carries out annual social attitude surveys across Scotland, with a sample of around 1500 people per question. While it is not possible to divide responses by region, there are some interesting points to note, covering Scotland as a whole:

**A2.1 “People from outside Britain who come to live in Scotland make the country a better place.”** Since 2006, there has been a slight increase in the number of respondents who agree with this statement, and slight decrease in the number who disagree.

**A2.3 “Scotland would begin to lose its identity if more people from Eastern Europe came to live in Scotland.”** 38% of respondents agreed; 41% disagreed.

**A2.4 “Scotland would begin to lose its identity if more black and Asian people came to live in Scotland.”** 34% agreed; 33% disagreed.

**A3.1 Feelings if a close relative married or formed a long term-relationship with someone who was:** Muslim: 49% happy; 20% unhappy. Black/Asian: 62% happy; 5% unhappy. Gypsy/Traveller 37% happy; 32% unhappy.

**“Have equal opportunities for Black and Asian people gone too far or not far enough?”** 16% of respondents believed it had gone too far; 32% believed that it had not gone far enough. Younger people and people with higher qualifications tended to answer the latter, while older people and those with lower qualifications were more inclined to answer the former.

#### Key Missing Data

Much of the data that would help assess social bridges, bonds and links is simply not available. Data on the ethnicity of members does not appear to be collected by trade unions, political parties, voluntary organisations, etc. Local authorities do not consistently collect ethnicity data on councillors, council employees or service users. According to a Scotland-wide survey, the average councillor is a ‘white’ Scottish man, married, aged 50-59, “who is a well-educated homeowner from a managerial or professional occupation.”<sup>49</sup> These results were similar to previous studies.<sup>50</sup>

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<sup>48</sup> Available from the NatCen website. ([link](#))

<sup>49</sup> Improvement Service, 2018. *Scotland’s Councillors, 2017-2022*. [Link](#).

<sup>50</sup> Scottish Government Social Research, 2008. *National Survey of Local Government Candidates, 2007*. [Link](#).



## 7.2 Evidence from Relevant Local Research

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GREC 'Migrants' Pathways and Journeys in Aberdeen' report, 2017

Focus groups were conducted to discuss migrants' early experiences in Aberdeen, particularly around health related issues. For newcomers, a key source of information was word of mouth within their own ethnic or language communities, including friends, family, and even local restaurants with their national food. However, if local networks were not aware of services or resources, a newcomer could miss out on the help they needed. It could also be difficult to find others who spoke the same language. Popular points of contact with institutions included GPs, the local council, and schools, colleges or universities. Some participants also turned to landlords, dentists, local charities, religious groups, community centres and groups linked to their country of origin.

GREC 'Life in Aberdeen' and 'Life in Aberdeenshire' Surveys, 2018

Tackling Economic Barriers pilot study, 2017

GREC 'Creating a Fairer and More Equal Aberdeen,' 2016-17<sup>51</sup>

351 people took part in the 2018 research, of whom 105 were ethnic minorities (29.6%), including several who completed the surveys in Polish. 197 participants were Scottish, English or British, 29 participants skipped the question on ethnicity, while 19 identified themselves only as 'white'. 65 people took part in the 2017 pilot survey, which was targeted at ethnic minorities, and only one participant was Scottish. For the 2016-17 research, 225 people took part in a survey in the second half of 2016, mostly at ten community engagement events with groups representing seven of the equalities characteristics (race/ethnicity, religion/belief, age, disability, sex, sexual orientation, gender reassignment). 120 participants were Scottish or British, 84 were ethnic minorities, and 18 did not provide a useable answer.

**Opinions of Aberdeen/shire.** In the 2018 research, **81.9% of ethnic minority participants felt that Aberdeen or Aberdeenshire was a welcoming place, and 70.5% felt part of their communities. The figures for Scottish/British participants were 66.5% and 58.4%.**

There were similar findings in the 2016-17 research: just over half of both Scottish/British and ethnic minority participants said they were active in their local communities, and around 90% said they feel able to participate in public life. 76.9% of ethnic minority participants felt that equality and diversity are welcomed and celebrated in Aberdeen, compared with 63.6% of Scottish/British participants.

In the 2017 pilot study, 83.1% of participants agreed that their neighbourhoods were welcoming places, 78.5% felt part of the communities where they lived, and 56.9% said they were active in their local communities.

**Relations between groups.** In the 2018 research, around three-quarters of Scottish/British participants felt that ethnic minorities are treated with respect, while a third of those from ethnic

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<sup>51</sup> Summary report available online: [link](#).

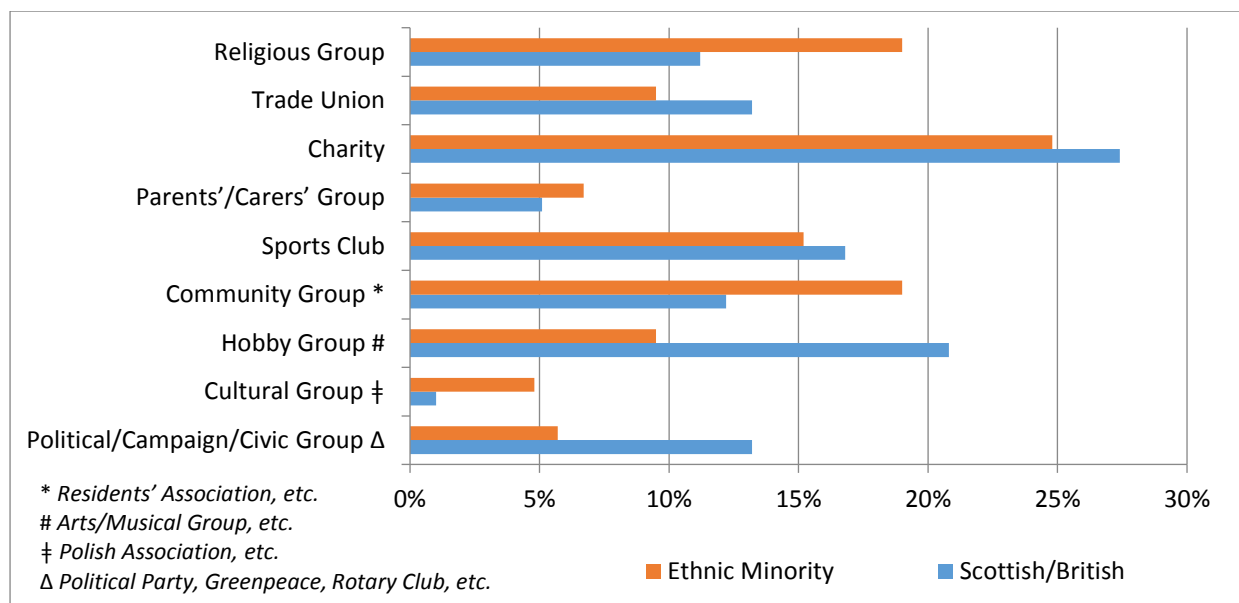
minority backgrounds disagreed with this statement. Three-quarters of both Scottish/British and ethnic minority participants agreed that people from different nationalities get along well in their local area.

In the 2016-17 research, 46% of Scottish/British participants and 55.4% of ethnic minority participants felt there are good relations between communities. Feedback urged Aberdeen City Council to organise more multicultural events, along with events highlighting the cultures and experiences of migrants, to further improve relations.

**Use of local facilities.** In the 2016-17 research, 60.3% of Scottish/British participants and 70.8% of ethnic minority participants said they used the city’s cultural and sporting facilities. In 2018, the frequency of using some community facilities was similar between Scottish/British and ethnic minority participants; nearly all used local shops and a health centre or GP, three quarters used local parks, and around half used a gym or swimming pool. Ethnic minorities made more use of libraries (64% versus 39%), schools or nurseries (54% versus 27%), community centres (53% versus 35%), places of worship or religion (30% versus 16%), and advice services (13% versus 8%). Scottish/British people were more likely to use local pubs or restaurants (82% versus 57%), and slightly more likely to use buses (75% versus 67%). For both groups, those who felt part of their communities tended to use more community facilities.

**Involvement in local groups.** There were similar levels of involvement in local groups between ethnic minority and Scottish/British participants – just under 70% were involved in at least one group. As shown in the chart below, charities were the top groups, followed by religious, community and sport groups for ethnic minorities, and hobby and sport groups, political/campaign/civic groups, and trade unions for Scottish/British participants.

Involvement in Local Groups in Aberdeen/shire, by Ethnicity



**Friendships.** As with other areas, there were similar patterns between ethnic minority and Scottish/British participants here. In the 2018 research, the largest proportion of both groups met their friends at work – two-thirds for ethnic minorities, and nearly 80% for Scottish/British participants. Around half of both groups found friends at school, college or university, or through other friends, or through their children or other family members. Around 30% of both groups were friends with their neighbours, and around 10% met friends online. Half of Scottish/British participants met their friends through hobbies, sports, cultural groups, pets, or other types of groups, and this was the case for a third of ethnic minority participants. 19% of ethnic minority participants met their friends through religious groups, compared with 7.6% of Scottish/British participants.

A large majority of both ethnic minority and Scottish/British participants had friends who were different nationalities – 89.5% and 80.2%, respectively. A slightly smaller proportion had friends who spoke a different first language: 87.6% and 71.1%. In the 2017 pilot study, 84.6% of participants had friends of many nationalities, and 80% said their friends included Scottish people. Unsurprisingly, participants who felt part of their communities were more likely to have diverse friendships.

## 7.3 Summary

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It is difficult to find existing data that helps build a clear picture of the social bridges, bonds and links. Most of the evidence that we have comes from 3 community surveys undertaken over a two year period. On the whole the results of the surveys are positive in that they suggest that a high proportion of both ethnic minorities and Scottish/British participants are involved in community groups and have friendships across ethnic and language groups. Notably, a higher proportion of ethnic minorities felt that Aberdeen/the North East was a welcoming place. Read alongside the other findings in other sections, further exploration of the experience and feelings of people (from ethnic minority and Scottish/British communities) in regeneration areas is important.

### Priorities

- Gaining a greater understanding of social bonds, bridges and links within regeneration areas of Grampian.

## 8. Facilitators: Language & Cultural Knowledge

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### 8.1 Indicators and Data Points

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#### Language<sup>52</sup>

In the 2011 Census, 1.7% of the population in Grampian did not speak English well, and 0.3% did not speak English at all. For people born outside the UK (aged 3+), the figures were 9.4% and 2%, though English proficiency was higher among people who came to the UK at an earlier age. For example, nearly 80% of people who arrived before age 16 speak English ‘very well,’ while this was the case for only half of people who arrived after age 50. Figures for the whole of Scotland were broadly similar.

In 2017, there were 7,157 pupils across Grampian whose main home language was not English. For some, English was a secondary language at home, and among the 5,971 who had English as an Additional Language (EAL), around 20% were new to English, around a quarter each were in the ‘early acquisition’ or ‘competent’ phases, and around a third were ‘developing competence.’

In Aberdeen City schools, pupils spoke 82 different home languages, in Aberdeenshire they spoke 60, and in Moray, 45. Over 170 languages are spoken by pupils in schools across Scotland. The main three home languages after English in Aberdeen City were Polish, Arabic and Russian; in Aberdeenshire they were Scots, Polish and Lithuanian; in Moray they were Scots, Polish and Portuguese.

### 8.2 Summary of Relevant Local Research

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#### Syrian New Scots in Aberdeenshire<sup>53</sup>

By far the top concern for Syrian New Scots was language learning. While most were attending ESOL classes, many felt that provision was inadequate, citing classes at limited times and locations, lack of opportunity for progression, or conversely, classes that began with sentences and vocabulary, rather than starting with the basics of letters and sounds. There was also frustration with a lack of Arabic speakers at ESOL classes who could help explain grammar, and lack of childcare provision or gender-segregated classes (which has been identified as a problem in other research).

Participants were keen to see a wider range of classes at different times and locations. Quality and a more tailored approach were important, for example classes focused on practical topics (employment, parenting, specific jobs, health & safety, etc), a wider range of levels, and better matched to people’s skills (not assuming that everyone can read, for example).

Beyond classes, participants were also keen to have more opportunities to practise and learn in social settings – volunteering, work experience, social events, etc – not only to improve their

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<sup>52</sup> Scotland’s Census 2011, Tables DC2105SC and DC2803SC. Pupil Census 2017, Tables 5.8 and 5.9.

<sup>53</sup> Syrian New Scots website, partnership notes ([link](#)).

language skills but also to better understand cultural norms and practices, and to build relationships with local people. Language support for the theory part of the driving test was also a significant concern, with poor public transport in rural areas leading to social isolation.

### GREC 'Life in Aberdeen' and 'Life in Aberdeenshire' Surveys, 2018

Less than a quarter of ethnic minority participants disagreed with the phrase 'I can understand the local accent/dialect.' 41.6% had lived in the UK more than 10 years, and only 23.5% were relative newcomers. Nearly all rated their spoken English skills as 'good,' 'very good' or 'native speaker,' and a handful of Scottish/British participants (6.6%) – including a few who were born in Aberdeen/shire – also struggled with the Doric accent/dialect.

As discussed in Section 4, 87.6% of ethnic minority participants and 71.1% of Scottish/British participants had friends who spoke a different first language.

### SSAMIS 2017: Migrant Language Learning in Aberdeen & Aberdeenshire<sup>54</sup>

Language was a key issue for the group of migrants interviewed in the SSAMIS project: it cut across every sphere of life and had a significant impact on migrant experiences of moving to Aberdeen and Aberdeenshire. **Language affected what kind of jobs they were able to access and their ability to connect with the local community.** Language difficulties caused problems on an everyday basis for those with low levels of English, and different people struggled with different aspects of English. For some, writing was more difficult, whereas others found it hard to communicate on the phone. Knowledge of English also played a big role in how confident migrants felt in Aberdeen/shire, and thus to their **wider emotional wellbeing.** Low levels of English could compound **social isolation.**

Those who did not manage to gain English language skills faced **difficulties in occupational mobility** and tended to be limited to low-skilled, low-paid sectors of the local job market. If individuals worked in industries with many other migrants (e.g. fish processing), the **default working language could be Russian or Polish.** Many participants learned a new Slavic language at work, which could mean they had few opportunities to improve their English.

Although many migrants attended ESOL classes, **ESOL provision did not always meet their needs.** For example, many shift workers' irregular hours prohibited them from attending the classes available, or meant they were too tired to do much outside of work, and others had issues with childcare. ESOL provision was also a particular issue for **migrants living in more rural villages and on farms,** where public transport was not always regular or reliable. Local authorities and third sector organisations sometimes had **problems sourcing ESOL teachers** to work in rural Aberdeenshire.

Free classes run by the Workers' Education Authority (WEA) were popular for those in employment, and church groups also provided **informal English lessons** which helped build social connections locally. Some migrants were able to access free English lessons at work, and when the majority of a migrant's work colleagues were Scottish, this helped them to improve their language skills.

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<sup>54</sup> Summary write-up based on SSAMIS project fieldwork, 2014-15. ([link](#))

Many migrants who had a good level of English when they moved to Scotland initially had **difficulty understanding the Scots/Doric spoken in the area**. Many migrants – even those with only conversational English – acquired local Doric/Scottish phrases and ways of speaking. A minority acquired a very good local accent, most commonly through marrying into a local family or through work. **Migrant children were found to adapt well to speaking English** at school, and parents appreciated the extra help their children were given. However, if parents retained a low level of English, this could put pressure on children as the only fluent English speakers in the family.

The widespread issue of low levels of English language amongst migrants had led to several **private interpreters** working in rural Aberdeenshire, charging a fee (generally around £20) to accompany migrants to medical appointments or help them fill in welfare or mortgage paperwork, for example. Similar individuals existed in Aberdeen. Some worked very informally, whereas others set up an office in local towns. There was also a crossover with interpreters providing services for Police Scotland and the local courts. On an informal level, **migrant volunteers and local community workers** also provided free ad hoc help via services such as Citizens Advice Bureaux and community cafes.

**Language Line** was also used at medical appointments, though this was not always available on short notice. Migrants who had been hospitalised (e.g. for injury or on maternity wards) were generally happy with having been provided with suitable NHS interpreters. However, it is important to note that language was a complex issue, and even advanced proficiency did not mean that migrants would not encounter difficulties being or feeling understood: cultural knowledge and differences were also part of this.

GREC, The Economic Experiences of Different Ethnic Groups in North East Scotland, 2016.

Whilst the respondents were not a representative sample, it was of interest that relatively few of them had made use of **ESOL classes**, and most of those who did had self-reported as seeking improvement rather than the basics. Both SSAMIS research and EHRC/GREC research indicates that access to classes can be problematic in terms of **timing and childcare requirements**. There were also specific concerns about decisions to remove the provision of beginner classes in Fraserburgh.

The elements that participants found most effective in helping improve their English included conversations at work or study; English language classes; conversations at home; watching/listening to programmes or reading media; and opportunities to volunteer in charity shops to practice English in a workplace setting. Individual case studies indicated that a gap in cultural understanding and expectations could also be problematic, for example misunderstanding which job requirements were essential, planning for a career path that does not exist in Scotland, etc. Along similar lines, some survey respondents self-reported as having very good English skills, then displayed errors in their written answers.

## 8.3 Summary

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The evidence above highlights the importance of English language learning for successful integration. As in previous sections the broader, region-wide data does not highlight any disparities between Grampian and the rest of Scotland. The qualitative research, mainly focussed in regeneration areas in Aberdeen City and Shire, and among Syrian New Scots, highlights the challenges of accessing English classes that have been faced by some, as well as the challenges that exist when English learning has not been progressed.

### Priorities

- Gain an understanding of how English language provision is working, particularly in areas with high levels of ethnic minorities working in lowly-skilled jobs (where English proficiency is often not crucial), and consider whether any changes in approach are required.
- Learn from best practice in other parts of Scotland in terms of English learning and integration initiatives.

## 9. Facilitators: Safety and Stability

### 9.1 Indicators and Data Points

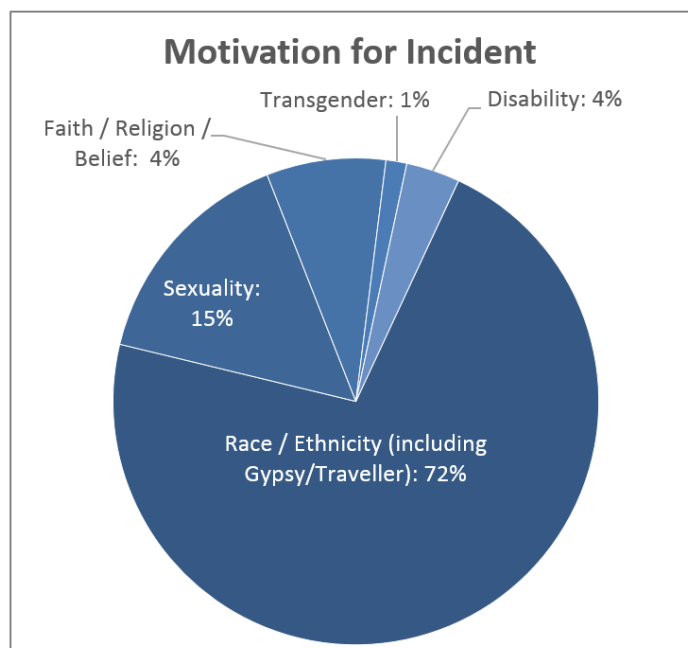
#### Crime Rates<sup>55</sup>

In the Scottish Index of Multiple Deprivation (SIMD), four of Scotland's ten worst areas for crime are located in Aberdeen City (the other six are in Glasgow, Dundee, Edinburgh and Inverness). 52 areas in the worst 10% are located in Grampian: 39 in Aberdeen City, 8 in Aberdeenshire, and 5 in Moray. They are home to 42,000 people, of whom 76.2% are Scottish/British, and 23.8% are ethnic minorities.

In the 10% of areas with Scotland's lowest crime rates, 129 are located in Grampian: 32 in Aberdeen City, 79 in Aberdeenshire and 17 in Moray. For comparison, the 52 with the lowest crime rates are home to 36,000 people, of whom 92.9% are Scottish/British and 7.1% are ethnic minorities.

#### Prejudice Incidents & Hate Crimes in Grampian, 2017

There were 457 hate crimes or prejudice incidents reported in Grampian in 2017 – slightly higher than the number for 2016 (396), but similar to 2015 (425). Statistics and details of incidents were received from Police Scotland, three local authorities and GREC. As is usually the case, most of the incidents (368) were reported directly to Police Scotland. The majority of incidents happened in Aberdeen City, with the highest concentrations in the city centre and in deprived areas; in Aberdeenshire and Moray, most incidents took place in larger towns.<sup>56</sup>



Where known/recorded, incidents most frequently took place in the street, in people's homes or surrounding areas, or in other public places like shops, pubs or buses. A significant number also took place in schools and institutional settings such as hospitals, police stations and courts.

Racism was the predominant motivator, comprising nearly three-quarters of all incidents (including incidents relating to multiple characteristics, such as ethnicity and religion). Figures were similar in 2015 and 2016.

#### Victim & Perpetrator Characteristics

<sup>55</sup> SIMD; Scotland's Census, Tables LC2205SC and QS203SC.

<sup>56</sup> 2015/16/17 figures for Aberdeen City: 312 / 255 / 306. Aberdeenshire: 68 / 82 / 87. Moray: 45 / 57 / 63.

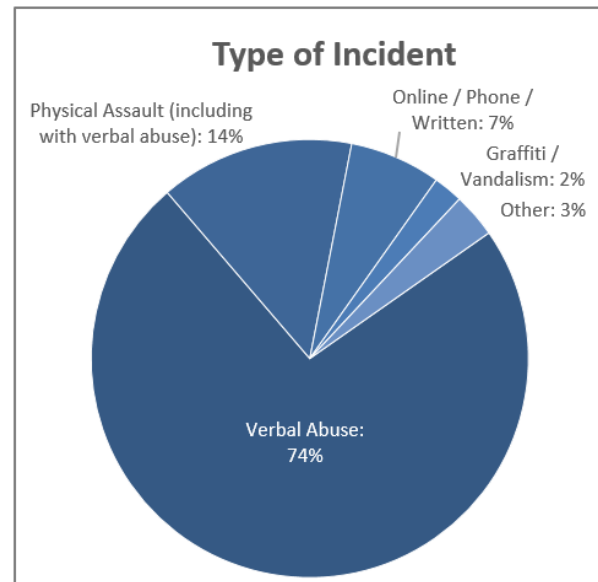


Where known/recorded, more than twice as many victims and five times as many perpetrators of hate crimes were men. The majority of both victims and perpetrators were working-age adults, and nearly all perpetrators were Scottish. Where known/recorded, the victim's ethnicity in racist incidents were as follows:

Polish	53	Asian	51
Other European	40	African/Caribbean	40
Scottish	50	Middle Eastern	15
English	41	Multiple/Other	8
Irish/Welsh	14		

### Type of Incident

Verbal abuse was the most common type of incident, followed by physical assaults, including assaults with verbal abuse. While indirect forms of abuse like graffiti and online messages appear to be low, these are often unreported.



## 7.2 Evidence from Relevant Local Research

GREC 'Life in Aberdeen' and 'Life in Aberdeenshire' Surveys, 2018  
 GREC 'Creating a Fairer and More Equal Aberdeen,' 2016-17<sup>57</sup>

In the 2018 research, a similar proportion of ethnic minority and Scottish/British participants felt their neighbourhoods were safe places to live: 89.5% and 86.3%, respectively. There were similar findings in the 2016-17 research: more than three-quarters of both Scottish/British and ethnic minority participants agreed that Aberdeen is a safe city

## 9.2 Summary

The evidence above demonstrates the ongoing pervasiveness of racism in relation to the other hate crime categories. When looking at incidents that are reported from schools in more depth, racism also continues to drive the majority of incidents. Despite this, local research shows that both Scottish/British people and ethnic minorities feel that North East Scotland is a safe place to live.

### Priorities

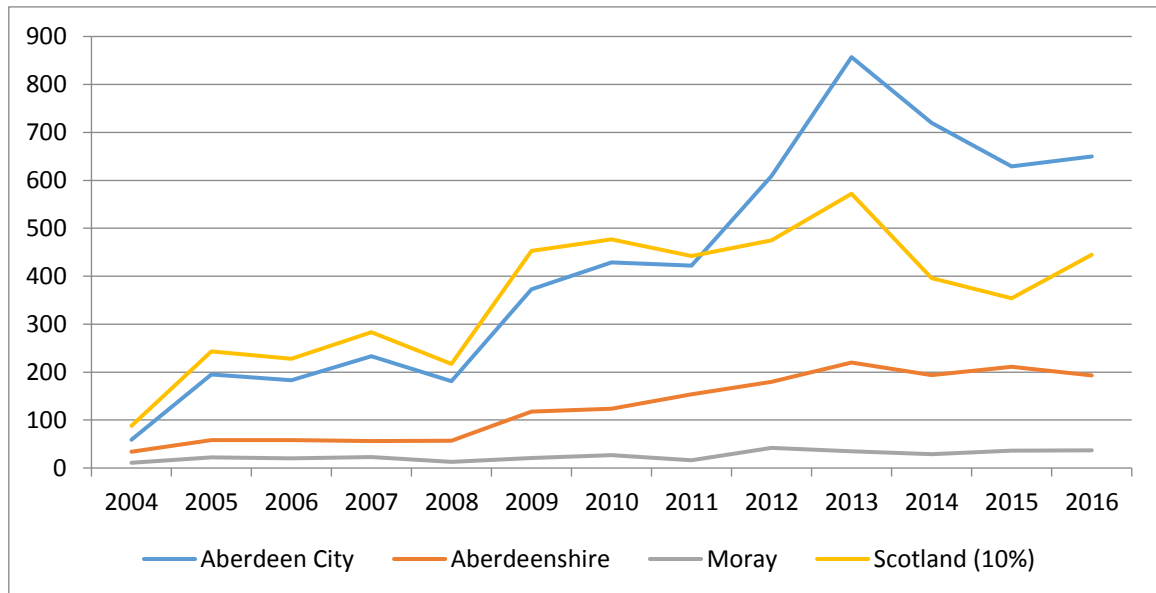
- Promote how to report hate crime and where to get support;
- Engage with young people in schools and other settings, around equality and human rights issues.

<sup>57</sup> Summary report available online: [link](#).

## 10. Foundations: Rights and Citizenship

### 10.1 Indicators and Data Points

People Attending British Citizenship Ceremonies by Local Authority



#### Key Missing Data

There appears to be very little relevant data in relation to this area. Some other potential indicators to support future analysis include:

- Access to – and utilisation of – legal and welfare benefits advice by ethnic minorities compared to general population
- Ethnic minority communities' reported sense of equity in access to services and entitlements
- Rates of application for citizenship by ethnic minorities
- Potential sources of such data: HO records; local surveys; qualitative interviews
- Rates of application for citizenship by refugees

#### Other indicators:

- Acceptance rate of family reunion applications by refugees
- Proportion of ethnic minorities involved in political party or trade union in past 12 months (compared with general population).

## 11. A Vision for Grampian

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The Integrate Grampian partnership has a vision for the region as an area that is welcoming to those who choose it as a place to live, work, study, bring up a family or start a business. In practice this means that we want Grampian to be a region where:

- There is equal access to education, both for school-age children and adults, that will support learning as well as integration;
- Housing options are available to meet the needs of all;
- Health services are inclusive and barriers to accessing services are addressed;
- Employment opportunities are accessible to all, including opportunities for individuals to transfer their qualifications and to access employment that match their skills and experience;
- There is vigilance against hate crime, prejudice, modern slavery, exploitation and trafficking;
- English-learning opportunities are targeted in a way that genuinely meets the needs of our non-English-speaking population;
- Everyone feels safe in their community and respected for who they are;
- There are opportunities for connections to be made between individuals from different countries, backgrounds, cultures, etc.;
- Good practice in terms of promoting integration and community cohesion is shared, both within Grampian and with external partners and networks;
- Equality is not a “tick-box” but a value that we genuinely want to see embedded in our society.

This document is a starting point for meeting this vision. By identifying what data we currently have, from national census, surveys and statistics, as well as local research, we have a clearer idea of what the issues are and a baseline for measuring progress. The next step is to agree priority areas to progress, how this can be delivered, by which partners, and to establish a mechanism, such as an action plan, that will allow monitoring and reporting of progress.

Partnership working, evaluation, learning and pro-activity will be key to making a difference to our region, and as partners we are committed to taking forward our vision with these core values.