

Equality and Human Rights Monitor 2023: Is Scotland Fairer?

Ethnic Minority – Race, Equality and Human Rights Network

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Dr Hannah Telling, Scotland
Research Manager, EHRC

Is Scotland Fairer? 2023

- Counterpart to our statutory report, *The Equality and Human Rights Monitor* (2023).
- Structured by protected characteristic.
- Findings are long-term trends, not nuanced policy analysis.
- Recommendations are to inform PSED obligations – equality outcome setting.
- Most of the evidence comes from quantitative analysis of surveys and administrative data. We issued a call for evidence and tested our findings with extensive stakeholder engagement.









The Measurement Framework

Our statutory report is based on the indicators in our [Measurement Framework](#). It is based on concepts including Amartya Sen’s capability matrix. It covers all nine protected characteristics.

The Framework is used as the foundation of our Statutory Review process, monitors human rights in Great Britain and informs horizon scanning and the development of our strategic priorities.

The state of play for each characteristic is assessed against 48 indicators, set across multiple areas of life (we refer to them as ‘domains’):

- Education
- Work
- Living standards
- Health
- Justice and personal security
- Participation

Education The capability to be knowledgeable, to understand and reason, and to have the skills and opportunity to participate in the labour market and in society		Educational attainment of children and young people
		School exclusions, bullying and NEET
		Higher education and lifelong learning
Work The capability to work in just and favourable conditions, to have the value of your work recognised, even if unpaid, to not be prevented from working and to be free from slavery, forced labour and other forms of exploitation		Employment
		Earnings
		Occupational segregation
		Forced labour and trafficking*
Living standards The capability to enjoy a comfortable standard of living, with independence and security, and to be cared for and supported when necessary		Poverty
		Housing
		Social care
Health The capability to be healthy, physically and mentally, being free in matters of sexual relationships and reproduction, and having autonomy over care and treatment and being cared for in the final stages of your life		Health outcomes
		Access to healthcare
		Mental health
		Reproductive and sexual health*
		Palliative and end of life care*
Justice and personal security The capability to avoid premature mortality, live in security, and knowing you will be protected and treated fairly by the law		Conditions of detention
		Hate crime, homicides and sexual/ domestic abuse
		Criminal and civil justice
		Restorative justice*
		Reintegration, resettlement and rehabilitation*
Participation The capability to participate in decision-making and in communities, access services, know your privacy will be respected, and express yourself		Political and civic participation and representation
		Access to services
		Privacy and surveillance
		Social and community cohesion*
		Family life*

Education

Key findings: Education

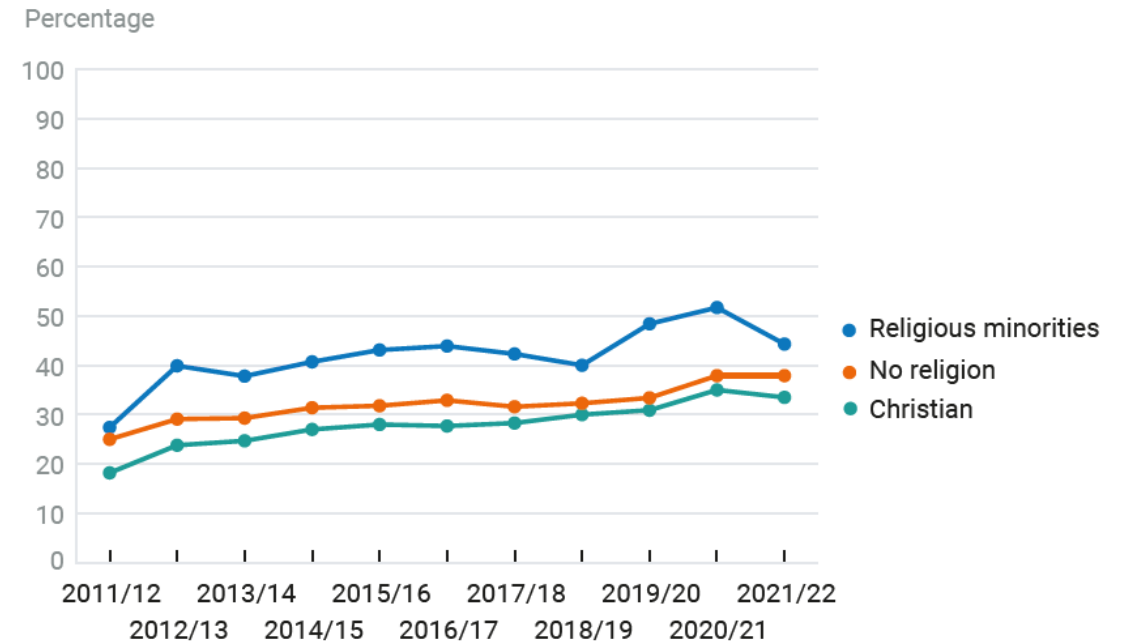
Attainment:

- Most ethnic minority groups perform better at school-leaving age than White Scottish pupils.
- Religious minority adults continue to be more likely to hold a degree compared with Christian and non-religious adults.

Bullying:

- Evidence suggests Islamophobia is impacting on educational outcomes of Muslims.
- In 2020/21, the highest number of racially motivated bullying incidents in Scotland schools to date were recorded.

Figure 50: Proportion of adults aged 25–64 with degree-level qualifications, by religion, 2011/12–2021/22



(Source: EHRC analysis of Scottish Government data)

Work

Key findings: Work

Higher levels of school-leaving attainment are not replicated in employment outcomes for ethnic and religious minority groups.

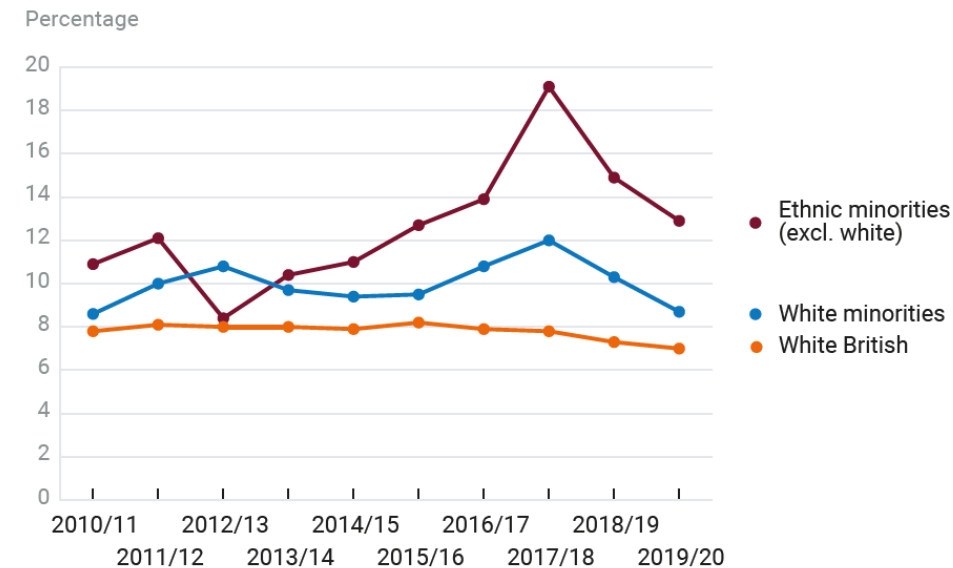
Employment and earnings:

- Non-Christian religious minorities are less likely to be in employment.
- Ethnic minority (excl. White minorities) and religious minority workers are more likely to be in insecure employment

Workplace harassment:

- Ethnic minority women (not including White minorities) report negative experiences and multiple barriers when reporting sexist and sexual harassment in the workplace.

Figure 45: Proportion of adults in insecure employment by race, 2010/11 to 2019/20



(Source: EHRC analysis of Annual Population Survey)

Living Standards

Key findings: Living standards

Poverty:

- Muslims remain the religious group with the highest rates of poverty.
- Households headed by a Muslim adult were also more likely to experience child poverty.
- Ethnic minority adults remain more likely to be in poverty and have seen no improvement since our last report in 2018.
- Children from ethnic minority households experience persistently higher levels of child poverty compared to White British households.

Homelessness:

- Black and ethnic minority groups are disproportionately over-represented in homelessness applications and assessments.

Health and Social Care

Key findings: Health and Social Care

- Roman Catholics were less likely to report good or very good health than those with no religion.

Mental health:

- Ethnic minorities are overrepresented in mental health detention.
- Scottish Government-commissioned research exploring mental health, suicide and the experiences of ‘adversely racialised’ people in Scotland found that research participants placed significant emphasis on the effect of racism on exacerbating their mental health illnesses, increasing their propensity towards suicide.
- Issues remain for some religious groups, specifically Muslim women, in engaging with mental health services.

Social care:

- Perceptions of being treated with care and compassion have declined across some ethnic groups.

Justice and Personal Security

Key findings: Justice and personal security

Hate crime:

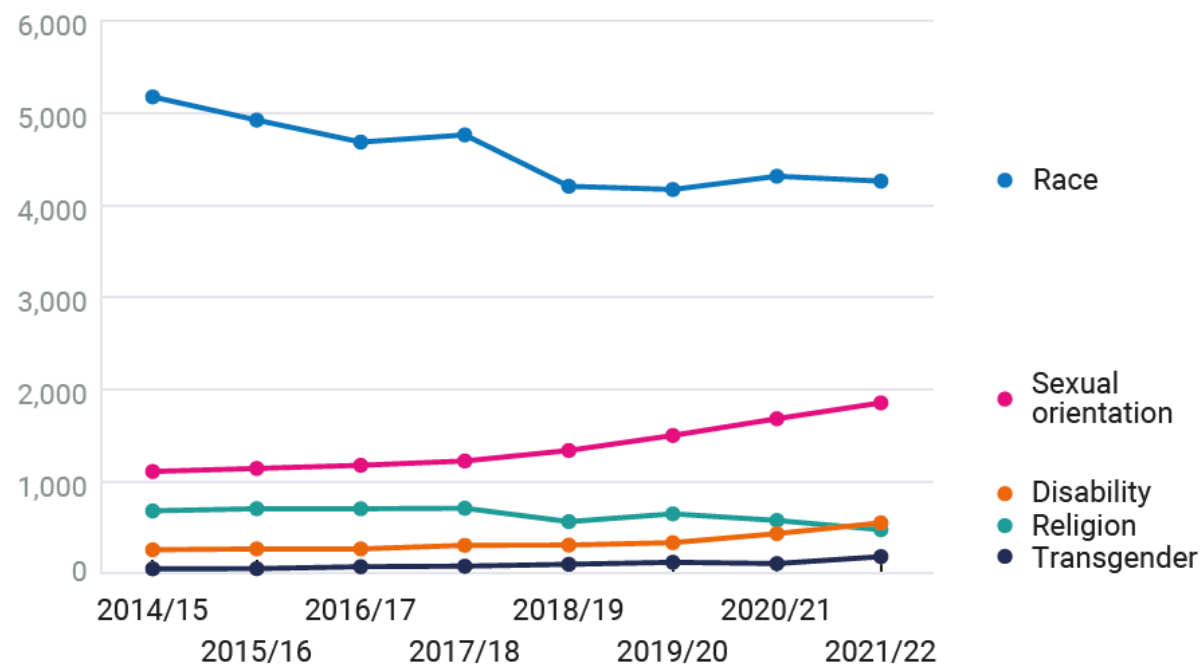
- Police-recorded race hate crime has declined over time. Between 2014/15 and 2020/21 there was an 18% fall in the number of race hate crimes recorded by police.
- However, hate crimes aggravated by race remains the most reported of all hate crimes.
- Most recorded race hate crimes included a prejudice towards Black or Pakistani communities.

Prison and incarceration:

- In 2021/22, the estimated incarceration rate for people who identified as African, Caribbean or Black, Mixed or Multiple ethnicity and Other ethnicity were significantly higher than the incarceration rate of people who identified as White.

Figure 47: Hate crimes recorded by the police, by aggravator, 2014/15 to 2021/22

Number of hate crimes recorded by the police



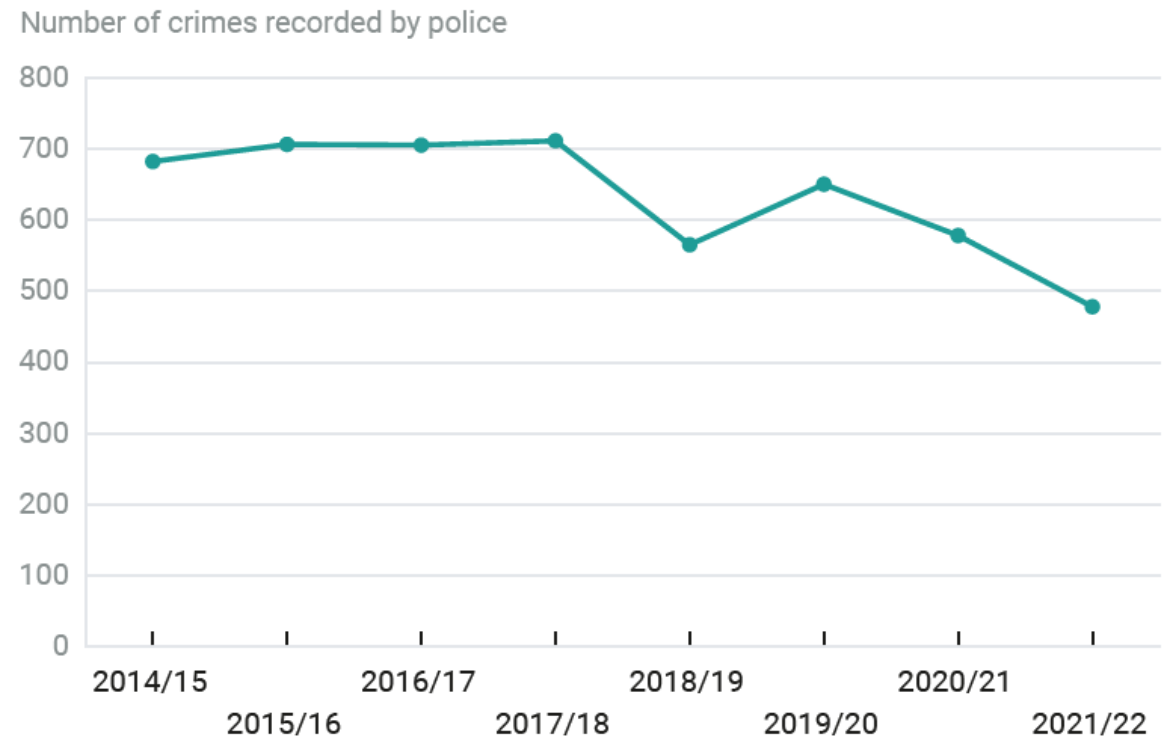
(Source: Scottish Government)

Key findings: Justice and personal security

Hate crime:

- There has been a decrease in the number of religiously aggravated hate crime recorded by police in Scotland.
- There has also been a decrease in charges for hate crime with a religious aggravation.

Figure 52: Religion-aggravated hate crimes recorded by the police, 2014/15 to 2021/22

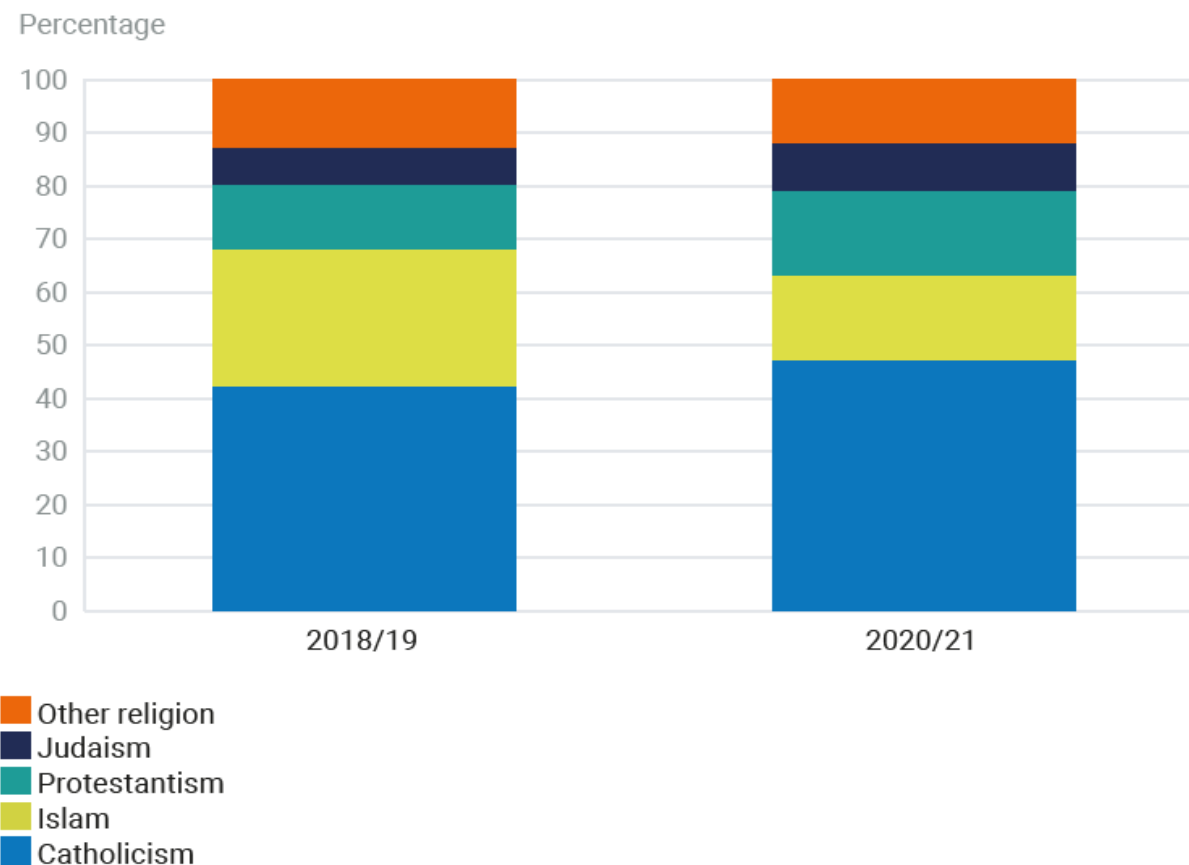


(Source: Scottish Government)

Key findings: Justice and personal security

- Anti-Catholic prejudice was the most common form of prejudice expressed in religion hate crimes, with almost one in two police-recorded hate crimes aggravated by religion motivated by anti-Catholic prejudice in 2020/21.
- The proportion of hate crimes showing anti-Catholic prejudice, Islamophobia and anti-Semitism are disproportionately large compared with the population identifying with these religions in Scotland.

Figure 53: Proportion of hate crimes recorded by the police, by religious prejudice shown, 2018/19 and 2020/21



(Source: Scottish Government)