

## Jane Hatfield Award 2025:

Supporting Scotland's voluntary sector to understand the needs and circumstances of Black and racially minoritised communities

# Black and racially minoritised communities in the Forth Valley - Census analysis

January 2026

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## Introduction

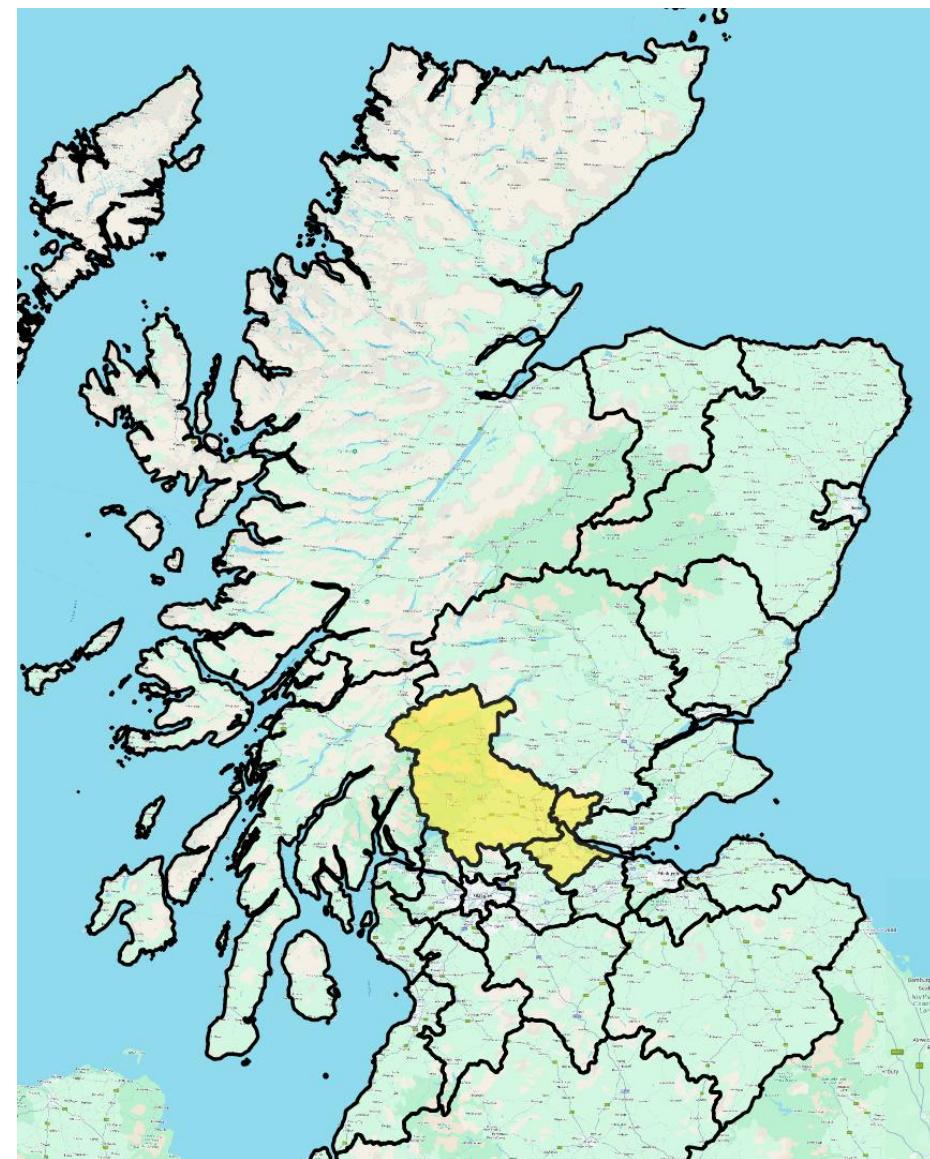
The Central Scotland Regional Equality Council (CSREC) is a Scottish charity working to tackle prejudice and discrimination, provide evidence to inform policy and practice, and build positive community relations in the Forth Valley.

CSREC is one of four regional equality councils in Scotland, providing a range of services for Black and racially minoritised communities and voluntary sector organisations working extensively with them. CSREC provides a variety of support services for racially minoritised groups, including immigration advice services and educational courses on digital inclusion, financial literacy and tackling discrimination and prejudice.

In 2025, CSREC partnered with a project led by Lucien Staddon Foster and Sholen Macpherson, two race equality researchers specialising in using equalities data to expose and measure systemic racism in Scotland. This sought to help voluntary sector organisations better understand the needs and circumstances of Black and racially minoritised communities through targeted analysis of Scotland's 2022 Census.

In Scotland, the experiences of and outcomes of Black and racially minoritised groups are often obscured by a lack of ethnicity-disaggregated statistics. Where data exists, it often relies on high-level classifications that combine the experiences of all minority ethnic groups, or cannot be broken down into regional scales. This can limit opportunities to measure the inequalities impacting specific ethnic groups and makes it difficult for regional and grassroots organisations to be statistically informed about the communities they work with, represent and support. As a result, organisations representing or providing target services for racially minoritised groups can be disadvantaged in funding applications and policy settings due to increasing demands for robust, quantitative evidence of service needs and impact.

**Figure 1: Remit of the Central Scotland Regional Equality Council**



Our project leverages the rare opportunity presented by Scotland's 2022 Census to gain highly granular insights into population characteristics and people's outcomes in housing, employment, education and more. Together with CSREC, we have produced the following briefing to highlight what the 2022 Census can tell us about racial equality in the Forth Valley and provide an important evidence base to inform the design, delivery and evaluation of CSREC's services.

This initiative was made possible by the Jane Hatfield Award 2025 - an annual grant given to a team of young researchers from Black and racially minoritised backgrounds to investigate issues or topics related to community, social action and/or social justice. It was launched in 2022 by the Institute for Voluntary Action Research (IVAR) in partnership with The Ubele Initiative, and is named in memory and celebration of Jane Hatfield, trustee and chair of IVAR from 2006 to 2021.

## Scope and terminology

This publication focuses on the experiences and outcomes of Black and racially minoritised groups, reflecting an understanding that racial inequality is produced through structural, institutional and social processes rather than being an inherent characteristic of particular groups. In the context of Scotland's Census, our use of Black and racially minoritised groups includes people who ethnically identify as Asian, African, Caribbean or Black, mixed or multiple ethnic groups, Arab groups and other 'non-white' ethnic groups – as specified by the Census.

In some cases, we also use the term 'white minority ethnic groups' to refer to white communities who do not come from white Scottish and/or white Other British backgrounds. However, we fully acknowledge that some of the communities classified as a 'white minority ethnic group' have not historically been racialised as white and may experience inequalities linked to discrimination, colonialism and their associated ideologies.

## Who we are

**Lucien Staddon Foster** and **Sholen Macpherson** are race equality researchers specialising in using ethnicity-disaggregated data to identify and expose structural and institutional racism in Scotland. Outside of the Jane Hatfield Award, which was completed independently, Sholen and Lucien work for a Scottish anti-racism charity called the Coalition for Racial Equality and Rights (CRER).

**The Institute for Voluntary Action Research (IVAR)** is a UK research charity working with voluntary sector organisations, charitable foundations and public agencies to strengthen communities across the UK through action research.

**The Ubele Initiative** is an African diaspora-led social enterprise with a mission to contribute to the sustainability of the African Diaspora community.

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## Black and racially minoritised communities in Central Scotland

CSREC covers three local authorities in Central Scotland, Stirling, Falkirk and Clackmannanshire, all part of the Forth Valley.

Scotland's 2022 Census tells us that 303,000 people live in the Forth Valley region. Nearly 92% of the population identifies as white Scottish or white British, with a further 14,000 people coming from white minority ethnic backgrounds (4.5% of the population) and 12,000 from Black and racially minoritised backgrounds (3.8%). This means that compared to the rest of Scotland, the proportion of the Forth Valley population coming from Black and racially minoritised backgrounds is lower than the national average (7.1%).

Within the Black and racially minoritised category, approximately 55% of people are from an Asian ethnic background, with the Pakistani and Indian communities being the largest ethnic groups, with 2,790 and 1,490 people, respectively. People from mixed and multiple ethnic backgrounds make up 21% of the Forth Valley's Black and racially minoritised population (2,410 people), while people from African backgrounds make up a little under 11% (1,230 people).

A full breakdown of the size of each community and their respective make-up of the Black and racially minoritised and regional population is provided across:

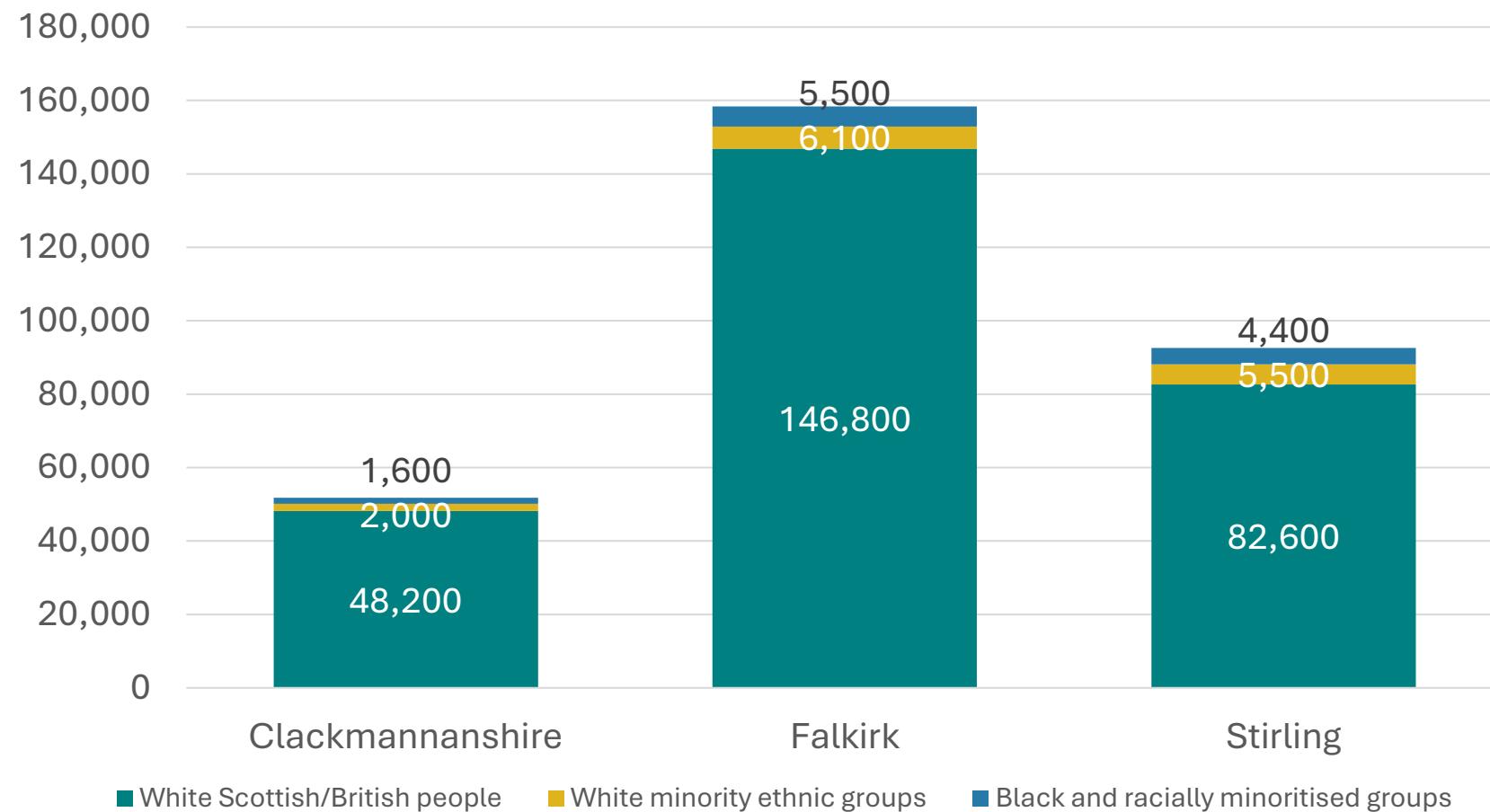
**Table 1:** Ethnic composition of the Forth Valley's Black and racially minoritised population, 2022

Ethnic group	Population size (to the nearest 10)	% of Black and racially minoritised population	% of the Forth Valley population
Mixed or multiple ethnic groups	2,410	20.9%	0.8%
Pakistani	2,790	24.1%	0.9%
Indian	1,490	12.9%	0.5%
Bangladeshi	70	0.6%	0.0%
Chinese	1,010	8.8%	0.3%
Other Asian ethnicities	1,030	8.9%	0.3%
African	1,230	10.7%	0.4%
Caribbean or Black	270	2.3%	0.1%
Arab	500	4.3%	0.2%
Other non-white groups	760	6.6%	0.3%

## Where do people live?

Some parts of the Forth Valley region are more ethnically diverse than others, with Falkirk being the local authority with the highest number of people from Black and racially minoritised backgrounds, while Stirling's population has the highest proportion of BRM groups.

**Figure 2: Ethnic composition of the Forth Valley population, by local authority area**



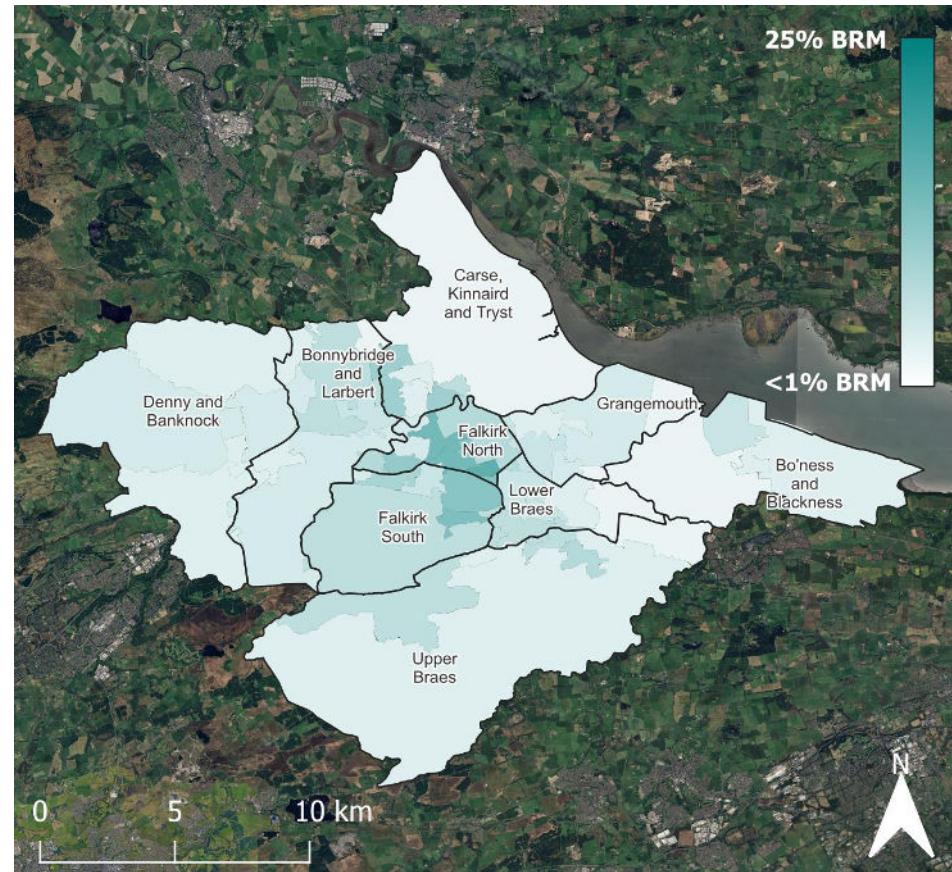
## Falkirk

Of the 158,000 people living in Falkirk, approximately 5,500 come from Black and racially minoritised backgrounds, accounting for 3.5% of the population.

**Table 2:** Ethnic composition of Falkirk's Black and racially minoritised population, 2022

Ethnic group	Population size (to the nearest 10)	% of Black and racially minoritised population	% of the Forth Valley population
Mixed or multiple ethnic groups	1,130	20.5%	0.7%
Pakistani	1,800	32.6%	1.1%
Indian	600	10.9%	0.4%
Bangladeshi	30	0.5%	0.0%
Chinese	350	6.3%	0.2%
Other Asian groups	460	8.3%	0.3%
African	600	10.9%	0.4%
Caribbean or Black	120	2.2%	0.1%
Arab	130	2.4%	0.1%
Other non-white groups	300	5.4%	0.2%

**Figure 3:** Proportion of Falkirk's population from Black and racially minoritised backgrounds, by electoral ward



At an electoral ward level, Falkirk North and Falkirk South are the most ethnically diverse electoral wards, with 6.3% and 4.9% of their populations coming from Black and racially minoritised backgrounds, respectively. The least diverse wards are Denny and Banknock, where just 2.2% of people come from a Black and racially minoritised background, and Bo'ness and Blackness, where this falls to just 2.0%.

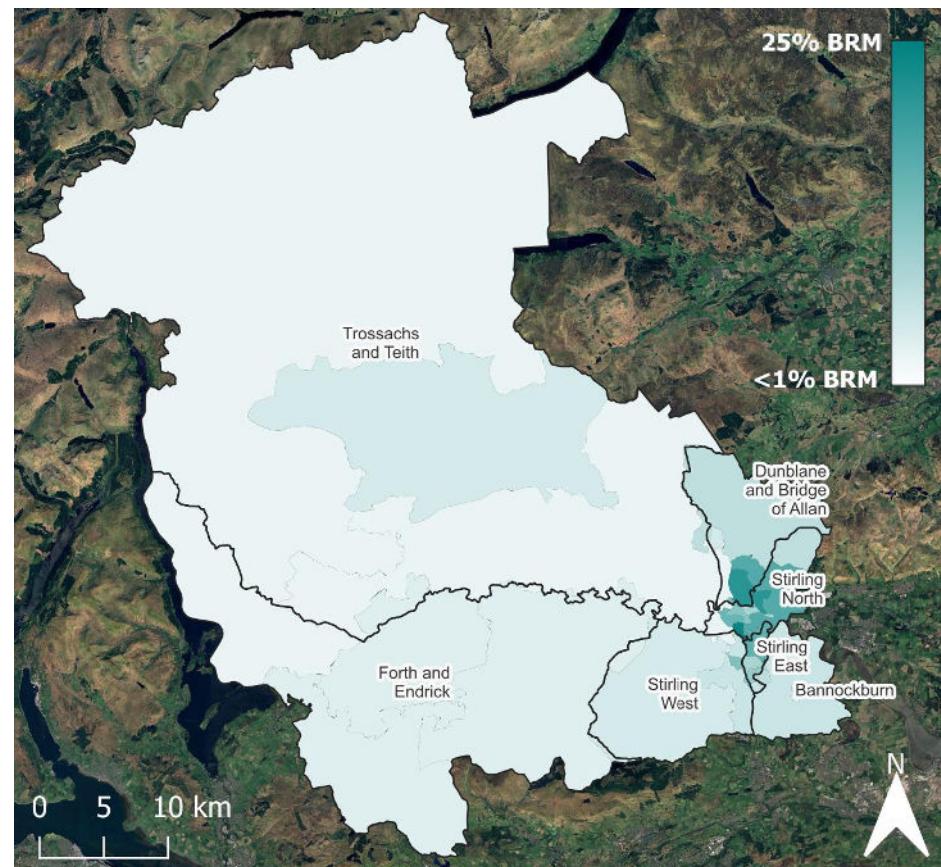
## Stirling

Stirling is home to around 93,000 people, 4,400 of whom come from Black and racially minoritised backgrounds, who comprise 4.8% of the population, making Stirling the most ethnically diverse of the three local authorities in the Forth Valley.

**Table 3:** Ethnic composition of Stirling's Black and racially minoritised population, 2022

Ethnic group	Population size (to the nearest 10)	% of Black and racially minoritised population	% of the Forth Valley population
Mixed or multiple ethnic groups	970	21.7%	1.0%
Pakistani	610	13.6%	0.7%
Indian	750	17.0%	0.8%
Bangladeshi	30	0.8%	0.0%
Chinese	540	12.2%	0.6%
Other Asian groups	440	9.9%	0.5%
African	460	10.3%	0.5%
Caribbean or Black	120	2.7%	0.1%
Arab	180	4.0%	0.2%
Other non-white groups	350	7.8%	0.4%

**Figure 4:** Proportion of Stirling's population from Black and racially minoritised backgrounds, by electoral ward



At an electoral ward level, Stirling North is the most diverse electoral ward in Stirling, and the most diverse ward in Central Scotland, with 10% of the population coming from Black and racially minoritised backgrounds. This is followed by Stirling East, where 5.5% of the population comes from Black and racially minoritised backgrounds. Forth and Endrick, and Trossachs and Teith are the least ethnically diverse wards in the Stirling local authority, with 2.3% and 2.0% of the population coming from Black and racially minoritised backgrounds, respectively.

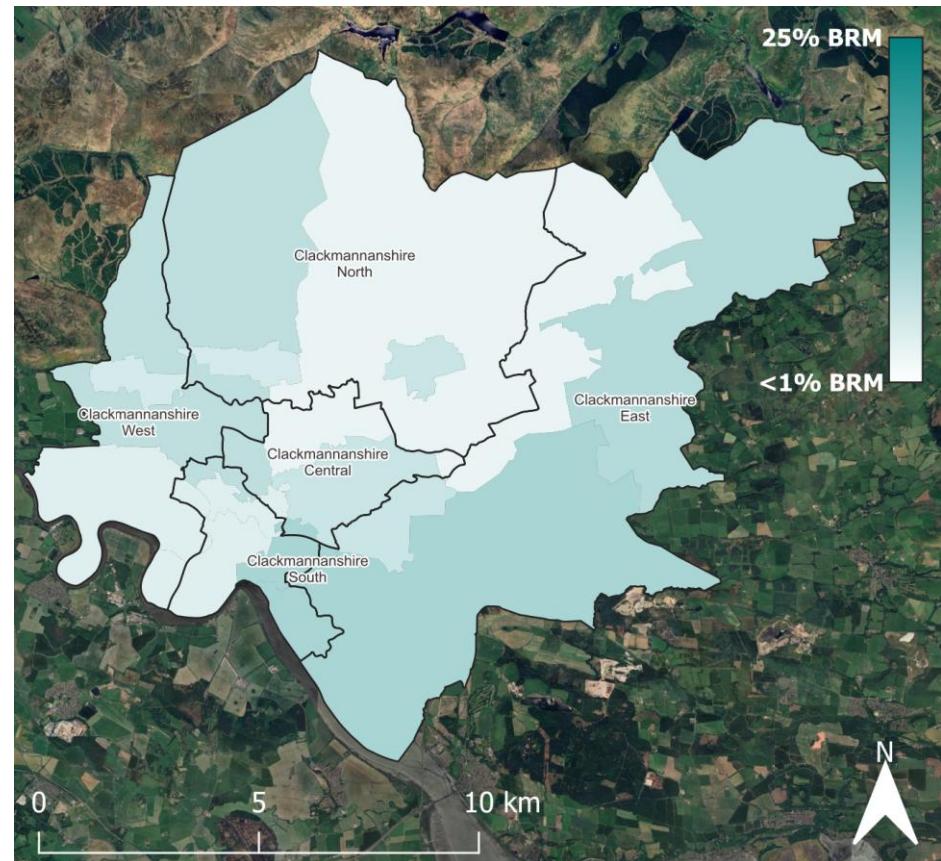
## Clackmannanshire

Clackmannanshire, the least populated of the three local authorities with just 52,000 people, is home to around 1,600 people from Black and racially minoritised backgrounds. With Black and racially minoritised groups comprising just 3.1% of the local population, Clackmannanshire is the least ethnically diverse of the three local authorities in the region.

**Table 4:** Ethnic composition of Clackmannanshire's Black and racially minoritised population, 2022

Ethnic group	Population size (to the nearest 10)	% of Black and racially minoritised population	% of the Forth Valley population
Mixed or multiple ethnic groups	320	20.0%	0.6%
Pakistani	390	24.1%	0.8%
Indian	140	8.4%	0.3%
Bangladeshi	10	0.2%	0.0%
Chinese	120	7.1%	0.2%
Other Asian groups	140	8.4%	0.3%
African	180	11.1%	0.3%
Caribbean or Black	30	1.7%	0.1%
Arab	190	11.7%	0.4%
Other non-white groups	120	7.4%	0.2%

**Figure 5:** Proportion of Clackmannanshire's population from Black and racially minoritised backgrounds, by electoral ward



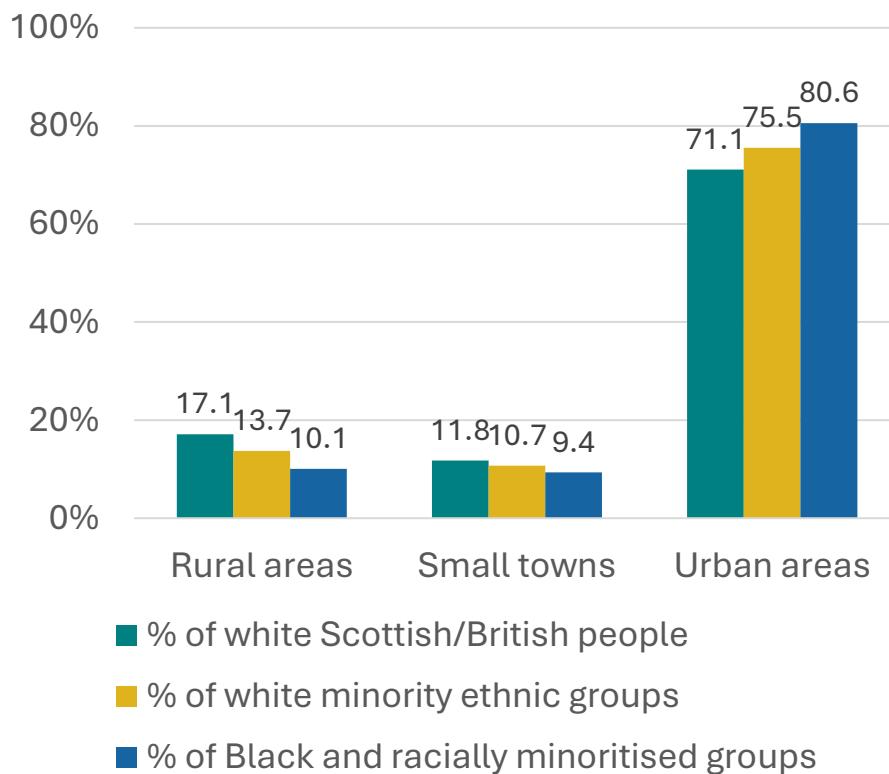
At an electoral ward level, there are similar numbers of people from Black and racially minoritised backgrounds living in each of Clackmannanshire's wards. Clackmannanshire East and South are the most ethnically diverse wards, where 4.4% and 3.0% of the population comes from Black and racially minoritised backgrounds, respectively. Clackmannanshire North and West are the least ethnically diverse, with figures of 2.8% and 2.7%, respectively.

## Urban-rural analysis

Using the Scottish Government Urban Rural Classification and data from Scotland's 2022 Census, we can also understand the urban-rural distribution of different communities across Central Scotland.

Our analysis found that 81% of people from Black and racially minoritised backgrounds in Central Scotland live in urban areas, with 9.4% living in small towns and 10.1% in rural areas.

**Figure 6:** Central Scotland – Proportion of people living in rural areas, small towns or urban areas, by ethnic group



This means that 4.3% of people living in urban areas in Central Scotland come from Black and racially minoritised backgrounds, making urban parts of Central Scotland much less ethnically diverse than the national average, where 9% of the urban population comes from a BRM background.

For small towns and rural areas in Central Scotland, the proportion of people coming from Black and racially minoritised backgrounds falls to 3.1% and 2.3%, respectively.

**Table 5:** Central Scotland – Ethnic composition of the population of urban areas, small towns and rural areas

Ethnic group	Rural areas		Small towns		Urban areas	
	#	%	#	%	#	%
White Scottish/British	47,509	94.0%	32,633	92.8%	197,241	91.0%
White minority ethnic groups	1,855	3.7%	1,454	4.1%	10,220	4.7%
Black and racially minoritised groups	1,165	2.3%	1,085	3.1%	9,342	4.3%
Mixed or multiple ethnic groups	403	0.8%	241	0.7%	1,768	0.8%
Pakistani	203	0.4%	218	0.6%	2,395	1.1%
Indian	92	0.2%	65	0.2%	1,350	0.6%
Bangladeshi	12	0.0%	3	0.0%	59	0.0%
Chinese	79	0.2%	117	0.3%	820	0.4%
Other Asian	122	0.2%	85	0.2%	828	0.4%
African groups	70	0.1%	105	0.3%	1,057	0.5%
Caribbean or Black groups	43	0.1%	26	0.1%	198	0.1%
Arab	34	0.1%	104	0.3%	353	0.2%
Other ethnic groups	98	0.2%	112	0.3%	558	0.3%

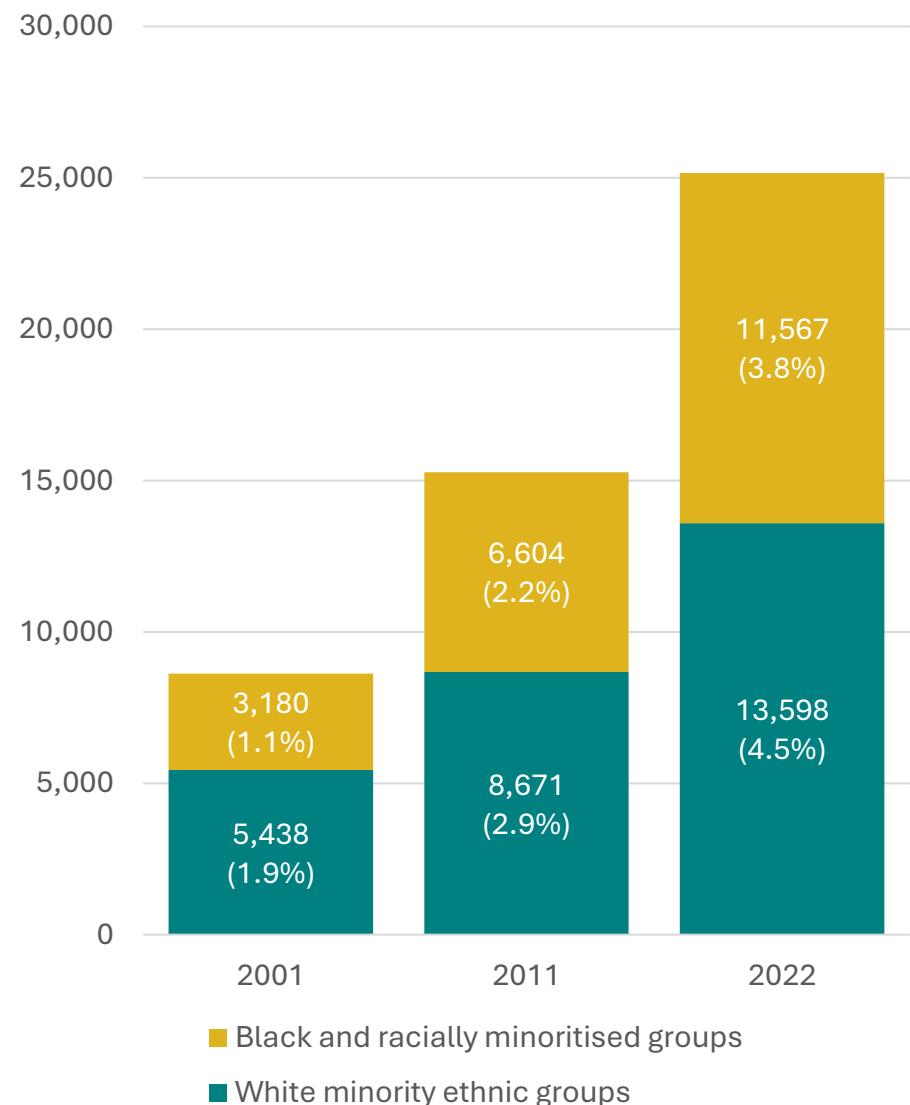
## How has the population changed over time?

The Forth Valley has become increasingly ethnically diverse since Scotland's 2001 Census.

In 2001, the Forth Valley was home to approximately 279,000 people, 3,200 of whom came from Black and racially minoritised backgrounds - approximately 1.1% of the population. In 2011, this had increased to 6,600 people from BRM backgrounds, or 2.2% of the population.

Data from Scotland's 2022 Census shows that approximately 11,600 people living in the Forth Valley now come from Black and racially minoritised backgrounds, meaning that the BRM population has grown by 75% in the past decade (slightly below the national average of 84%).

**Figure 7:** Size of the Forth Valley's minority ethnic population over time



**Table 6:** How Central Scotland's population has changed over time, by ethnic group

Ethnic group	2001		2011		2022	
	#	%	#	%	#	%
White Scottish/ British	270,862	96.9%	282,404	94.9%	277,629	91.7%
White minority ethnic groups	5,438	1.9%	8,671	2.9%	13,598	4.5%
Black and racially minoritised groups (combined)	3,180	1.1%	6,604	2.2%	11,567	3.8%
Mixed or multiple ethnic groups	516	0.2%	785	0.3%	2,414	0.8%
Pakistani	1,125	0.4%	1,759	0.6%	2,791	0.9%
Indian	344	0.1%	842	0.3%	1,492	0.5%
Bangladeshi	35	0.0%	37	0.0%	70	0.0%
Chinese	455	0.2%	1,316	0.4%	1,030	0.3%
Other Asian	126	0.0%	717	0.2%	1,030	0.3%
African	142	0.1%	480	0.2%	1,233	0.4%
Caribbean or Black	114	0.0%	221	0.1%	266	0.1%
Other ethnic groups	323	0.1%	447	0.2%	1,258	0.4%

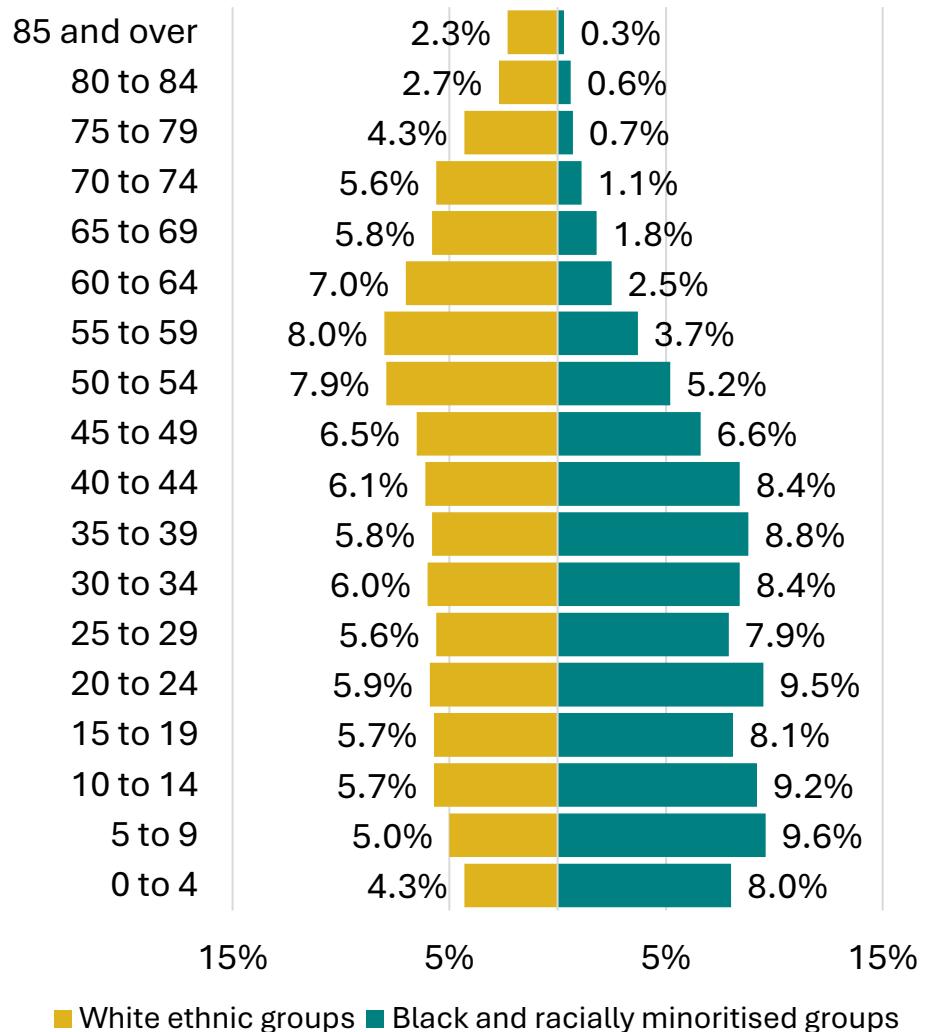
A significant proportion of this growth stems from immigration, as two-thirds of the minority ethnic population was born outside the UK.

For example, of the 25,000 minority ethnic people living in the Forth Valley, 8,900 have lived in the UK for less than 10 years, 61% of whom came from white minority ethnic backgrounds. Within this group, 5,500 people have lived in the UK for less than five years.

## Demographic profile

On average, Black and racially minoritised communities in the Forth Valley are younger than white communities, with 44% of people from Black and racially minoritised backgrounds being below the age of 25, compared to 27% of those from a white ethnic background. This is particularly important to consider when services are designed for children, young people and their families, as they will be serving a more ethnically diverse clientele than the general population.

**Figure 8:** Proportion of people from white and Black and racially minoritised backgrounds in 5-year age bands (Central Scotland)



## Gender

The gender composition of the Forth Valley's Black and racially minoritised communities is broadly comparable to that of the white Scottish/British population.

In most communities in Central Scotland, there are more women than there are men. However, the opposite is true for people from Indian and Pakistani communities – although the difference is small. For example, in 2022, there were 800 men from Indian backgrounds in the Forth Valley compared around 700 women.

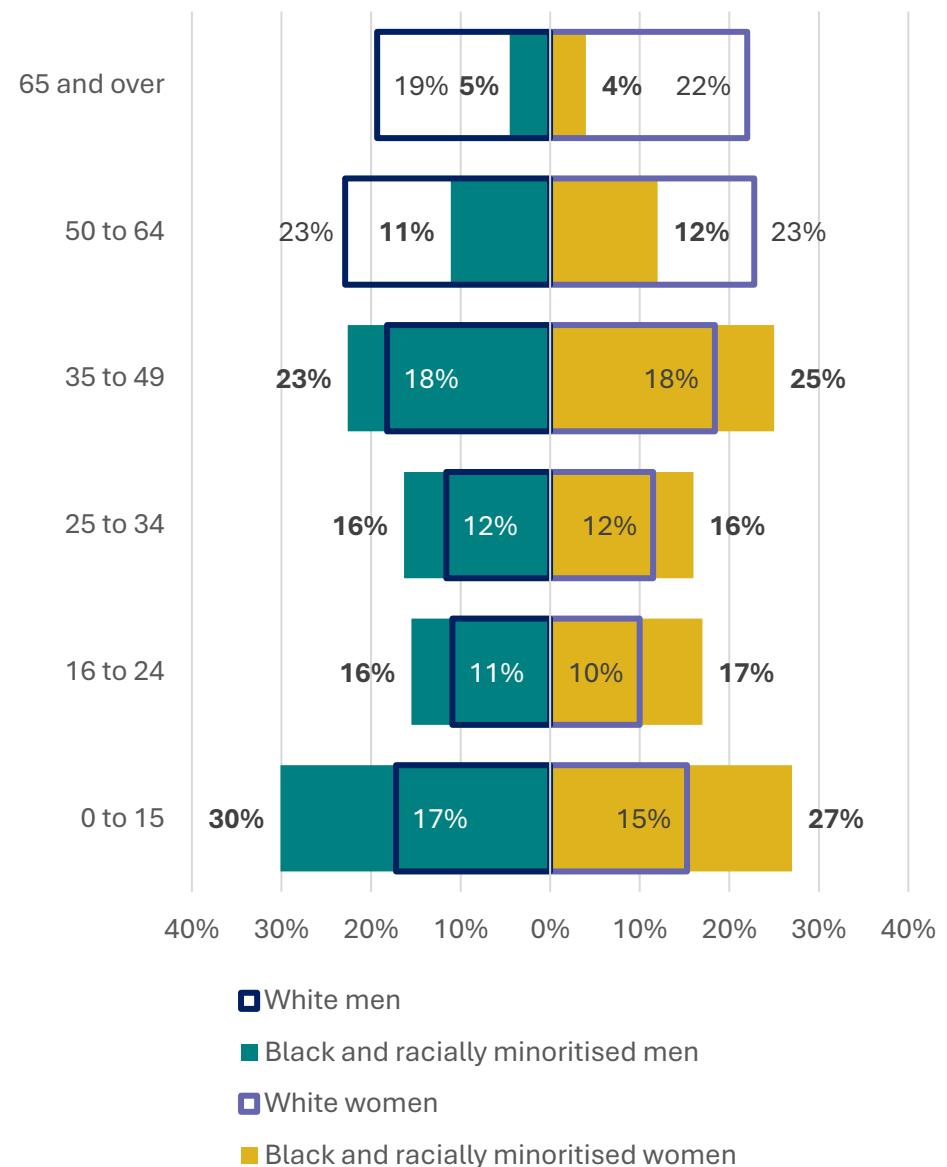
The largest difference is observed in the Chinese community, where 57% of people identified as women, equating to a difference of 150 people.

**Table 7:** Gender composition of the Forth Valley's population, by ethnic group

Ethnic group	# Men	# Women	% Male	% Female
White Scottish/British	135,106	142,525	48.7%	51.3%
White minority ethnic groups	6,171	7,419	45.4%	54.6%
Black and racially minoritised groups	5,670	5,883	49.1%	50.9%
Mixed or multiple ethnic groups	1,146	1,272	47.4%	52.6%
Pakistani	1,425	1,365	51.1%	48.9%
Indian	807	685	54.1%	45.9%
Bangladeshi	31	39	44.3%	55.7%
Chinese	435	582	42.8%	57.2%
Other Asian	424	610	41.0%	59.0%
African	619	607	50.5%	49.5%
Caribbean or Black	126	133	48.6%	51.4%
Arab	245	240	50.5%	49.5%
Other ethnic groups	412	350	54.1%	45.9%

When considering the demographic make-up of the population, it may be useful to consider age and sex simultaneously. This can be useful for benchmarking service uptake where an initiative is targeted at men, women, children and young people or older members of the community.

**Figure 9: Age and sex composition of Central Scotland's white and Black and racially minoritised population**



## Other intersectional characteristics

### Sexual orientation

Due to the way National Records Scotland publishes Census data to protect people's anonymity, it is not possible to disaggregate sexual orientation data beyond a national level, preventing our ability to determine the number of Lesbian, Gay, Bisexual or other Queer+ people from Black and racially minoritised backgrounds in Central Scotland without additional access credentials.

### Trans status

Due to the way National Records Scotland publishes Census data to protect people's anonymity, it is not possible to disaggregate data on people's trans status or history beyond a national level, preventing our ability to determine the number of trans or non-binary people from Black and racially minoritised backgrounds in Central Scotland without additional access credentials.

### British Sign Language (BSL) users

Data from the 2022 Census shows that approximately 355 people from Black and racially minoritised backgrounds in Central Scotland are BSL users, meaning that 3.1% of the Black and racially minoritised population use BSL, compared to 2.2% of white Scottish/British people.

### Disability

Data from Scotland's 2022 Census shows that approximately 1,500 people from Black and racially minoritised backgrounds in Central Scotland are disabled.

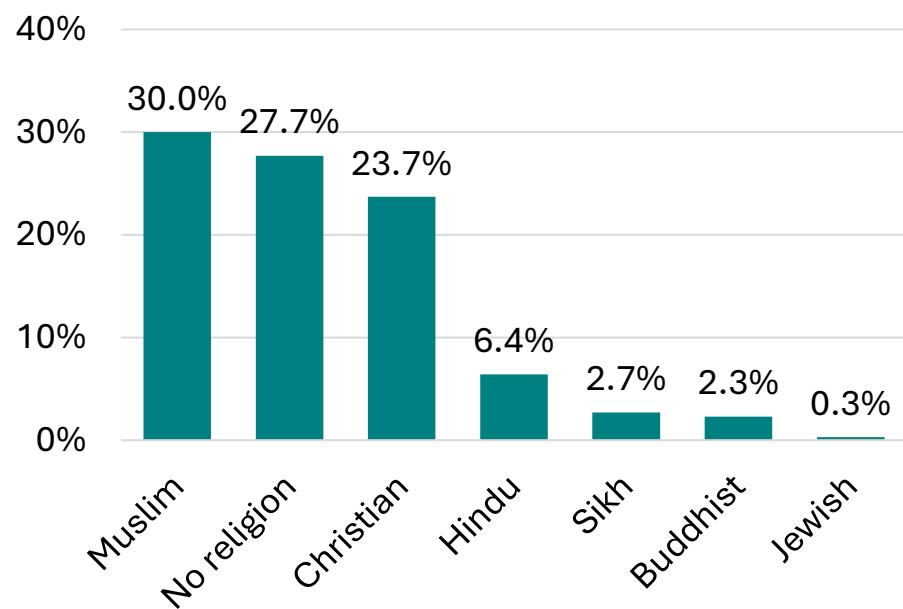
**Table 8:** Disabled people in Central Scotland, by ethnicity

Ethnic group	# of disabled people	% of people with a disability
White Scottish/British	69,237	24.9%
White minority ethnic groups	2,052	15.1%
Black and racially minoritised groups	1,533	13.3%
Mixed or multiple ethnic groups	379	15.7%
Pakistani	423	15.2%
Indian	142	9.5%
Bangladeshi	8	11.4%
Chinese	99	9.7%
Other Asian	134	13.0%
African	77	6.3%
Caribbean or Black	54	41.2%
Arab	89	18.2%
Other ethnic groups	128	16.7%

## Religion

Scotland's Census also collects information about people's religions, which can be disaggregated by ethnicity for intersectional analysis and benchmarking.

**Figure 10: Largest religions among the Forth Valley's Black and racially minoritised population**



Our analysis shows that 28% of people from Black and racially minoritised backgrounds in Central Scotland have no religion, compared to 56% of the white Scottish/British group. There is significant variation between Black and racially minoritised groups, with people from Chinese backgrounds being the most likely to have no religion (78.4%), followed by people from mixed and multiple ethnic backgrounds (55% and Caribbean and Black groups (50%). In contrast, just 3% of people from Pakistani backgrounds and 9% of those from Indian backgrounds have no religion.

Approximately 2,700 people from Black and racially minoritised backgrounds in Central Scotland identify as Christian - 24% of the population. People from African backgrounds were the most likely to be Christian (77%), followed by the Caribbean and Black group (40%). Asian communities were the least likely to be Christian; 29% of people in the 'Asian Other' category, 23% of those from Indian backgrounds, 11% of Chinese people, 7% of Bangladeshi people, and 4% of the Arab group.

Central Scotland is home to 3,600 people of Muslim faith, 96% of whom come from a Black and racially minoritised background. This means that nearly a third of Central Scotland's Black and racially minoritised population identifies as Muslim. Data from the 2022 Census shows that approximately 2,700 Muslims in Central Scotland come from an Asian background (43% of Asian people), with a further 500 from an 'Other' non-white ethnic background (41%). There are relatively few people from African (7%) and Caribbean or Black (3%) backgrounds who identify as Muslim. However, due to the way that National Records Scotland publishes data for non-Christian religions, these statistics cannot be disaggregated to a more granular level.

Among the Black and racially minoritised population, Hindu and Sikh communities are the next largest religious groups, with 740 and 310 people, respectively. Approximately 260 people from Black and racially minoritised backgrounds identify as Buddhist, 30 as Jewish and 30 as Pagan.

## Household composition

### Household size

Data from Scotland's 2022 Census shows that Black and racially minoritised households in Central Scotland tend to be larger than white Scottish/British households.

For example, one-third of Black and racially minoritised households in Central Scotland consist of four or more people, compared to just 15% of white Scottish/British households. In contrast, 71% of white Scottish/British households consist of just one or two people, compared to 49% of Black and racially minoritised households.

**Table 9: Household size by ethnicity, Central Scotland 2022**

Ethnicity of household reference person	One person	Two people	Three people	Four people	Five or more people
White Scottish/British	35.2%	35.4%	14.6%	11.1%	3.7%
White minority ethnic groups	26.5%	34.8%	17.0%	15.8%	5.9%
Black and racially minoritised groups	25.7%	23.5%	17.0%	19.8%	14.1%
Mixed or multiple ethnic groups	38.6%	30.4%	13.4%	12.9%	4.3%
Pakistani	14.9%	14.9%	13.8%	25.0%	30.9%

**Table 9: Household size by ethnicity, Central Scotland 2022**

Ethnicity of household reference person	One person	Two people	Three people	Four people	Five or more people
Indian	19.5%	21.6%	23.6%	26.3%	9.0%
Bangladeshi	37.5%	20.8%	33.3%	20.8%	4.2%
Chinese	29.3%	26.4%	18.5%	18.8%	8.3%
Other Asian	26.7%	27.6%	21.5%	14.2%	10.0%
African	22.4%	21.1%	16.2%	25.8%	14.4%
Caribbean or Black	37.4%	31.8%	12.1%	13.1%	8.4%
Arab	30.3%	26.3%	16.9%	14.3%	12.3%

## Multi-ethnic households

The Census also collects data on the ethnic makeup of households to determine the proportion of households comprising multiple ethnic groups and those in which all members share the same ethnic identity.

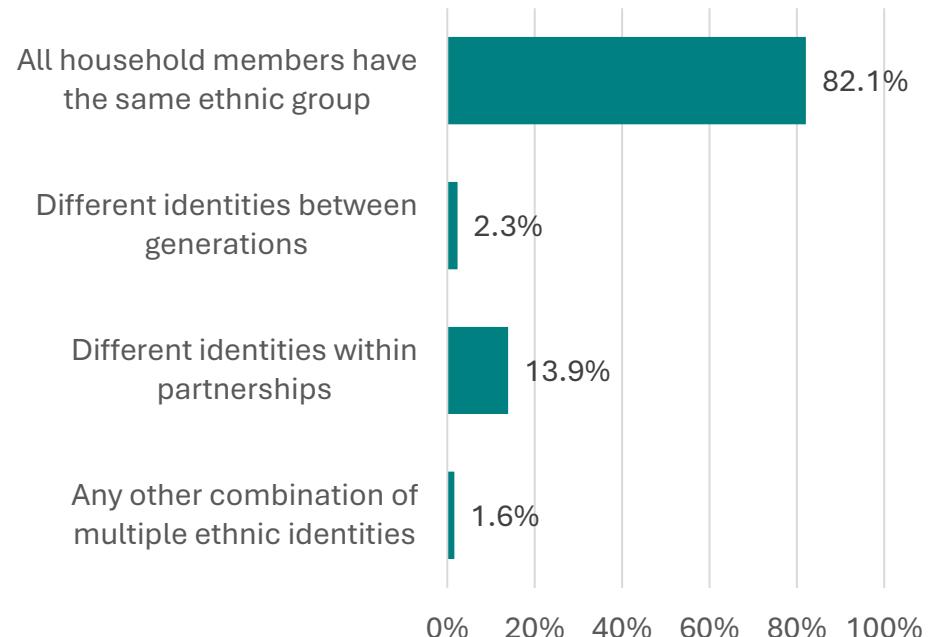
When one-person households are excluded, our analysis found that 82% of households in Central Scotland are composed of a single ethnic group, meaning that all household members share the same ethnic identity. This leaves approximately 16,000 households made up of multiple ethnic groups - around 18% of multi-person households.

The majority (78%) of multi-ethnic households in Central Scotland are cross-ethnic partnerships, while 13% of multi-ethnic households feature different ethnic groups between generations. The remaining 9% of multi-ethnic households are made up of other combinations.

Our analysis also found that households with a Household Reference Person (HRP) from a Black and racially minoritised background are more likely to be multi-ethnic than households with a white Scottish/British HRP. For example, just 15% of households with a white Scottish/British HRP are multi-ethnic compared to 41% of households with an HRP from a Black and racially minoritised background.

The likelihood of living in a multi-ethnic household was highest among households with an HRP from a Caribbean or Black background, with 87% of such households being multi-ethnic. In contrast, the likelihood of living in a multi-ethnic household was lowest among households with an HRP from a Pakistani background (14%).

**Figure 11: Multi-ethnic households in Central Scotland**



**Table 10:** Proportion of households in Central Scotland consisting of multiple ethnic groups, by type of multi-ethnic household and ethnicity of Household Reference Person

Ethnicity of Household Reference Person (excluding one-person households)	% of households comprising multiple ethnic groups	% of multi-ethnic households:		
		Different identities between generations	Different identities within partnerships	Any other combination of multiple ethnic identities
White Scottish/ British	15.2%	11.8%	80.0%	8.2%
White minority ethnic groups	56.2%	19.0%	69.3%	11.8%
Black and racially minoritised groups (combined)	41.4%	14.6%	72.1%	13.3%
Mixed or multiple ethnic groups	82.7%	11.3%	75.3%	13.4%
Pakistani	13.9%	20.2%	64.0%	15.7%

**Table 10:** Proportion of households in Central Scotland consisting of multiple ethnic groups, by type of multi-ethnic household and ethnicity of Household Reference Person

Ethnicity of Household Reference Person (excluding one-person households)	% of households comprising multiple ethnic groups	% of multi-ethnic households:		
		Different identities between generations	Different identities within partnerships	Any other combination of multiple ethnic identities
Indian	29.5%	9.9%	73.0%	17.1%
Bangladeshi	55.6%	10.0%	60.0%	30.0%
Chinese	34.8%	10.4%	71.4%	18.2%
Other Asian	54.5%	15.9%	72.7%	11.4%
African	38.2%	24.3%	60.0%	15.7%
Caribbean or Black	87.3%	21.8%	67.3%	10.9%
Arab	53.1%	12.7%	80.6%	6.7%
<b>Total</b>	<b>17.9%</b>	<b>13.1%</b>	<b>77.8%</b>	<b>9.1%</b>

## Understanding immigration

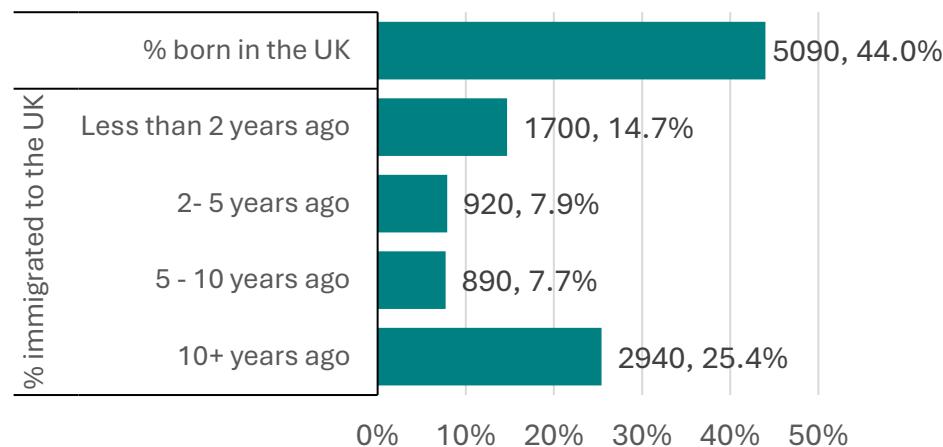
Scotland's Census also collects some limited information about people's experiences of migration, including people's country of birth and how long they have lived in the UK. While this cannot capture the unique circumstances of someone's migration status, it can provide useful information about the population's demographic profile.

### Length of residence in the UK

In Central Scotland, 44% of people from a Black and racially minoritised background were born in the UK, compared to less than 25% of people from a white minority ethnic background.

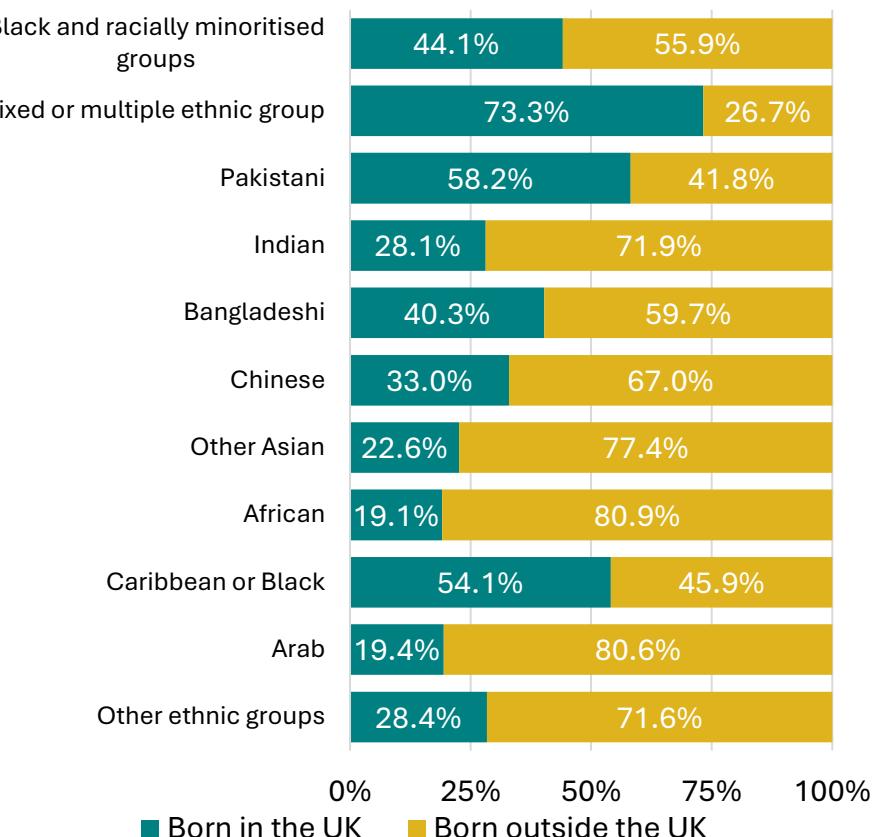
Of the 6,400 people from Black and racially minoritised backgrounds who were not born in the UK, 45% have lived in the country for more than 10 years (around 2,900 people, 25% of the total BRM population), while 26% have lived in the UK for less than 2 years (1,700 people, 15% of the BRM population).

**Figure 12: Migratory context of the Forth Valley's Black and racially minoritised population**



Within the Black and racially minoritised category, some clear trends can be seen, with people from mixed and multiple ethnic backgrounds being the most likely to have been born in the UK, followed by people from Pakistani, Caribbean and Black backgrounds. People from African and Arab backgrounds were the least likely to be born in the UK, likely reflecting recent migration trends.

**Figure 13: Proportion of people born in and outside of the UK in Central Scotland, by ethnic group**



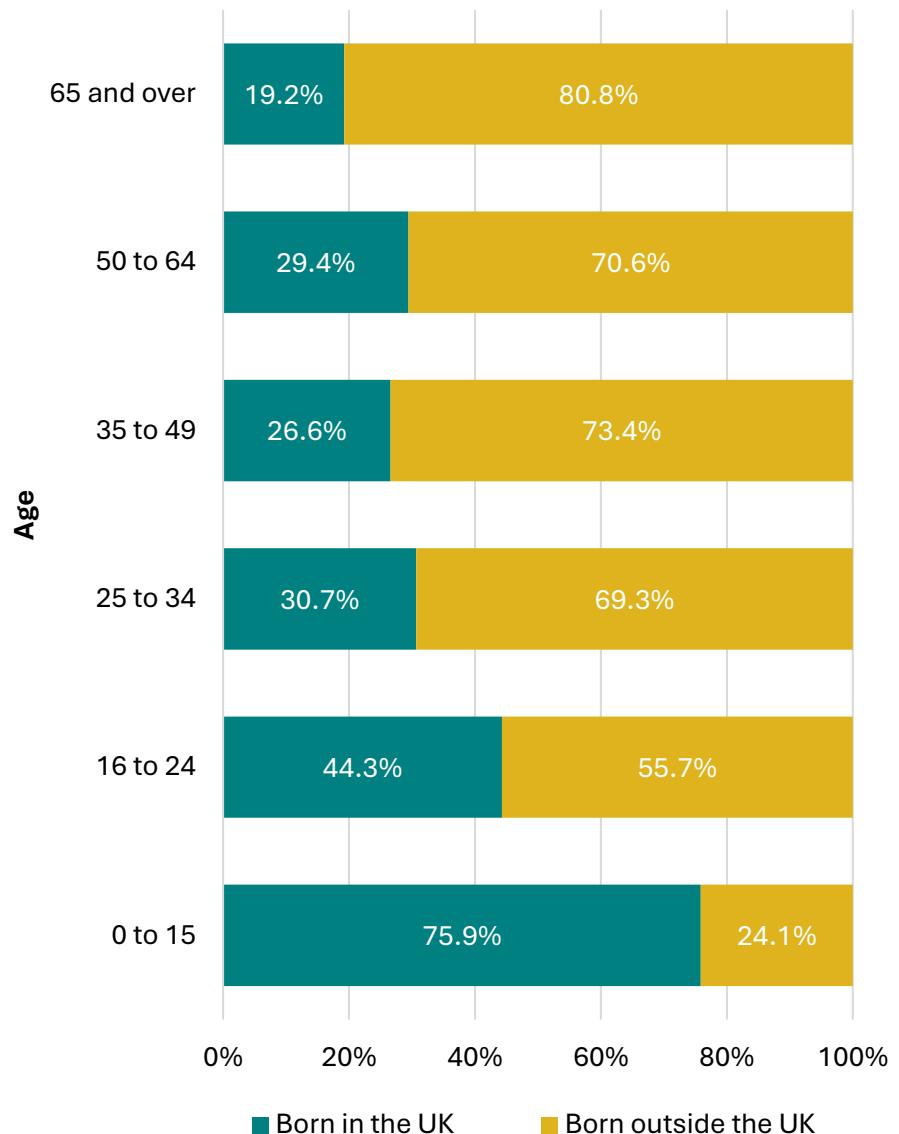
Of people born outside the UK, those with a Pakistani background were the most likely to have lived in the UK for 10+ years (66%), followed by migrants from a Chinese background, 49% of whom have lived in the UK for 10+ years. In contrast, just 16% of migrants with an Arab background have lived in the UK for more than a decade, while 38% arrived within the past 5 years.

**Table 11:** Migrants from Black and racially minoritised backgrounds in Central Scotland: Year of arrival in the UK by ethnic group

Time of arrival in the UK	Black and racially minoritised groups	Mixed or multiple ethnic groups	Pakistani	Indian	Bangladeshi	Chinese	Other Asian	African	Caribbean or Black	Arab	Other
<b>Less than 2 years ago</b>	26.4%	24.2%	11.6%	31.8%	25.6%	36.8%	27.2%	36.9%	20.3%	16.9%	25.4%
<b>2- 5 years ago</b>	14.2%	17.7%	11.3%	13.4%	14.0%	5.9%	9.7%	16.4%	20.3%	37.7%	13.0%
<b>5 - 10 years ago</b>	13.7%	16.1%	11.3%	8.8%	11.6%	8.4%	16.6%	12.0%	12.7%	29.7%	20.3%
<b>10+ years ago</b>	45.6%	42.0%	65.8%	46.0%	48.8%	49.0%	46.5%	34.7%	46.6%	15.6%	41.3%

When examining by age, it becomes clear that older generations of people from Black and racially minoritised backgrounds are more likely to have been born outside of the UK. Our analysis found that fewer than one in five people aged 65 and over from a BRM background were born in the UK, while three in four children under 15 were born in the UK.

**Figure 14:** Proportion of the Forth Valley's Black and racially minoritised population born inside or outside the UK, by age

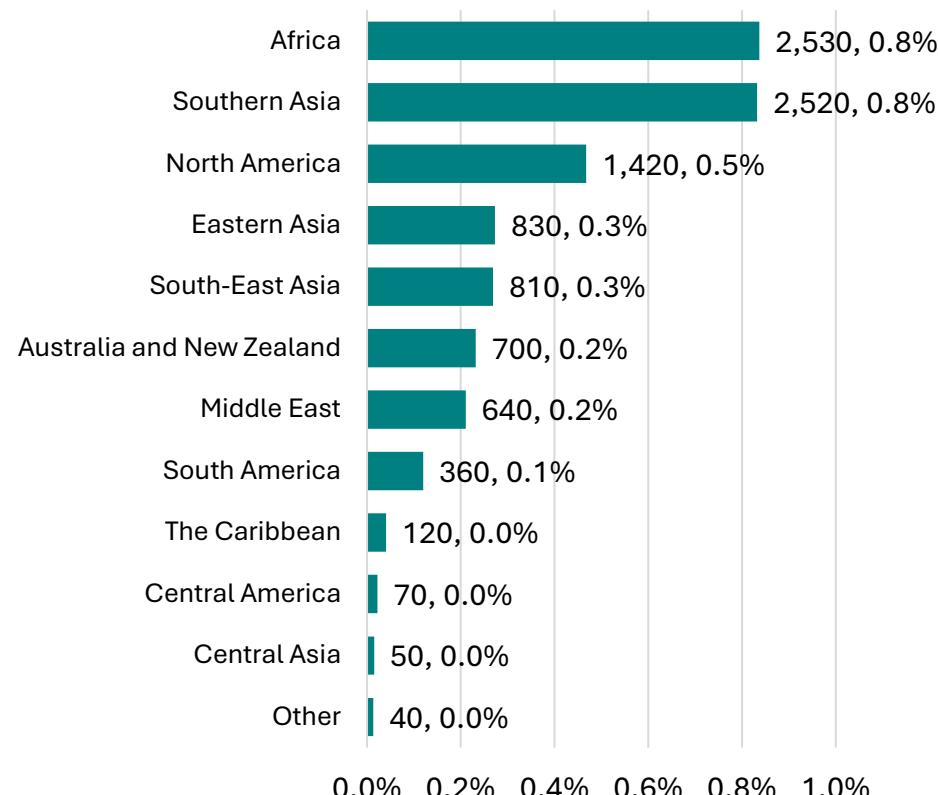


## Country of Birth

The vast majority (93%) of Central Scotland's population was born in the UK, with 97% of people being born in a European country, meaning that approximately 10,000 people living in the Forth Valley were born outside of Europe.

Outside Europe, the most common region of birth was Africa, followed by Southern Asia and North America, accounting for 0.8%, 0.8%, and 0.5% of the total population, respectively.

**Figure 15: Central Scotland - Region of birth (excluding Europe)**

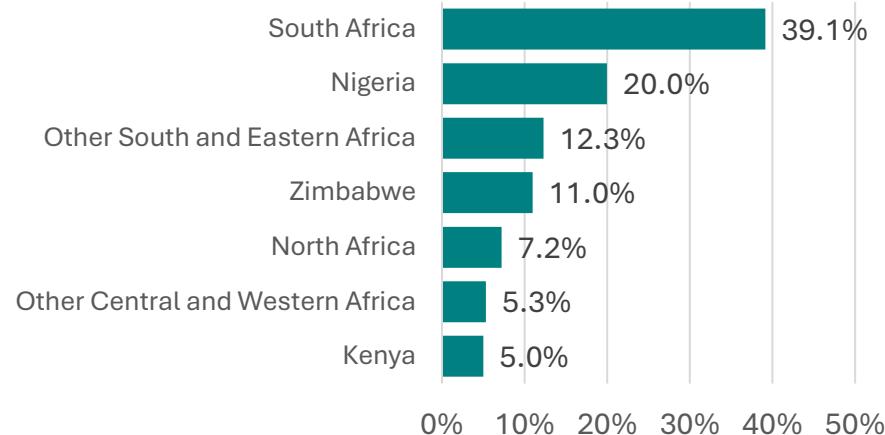


Focusing on Africa, the Middle East and Asia, we can see that:

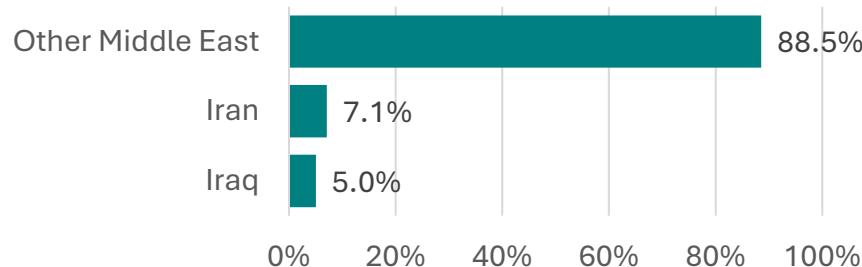
- 39% of people born in Africa were from South Africa, with 20% from Nigeria and 11% from Zimbabwe
- 7% and 5% of people born in the Middle East were from Iran and Iraq, respectively, with the remaining 88% from 'Other Middle East' regions not specified in the Census
- 45% of people born in Eastern Asia were from China, and 41% from Hong Kong
- 46% of people born in Southern Asia were from India, 44% from Pakistan, and less than 2% from Bangladesh
- 29% of people born in South-East Asia were born in the Philippines, 18% in Singapore, and 17% in Malaysia. 36% of people born in South-East Asia were from countries in the 'Other South-East Asia' category not expanded upon in the Census

**Figure 16: Place of birth – detailed breakdowns for Asia, Africa and the Middle East**

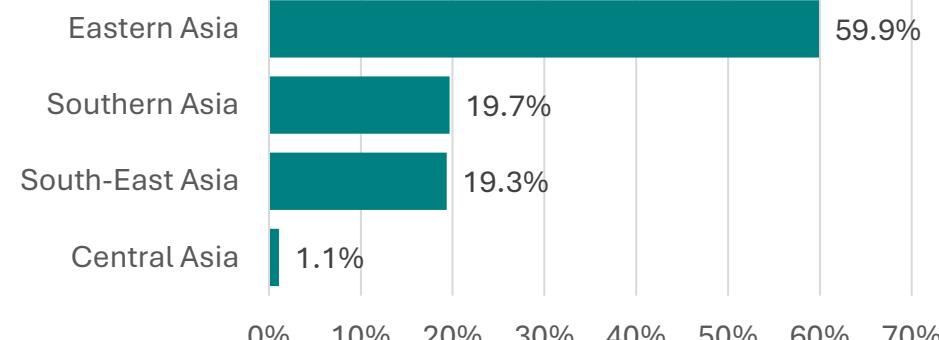
**African regions**



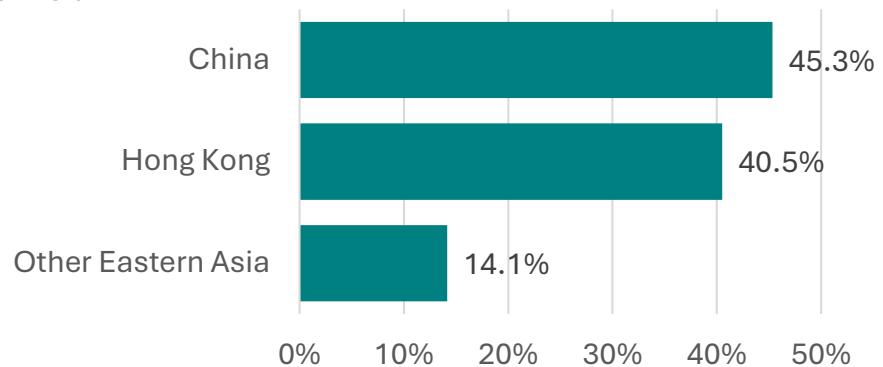
**Middle East**



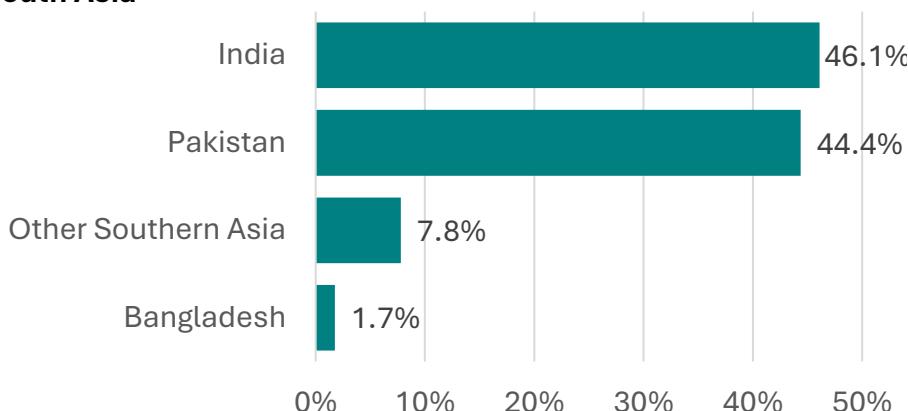
**Asian regions**



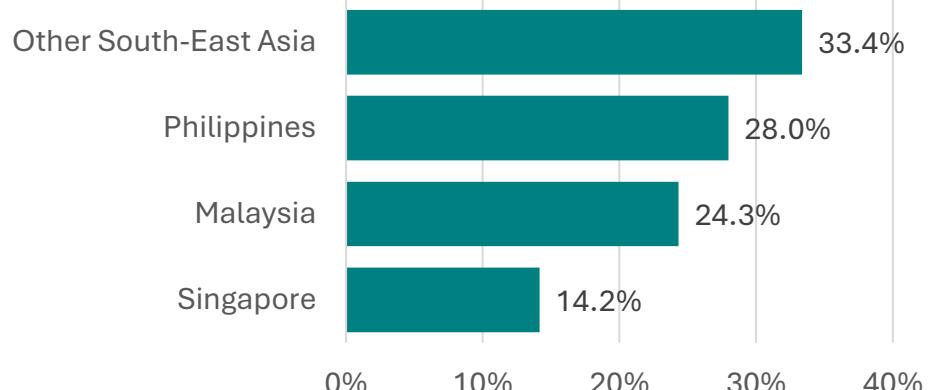
**East Asia**



**South Asia**



**South East Asia**



## Language

### Main language

Data from Scotland's 2022 Census shows that, in Central Scotland, approximately 28% of people from Black and racially minoritised backgrounds have a main language other than English, Gaelic or Scots, compared to 3% of all people. However, due to the way that National Records Scotland publishes data for languages outside of English, Gaelic, Scots, Polish, BSL and other sign languages, it is not possible to generate findings for other specific languages spoken within Blacks and racially minoritised communities.

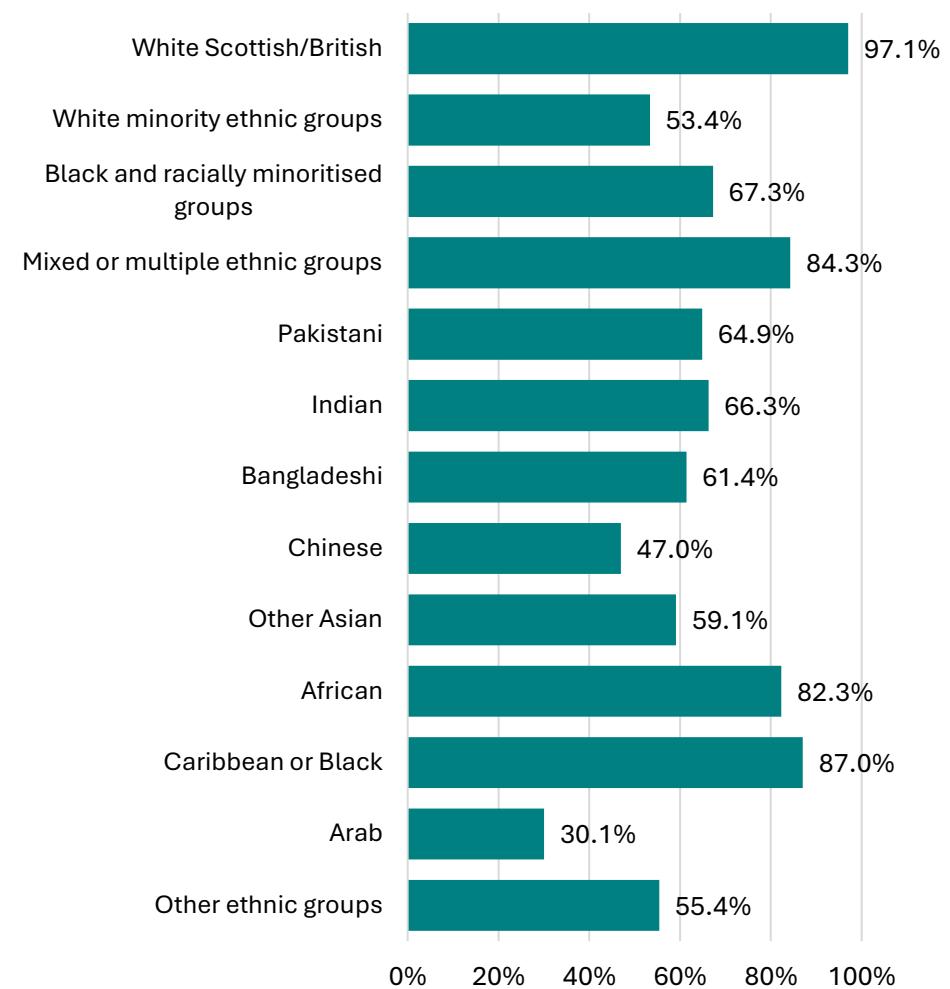
On aggregate, people from Black and racially minoritised backgrounds are more likely to speak English as their main language than white minority ethnic groups; however, these levels vary considerably between ethnic groups. For example, 87% of people from Caribbean or Black backgrounds, and 82% of people from African backgrounds speak English as their main language, compared to 47% of Chinese people and 30% of people from Arab backgrounds.

The likelihood of someone's main language being English also varies with age: 85% of people from Black and racially minoritised groups aged 0-15 speak English as the main language, but 57% of those aged 65 and over.

For most Black and racially minoritised groups in the Forth Valley, the proportion of people who speak English as their main language was greater among the youngest generations compared to the oldest generations. For example, 77% of people from Chinese backgrounds under the age of 15 speak English as their main language, compared to just 18% of those over the age of 65. However, for several racially minoritised groups, there is a notable drop in the use of English as a main language for

those aged 25-34 and 35-49, perhaps reflecting the age profiles of recent migrants.

**Figure 17: Proportion of people whose main language is English, by ethnic group (Forth Valley)**



**Table 12:** Proportion of people from minority ethnic backgrounds who speak English as their main language, by age

Age group:	White minority ethnic groups	Black and racially minoritised groups	Mixed or multiple ethnic groups	Pakistani	Indian	Bangladeshi	Chinese	Other Asian	African	Caribbean or Black	Arab	Other ethnic groups
0 - 15	63%	85%	98%	86%	83%	54%	77%	76%	88%	97%	35%	65%
16 - 24	54%	75%	89%	88%	75%	100%	46%	62%	91%	74%	31%	58%
25 - 34	44%	67%	85%	64%	64%	72%	47%	58%	86%	84%	22%	47%
35 - 49	45%	61%	82%	60%	57%	52%	47%	49%	82%	79%	21%	49%
50 - 64	67%	63%	91%	48%	74%	25%	37%	60%	76%	96%	50%	66%
65 and over	82%	57%	93%	37%	70%	100%	18%	64%	74%	100%	9%	76%
<b>Total</b>	<b>55%</b>	<b>71%</b>	<b>91%</b>	<b>69%</b>	<b>69%</b>	<b>62%</b>	<b>49%</b>	<b>60%</b>	<b>85%</b>	<b>90%</b>	<b>32%</b>	<b>57%</b>

## English proficiency

It is important to note that someone's main language not being English does not mean they cannot speak the language. Data from Scotland's 2022 Census show that there are very small numbers of people in Central Scotland with no skills in English.

In fact, more people from white Scottish backgrounds have no skills in English (150) than people from Black and racially minoritised backgrounds (95). The proportion of people from Black and racially minoritised backgrounds who have no skills in English is below 1%.

It can therefore be assumed that lower levels of English as a main language indicate high levels of multilingualism, rather than a lack of proficiency in English.

**Table 13:** Proportion of Central Scotland's population with no skills in English, by ethnic group

Ethnic grouping	# with no skills in English	% of each community
White Scottish/British	152	0.1%
White minority ethnic groups	106	0.8%
Black and racially minoritised groups	95	0.8%

## Housing

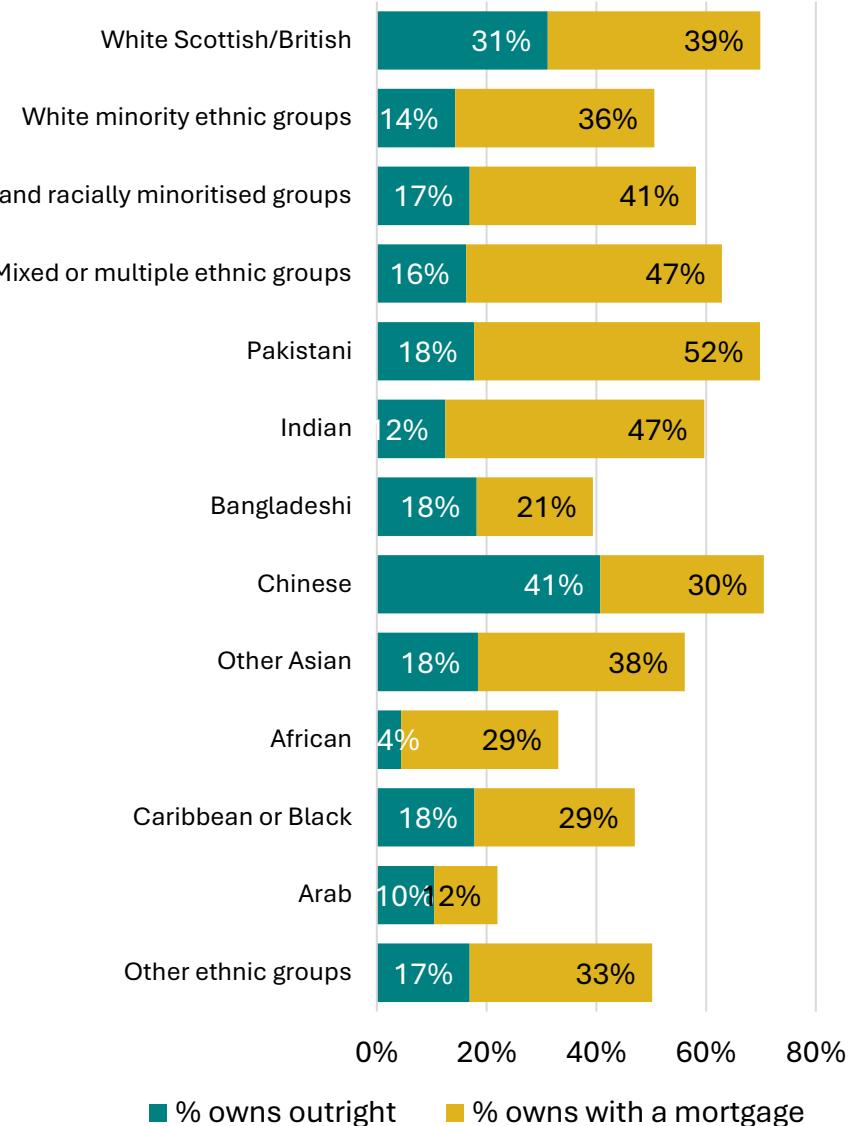
### Homeownership

Data from Scotland's 2022 Census shows that 58% of people from Black and racially minoritised backgrounds in Central Scotland live in an owner-occupied home, compared to 70% of white Scottish/British people.

Within the Black and racially minoritised category, people from Chinese (71% living in owner-occupied housing), Pakistani (70%) and mixed or multiple ethnic backgrounds (63%) are the most likely to be homeowners. Whereas Bangladeshi, African and Arab had the lowest levels of homeownership, with 39%, 33% and 22% of people living in owner-occupied homes, respectively.

When accounting for whether people own their home outright or with a mortgage or shared ownership scheme, a more complex picture is given. For example, 57% of Chinese homeowners own their property outright, with this falling to 46% for Bangladeshi and 37% for Caribbean or Black homeowners. By comparison, the lowest levels of outright ownership can be seen for Indian and African homeowners, where just 21% and 13% of people own their homes outright.

**Figure 18: Proportion of people living in owner-occupied housing, by ethnic group (Central Scotland)**

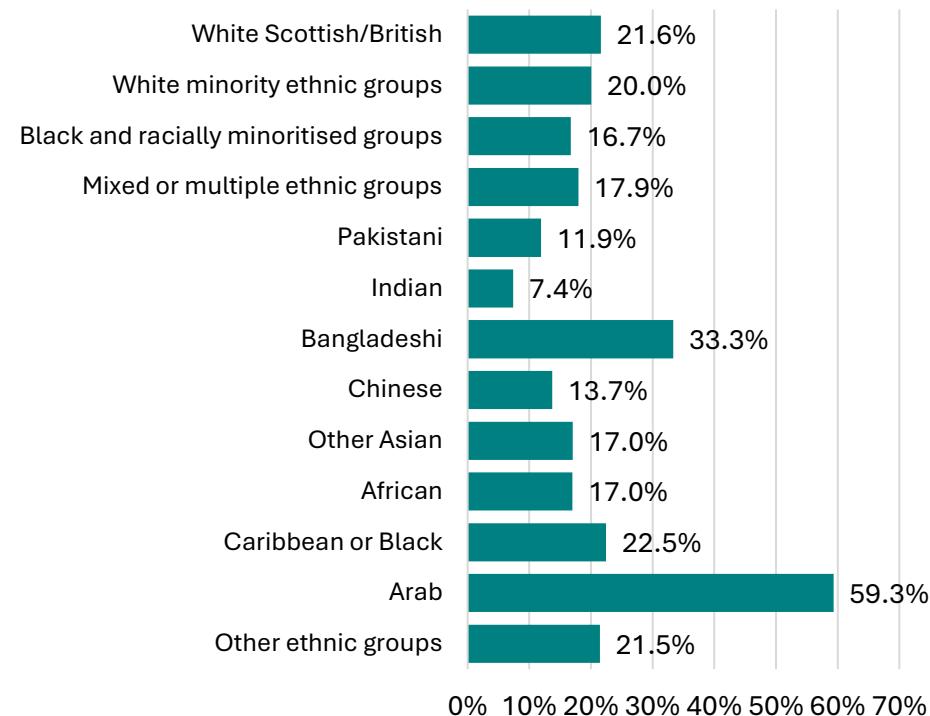


## Social housing

On average, people from Black and racially minoritised backgrounds in Central Scotland are less likely to live in social housing than people from white ethnic backgrounds. However, there is some variation between communities, with 59% of all Arab people in Central Scotland living in a socially rented home compared to just 7% of people from an Indian background.

Overall, this means that people from Black and racially minoritised backgrounds in Central Scotland are under-represented in social housing, comprising just 2.8% of social tenants but 3.8% of the population.

**Figure 19: Proportion of people living in social housing, by ethnic group (Central Scotland)**

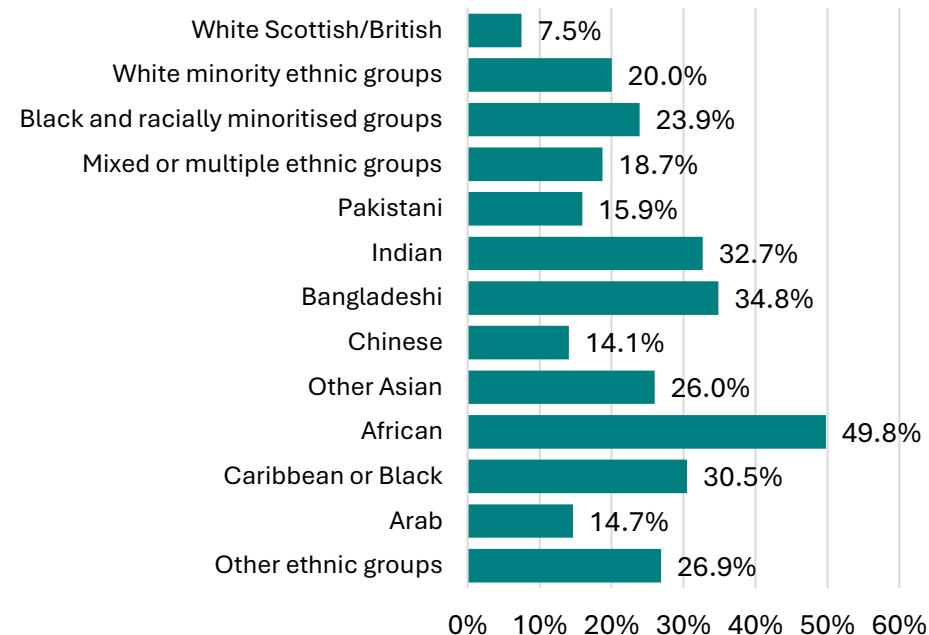


## Private rented sector

In Central Scotland, people from Black and racially minoritised backgrounds are much more likely to live in private rented housing than people from white Scottish and other British backgrounds. Data from Scotland's 2022 Census shows that, on average, 24% of people from a Black and racially minoritised background live in the private rented sector, compared to less than 8% of the white Scottish/British group.

While all racially minoritised groups are more likely to live in private rented housing, there is significant variation between Black and racially minoritised communities, with 50% of African people occupying the private rented sector compared to just 16% of people from a Pakistani background and 15% of people from an Arab background.

**Figure 20: Proportion of people living in private rented housing, by ethnic group (Central Scotland)**

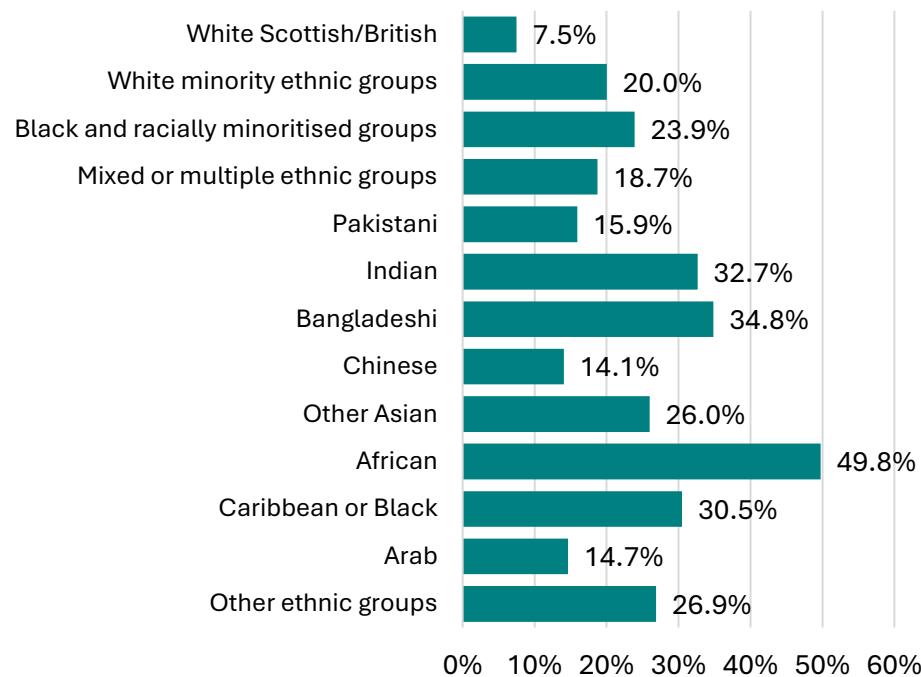


## Overcrowding

Data from Scotland's 2022 Census shows that 7.1% of Black and racially minoritised households in Central Scotland live in an overcrowded home, making them 4.5 times as likely to live in an overcrowded property as white Scottish/British households.

This inequality is not experienced equally between communities. For example, within African and Pakistani communities, one in every ten households is overcrowded - an inequality directly linked to the unequal impact of the COVID-19 pandemic. Similarly, 8% of Chinese households and 6% of Arab households in Central Scotland are overcrowded.

**Figure 21: Proportion of households living in an overcrowded home, by ethnicity of household reference person**



Using Census data, we can also account for household tenure, revealing that some ethnic groups are more likely to experience overcrowding in social housing, while others are more likely to experience overcrowding in the private rented sector.

For example, in Central Scotland, 15% of Caribbean or Black households in social housing live in an overcrowded home, compared to 3% of Caribbean or Black households in the private rented sector. For Asian households, rates of overcrowding are higher in private rented housing (15%) than in social housing (11%).

**Table 14: Proportion of households living in an overcrowded home, by ethnicity and tenure**

Ethnic group	% overcrowded in private rented housing	% overcrowded in social housing
White Scottish/British	2.4%	3.7%
White minority ethnic groups	4.5%	7.7%
Mixed or multiple ethnic groups	8.5%	0.0%
Asian, Asian Scottish or Asian British	14.6%	10.6%
African	0.0%	11.8%
Caribbean or Black	3.3%	14.9%
Arab	n/a	n/a

## Access to central housing

Data from the 2022 Census shows that 3% of Black and racially minoritised households in Central Scotland live in a home with no form of central heating, compared to just 1.3% of white Scottish/British households.

Asian households are the most likely to live in a home without central heating (4% of all Asian households in Central Scotland), whereas Census data suggests that there are no African households living without any access to central heating.

When disaggregating by household tenure, a clear trend emerges, with Black and racially minoritised households living in the private rented sector being less likely to live in a home with central heating than other households. For example, 5% of all Black and racially minoritised households in Central Scotland's private rented sector have no access to any form of central heating compared to 2.5% of those living in social housing.

This measure tells us that Black and racially minoritised households in Central Scotland experience higher rates of fuel poverty than white Scottish/British households, even before the affordability of heating is considered.

**Table 15:** Proportion of households living in a home without central heating, by ethnicity and tenure

Ethnic group	Private Rented Housing	Social Housing	All tenure types
White Scottish/British households	3.2%	1.1%	1.3%
White minority ethnic households	4.3%	1.8%	2.4%
Black and racially minoritised households (combined)	5.0%	2.5%	3.0%
Mixed or multiple ethnic groups	4.3%	0.0%	2.4%
Asian, Asian Scottish or Asian British	5.9%	3.8%	3.9%
African households	0.0%	0.0%	0.0%
Caribbean or Black households	4.1%	1.5%	1.7%
Arab	n/a	n/a	n/a

## Educational qualifications

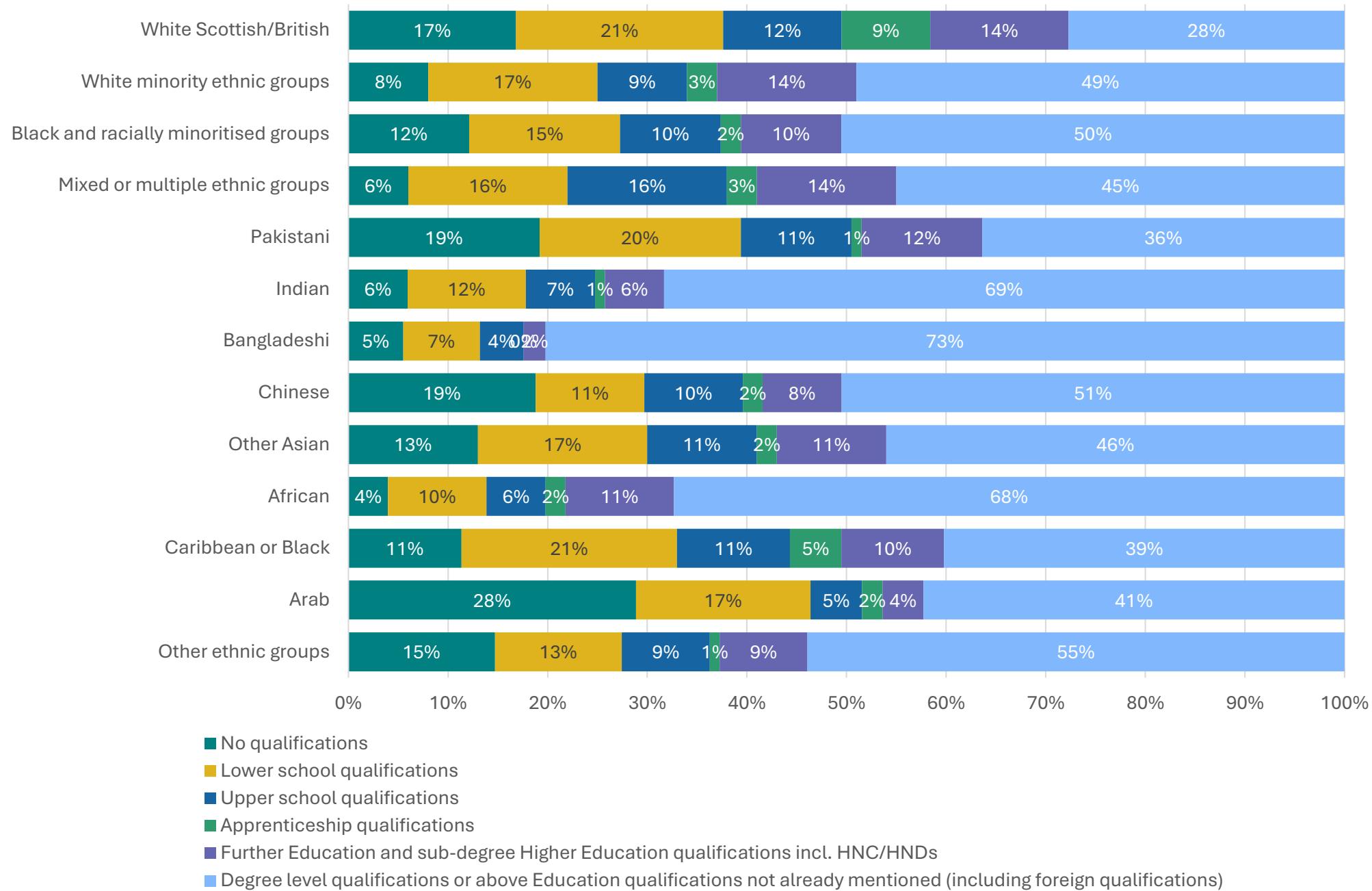
Data from Scotland's 2022 Census shows that 50% of adults from Black and racially minoritised backgrounds in the Forth Valley hold degree-level qualifications, compared to 28% of white Scottish/British adults. Within the Black and racially minoritised category, adults from a Bangladeshi background are most likely to have a degree-level qualification (73%), followed by those from Indian (69%) and African (68%) backgrounds.

When looking at apprenticeships, we can see that people from Black and racially minoritised backgrounds are less likely to have completed apprenticeships compared to white Scottish/British adults. For most ethnic groups in the Black and racially minoritised category, less than 2% of people had an apprenticeship as their highest level of qualification, compared to 9% of the white Scottish/British group.

The Census also shows that approximately 41,000 adults in the Forth Valley have no formal educational qualifications. Disaggregating these statistics by ethnicity, we can see that adults from white Scottish/British backgrounds are more likely to have no qualifications than those from a minority ethnic background. For example, 8% of adults from a white minority ethnic background and 12% from Black and racially minoritised backgrounds have no formal qualifications, compared to 17% of white Scottish/British adults.

A full breakdown of the highest levels of qualifications held across ethnic groups in Central Scotland is provided overleaf.

**Figure 22: Central Scotland - Highest level of qualification held, by ethnic group**



**Table 16: Highest level of qualification by ethnic grouping and local authority**

<b>Area</b>	<b>Highest level of qualification</b>	<b>All people</b>	<b>Black and racially minoritised groups</b>	<b>White minority ethnic groups</b>	<b>White Scottish/ British</b>
Forth Valley Total	No qualifications	16%	12%	8%	17%
	Lower school qualifications	20%	15%	17%	21%
	Upper school qualifications	11%	10%	9%	12%
	Apprenticeship qualifications	8%	2%	3%	9%
	Further Education and sub-degree Higher Education qualifications incl. HNC/HNDs	14%	10%	14%	14%
	Degree level qualifications or above, Education qualifications not already mentioned (including foreign qualifications)	30%	50%	49%	28%
Clackmannanshire	No qualifications	19%	20%	11%	19%
	Lower school qualifications	22%	16%	18%	22%
	Upper school qualifications	10%	10%	7%	10%
	Apprenticeship qualifications	9%	2%	3%	9%
	Further Education and sub-degree Higher Education qualifications incl. HNC/HNDs	14%	11%	15%	14%
	Degree level qualifications or above, Education qualifications not already mentioned (including foreign qualifications)	26%	41%	47%	25%
Falkirk	No qualifications	17%	15%	11%	17%
	Lower school qualifications	22%	18%	19%	22%
	Upper school qualifications	11%	9%	7%	11%
	Apprenticeship qualifications	9%	2%	4%	10%
	Further Education and sub-degree Higher Education qualifications incl. HNC/HNDs	15%	11%	15%	15%
	Degree level qualifications or above, Education qualifications not already mentioned (including foreign qualifications)	26%	44%	45%	24%
Stirling	No qualifications	13%	7%	5%	14%
	Lower school qualifications	16%	12%	15%	17%
	Upper school qualifications	13%	11%	12%	13%
	Apprenticeship qualifications	6%	1%	2%	7%
	Further Education and sub-degree Higher Education qualifications incl. HNC/HNDs	12%	9%	12%	12%
	Degree level qualifications or above, Education qualifications not already mentioned (including foreign qualifications)	40%	59%	54%	38%

## Employment and ethnicity

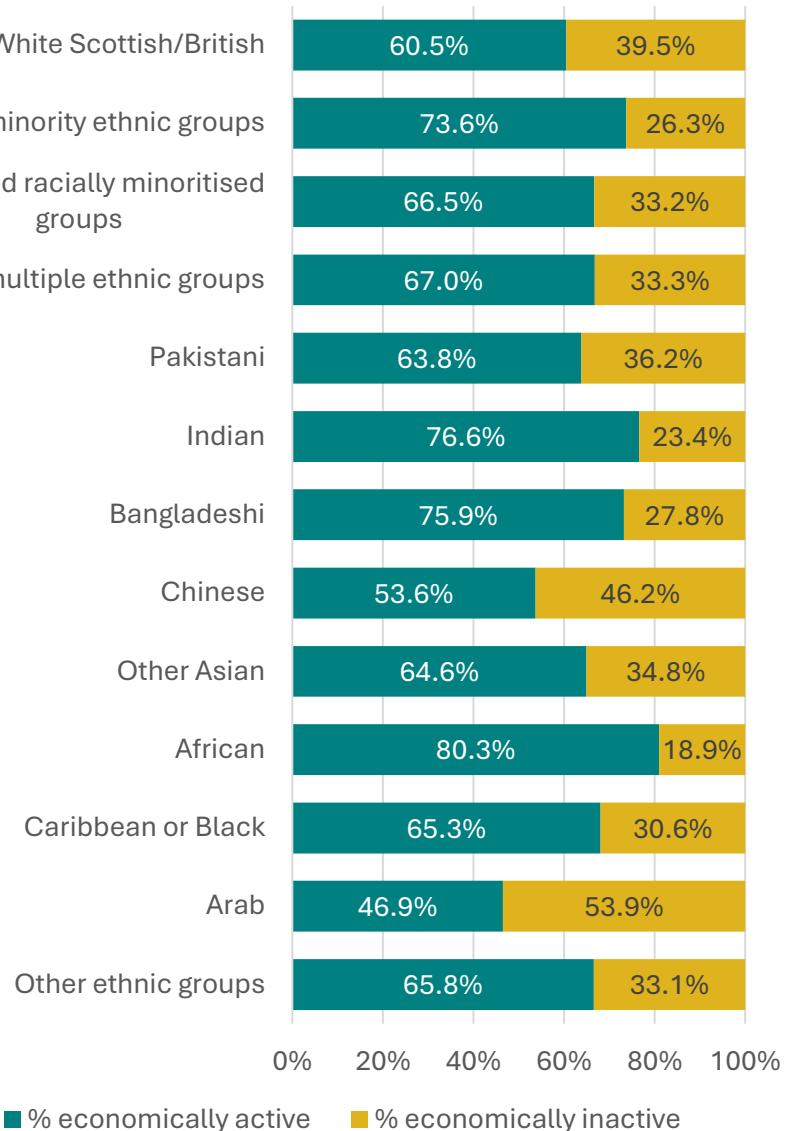
### Economic activity

Data from Scotland's 2022 Census shows that Black and racially minoritised adults in Central Scotland are slightly more likely to be economically active than adults from white Scottish/British backgrounds.

Our analysis found that 67% of adults from Black and racially minoritised backgrounds are economically active, compared to 61% of adults from a white Scottish/British background.

Within the Black and racially minoritised category, African adults had the highest levels of economic activity (80%), followed by adults from Indian (77%) and Bangladeshi (76%) backgrounds.

**Figure 23: Economic activity in Central Scotland, by ethnic group**



For Black and racially minoritised adults, the leading reason for being economically inactive is being a full-time student (42% of economically inactive adults), followed by being responsible for looking after one's home or family (22%). By comparison, the leading reason for white Scottish/British adults being economically inactive is being retired (64% of economically inactive adults).

**Table 17: Reasons for economic inactivity in the Forth Valley, by ethnic group**

Ethnic group	Retired	Full-time student	Looking after home or family	Long-term sick or disabled	Other
White Scottish/British	64.0%	8.7%	7.9%	13.3%	6.0%
White minority ethnic groups	32.5%	38.3%	13.2%	8.9%	7.1%
Black and racially minoritised groups (combined)	16.7%	41.7%	22.2%	8.8%	10.6%
Mixed or multiple ethnic groups	15.2%	48.3%	11.5%	15.4%	9.6%
Pakistani	13.8%	29.3%	32.3%	11.7%	12.8%
Indian	21.4%	42.1%	19.9%	6.8%	9.8%

**Table 17: Reasons for economic inactivity in the Forth Valley, by ethnic group**

Ethnic group	Retired	Full-time student	Looking after home or family	Long-term sick or disabled	Other
Bangladeshi	6.7%	13.3%	53.3%	26.7%	0.0%
Chinese	21.2%	54.0%	18.3%	1.3%	5.2%
Other Asian	17.5%	39.5%	27.8%	5.8%	9.3%
African	10.1%	47.3%	20.1%	4.1%	18.3%
Caribbean or Black	29.9%	38.8%	13.4%	9.0%	9.0%
Arab	8.1%	44.9%	27.0%	13.0%	7.0%
Other ethnic groups	23.5%	44.1%	12.3%	3.9%	16.2%

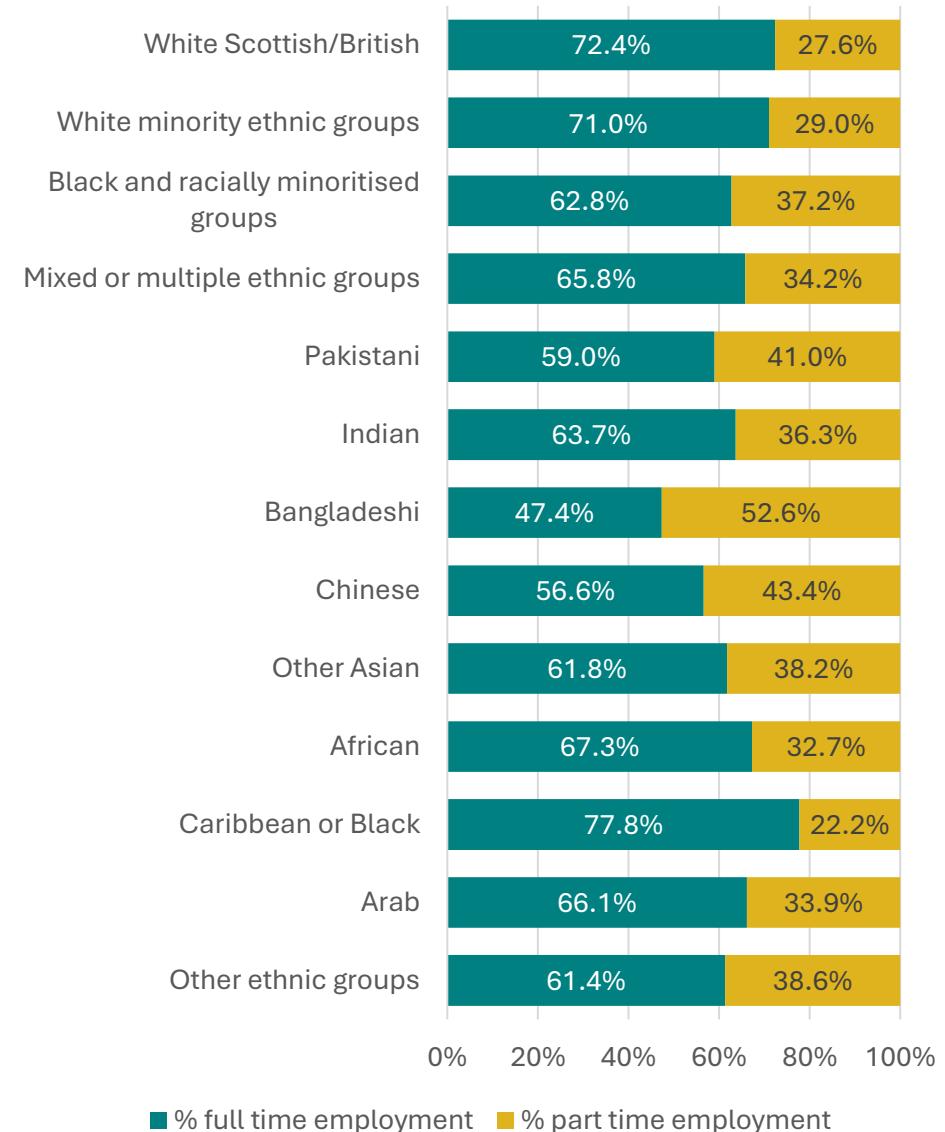
## Full-time and part-time employment

Data from the 2022 Census shows that 60% of Black and racially minoritised adults in Central Scotland are working in either full-time or part-time employment, compared to 58% of white Scottish/British adults.

63% of Black and racially minoritised workers in Central Scotland work in full-time employment, compared to 72% of white Scottish/British workers. Some communities have higher rates of full-time employment than others, with workers from African, Caribbean and Black ethnic backgrounds being the most likely to work full-time, and workers from a Bangladeshi background the least likely.

This over-representation of Black and racially minoritised groups in part-time employment could be reflective of labour market inequalities where Black and racially minoritised workers face barriers to securing adequate employment and are more likely to be under-employed.

**Figure 24:** Proportion of workers in full or part time employment, by ethnic group

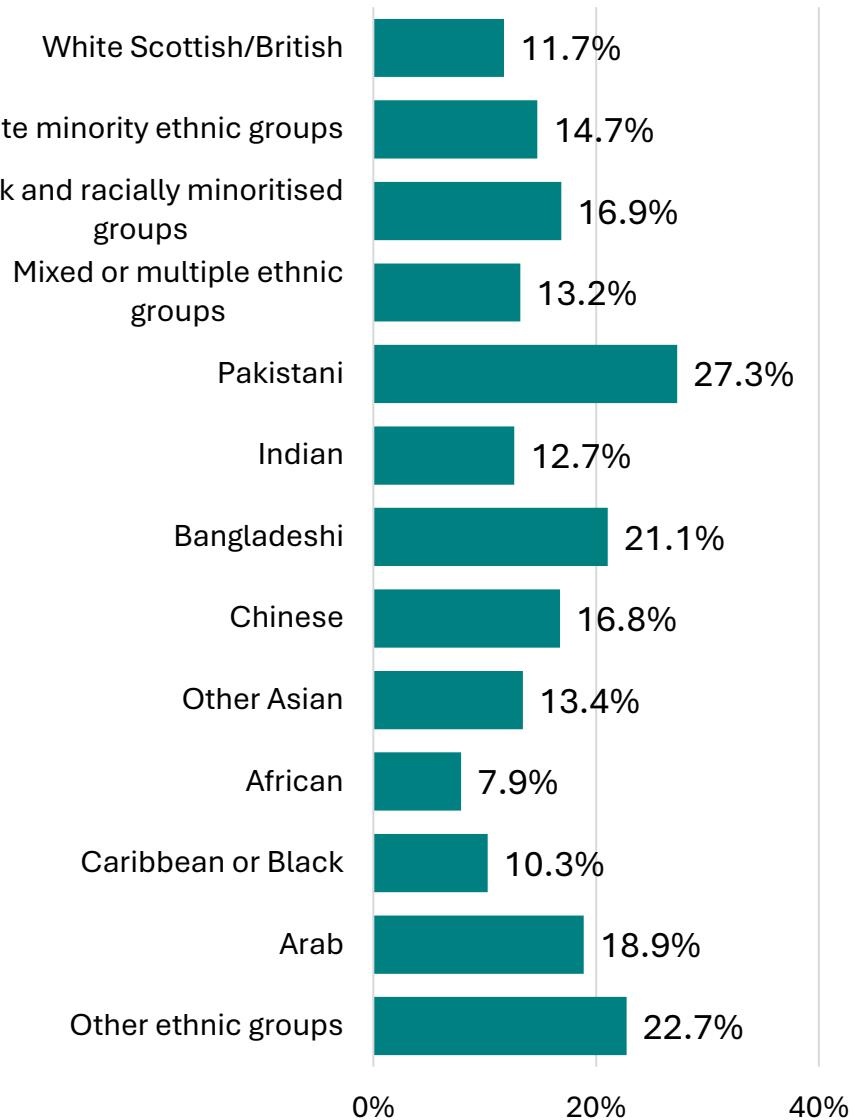


## Self-employment

Black and racially minoritised workers in Central Scotland have higher levels of self-employment than white Scottish/British workers.

Our analysis of the 2022 Census found that 17% of workers from a Black and racially minoritised background are self-employed, compared to around 12% of white Scottish/British workers. Within the Black and racially minoritised category, workers from a Pakistani background have the highest rates of self-employment (27%), whilst workers from African ethnic backgrounds are the least likely to be self-employed (8%).

**Figure 25: Proportion of workers in self-employment, by ethnic group (Central Scotland)**



## Occupational seniority

In Central Scotland, people from Black and racially minoritised backgrounds are less likely to be employed in senior roles than white Scottish/British people.

Our analysis of Scottish Census data found that just 2.5% of managers, directors and senior officials in Central Scotland come from Black and racially minoritised backgrounds, despite comprising 4.1% of the working-age population.

Within the Black and racially minoritised category, some ethnic groups have higher levels of representation as managers, directors and senior leaders than others. For example, over 7% of Bangladeshi workers and 5% of Chinese workers are employed in managerial roles, whereas this falls to 2% and 1.4% of African and Arab workers, respectively.

It should be noted that many of the minority ethnic groups with the highest levels of representation as senior leaders also have high levels of self-employment, with people having started their own businesses. While further analysis of this was beyond the scope of this project, future research may wish to examine levels of seniority excluding the self-employed workforce.

**Table 18:** Representation of Black and racially minoritised groups as managers, directors and senior officials in Central Scotland, 2022

Ethnic group	% employed as managers, directors and senior officials	% of senior leaders in Central Scotland
White Scottish/British	5.9%	93.4%
White minority ethnic groups	5.3%	4.2%
Black and racially minoritised groups	3.7%	2.5%
Mixed or multiple ethnic groups	2.8%	0.4%
Pakistani	4.7%	0.7%
Indian	4.4%	0.4%
Bangladeshi	7.1%	0.0%
Chinese	5.2%	0.3%
Other Asian	3.4%	0.2%
African	2.0%	0.1%
Caribbean or Black	2.7%	0.0%
Arab	1.4%	0.0%
Other ethnic groups	4.8%	0.2%

## Industry

The Census also captures the representation of different ethnic groups across key industries, revealing that some groups are concentrated in particular types of work.

For example, over 40% of Pakistani and Chinese workers are employed in 'Distribution, Hotels and Restaurants' compared to less than 20% of white Scottish/British workers. Similarly, 45% of African workers are employed in 'Public administration, education and health', compared to 32% of people from a white Scottish/British background.

**Table 19: Proportion of each ethnic group working across key industries**

Industry	White Scottish/ British	White minority ethnic groups	Black and racially minoritised groups	Mixed or multiple ethnic groups	Pakistani	Indian	Bangladeshi	Chinese	Other Asian	African total	Caribbean or Black total	Arab	Other ethnic groups	All people	Minority ethnic Total
Agriculture, energy and water	4%	3%	1%	2%	1%	2%	0%	1%	1%	2%	2%	4%	3%	4%	3%
Manufacturing	11%	12%	7%	6%	6%	8%	8%	5%	8%	8%	11%	13%	9%	11%	10%
Construction	8%	5%	3%	4%	2%	2%	6%	3%	2%	2%	2%	5%	4%	7%	4%
Distribution, hotels and restaurants	19%	23%	30%	25%	43%	29%	34%	42%	28%	12%	25%	21%	25%	19%	25%
Transport and communication	7%	8%	8%	7%	12%	11%	6%	6%	5%	6%	7%	8%	8%	7%	8%
Financial, real estate, professional and administrative activities	14%	16%	16%	17%	16%	14%	9%	16%	17%	19%	17%	13%	16%	14%	16%
Public administration, education and health	32%	27%	28%	33%	16%	31%	34%	21%	31%	45%	30%	25%	29%	32%	27%
Other	6%	6%	6%	7%	4%	4%	9%	6%	8%	7%	7%	9%	7%	6%	6%
# All applicable	213,851	11,028	6,815	1,211	1,486	1,000	53	644	697	791	200	216	517	231,683	17,843

Looking at a greater level of detail for industry, we can see that 15% of Black and racially minoritised workers are employed in 'Accommodation and Food Service Activities', with similar numbers employed in 'Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles' and 'Human Health and Social Work Activities'.

When comparing levels of representation to the white Scottish/British group, we can see that people from Black and racially minoritised backgrounds are more than 2.5 times as likely to work in Accommodation and Food Service than people from white Scottish/British backgrounds, and nearly twice as likely to work in 'Information and Communication'. In contrast, people from BRM backgrounds were less than half as likely to work in construction, mining and quarrying, and occupations linked to water supply, sewage and waste management.

**Table 20:** Top industries for Black and racially minoritised people in Central Scotland

Industry	# Count	% Black and racially minoritised workers	Ratio to white Scottish/ British
Accommodation and Food Service Activities	1,032	15.1%	2.54
Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	988	14.5%	1.14
Human Health and Social Work Activities	983	14.4%	1.03
Education	507	7.4%	0.88

**Table 20:** Top industries for Black and racially minoritised people in Central Scotland

Industry	# Count	% Black and racially minoritised workers	Ratio to white Scottish/ British
Manufacturing	479	7.0%	0.66
Public Administration and Defence; Compulsory Social Security	441	6.5%	0.66
Professional Scientific and Technical Activities	416	6.1%	1.36
Financial and Insurance Activities	359	5.3%	1.23
Transport and Storage	297	4.4%	0.90
Administrative and Support Service Activities	293	4.3%	0.92
Information and Communication	267	3.9%	1.89
Other Service Activities	266	3.9%	1.22
Construction	181	2.7%	0.34
Arts, Entertainment and Recreation	119	1.7%	0.78
Real Estate Activities	46	0.7%	0.87
Agriculture; Forestry; Fishing	31	0.5%	0.43

**Table 20:** Top industries for Black and racially minoritised people in Central Scotland

Industry	# Count	% Black and racially minoritised workers	Ratio to white Scottish/ British
Mining and Quarrying	31	0.5%	0.36
Electricity, Gas, Steam and Air Conditioning Supply	29	0.4%	0.58
Water Supply; Sewage; Waste Management and Remediation activities	19	0.3%	0.34
Activities of Household as Employers; Undifferentiated Goods – and Services – Producing Activities of Households for Own Use	10	0.1%	0.95
Activities of Extra-Territorial Organisations and Bodies	8	0.1%	1.62

This, of course, varies between ethnic groups. For example, for Asian groups, the most common industry to be employed in was ‘Accommodation and Food Service Activities’, while African and Caribbean or Black groups were most likely to work in health and social care settings.

A full breakdown of the top ten industries worked by each Black and racially minoritised group is provided overleaf:

**Table 21:** Ten largest industries for Black and racially minoritised workers in Central Scotland, by ethnic group

	<b>Mixed or multiple</b>	<b>Asian</b>	<b>African</b>	<b>Caribbean or Black</b>	<b>Other ethnic groups</b>	<b>All people</b>
<b>1</b>	14% - Human Health and Social Work Activities	18% - Accommodation and Food Service Activities	28% - Human Health and Social Work Activities	14% - Human Health and Social Work Activities	12% - Accommodation and Food Service Activities	14% - Human Health and Social Work Activities
<b>2</b>	13% - Accommodation and Food Service Activities	18% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	12% - Public Administration and Defence; Compulsory Social Security	14% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	11% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	13% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles
<b>3</b>	12% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	12% - Human Health and Social Work Activities	8% - Financial and Insurance Activities	12% - Accommodation and Food Service Activities	11% - Human Health and Social Work Activities	11% - Manufacturing
<b>4</b>	10% - Education	7% - Manufacturing	8% - Manufacturing	10% - Education	10% - Manufacturing	10% - Public Administration and Defence; Compulsory Social Security
<b>5</b>	9% - Public Administration and Defence; Compulsory Social Security	7% - Education	6% - Accommodation and Food Service Activities	9% - Manufacturing	10% - Education	8% - Education
<b>6</b>	7% - Professional Scientific and Technical Activities	6% - Professional Scientific and Technical Activities	6% - Professional Scientific and Technical Activities	7% - Public Administration and Defence; Compulsory Social Security	7% - Professional Scientific and Technical Activities	7% - Construction
<b>7</b>	6% - Manufacturing	5% - Financial and Insurance Activities	6% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	6% - Administrative and Support Service Activities	6% - Other Service Activities	7% - Accommodation and Food Service Activities
<b>8</b>	5% - Administrative and Support Service Activities	5% - Transport and Storage	5% - Education	5% - Professional Scientific and Technical Activities	5% - Public Administration and Defence; Compulsory Social Security	5% - Transport and Storage
<b>9</b>	5% - Financial and Insurance Activities	5% - Public Administration and Defence; Compulsory Social Security	4% - Other Service Activities	5% - Financial and Insurance Activities	5% - Administrative and Support Service Activities	5% - Administrative and Support Service Activities
<b>10</b>	4% - Construction	4% - Information and Communication	4% - Administrative and Support Service Activities	3% - Transport and Storage	4% - Transport and Storage	5% - Professional Scientific and Technical Activities

## Occupation

Scotland's Census also captures how workers from different ethnic groups are distributed across different types of roles.

For example, across the Forth Valley, we found that people from Black and racially minoritised backgrounds are more likely to work in Sales and Customer Service roles than white Scottish British people - 14% compared to 9%. For Pakistani and Bangladeshi groups, this rose to 27% and 21%, respectively.

Similarly, more than 22% of those from Black and racially minoritised backgrounds were in a Professional Occupation, which was as high as 31.3% of the Indian group, compared to 17% of white Scottish British people.

Census data also shows how workers from different ethnic groups have different kinds of roles. For example in Central Scotland we found that:

- All Black and racially minoritised groups had a higher proportion of people in Sales and Customer Service Occupations, in comparison to white Scottish/British people (9%). This was highest for Pakistani (27%) and Bangladeshi (21%) groups
- 22% of people from Black and racially minoritised backgrounds were in Professional Occupations

**Table 22:** Ten most recorded occupations for minority ethnic workers in Central Scotland, by ethnic group

Occupation	White Scottish/ British	White minority ethnic groups	Black and racially minoritised groups (combined)	Mixed or multiple ethnic groups	Pakistani	Indian	Bangladeshi	Chinese	Other Asian	African	Caribbean or Black	Arab	Other ethnic groups
Managers, Directors and Senior Officials	8%	6.5%	6.4%	6.2%	8.7%	6.5%	9.4%	8.2%	5.0%	3.3%	1.5%	3.2%	7.2%
Professional Occupations	17%	19.9%	22.4%	23.0%	12.3%	31.3%	30.2%	21.9%	19.7%	27.9%	21.5%	27.3%	26.5%
Associate Professional and Technical Occupations	13%	10.9%	10.8%	14.9%	9.3%	8.6%	9.4%	8.2%	11.2%	10.7%	16.0%	9.7%	11.4%
Administrative and Secretarial Occupations	11%	7.2%	8.1%	8.8%	8.6%	6.4%	5.7%	9.6%	7.6%	8.0%	7.0%	4.2%	9.5%
Skilled Trade Occupations	11%	9.4%	7.8%	6.8%	8.1%	6.5%	1.9%	13.0%	8.8%	3.4%	7.0%	13.4%	9.1%
Caring, Leisure and Other Service Occupations	9%	8.2%	10.2%	10.5%	4.1%	11.1%	9.4%	6.7%	15.5%	21.5%	9.0%	7.4%	7.2%
Sales and Customer Service Occupations	9%	7.8%	13.7%	11.2%	27.3%	8.7%	20.8%	12.0%	9.0%	7.7%	11.5%	9.7%	9.7%
Process, Plant and Machine Operatives	9%	10.7%	6.6%	4.5%	10.6%	6.5%	0.0%	4.2%	4.7%	4.8%	9.5%	10.2%	6.4%
Elementary Occupations	13%	19.2%	14.3%	14.5%	10.9%	14.4%	7.5%	17.7%	19.2%	13.9%	15.5%	13.9%	14.1%

## Health and wellbeing

### Self-reported health

Responses to Scotland's 2022 Census show that Black and racially minoritised groups in Central Scotland are generally more likely to speak positively of their health than people from white Scottish/British backgrounds, with 87% of people from Black and racially minoritised backgrounds reporting they are in good or very good health, compared to 78% of white Scottish/British people.

On aggregate, 3.2% of people from Black and racially minoritised backgrounds reported that they are in bad or very bad health. People from Caribbean or Black, Arab and Pakistani backgrounds had the highest levels of poor health, whereas people from African, Bangladeshi and Indian backgrounds had the lowest levels of poor health. However, self-report measures of health should be used with some caution, as people may have significantly different perceptions of what constitutes good or bad health. Other factors can also influence population health, such as age differences between communities, migration, and the role of socio-economic deprivation.

**Table 23: Self-reported health, by ethnicity (Central Scotland)**

Ethnic group	% good or very good health	% fair health	% bad or very bad health
White Scottish/British	78.1%	14.8%	7.0%
White minority ethnic groups	86.6%	9.8%	3.6%
Black and racially minoritised groups	87.7%	9.0%	3.2%
Mixed or multiple ethnic groups	88.5%	8.0%	3.6%
Pakistani	85.1%	10.7%	4.1%
Indian	90.8%	7.4%	1.5%
Bangladeshi	85.7%	11.4%	1.4%
Chinese	87.3%	10.7%	2.0%
Other Asian	87.6%	9.2%	2.8%
African	94.0%	4.5%	1.2%
Caribbean or Black	84.7%	9.9%	6.5%
Arab	84.7%	9.2%	6.1%
Other ethnic groups	82.4%	13.3%	3.9%

## Long-term conditions

Scotland's Census also asks respondents about their experiences of long-term conditions, like physical disabilities, mental health conditions, or vision impairments.

Data from 2022 shows that, in Central Scotland:

- 130 people from Black and racially minoritised backgrounds are blind or partially vision impaired - about 1.1% of the BRM population
- 490 people from Black and racially minoritised backgrounds have learning disabilities, learning difficulties or developmental disorders (4.2%)
- 230 people from Black and racially minoritised backgrounds are deaf or partially hearing (2.0%)
- 1,400 people from Black and racially minoritised backgrounds have a long-term illness, disease or condition (12.1%)
- 860 people from Black and racially minoritised backgrounds experience long-term mental health conditions (7.4%)
- 410 people from Black and racially minoritised backgrounds have physical disabilities (3.6%)

## Caring responsibilities

Scotland's Census also collects data on whether people provide unpaid care, and if so, how many hours of unpaid care they provide a week.

Data from the 2022 Census shows that approximately 900 people from Black and racially minoritised backgrounds in Central Scotland are unpaid carers, meaning that around 8% of adults provide unpaid care.

Among Black and racially minoritised groups, people from Caribbean or Black backgrounds are the most likely to be unpaid carers, with 11.1% of Caribbean and Black people in Central Scotland providing some form of unpaid care. In comparison, people from Bangladeshi backgrounds were the least likely to be unpaid carers, with just 4.5% of Bangladeshi adults holding unpaid care responsibilities.

When examining the number of hours people provide care for, the data shows that unpaid carers from some Black and racially minoritised backgrounds are more likely to have full-time caring responsibilities than white Scottish/British carers. For example, 74% of unpaid carers from an Arab background provide more than 35 hours of unpaid care a week, compared to just 33% of white Scottish/British carers.

**Table 24:** Proportion of people providing unpaid care, by ethnic group and hours of care provided (Central Scotland)

<b>Amount of unpaid care provided:</b>	<b>Less than 35 hours a week</b>		<b>More than 35 hours a week</b>		<b>Total unpaid carers</b>	
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Ethnic group</b>						
White Scottish/British	35,103	13.0%	23,381	66.6%	11,722	33.4%
White minority ethnic groups	935	7.0%	604	64.6%	331	35.4%
Black and racially minoritised groups	893	8.1%	583	65.3%	310	34.7%
Mixed or multiple ethnic groups	176	7.9%	125	71.0%	51	29.0%
Pakistani	255	9.7%	166	65.1%	89	34.9%
Indian	94	6.5%	62	66.0%	32	34.0%
Bangladeshi	3	4.5%	2	66.7%	1	33.3%
Chinese	64	6.4%	46	71.9%	18	28.1%
Other Asian	76	7.5%	52	68.4%	24	31.6%
African	79	6.6%	53	67.1%	26	32.9%
Caribbean or Black	28	11.1%	17	60.7%	11	39.3%
Arab	39	8.3%	10	25.6%	29	74.4%
Other ethnic groups	79	10.6%	50	63.3%	29	36.7%

## Multiple deprivation and ethnicity – Central Scotland

Using the Scottish Index of Multiple Deprivation (SIMD), which divides Scotland into small areas known as datazones and ranks them from most deprived to least deprived, we can see how different communities are distributed across the most deprived parts of Central Scotland. The SIMD's rankings are generated from seven key metrics domains: Income, Employment, Education, Health, Access to Services, Crime and Housing. In this section, we present the distribution of ethnic groups across the SIMD and its individual domains, as well as region-specific rankings of deprivation to provide more locally relevant insights.

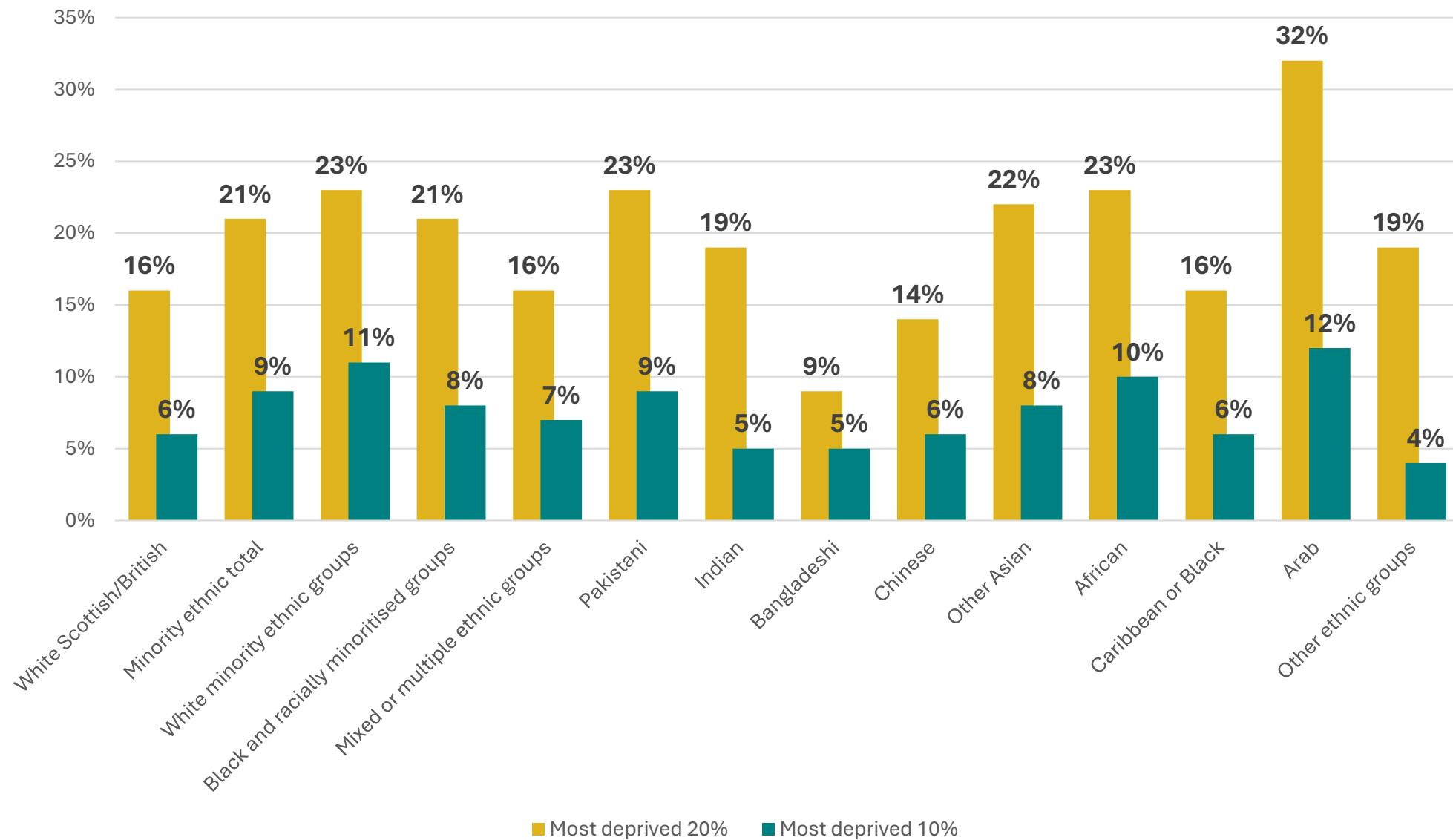
On aggregate, around 49,000 people across Stirling, Falkirk and Clackmannanshire live in the most deprived 20% (quintile) of Scotland. Of these:

- 43,500 come from a white Scottish/British background
- 3,100 from a white minority ethnic background
- 2,400 from Black and racially minoritised groups

This means that 16% of Central Scotland's white Scottish/British population live in the most deprived quintile of Scotland, compared to 22% of white minority ethnic groups and 20% of Black and racially minoritised groups. However, some ethnic groups are more likely to live in deprived areas than others. For example, our analysis found that 33% of the Forth Valley's Arab population, 24% of the Pakistani community and 23% of the African group live in the most deprived 20% of Scotland. In contrast, just 10% of the Bangladeshi community and 14% of the Chinese community live in the most deprived areas.

Some white minority ethnic groups are also significantly over-represented in deprived areas, with 21% of the white Polish community living in the most deprived 10% of Scotland, more than triple the proportion of the white Scottish/British group (6%).

**Figure 26: Proportion of each ethnic group living in the most deprived areas of Scotland**



## Locally adjusted measures

It may be useful to consider the local distribution of deprived areas to account for how the national distribution of deprived areas might skew regional analysis. To do this, we re-ranked each datazone in the Forth Valley relative to the rest of the region to provide CSREC adjusted estimates.

Using local measures, we can see that 23% of the Forth Valley's Black and racially minoritised population lives in the top 20% most deprived parts of Central Scotland. For the Arab group, this rises to 37%, meaning that people from an Arab background in Central Scotland are nearly twice as likely to live in the most deprived areas than white Scottish/British people. People from Pakistani, African and 'Other Asian' backgrounds are also particularly over-represented in the most deprived parts of the Forth Valley.

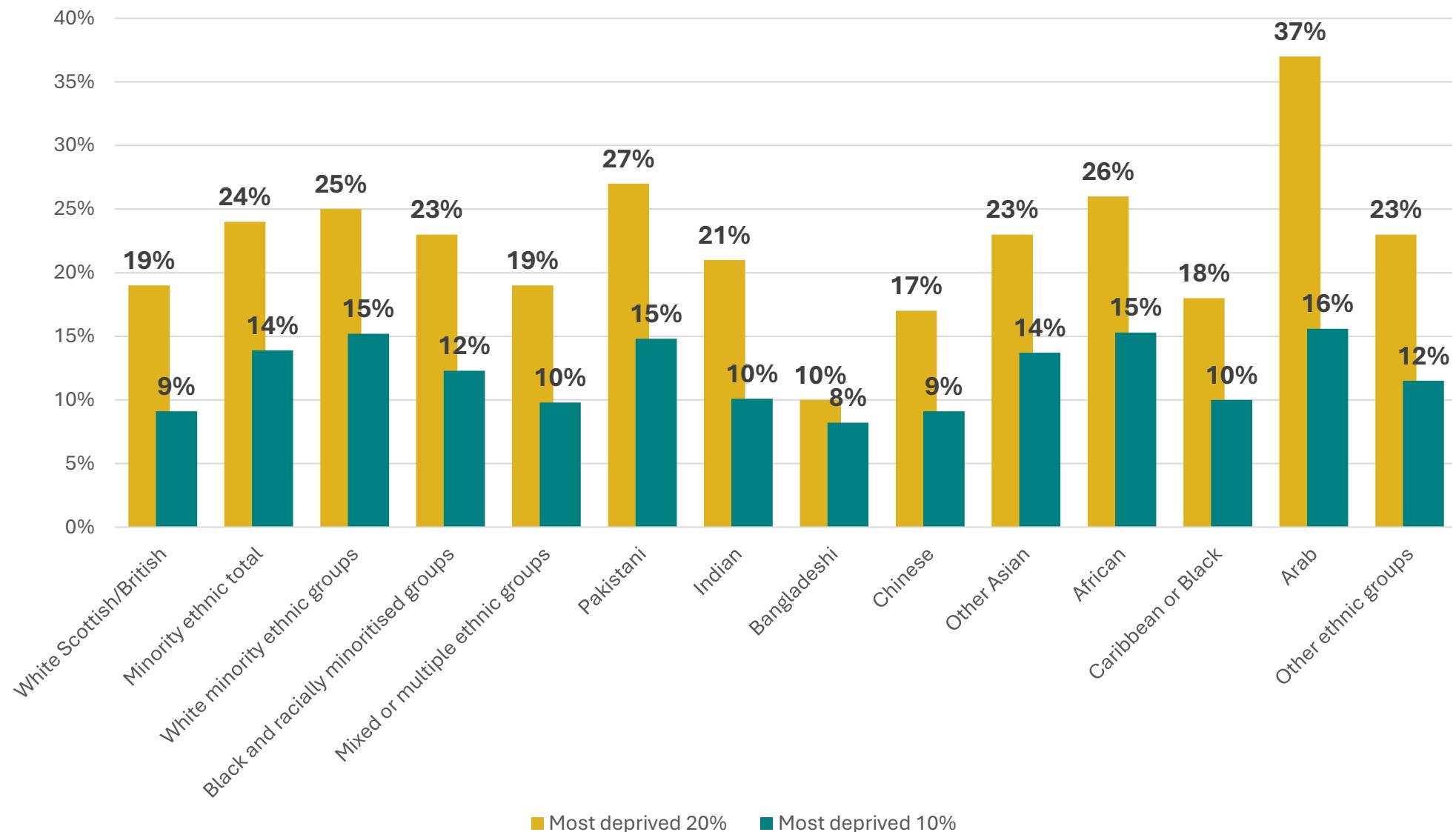
Based on local SIMD rankings, the Forth Valley's white Polish community becomes increasingly concentrated in deprived areas. We found that 27% of white Polish people lived in the most deprived 20% of Central Scotland, with 9% living in the most deprived 10%.

When considering the distribution of deprived areas across Central Scotland, we can see that a higher number of the top 20% most deprived areas are found in Falkirk than Clackmannanshire and Stirling. We found that 35 of the Forth Valley's 68 most deprived datazones were located in Falkirk, compared to 18 and 15 in Clackmannanshire and Stirling, respectively.

These areas of high deprivation form part of 37 of the Forth Valley's Intermediate Zones - the next largest type of geography used by the Census:

Falkirk	Stirling	Clackmannanshire
Falkirk - Bainsford and Langlees	Raploch	Alloa South and East
Falkirk - Camelon East	Cornton	Tullibody North and Glenochil
Dunipace	Borestone	Tullibody South
Grangemouth - Bowhouse	Broomridge	Sauchie
Grangemouth - Town Centre	Plean and Rural SE	Tillicoultry
Grangemouth - Kersiebank	City Centre	Fishcross
Maddiston and Rumford	Cowie	Devon Village and Coalsnaughton
Falkirk - Middlefield	Fallin and Hillpark	Alloa North and Clackmannan
Hallglen and Glen Village		Kennet and Forestmill
Falkirk - Merchiston and New Carron Village		
Falkirk - Camelon West		
Falkirk - Grahamston		
Laurieston and Westquarter		
Stenhousemuir West		
Fankerton		
Stoneywood and Denny Town		
Denny - Nethermains		
Braes Villages		
Falkirk - Town Centre and Callendar Park		
Bonnybridge		
Bo'ness - Kinneil		

**Figure 27: Proportion of each ethnic group living in the most deprived parts of Central Scotland**



When considering the distribution of deprived areas across Central Scotland, we can see that a higher number of the top 20% most deprived areas are found in Falkirk than Clackmannanshire and Stirling. We found that 35 of the Forth Valley's 68 most deprived datazones were located in Falkirk, compared to 18 and 15 in Clackmannanshire and Stirling, respectively.

These areas of high deprivation form part of 37 of the Forth Valley's Intermediate Zones - the next largest type of geography used by the Census. These were:

<b>Falkirk</b>	<b>Stirling</b>	<b>Clackmannanshire</b>
Falkirk - Bainsford and Langlee	Raploch	Alloa South and East
Falkirk - Camelon East	Cornton	Tullibody North and Glenochil
Dunipace	Borestone	Tullibody South
Grangemouth - Bowhouse	Broomridge	Sauchie
Grangemouth - Town Centre	Plean and Rural SE	Tillicoultry
Grangemouth - Kersiebank	City Centre	Fishcross
Maddiston and Rumford	Cowie	Devon Village and Coalsnaughton
Falkirk - Middlefield	Fallin and Hillpark	Alloa North and Clackmannan
Hallglen and Glen Village		Kennet and Forestmill
Falkirk - Merchiston and New Carron Village		
Falkirk - Camelon West		
Falkirk - Grahamston		

Laurieston and Westquarter		
Stenhousemuir West		
Fankerton		
Stoneywood and Denny Town		
Denny - Nethermains		
Braes Villages		
Falkirk - Town Centre and Callendar Park		
Bonnybridge		
Bo'ness - Kinneil		

## Domains

We can also measure population distribution across rankings for each domain of the SIMD: Income, Employment, Education, Health, Access to Services, Crime and Housing.

Our analysis found that Black and racially minoritised groups are over-represented across every domain but 'Access to Services'.

Using national SIMD rankings, Black and racially minoritised groups were far more likely to be living in the 10% most deprived areas for housing. Just 1.1% of white Scottish/British people in the Forth Valley lived in the most deprived areas for housing, while the proportion of most BRM groups in deprived areas for housing ranged from 5.8% to 12.3%. The only exception to this was people from a Pakistani background, with 1.5% of people living in the most deprived areas for housing, making them less likely than other BRM groups but still more likely than white Scottish/British people.

However, as very few of Central Scotland's datazones appear in the most deprived areas for housing, it may be more useful to consider locally-adjusted measures.

Using regional rankings of the SIMD, we can see that people from Black and racially minoritised backgrounds remain over-represented for all domains outside of 'Access to services'.

Tables for the representation of each ethnic group according to national and localised rankings of multiple deprivation are provided across and overleaf.

We can also consider which areas have particularly heightened deprivation according to each domain of the SIMD.

For example, in Central Scotland, there are 20 datazones ranked in the top 20% most deprived areas for housing, 13 of these are found in Stirling, 5 in Clackmannanshire and 2 in Falkirk. These datazones are part of 13 Intermediate zones, listed below:

**Table 25: National SIMD rankings: Forth Valley areas (Intermediate zones) ranked in the top 20% most deprived parts of Scotland for housing**

Falkirk	Stirling	Clackmannanshire
Bo'ness - Kinneil Falkirk - Grahamston	City Centre Forth Raploch Fallin Broomridge Bridge of Allan and University Hillpark Cornton	Alloa South and East Alva Tillicoultry

When considering the Crime domain, we can see that 85 datazones in the Forth Valley rank in the top 20% most deprived parts of Scotland for crime. Of these, 50 are located in Falkirk, 18 in Stirling and 17 in Clackmannanshire. At a finer level of detail, these areas are spread across 46 Intermediate Zones in Central Scotland:

**Table 26:** National SIMD rankings: Forth Valley areas (Intermediate zones) ranked in the top 20% most deprived parts of Scotland for crime

Falkirk	Stirling	Clackmannanshire
Falkirk - Town Centre and Callendar Park	City Centre	Alloa South and East
Falkirk - Grahamston	Braehead	Tullibody South
Falkirk - Merchiston and New Carron Village	Raploch	Clackmannan
Reddingmuirhead and Overton	Broomridge	Kennet and Forestmill
Larbert - North	Forth	Alloa North
Broomage and Inches	Borestone	Tullibody North and Glenochil
Falkirk - Bainsford and Langlees	Blane Valley	Sauchie
Falkirk - Bantaskin	Cowie	Tillicoultry and Fishcross
Dunipace	Cornton	Devon Village and Coalsnaughton
Falkirk - Camelon East	Callander and Trossachs	
Grangemouth - Kersiebank	Plean and Rural SE and King's Park and Torbrex	
Grangemouth - Bowhouse		
Bonnybridge		
Stenhousemuir West		
Polmont		

**Table 26:** National SIMD rankings: Forth Valley areas (Intermediate zones) ranked in the top 20% most deprived parts of Scotland for crime

Falkirk	Stirling	Clackmannanshire
Hallglen and Glen Village		
Grangemouth - Town Centre		
Falkirk - Middlefield		
Fankerton		
Stoneywood and Denny Town		
Stenhousemuir East		
Grangemouth - Newlands		
Larbert - South		
Broomage and Village		
Braes Villages		
Blackness		
Bo'ness - Carriden and Grahamsdyke		
Falkirk - Tamfourhill		
Falkirk - Camelon West		
Carron		

**Table 27: National SIMD rankings: Proportion of each community in the Forth Valley living in the top 20% most deprived parts of Scotland**

National quintile 1 by domain	All People	White Scottish/ British	White minority ethnic groups	Black and racially minoritised groups	Minority ethnic	Mixed or multiple	Pakistani	Indian	Bangladeshi	Chinese	Other Asian	African	Caribbean or Black	Arab	Other ethnic groups
SIMD	16%	16%	22%	20%	22%	16%	24%	19%	10%	14%	22%	23%	16%	33%	20%
Income	14%	14%	21%	18%	20%	14%	24%	15%	10%	12%	20%	21%	13%	30%	18%
Employment	16%	16%	22%	20%	21%	16%	24%	14%	11%	15%	22%	23%	16%	37%	16%
Health	13%	12%	17%	14%	16%	12%	16%	13%	10%	10%	16%	17%	11%	19%	12%
Education	21%	20%	28%	24%	26%	21%	24%	24%	18%	19%	23%	27%	27%	38%	25%
Access	22%	23%	16%	17%	17%	22%	19%	15%	18%	14%	18%	15%	19%	9%	15%
Crime	21%	20%	30%	27%	29%	25%	25%	30%	23%	28%	29%	33%	25%	30%	24%
Housing	5%	4%	13%	12%	13%	9%	6%	16%	19%	13%	13%	14%	14%	21%	14%

**Table 28: Locally-adjusted SIMD rankings: Proportion of ethnic groups in the Forth Valley living in the top 20% most deprived parts of Central Scotland**

Quintile 1 by domain	All People	White Scottish/ British	White minority ethnic groups	Black and racially minoritised groups	Minority ethnic	Mixed or multiple	Pakistani	Indian	Bangladeshi	Chinese	Other Asian	African	Caribbean or Black	Arab	Other ethnic groups
SIMD	19%	19%	25%	23%	24%	19%	27%	21%	10%	17%	23%	26%	18%	37%	23%
Income	19%	19%	26%	23%	25%	19%	27%	22%	15%	17%	25%	25%	17%	37%	24%
Employment	19%	18%	24%	22%	23%	17%	27%	17%	11%	16%	24%	25%	17%	40%	20%
Health	20%	19%	24%	23%	24%	19%	27%	22%	11%	18%	24%	26%	17%	35%	22%
Education	19%	18%	26%	22%	24%	18%	22%	22%	15%	17%	21%	25%	24%	36%	23%
Access	22%	22%	16%	17%	16%	22%	18%	15%	18%	12%	17%	15%	17%	9%	15%
Crime	14%	14%	21%	18%	20%	14%	24%	15%	10%	12%	20%	21%	13%	30%	18%
Housing	16%	16%	22%	20%	21%	16%	24%	14%	11%	15%	22%	23%	16%	37%	16%

## In closing

This report was created by Lucien Staddon Foster and Sholen Macpherson in partnership with the Central Scotland Regional Equality Council (CSREC), as part of a project funded by the Jane Hatfield Award 2025.

The Jane Hatfield Award is an annual research grant offered to early career researchers from Black and racially minoritised backgrounds. It is delivered by the Institute for Voluntary Action Research (IVAR), in partnership with The Ubele Initiative CIC.

By examining the characteristics and outcomes of Scotland's Black and racially minoritised communities at regional levels, we hope to provide a solid evidence base to inform the design and delivery of services, support policy advocacy in the voluntary sector and facilitate more effective equality benchmarking for local work.

While we believe this report does well to demonstrate the value of high-quality ethnicity-disaggregated data, this type of analysis should not be locked behind the 10-year cycles of the Census. The poor quality, availability and coherence of ethnicity-disaggregated statistics in Scotland directly undermines the design and delivery of essential services and allows the true nature and extent of racial inequality in Scotland to remain hidden, downplayed and ignored.

This report is part of a series of outputs, learn more here:



*"We can't get the funding because we can't get the evidence"* - Supporting the Scottish voluntary sector's work with Black and racially minoritised communities – [LINK MISSING]