

## 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 North East of Scotland - Census analysis

January 2026

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## Introduction

The Grampian Regional Equality Council (GREC) is a Scottish equality and human rights charity based in Aberdeen but covers three local authorities across the north-east of Scotland. GREC primarily supports people from minority ethnic backgrounds, as well as asylum seekers and refugees, through a variety of targeted services. This includes work to tackle prejudice and discrimination, celebrate diversity and build positive community relations, and provide evidence to influence policy and practice at national and regional levels.

In 2025, GREC 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.

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 GREC, we have produced the following exploratory research to better understand the experiences and outcomes of minority ethnic groups in the north-east of Scotland, whose experiences are often not captured or represented in official statistics.

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.

## 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.

## Cite this report as:

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## In this report

In collaboration with the Grampian Regional Equality Council, we identified several key areas to investigate in line with known evidence gaps, organisational priorities and issues impacting communities served by GREC.

This includes:

- Exploratory analysis of the characteristics and outcomes of international students in Aberdeen, with a particular focus on people from African ethnic backgrounds
- Exploratory analysis regarding the impacts of intersectionality
- Targeted analysis on the characteristics and outcomes of African communities in the North East of Scotland, with a particular focus on the breakdowns beyond the 'African' category used by the 2022 Census
- Using the Census to gain insights into multiple deprivation and ethnicity in the North East of Scotland

## Student population in Aberdeen

### Ethnic composition

Of the 52,000 full-time students in Aberdeen, nearly 21,000 come from minority ethnic backgrounds.

The largest minority ethnic group of students come from African backgrounds, constituting 9.4% of the full-time student population. This is followed by students from an 'Other White' and Polish background, who make up 7.9% and 5.1% of students, respectively. This means that, in Aberdeen, nearly 60% of all African people over the age of 4 are full-time students.

**Table 1:** Ethnic composition of full-time students in Aberdeen

Ethnic group	# of students	% of students	% of ethnic group
<b>White Scottish/British</b>	<b>31,090</b>	<b>60.0%</b>	<b>19.1%</b>
<b>Minority ethnic total</b>	<b>20,722</b>	<b>40.0%</b>	<b>39.5%</b>
<b>White minority ethnic groups</b>	<b>7,459</b>	<b>14.4%</b>	<b>30.5%</b>
White Irish	557	1.1%	28.7%
White: Gypsy/ Traveller	57	0.1%	25.6%
White: White Polish	2,649	5.1%	28.3%
White: Roma	76	0.1%	36.5%

**Table 1:** Ethnic composition of full-time students in Aberdeen

Ethnic group	# of students	% of students	% of ethnic group
White: Showperson	6	0.0%	13.0%
White: Other White	4,114	7.9%	32.4%
<b>Black and racially minoritised groups</b>	<b>13,263</b>	<b>25.6%</b>	<b>47.3%</b>
Mixed or multiple ethnic group	1,911	3.7%	54.0%
Pakistani	741	1.4%	43.6%
Indian	1,944	3.8%	41.1%
Bangladeshi	380	0.7%	41.5%
Chinese	748	1.4%	34.3%
Other Asian	1,008	1.9%	35.5%
African	4,845	9.4%	59.1%
Caribbean or Black	202	0.4%	38.5%
Arab	858	1.7%	52.2%
Other ethnic groups	626	1.2%	35.7%



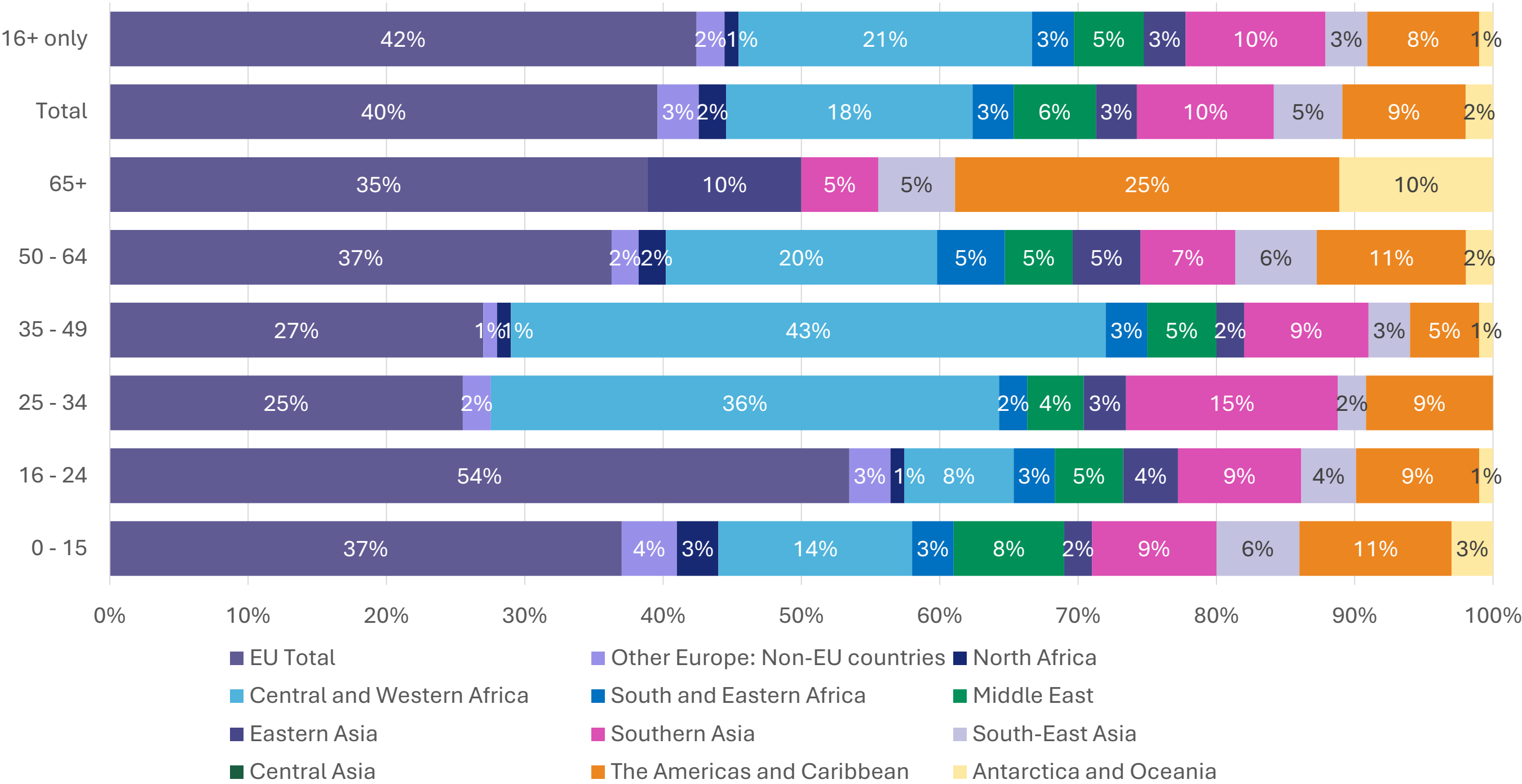
International students

83% of all full-time students in Grampian were born in the UK, with 77% being born in Scotland. Of the remaining 17%, 7% were born in European countries, 4% in African nations, 3% in Asia, 2% in the Americas and the Caribbean and 1% in the Middle East.

As the Census does not distinguish between full-time students in Higher Education or Further Education or school, it is also worth disaggregating these statistics by age. This reveals that:

- 30% of full-time students aged 16 or over were born outside the UK
- EU-born students make up more than half of those born outside of the UK aged 16 to 24

Figure 1: Full-time students born outside of the UK, by region of birth and age





When considering the ethnicity of students, we can see that 42% of all Black and racially minoritised full-time students were born in the UK. In Aberdeen, this dropped to 36% but rose to 66% in Aberdeenshire and 60% in Moray, likely reflecting the greater numbers of international students in the Aberdeen City-based university student population.

When considering the amount of time full-time students have lived in the UK for, we can see that students from Black and racially minoritised backgrounds constituted 72% of students who had migrated within the last two years. The African group alone accounts for almost 40% of all full-time students arriving in the 2 years prior to the Census. This means that, for the African group, nearly two-thirds of full-time students who had migrated to the UK had lived there for less than 2 years, which rose to 80% for all full-time students with less than 5 years of residence.

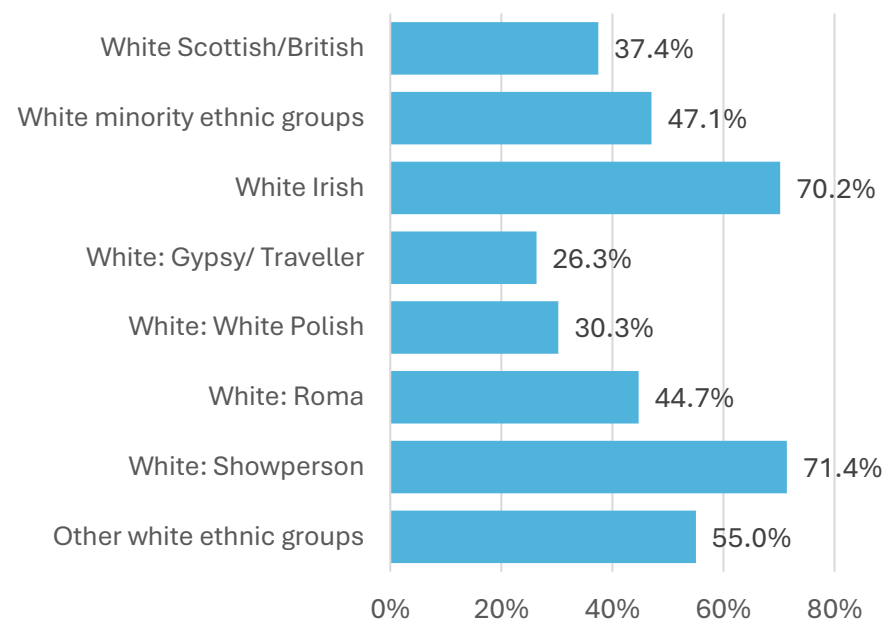
Disaggregating by both ethnicity and age reveals that 80% of the 7,700 Black and racially minoritised full-time students aged 16 or over were born abroad. The proportion of students born outside the UK was even greater for African students, where 94% of full-time students over the age of 16 were born abroad.

## Working students

Full-time students from minority ethnic backgrounds are more likely to work alongside their studies than students from white Scottish/British backgrounds.

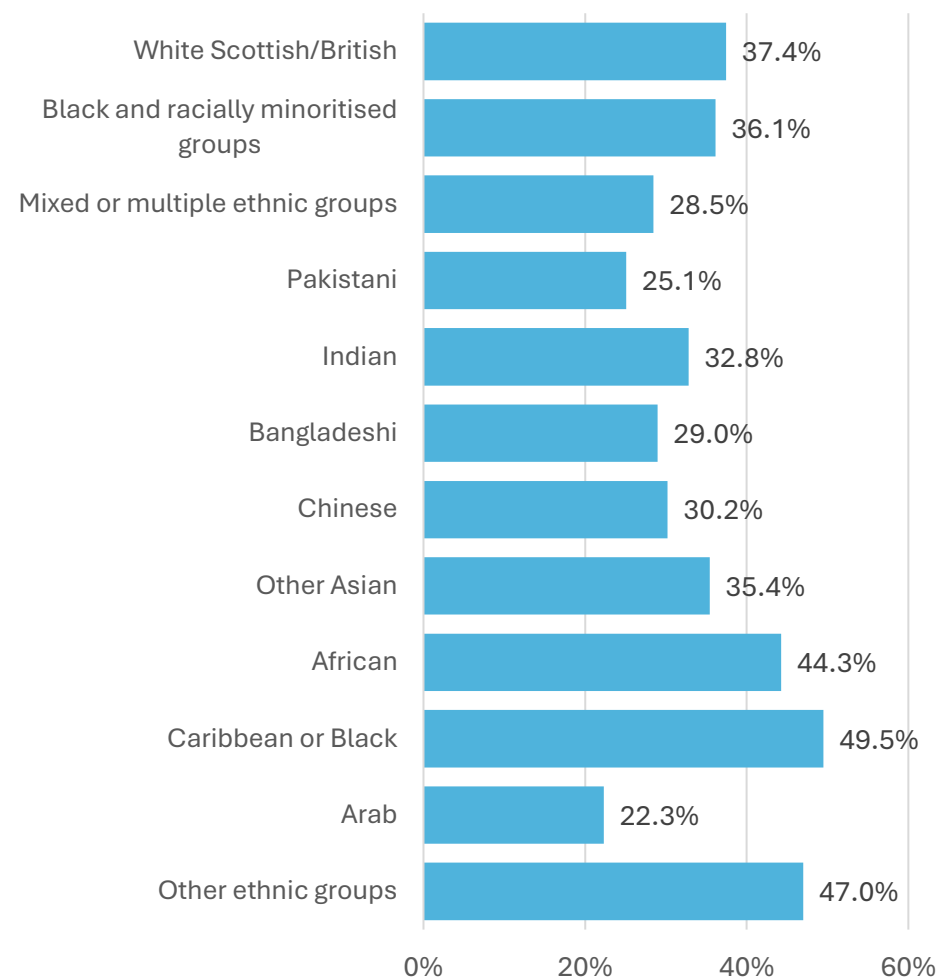
We found that 37.4% of white Scottish/British students are working alongside their studies compared to 40.1% of minority ethnic students. Within the white minority ethnic category, students from a Showperson background were the most likely to work alongside their studies, with 71.4% in employment (although, drawn from a very small sample size). This is followed by 70% of white Irish students, and 55% of those in the 'Other white category'.

**Figure 2: White minority ethnic groups - proportion of full-time students in employment alongside their studies (Aberdeen City)**



Among Black and racially minoritised groups, students from Caribbean or Black backgrounds are the most likely to work alongside their studies, with 49.5% in employment. This is followed by 47% of students in the 'Other ethnic groups' category and 44.3% of African students.

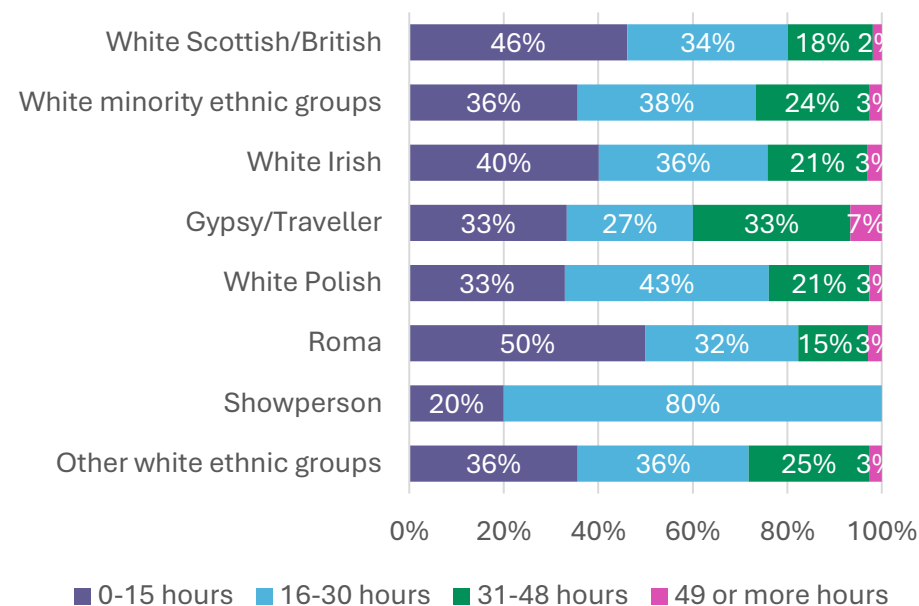
**Figure 3: Black and racially minoritised groups - proportion of full-time students in employment alongside their studies (Aberdeen City)**



## Hours worked alongside full-time studies

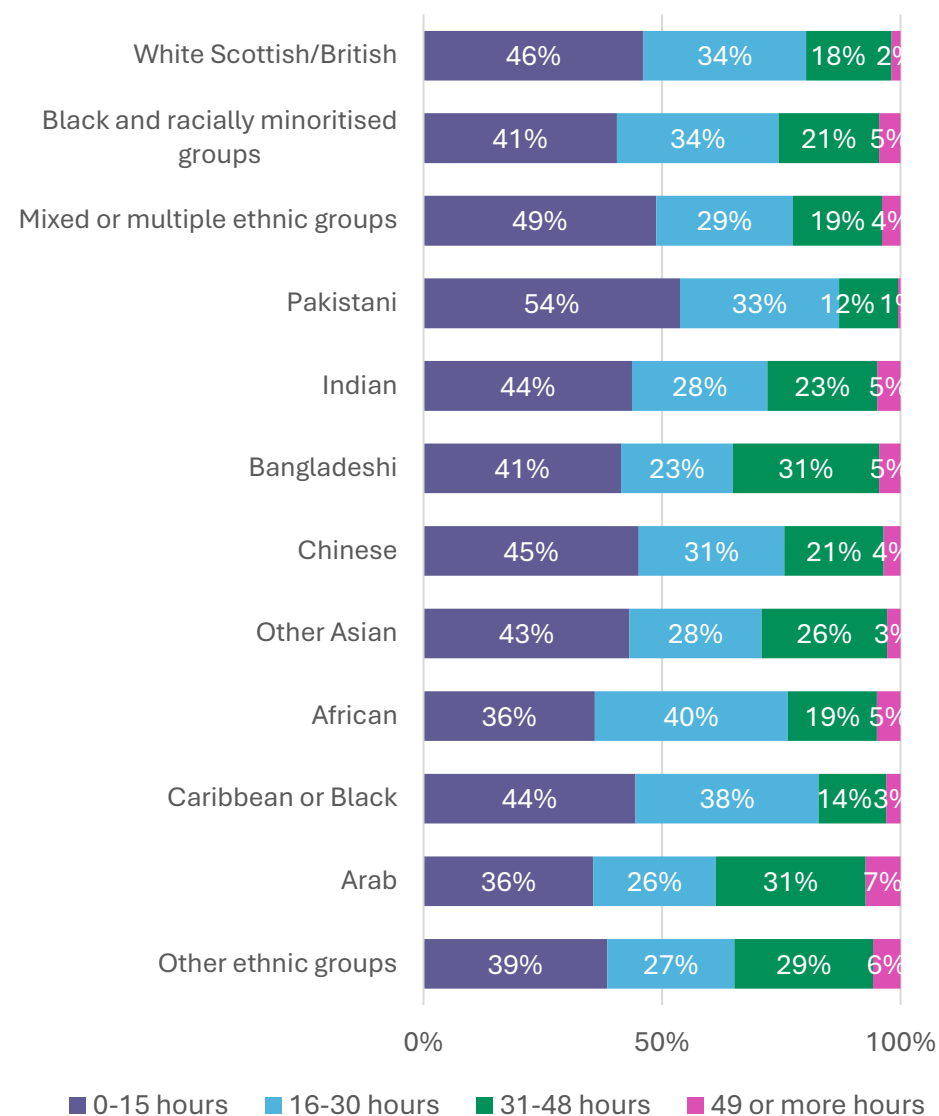
When looking at the number of hours worked, some key differences can be seen. For example, 27% of full-time students from white minority ethnic backgrounds worked for more than 31 hours a week, compared to 20% of white Scottish/British students.

**Figure 4: White minority ethnic groups - Hours worked by full-time students in employment (Aberdeen City)**



Differences can also be seen in the number of hours worked by full-time students in employment, with 26% of in-work students from Black and racially minoritised backgrounds working for more than 31 hours. 5% of BRM students working alongside their studies worked for 49 or more hours a week, compared to less than 2% of those from a white Scottish/British background.

**Figure 5: White minority ethnic groups - Hours worked by full-time students in employment (Aberdeen City)**



## Types of work

When looking at the industries full-time students are employed in, we can observe some key differences between ethnic groups.

For white Scottish/British students, the largest industries are 'Accommodation and Food Service Activities' (27.4% of working students) and 'Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles' (25.9%).

Whereas, for students from a white minority ethnic background, 26.1% worked in 'Accommodation and Food Service Activities' and 18.4% in 'Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles'.

For Black and racially minoritised groups, 'Human Health and Social Work Activities' was the biggest industry, accounting for 20.5% of in-work students, followed by 'Accommodation and Food Service Activities' (16.5%) and 'Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles' (15.8%).

When looking specifically at African groups, students were even more likely to work in 'Human Health and Social Work Activities', which employed 27.6% of African students who worked alongside their studies. Using Country of Birth data from the Census, we can see that 90.7% of full-time students working in these health and social care settings come from Central and Western Africa, while just 7.1% come from South and Eastern Africa, and 2.1% from North Africa.

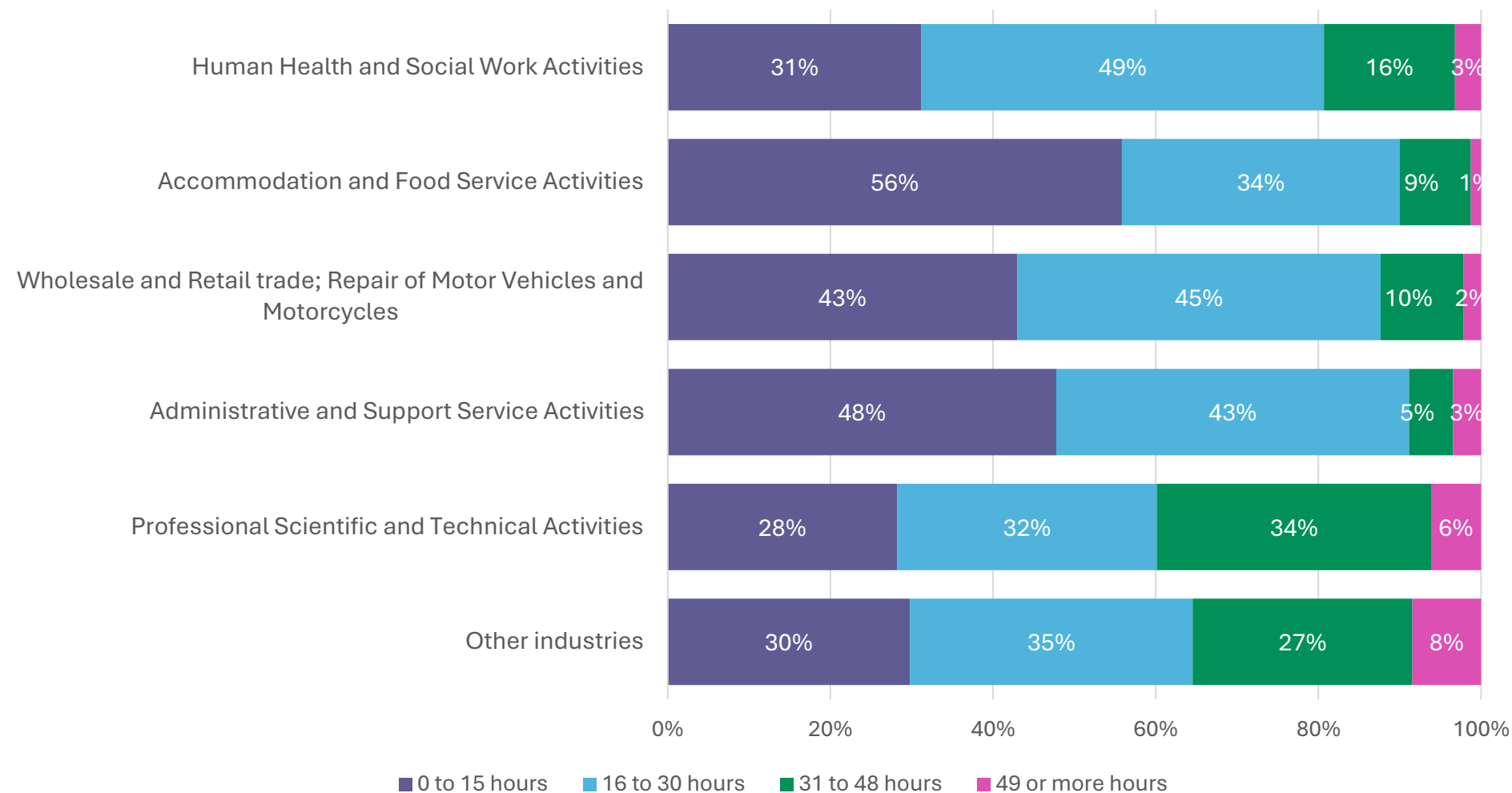
**Table 2:** Distribution of Aberdeen City's full-time students working alongside their studies by industry

<b>Industry</b>	<b>White Scottish / British</b>	<b>White minority ethnic groups</b>	<b>Black and racially minoritised groups (combined)</b>	<b>African groups</b>
Accommodation and Food Service Activities	27.4%	26.1%	16.5%	11.2%
Administrative and Support Service Activities	3.1%	6.9%	5.2%	9.2%
Education	5.3%	7.9%	8.1%	5.5%
Human Health and Social Work Activities	12.3%	11.1%	20.5%	27.6%
Manufacturing	2.5%	4.8%	3.8%	4.0%
Professional Scientific and Technical Activities	3.7%	4.4%	7.0%	7.5%
Public Administration and Defence; Compulsory Social Security	2.7%	1.9%	5.7%	7.3%
Transport and Storage	1.7%	2.5%	2.9%	2.7%
Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	25.9%	18.4%	15.8%	11.1%
Other industries	15.5%	16.2%	14.5%	13.8%

Using lower levels of ethnicity disaggregation, we can also consider the number of hours worked by full-time students across different industries.

For example, our analysis found that nearly 20% of African students working in health and social care worked 31 or more hours per week. By comparison, this falls to 12.3% of those working in 'Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles', 10.0% of those working in 'Accommodation and Food Service Activities' and 8.9% of those in 'Administrative and Support Service Activities'.

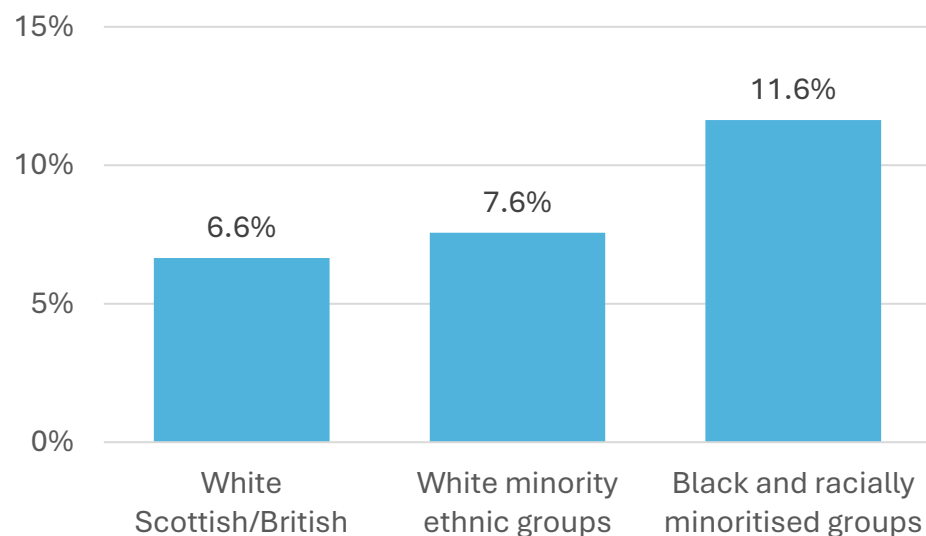
**Figure 6: White minority ethnic groups - Hours worked by full-time students in employment (Aberdeen City)**



## Overcrowding

In Aberdeen, students from Black and racially minoritised backgrounds are more likely to experience overcrowding than those from white ethnic backgrounds. When looking at households consisting entirely of students, we found that 11.6% of households with a Black and racially minoritised Household Reference Person (HRP) were overcrowded, compared to 6.6% of white Scottish/British student households.

**Figure 7:** White minority ethnic groups - Hours worked by full-time students in employment (Aberdeen City)



While reliance on household-level data limits opportunities for robust ethnicity analysis, there appear to be some differences between specific ethnic groups.

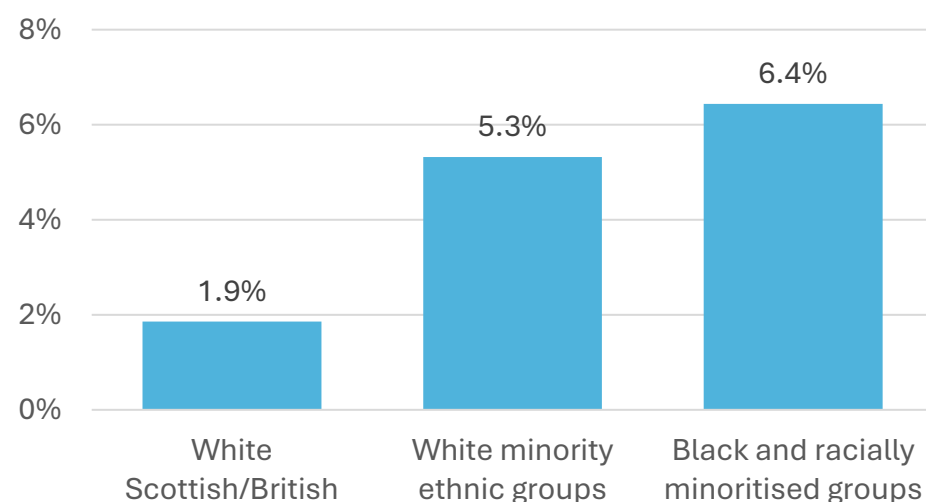
**Table 3:** Number and proportion of overcrowded student households in Aberdeen, by ethnicity of Household Reference Person

Ethnicity of Household Reference Person	# overcrowded	%	Applicable households
White Scottish/British	68	6.6%	1023
White minority ethnic groups	37	7.6%	489
Black and racially minoritised groups (combined)	47	11.6%	404
Mixed or multiple ethnic groups	19	21.1%	90
Asian, Asian Scottish or Asian British	26	9.6%	271
African	0	0.0%	9
Caribbean or Black	2	5.9%	34

## No central heating

In Aberdeen, students from Black and racially minoritised backgrounds are more likely to live in a home with no form of central heating than their white counterparts. When looking at households consisting entirely of students, we found that 6.4% of households with a Black and racially minoritised HRP and 5.3% with a white minority ethnic HRP had no form of central heating, compared to less than 2% of white Scottish/British student households.

**Figure 8:** Proportion of all-student households living in a home without access to any form of central heating



Again, the reliance on household limits the robustness of the analysis for specific ethnic groups. However, there is some variance between households depending on the ethnicity of their household reference person.

**Table 4:** Number and proportion of student households without central heating in Aberdeen, by ethnicity of Household Reference Person

Ethnicity of Household Reference Person	# without access to central heating	%	Applicable households
White Scottish/British	19	1.9%	1023
White minority ethnic groups	26	5.3%	489
Black and racially minoritised groups (combined)	26	6.4%	404
Mixed or multiple ethnic groups	11	12.2%	90
Asian, Asian Scottish or Asian British	13	4.8%	271
African	0	0.0%	9
Caribbean or Black	2	5.9%	34



## Intersectionality in the North East

### Intersectional characteristics

#### Disability

Data from Scotland's 2022 Census shows that nearly 9,000 people from minority ethnic backgrounds in the North East of Scotland are disabled.

**Table 5:** Disabled people in the North East of Scotland, by ethnic group

Ethnic group	# of disabled people	% of people with a disability
<b>White Scottish/British</b>	<b>109,982</b>	<b>22.0%</b>
<b>Minority ethnic total</b>	<b>8,705</b>	<b>10.6%</b>
<b>White minority ethnic groups</b>	<b>5,252</b>	<b>12.5%</b>
White Irish	763	19.2%
White: Gypsy/ Traveller	188	38.6%
White: White Polish	1,613	10.8%
White: Roma	32	11.5%
White: Showperson	22	22.7%
White: Other White	2,634	11.9%
<b>Black and racially minoritised groups</b>	<b>3,453</b>	<b>8.6%</b>

**Table 5:** Disabled people in the North East of Scotland, by ethnic group

Ethnic group	# of disabled people	% of people with a disability
Mixed or multiple ethnic group	894	13.2%
Pakistani	237	10.2%
Indian	397	6.6%
Bangladeshi	155	13.4%
Chinese	236	7.8%
Other Asian	359	8.1%
African	518	5.0%
Caribbean or Black	143	15.6%
Arab	233	10.0%
Other ethnic groups	281	10.3%

When looking at a local authority level, we can see that:

- 5,404 minority ethnic people living in Aberdeen City are disabled (9.7% of the minority ethnic population)
- 2,440 minority ethnic people living in Aberdeenshire are disabled (11.8%)
- 860 minority ethnic people living in Moray are disabled (14.8%)

## British Sign Language (BSL) users

Data from the 2022 Census shows that approximately 2,400 people from minority ethnic backgrounds in the North East are BSL users. This means that approximately 3.1% of the minority ethnic population are BSL users, compared to 2.2% of the white Scottish/British backgrounds.

**Table 6:** British Sign Language users in the North East of Scotland, by ethnic group

Ethnic group	# of BSL users	% of people using BSL
<b>White Scottish/British</b>	<b>10,596</b>	<b>2.2%</b>
<b>Minority ethnic total</b>	<b>2,423</b>	<b>3.1%</b>
<b>White minority ethnic groups</b>	<b>1,391</b>	<b>3.4%</b>
White Irish	70	1.8%
White: Gypsy/ Traveller	19	4.2%
White: White Polish	639	4.4%
White: Roma	16	5.9%
White: Showperson	5	5.2%
White: Other White	642	2.9%

**Table 6:** British Sign Language users in the North East of Scotland, by ethnic group

Ethnic group	# of BSL users	% of people using BSL
<b>Black and racially minoritised groups</b>	<b>1,032</b>	<b>2.7%</b>
Mixed or multiple ethnic group	133	2.1%
Pakistani	65	3.0%
Indian	125	2.2%
Bangladeshi	49	4.5%
Chinese	76	2.6%
Other Asian	99	2.3%
African	285	2.9%
Caribbean or Black	29	3.3%
Arab	73	3.3%
Other ethnic groups	98	3.7%

When looking at a local authority level, we can see that:

- 1,580 minority ethnic people in Aberdeen City are BSL users (3.0%)
- 680 minority ethnic people in Aberdeenshire are BSL users (3.4%)
- 160 minority ethnic people in Moray are BLS users (2.8%)

## Sexual orientation and trans status

Due to the data sensitivity controls used by National Records Scotland, it is not possible to disaggregate census data on sexual orientation beyond a national level. This prevents our ability to determine the number of LGBTQ+ or non-binary people from Black and racially minoritised backgrounds in the North East of Scotland without additional access credentials.

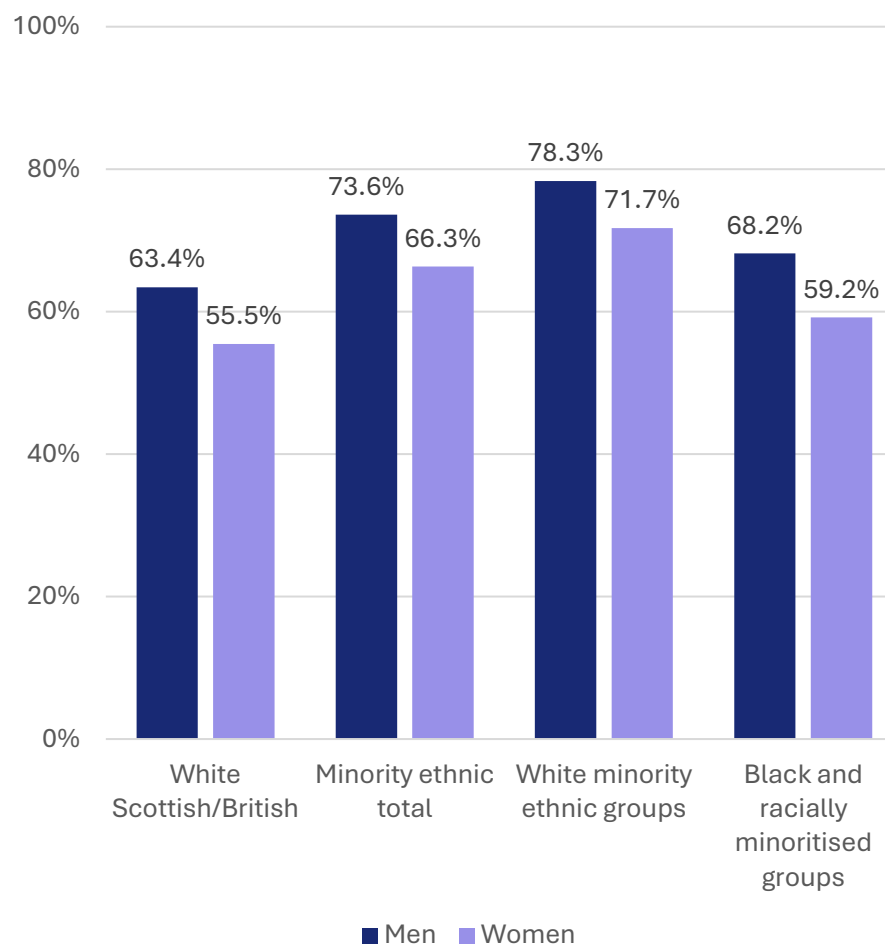
## Intersectional outcomes

### Minority ethnic women and economic activity

#### Employment rates

On aggregate, women from minority ethnic backgrounds in the North East of Scotland have lower levels of employment than their male counterparts, with 66% of adult women from minority ethnic backgrounds being in some form of employment compared to 74% of men.

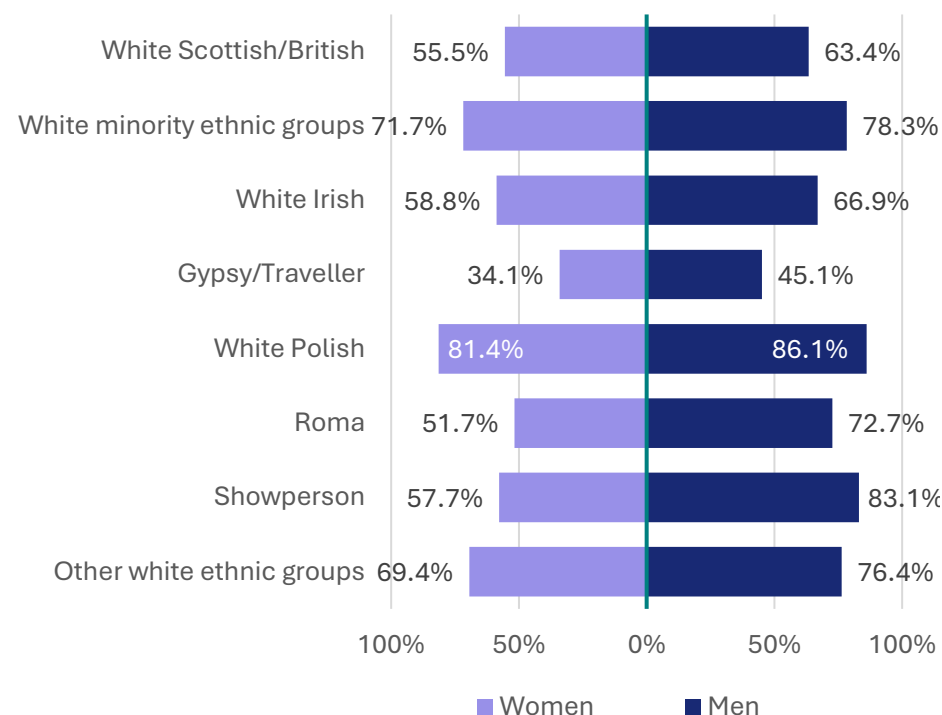
**Figure 9:** Proportion of adults in work, by ethnic group and sex



While both men and women from white minority ethnic backgrounds are more likely to be in work compared to their white Scottish/British counterparts, there are some significant differences between individual ethnic groups.

For example, in the Roma community, 73% of adult men are in some form of work, compared to 52% of women. Among adults from a Showperson background, 83% of men are employed, compared to 58% of women. In Gypsy/Traveller communities, this falls to 45% of men and 34% of women. In contrast, over 80% of both men and women from Polish backgrounds are in some form of employment.

**Figure 10: White minority ethnic groups - proportion of adults in work, by sex**



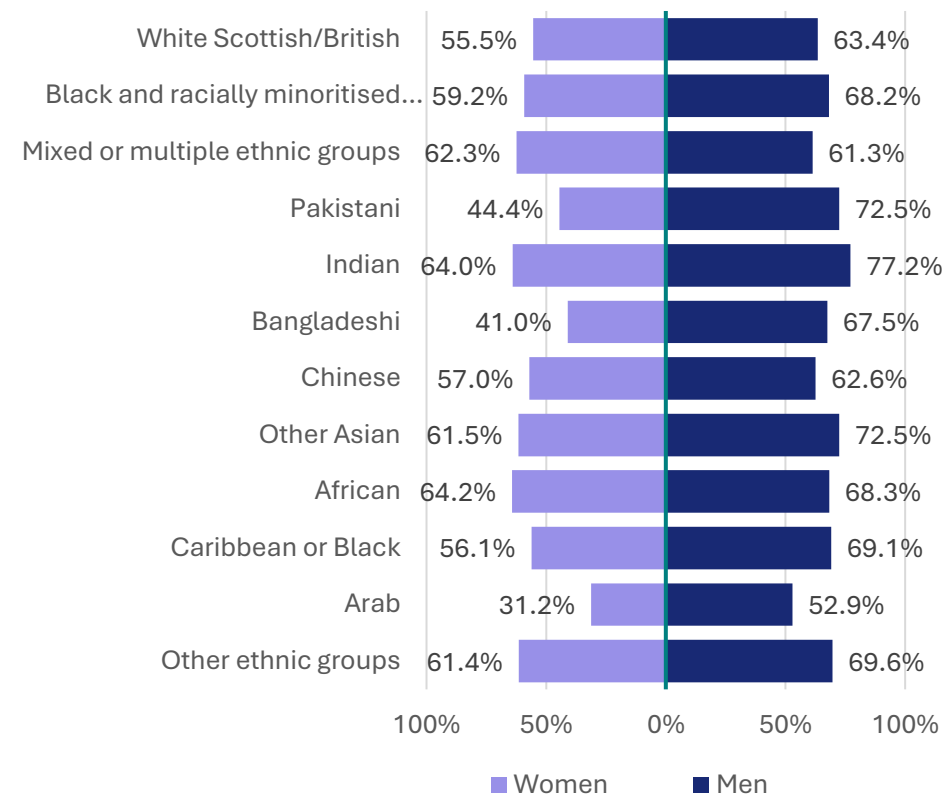
Within the Black and racially minoritised category, similar differences can be observed between men and women for some ethnic groups.

For example, in the Pakistani and Bangladeshi communities, approximately 70% of adult men were employed compared to roughly 40%

of adult women. Similarly, 53% of Arab men were in work compared to just 31% of Arab women.

In contrast, the gaps between men's and women's employment rates were much narrower among African, Chinese, and 'Other ethnic groups', where men were 6%, 10%, and 18% more likely to be employed than women, respectively. For mixed or multiple ethnic groups, women had slightly higher rates of employment than men, with 62% of adult women in work compared to 61% of adult men.

**Figure 11: Black and racially minoritised groups - proportion of adults in work, by sex**



## Reasons for economic activity

There are also significant differences in people's reasons for being economically inactive based on their ethnicity and sex.

For example, in the white Scottish/British group, the leading reason of economic inactivity was being retired (70% of men, 66% of women), whereas the leading reason for minority ethnic groups was being a full-time student (49% of men, 38% of women).

There are also notable differences within ethnic groups. For example, 33% of economically inactive women from Black and racially minoritised backgrounds are inactive due to responsibilities for looking after their home or family, compared to 7% of Black and racially minoritised men and 13% of white Scottish/British women.

A full breakdown of people's reasons for being economically inactive by ethnic group and sex is provided below:

**Table 7:** Reasons for being economically inactive, by ethnicity category and sex

Reason for being economically inactive (Grampian-wide)		White Scottish/ British	Minority ethnic total	White minority ethnic groups	Black and racially minoritised groups
Retired	Men	69.6%	23.7%	30.4%	17.4%
	Women	65.7%	19.2%	25.5%	12.9%
Student	Men	9.6%	48.8%	40.5%	56.7%
	Women	7.8%	38.3%	35.1%	41.6%
Looking after home or family	Men	2.9%	6.3%	5.4%	7.1%
	Women	12.5%	28.6%	23.9%	33.4%
Long-term sick or disabled	Men	10.8%	8.5%	11.1%	6.1%
	Women	9.6%	5.8%	7.3%	4.2%
Economically inactive - Other	Men	7.2%	12.7%	12.6%	12.8%
	Women	4.4%	8.1%	8.2%	7.9%

**Table 8:** White minority ethnic groups: Reasons for economic inactivity, by sex and ethnicity

Men					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (69,179)	70%	10%	3%	11%	7%
White minority ethnic groups (2,840)	30%	40%	5%	11%	13%
White Irish (542)	60%	20%	3%	10%	8%
White: Gypsy/ Traveller (90)	28%	7%	12%	34%	19%
White Polish (599)	10%	47%	5%	19%	19%
White: Roma (27)	11%	37%	15%	11%	26%
White: Showperson (6)	33%	0%	17%	17%	33%
Other White (1,576)	28%	47%	6%	7%	11%
Women					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (90,854)	66%	8%	12%	10%	4%
White minority ethnic groups (4,730)	26%	35%	24%	7%	8%
White Irish (743)	48%	27%	13%	8%	4%
White: Gypsy/ Traveller (106)	15%	11%	30%	30%	13%
White Polish (935)	15%	32%	29%	12%	12%
White: Roma (54)	15%	48%	20%	7%	9%
White: Showperson (11)	45%	0%	45%	0%	9%
Other White (2,881)	23%	39%	25%	5%	8%

**Table 9:** Black and racially minoritised groups: Reasons for economic inactivity, by sex and ethnicity

Men					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (73,784)	70%	10%	3%	11%	7%
Black and racially minoritised groups (1,450)	17%	57%	7%	6%	13%
Mixed or multiple ethnic groups (379)	16%	56%	7%	11%	11%
Pakistani (104)	18%	60%	5%	3%	14%
Indian (151)	18%	62%	5%	3%	11%
Bangladeshi (75)	15%	44%	16%	9%	17%
Chinese (106)	31%	51%	7%	3%	8%
Other Asian (167)	16%	54%	6%	7%	17%
African (156)	9%	66%	7%	4%	14%
Caribbean or Black (75)	26%	45%	9%	14%	7%
Arab (124)	10%	64%	9%	6%	11%
Other ethnic groups (113)	26%	41%	7%	5%	20%
Women					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (86,263)	66%	8%	12%	10%	4%
Black and racially minoritised groups (6,298)	13%	42%	33%	4%	8%
Mixed or multiple ethnic groups (863)	18%	46%	21%	7%	9%
Pakistani (462)	5%	35%	48%	5%	7%
Indian (825)	9%	47%	36%	3%	6%
Bangladeshi (238)	5%	34%	43%	5%	12%
Chinese (767)	26%	36%	28%	2%	8%
Other Asian (860)	16%	29%	44%	3%	8%
African (995)	7%	64%	19%	3%	7%
Caribbean or Black (146)	26%	33%	22%	12%	7%
Arab (626)	4%	42%	45%	4%	5%
Other ethnic groups (516)	14%	32%	36%	3%	15%



## Representation as managers, directors and senior officials

On aggregate, men in the North East of Scotland were more likely to be employed as managers, directors and senior officials than their women counterparts; however, when considering both sex and ethnicity, some clear differences can be seen.

For example, for white minority ethnic groups, 5.3% of male workers were employed in managerial and senior positions compared to just 3.6% of female worker. In contrast, 7.7% of white Scottish/British male workers were employed in senior roles, compared to 4.4% of white Scottish/British female workers.

Similarly, both men and women from Black and racially minoritised backgrounds are less likely to be employed in managerial and senior roles than their white Scottish/British equivalents.

The gap between men and women was widest among Arab and Roma workers, where working men were nearly 5 times as likely to be employed as managers, directors and senior officials than working women. This was followed by those in the Pakistani, Indian and 'Other ethnic group' categories, where men were more than twice as likely to be employed in senior positions as women.

Interestingly, women from Showperson and Caribbean or Black backgrounds were the groups more likely to be employed as managers, directors and senior leaders than their male counterparts. However, due to small sample sizes and being unable to disaggregate this data by industry, this should be considered with some caution.

This means that white Scottish/British men in the North East of Scotland are:

- More than 11x as likely to be employed in managerial and senior roles as Arab working women
- Nearly 5x as likely as women from Gypsy/Traveller backgrounds to hold senior positions
- Approximately 3.5x as likely as women from Roma or African backgrounds to hold senior position

A full breakdown of the proportion of male and female workers employed in senior positions is provided overleaf.

**Table 10:** Proportion of male and female workers employed as managers, directors and senior officials in the North East of Scotland, by ethnic group

<b>Ethnic group</b> (male sample size : female sample size)	<b>% of male workers employed as managers, directors and senior officials</b>	<b>% of female workers employed as managers, directors and senior officials</b>
White Scottish/British (246,346 : 252,671)	7.7%	4.4%
Minority ethnic total (38,748 : 43,300)	4.8%	3.2%
White minority ethnic groups (19,163 : 22,815)	5.3%	3.6%
White Irish (1,929 : 2,043)	9.9%	5.8%
White: Gypsy/ Traveller (246 : 240)	3.3%	1.7%
White Polish (7,142 : 7,817)	3.0%	2.6%
White: Roma (135 : 143)	10.4%	2.1%
White: Showperson (64 : 35)	9.4%	11.4%
Other White (9,647 : 12,537)	6.0%	4.0%

**Table 10:** Proportion of male and female workers employed as managers, directors and senior officials in the North East of Scotland, by ethnic group

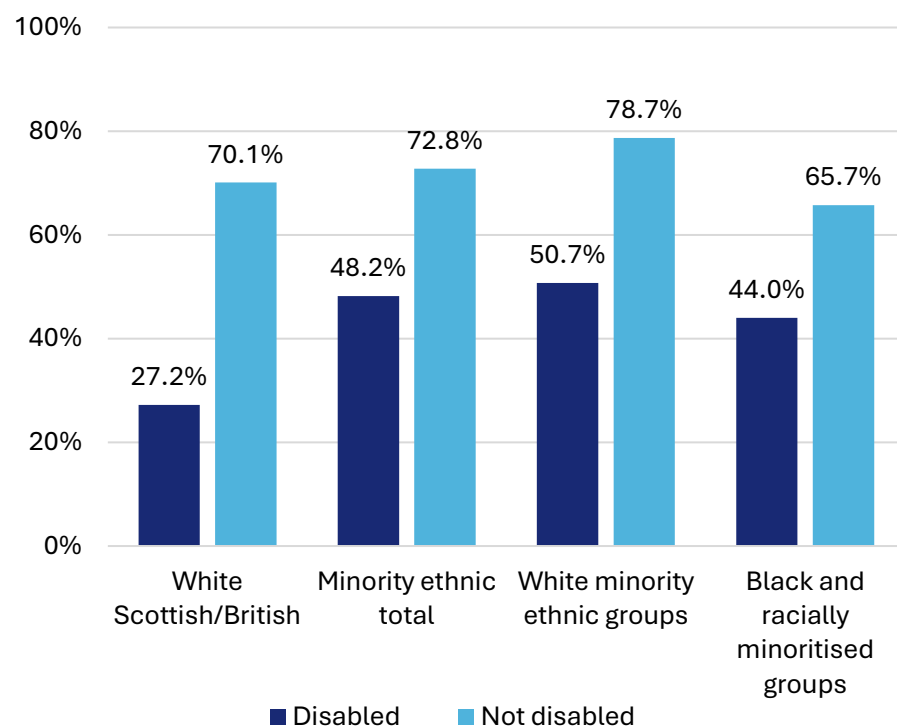
Black and racially minoritised groups (19,585 : 20,485)	4.3%	2.7%
Mixed or multiple ethnic group (3,230 : 3,550)	3.1%	2.6%
Pakistani (1,219 : 1,112)	6.7%	2.8%
Indian (3,159 : 2,843)	5.6%	2.5%
Bangladeshi (598 : 559)	5.9%	3.6%
Chinese (1,399 : 1,640)	5.4%	4.0%
Other Asian (1,640 : 2,787)	4.4%	3.5%
African (5,202 : 5,139)	3.2%	2.2%
Caribbean or Black (432 : 483)	1.4%	3.7%
Arab (1,306 : 1,034)	3.4%	0.7%
Other ethnic groups (1,400 : 1,338)	5.7%	2.8%

## Disabled people from minority ethnic backgrounds

### Employment rates

On aggregate, disabled people in the North East of Scotland are less likely to be employed than people without a disability; however, ethnicity also plays a significant role. We found that disabled people from minority ethnic backgrounds are significantly more likely to be employed than disabled people from white Scottish/British backgrounds, and the difference in employment rates between disabled people and those without a disability is also much smaller for minority ethnic groups.

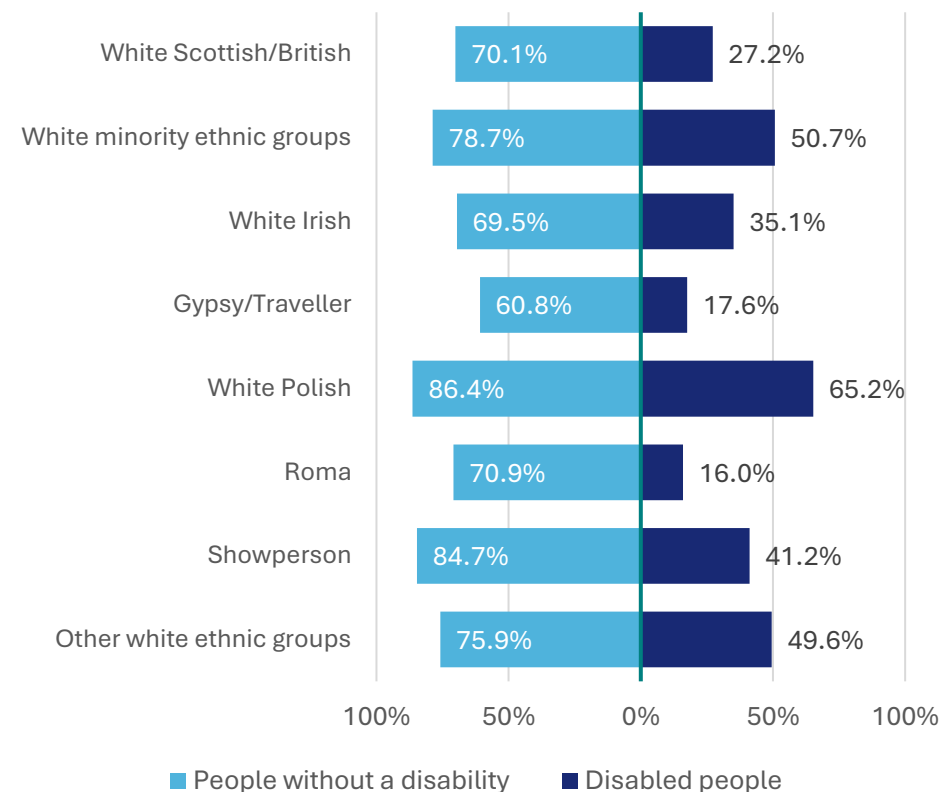
**Figure 12:** Proportion of adults in work, by ethnic group and disability



Within the white minority ethnic category, we can see that, on aggregate, disabled people from white minority ethnic backgrounds are more likely to be in work than disabled people from white Scottish/British backgrounds. However, there is significant variation between ethnic groups.

For example, 65% of disabled people from a Polish background are in some form of work, compared to less than 20% of disabled people from Gypsy/Traveller and Roma backgrounds.

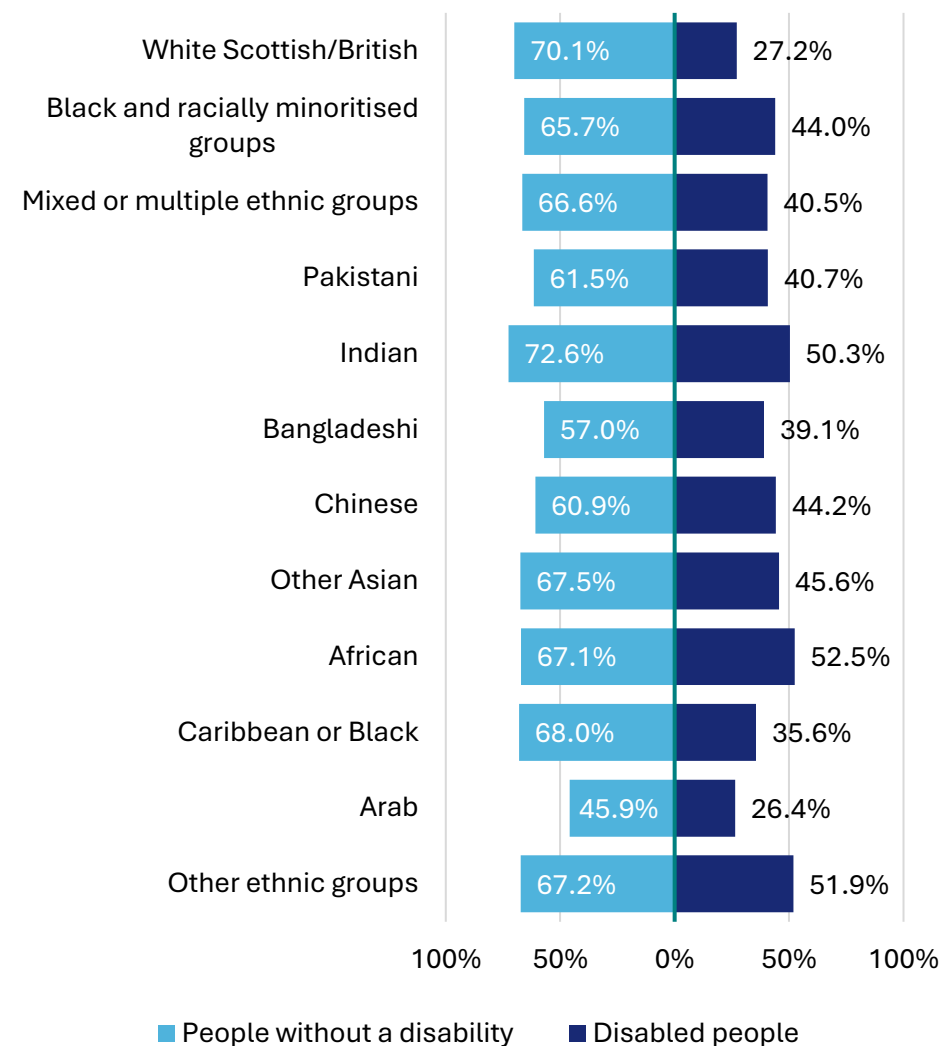
**Figure 13:** White minority ethnic groups - proportion of disabled adults in work, compared to those without a disability



For Black and racially minoritised groups, a similar trend can be seen, with 41% of disabled people being in some form of employment compared to 27% of the white Scottish/British group. However, this also varies between ethnic groups.

For example, 52% of disabled people from an African background are in work (67% for people without a disability), meaning they have the highest rates of employment for disabled Black and racially minoritised groups. This means that disabled people from an African background are just 22% less likely to work than their non-disabled counterparts - the narrowest gap observed for all ethnic groups.

**Figure 14: Black and racially minoritised groups - proportion of disabled adults in work, compared to those without a disability**



## Reasons for economically inactivity

Differences can also be observed in people's reasons for economic inactivity. For example, 15% of economically inactive disabled people from Black and racially minoritised backgrounds specified that this was because they were responsible for looking after their home and family, compared to less than 5% of economically inactive disabled people from white Scottish/British backgrounds.

**Table 11:** Reasons for being economically inactive, by ethnicity category and disability

Reason for being economically inactive (Grampian-wide)		White Scottish/ British	Minority ethnic total	White minority ethnic groups	Black and racially minoritised groups
Retired	Disabled	66.2%	36.6%	39.3%	32.6%
	Not disabled	68.4%	16.0%	22.4%	10.6%
Student	Disabled	3.6%	17.0%	15.8%	18.9%
	Not disabled	12.9%	50.3%	46.1%	53.8%
Looking after home or family	Disabled	4.9%	12.1%	10.2%	15.0%
	Not disabled	11.3%	22.5%	19.6%	24.9%
Long-term sick or disabled	Disabled	20.8%	26.6%	27.8%	24.7%
	Not disabled	1.0%	0.7%	0.9%	0.5%
Economically inactive - Other	Disabled	4.6%	7.7%	6.9%	8.9%
	Not disabled	6.4%	10.6%	11.0%	10.2%

**Table 12:** White minority ethnic groups: Reasons for economic inactivity, by disability status and ethnicity (Grampian-wide)

Disabled people					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (73,784)	66%	4%	5%	21%	5%
White minority ethnic groups (2,215)	39%	16%	10%	28%	7%
White Irish (470)	56%	9%	7%	23%	4%
White: Gypsy/ Traveller (127)	24%	7%	8%	49%	13%
White Polish (450)	22%	15%	12%	45%	7%
White: Roma (19)	32%	32%	16%	16%	5%
White: Showperson (10)	60%	0%	30%	10%	0%
Other White (1,139)	41%	20%	11%	21%	8%
People without a disability					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (86,263)	68%	13%	11%	1%	6%
White minority ethnic groups (5,326)	22%	46%	20%	1%	11%
White Irish (822)	51%	32%	10%	1%	6%
White: Gypsy/ Traveller (64)	17%	14%	47%	2%	20%
White Polish (1,073)	10%	47%	23%	2%	18%
White: Roma (53)	6%	57%	17%	4%	17%
White: Showperson (7)	29%	0%	29%	0%	43%
Other White (3,307)	20%	50%	20%	1%	9%

**Table 13:** Black and racially minoritised groups: Reasons for economic inactivity, by disability status and ethnicity

Disabled people					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (73,784)	66%	4%	5%	21%	5%
Black and racially minoritised groups (1,450)	33%	19%	15%	25%	9%
Mixed or multiple ethnic groups (379)	29%	25%	12%	28%	6%
Pakistani (104)	30%	15%	19%	24%	12%
Indian (151)	42%	13%	17%	21%	9%
Bangladeshi (75)	15%	12%	31%	25%	17%
Chinese (106)	52%	14%	11%	20%	3%
Other Asian (167)	38%	20%	14%	22%	6%
African (156)	29%	26%	11%	23%	11%
Caribbean or Black (75)	39%	19%	8%	32%	3%
Arab (124)	21%	14%	25%	26%	15%
Other ethnic groups (113)	33%	14%	13%	23%	17%
People without a disability					
Ethnic group (sample size)	Retired	Student	Looking after home or family	Long-term sick or disabled	Economically inactive - Other
White Scottish/British (86,263)	68%	13%	11%	1%	6%
Black and racially minoritised groups (6,298)	11%	54%	25%	0%	10%
Mixed or multiple ethnic groups (863)	12%	61%	15%	0%	11%
Pakistani (462)	5%	48%	37%	1%	9%
Indian (825)	7%	60%	25%	0%	8%
Bangladeshi (238)	6%	45%	34%	2%	13%
Chinese (767)	24%	47%	20%	0%	9%
Other Asian (860)	12%	38%	38%	0%	11%
African (995)	4%	71%	14%	1%	10%
Caribbean or Black (146)	21%	44%	24%	3%	9%
Arab (626)	4%	59%	29%	1%	7%
Other ethnic groups (516)	16%	41%	25%	0%	17%



## **Representation as managers, directors and senior officials**

On aggregate, disabled workers in the North East of Scotland are less likely to be employed as managers, directors and senior officials than workers without a disability. However, there is some degree of variance when disaggregating statistics by both disability and ethnicity, highlighting the potential impacts of intersectionality in the labour market.

For example, just 3.4% of disabled workers from Chinese backgrounds are employed in managerial and senior roles compared to 4.6% of able-bodied Chinese workers. In contrast, 5.3% of disabled white Scottish/British workers are employed in senior positions compared to 6.2% of those without a disability. This means that disabled workers from Chinese backgrounds are not only less likely to be employed than their able-bodied counterparts but also their white Scottish/British counterparts, indicating that both disability and ethnicity might play a role in their career progression.

However, this pattern is not uniform, as for seven of the ten ethnic groups in the Black and racially minoritised category, disabled workers have higher levels of representation in managerial and senior roles than workers without a disability. That said, this cannot be disaggregated by industry or by whether people are self-employed, which may skew the data.

When comparing to the representation of able-bodied people from a white Scottish/British background in managerial and senior roles, we can see that, for almost every minority ethnic group, disabled people are less likely to be employed in senior positions.

For example, in the North East of Scotland, white Scottish/British workers without a disability are:

- More than 8x as likely to be employed in managerial and senior roles as disabled people from Caribbean or Black backgrounds
- 2.4x as likely to hold senior positions as disabled people from Arab backgrounds
- 2.3x as likely to hold senior positions as disabled people from white Polish backgrounds

A full breakdown of the proportion of disabled workers employed in senior positions for each ethnic group is provided overleaf:

**Table 14:** Proportion of disabled workers employed as managers, directors and senior officials in the North East of Scotland, by ethnic group

<b>Ethnic group</b> (male sample size : female sample size)	<b>% of disabled workers employed as managers, directors and senior officials</b>	<b>% of workers without a disability employed as managers, directors and senior officials</b>
White Scottish/British (109,979 : 389,047)	5.3%	6.2%
Minority ethnic total (8,708 : 73,295)	4.0%	3.9%
White minority ethnic groups (5,255 : 36,705)	4.1%	4.4%
White Irish (764 : 3,206)	6.2%	8.2%
White: Gypsy/ Traveller (191 : 297)	3.7%	2.4%
White Polish (1,614 : 13,344)	2.7%	2.8%
White: Roma (33 : 247)	3.0%	6.5%
White: Showperson (20 : 71)	10.0%	11.3%
Other White (2,633 : 19,540)	4.3%	4.9%
Black and racially minoritised groups (3,453 : 36,590)	3.9%	3.4%
Mixed or multiple ethnic group (900 : 5,877)	3.6%	2.7%
Pakistani (239 : 2,090)	4.2%	4.9%
Indian (392 : 5,606)	4.6%	4.1%
Bangladeshi (156 : 1,004)	6.4%	4.5%
Chinese (234 : 2,797)	3.4%	4.6%
Other Asian (361 : 4,058)	5.5%	3.7%
African (516 : 9,817)	3.5%	2.6%
Caribbean or Black (139 : 782)	0.7%	3.2%
Arab (232 : 2,098)	2.6%	2.3%
Other ethnic groups (284 : 2,461)	4.6%	4.3%

## Experiences and outcomes in the North East's

### African communities

#### Demographic profile

Across Grampian, there are approximately 10,350 people with an African ethnic background. Unfortunately, due to the high-level ethnicity categories used by National Records Scotland, we are unable to unpack the specific African ethnic groups and nationalities living in the North East.

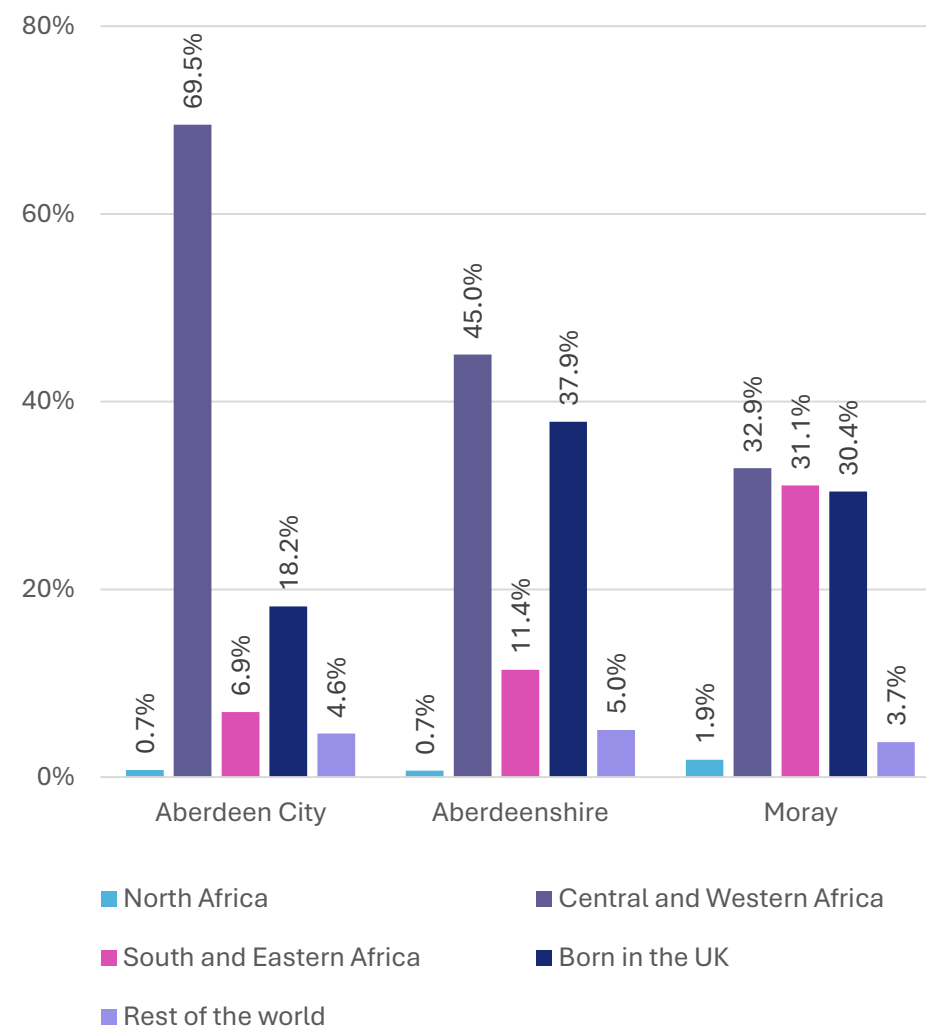
However, we can disaggregate these statistics by Country of Birth to gain additional insights on where people in the African group were born. While this cannot capture the specific ethnic background of African people born in the UK, it can help us understand the country of origin of African migrants to the North East.

Of the 10,350 people from an African ethnic background in Grampian:

- 6,810 people were born in Central and Western Africa (65.8%)
- 2,520 people were born in the UK (20.8%)
- 820 people were born in South and Eastern Africa (7.9%)
- 80 people were born in North Africa (0.8%)
- 490 people were born in other parts of the world (4.7%)

Looking at a local authority level, there are significant differences across the North East. For example, in Aberdeen City, 70% of the African people were born in Central and Western Africa, compared to 45% in Aberdeenshire and 32% in Moray. In contrast, 38% of African people in Aberdeenshire were born in the UK, compared to 30% in Moray and 18% in Aberdeen City.

**Figure 15:** Black and racially minoritised groups - proportion of disabled adults in work, compared to those without a disability

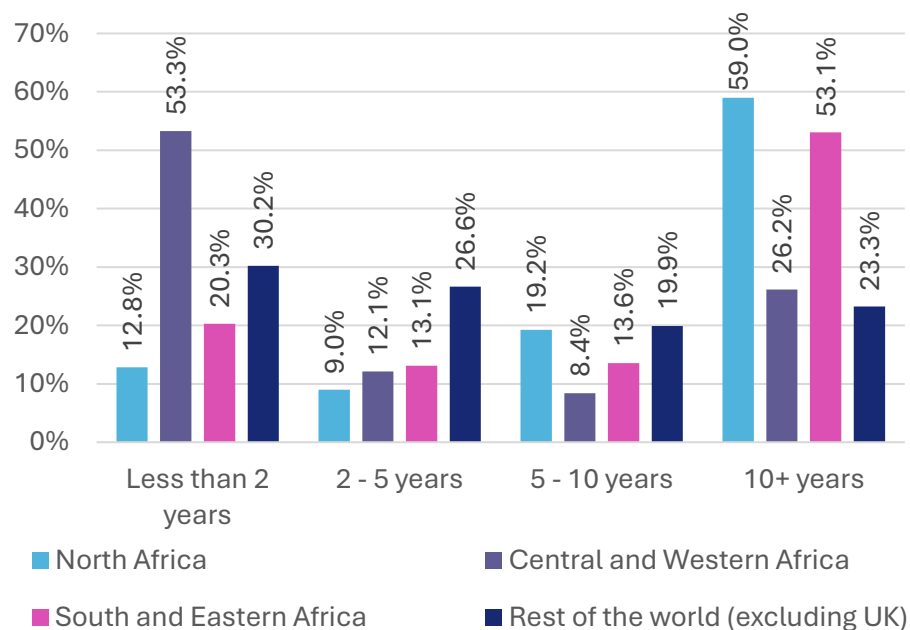


## African migration in Grampian – length of residence in the UK

Through multivariate analysis of ethnicity, place of birth and length of residence in the UK, we can understand the profile of African immigration in the North East of Scotland.

We found significant differences in the migratory context of Grampian's African communities. For example, just 13% of North African immigrants arrived in the UK in the last two years (2 years before the Census) compared to over 50% of African immigrants from Central and Western Africa.

**Figure 16:** Black and racially minoritised groups - proportion of disabled adults in work, compared to those without a disability



This means that 92% of African immigrants arriving between 2020 and 2022 were born in Central and Western Africa, marking a significant increase compared to the proportion of immigrants arriving 2-5 years before the Census (77.4%) and 5-10 years before (72.2%) born in Central and Western Africa. In contrast, the proportion of African immigrants born in South and Eastern Africa was steadily decreasing at the time of the 2022 Census, comprising 18% of African immigrants who have lived in the UK for 10+ years, but just 4% of those who have lived in the UK for less than two years before the Census.

**Table 15:** Grampian: Region of birth of African immigrants, by length of residence in the UK

Region of birth	Less than 2 years in the UK	2 - 5 years in the UK	5 - 10 years in the UK	10+ years in the UK
North Africa	0.3%	0.7%	1.9%	1.9%
Central and Western Africa	91.9%	77.4%	72.2%	75.1%
South and Eastern Africa	4.2%	10.0%	14.0%	18.3%
Rest of the world (excluding the UK)	3.6%	11.9%	12.0%	4.7%

## Place of birth: detailed breakdowns

Due to the restrictive nature of data sensitivity controls when working with Scottish Census statistics, it is not possible to generate country-specific insights on where people from African ethnic backgrounds were born.

In order to gain more specific insights, you can no longer control for ethnicity and must rely on place of birth data alone. However, these statistics should be used with significant caution due to the highly variable ethnic makeup of those born in African regions.

For example, in the North East of Scotland, just 7.6% of people born in North Africa and 23.8% born in South and Eastern Africa ethnically identify as African, compared to 94.1% of those born in Central and Western Africa. Therefore, using Country of Birth data as a proxy is not always advisable, as the statistics are rarely representative of people who ethnically identify as African.

That said, the following tables provide an overview of Grampian's population born in each African region specified in the Census:

**Table 16:** Grampian total: Proportion of people born in Africa, by region

Region of Birth	#	% of those born in Africa	% of total population
North Africa	1,031	8.8%	0.18%
Nigeria	6,296	53.8%	1.08%
Other Central and Western Africa	944	8.1%	0.16%
Kenya	330	2.8%	0.06%
South Africa	1,680	14.4%	0.29%
Zimbabwe	561	4.8%	0.10%
Other South and Eastern Africa	851	7.3%	0.15%
Africa total	11,698	100.0%	2.01%

**Table 17: Aberdeen City: Proportion of people born in Africa, by region**

Region of Birth	#	% of those born in Africa	% of total population
North Africa	1,031	8.8%	0.18%
Nigeria	6,296	53.8%	1.08%
Other Central and Western Africa	944	8.1%	0.16%
Kenya	330	2.8%	0.06%
South Africa	1,680	14.4%	0.29%
Zimbabwe	561	4.8%	0.10%
Other South and Eastern Africa	851	7.3%	0.15%
Africa total	11,698	100.0%	2.01%

**Table 18: Aberdeenshire: Proportion of people born in Africa, by region**

Region of Birth	#	% of those born in Africa	% of total population
North Africa	162	7.2%	0.06%
Nigeria	600	26.6%	0.23%
Other Central and Western Africa	101	4.5%	0.04%
Kenya	96	4.3%	0.04%
South Africa	810	35.9%	0.31%
Zimbabwe	253	11.2%	0.10%
Other South and Eastern Africa	233	10.3%	0.09%
Africa total	2,255	100.0%	0.86%

**Table 19: Moray: Proportion of people born in Africa, by region**

Region of Birth	#	% of those born in Africa	% of total population
North Africa	49	8.1%	0.05%
Nigeria	34	5.6%	0.04%
Other Central and Western Africa	41	6.7%	0.04%
Kenya	47	7.7%	0.05%
South Africa	296	48.7%	0.32%
Zimbabwe	72	11.8%	0.08%
Other South and Eastern Africa	68	11.2%	0.07%
Africa total	608	100.0%	0.65%

## Changes over time

We can also use Country of Birth data to gain insights into how the proportion of the population born in Africa has changed over time. While these statistics do not control for ethnic identity, they show that the number of people born in Africa has more than tripled since the 2001 Census, with much of this growth attributed to growing numbers of people born in Nigeria.

**Table 20:** Grampian: Number of people born in Africa, by region of birth (2022 - 2011 - 2001)

Region of birth	2022	2011	2001
Africa: Total	11,698	7,513	2,867
North Africa	1,031	845	437
Central and Western Africa: Total	7,240	4,063	499
Nigeria	6,296	3,603	314
Other Central and Western Africa	944	460	185
South and Eastern Africa: Total	3,422	2,605	1,931
Kenya	330	308	271
South Africa	1,680	1,203	819
Zimbabwe	561	458	310
Other South and Eastern Africa	851	636	531

**Table 21:** People born in Africa living in the North East of Scotland - Percentage change since 2001

Percentage change	2001-2011	2011-2022	2001-2022
All people	8%	2%	10%
Africa: Total	162%	56%	308%
North Africa	93%	22%	136%
Central and Western Africa: Total	714%	78%	1351%
Nigeria	1047%	75%	1905%
Other Central and Western Africa	149%	105%	410%
South and Eastern Africa: Total	35%	31%	77%
Kenya	14%	7%	22%
South Africa	47%	40%	105%
Zimbabwe	48%	22%	81%
Other South and Eastern Africa	20%	34%	60%

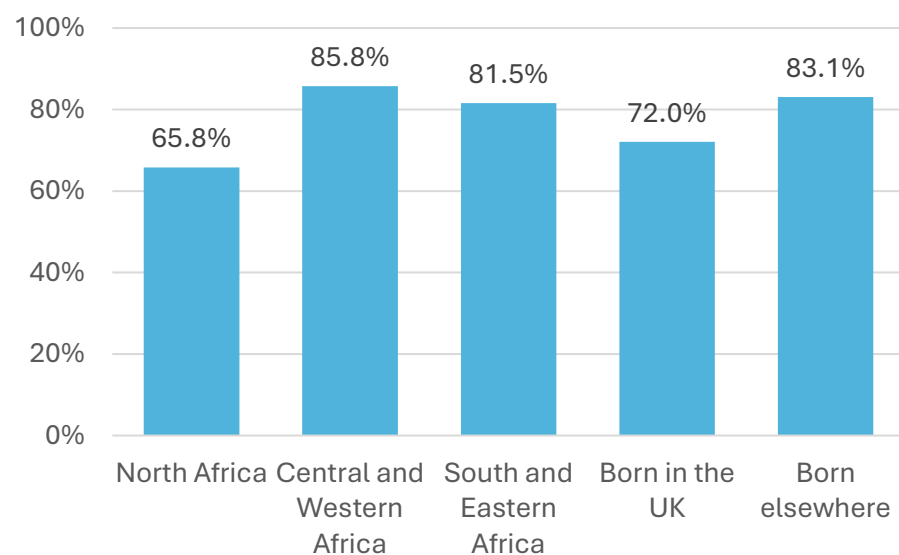


## Employment and economic activity

### Economic activity

At a Grampian-wide level, we can disaggregate the African ethnic group by region of birth, revealing that people born in Central and Western Africa are most likely to be economically active. In contrast, people from North Africa and those born in the UK have the lowest levels of economic activity.

**Figure 17:** Rates of economic activity in the African group, by region of birth (Grampian-wide)



In order to account for sex, we can no longer control for ethnicity, so we must base our estimates on country of birth data alone, which does not necessarily represent people with an African ethnic identity.

On aggregate, men born in Africa have higher levels of economic activity than women.

- 74% of men born in North Africa are economically active, compared to just 50% of women
- 87% of men born in Central and Western Africa are economically active, compared to 83% of women
- 77% of men born in South and Eastern Africa are economically active, compared to 71% of women

## Reasons for economic activity

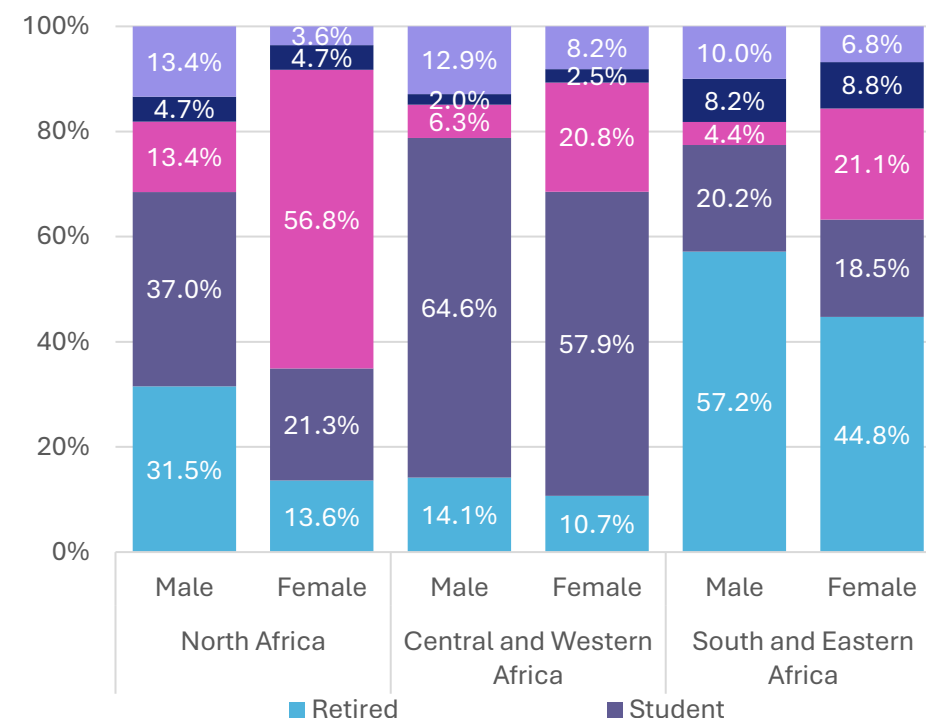
When examining people's reasons for being economically inactive, clear differences emerge by sex and place of birth.

For those born in North Africa, the leading reason for economic inactivity for men was being a student (37% of economically inactive men), whereas for women, the leading reason was 'Looking after home or family' (57% of economically inactive women).

For those born in Central and Western Africa, the leading reason for economic inactivity for both men and women was being a full-time student - 65% and 60% of economically inactive men and women, respectively.

For those born in South and Eastern Africa, the leading reason for economic inactivity among both men and women was retirement, at 57% and 49%, respectively. However, as just two-thirds of people born in South and Eastern Africa but living in Grampian are white, these high levels of retirement are likely indicative of the white population being older on average than people from African backgrounds.

**Figure 18: Reasons for economic inactivity for those born in Africa, by sex and region**

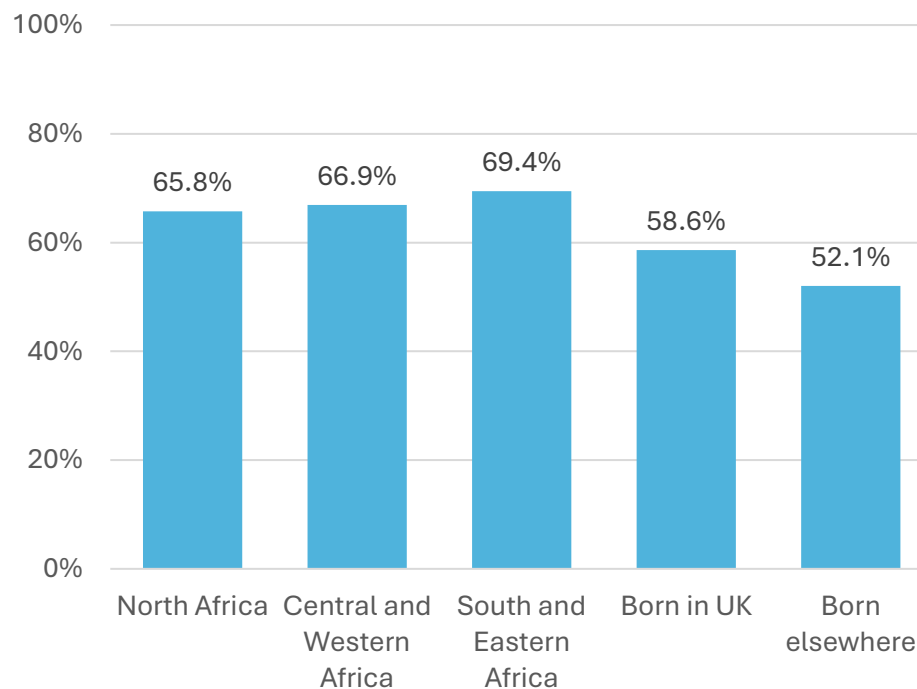


## Employment

Using Grampian-wide data, we can disaggregate the African ethnic group by region of birth to reveal differences in outcomes between specific African communities.

Our analysis found that African adults born in South and Eastern Africa are the most likely to be in work (69.4% of adults) compared to 58.6% of those born in the UK. 66.9% of African adults born in Central and Western Africa are in work, followed by 65.8% of Africans born in North Africa. Just 52.1% of African adults born outside of Africa or the UK are in work.

**Figure 19:** Proportion of African adults in work, by region of birth



When accounting for sex (Country of Birth only), we can see that:

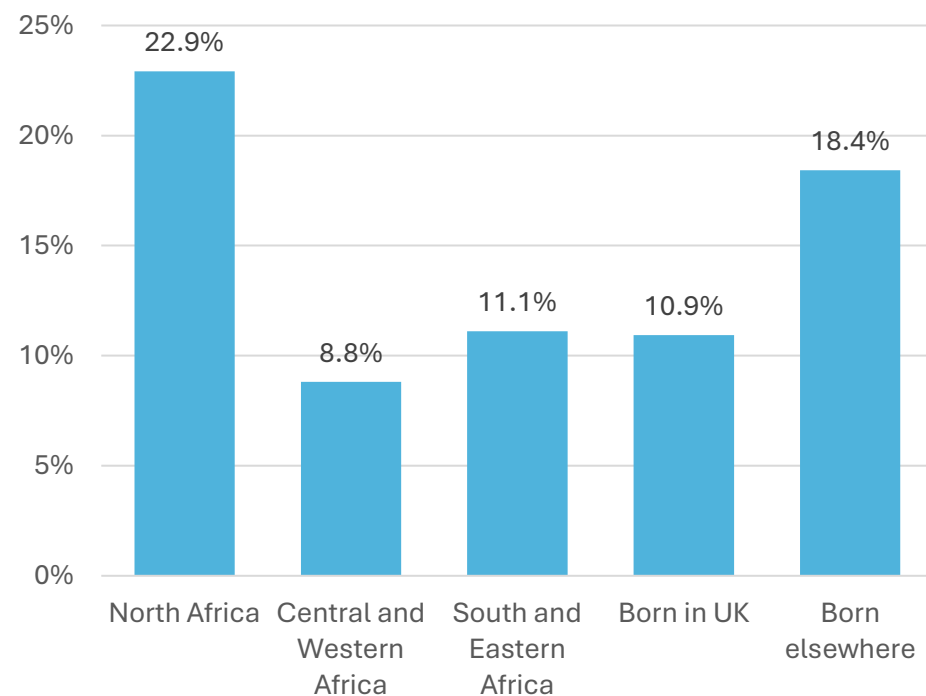
- 70% of men born in North Africa are in work, compared to 40% of women
- 68% of men born in Central and Western Africa are in work, compared to 64% of women
- 71% of men born in South and Eastern Africa are in work, compared to 66% of women

## Self-employment

Within Grampian's African communities, differences can also be observed in the proportion of people working in a self-employed capacity.

For example, 22.9% of African workers born in North Africa are self-employed, compared to just 8.8% of those born in Central and Western Africa and 10.9% of those born in the UK.

**Figure 20:** Proportion of African workers in self-employment, by region of birth

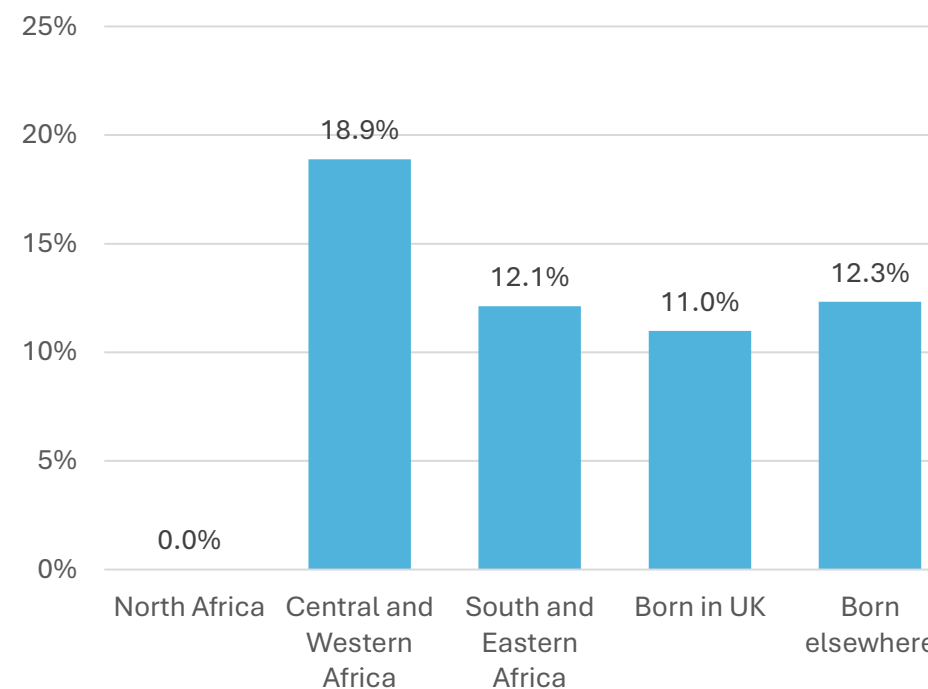


## Unemployment

Differences in unemployment can also be observed across Grampian's African communities.

For example, we found that 18.9% of African adults born in Central and Western Africa are unemployed, compared to 11.0% of those born in the UK. According to the 2022 Census, there are no North African adults in Grampian who are unemployed but not economically inactive.

**Figure 21:** Proportion of African adults who were unemployed at the time of the 2022 Census, by region of birth



## Industry

Workers from African ethnic backgrounds are more likely to work in some industries compared to others. For example, we found that across Aberdeen, Aberdeenshire and Moray:

- 26.0% of African workers are employed in ‘Human Health and Social Work Activities’
- 10.1% are employed in ‘Professional Scientific and Technical Activities’
- 8.3% in ‘Public Administration and Defence; Compulsory Social Security’
- 7.8% in ‘Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles’
- 7.1% in ‘Accommodation and Food Service Activities’

Gender also plays a role. For example:

- 38% of African women workers are employed in health and social care settings, compared to just 14% of African men
- 10.5% of African women work in public administration, defence and compulsory social security compared to 6% of African men
- 9.4% of African men work in administrative and support service settings, compared to 4.3% of African women

A full breakdown of the distribution of African workers by industry and sex is provided across:

**Table 22:** Distribution of African workers by industry, by sex

Industry	Proportion of African workers	Men	Women
Agriculture; Forestry; Fishing	0.3%	0.5%	0.1%
Mining and Quarrying	6.5%	8.8%	3.9%
Manufacturing	5.0%	7.0%	2.9%
Electricity, Gas, Steam and Air Conditioning Supply	0.5%	0.6%	0.2%
Water Supply; Sewage; Waste Management and Remediation activities	0.4%	0.5%	0.1%
Construction	1.8%	2.9%	0.7%
Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	7.8%	8.0%	7.6%
Transport and Storage	2.8%	4.2%	1.5%
Accommodation and Food Service Activities	7.1%	7.9%	6.3%
Information and Communication	2.8%	3.8%	1.8%
Financial and Insurance Activities	3.6%	3.2%	3.9%
Real Estate Activities	0.7%	0.9%	0.8%

**Table 22:** Distribution of African workers by industry, by sex

Industry	Proportion of African workers	Men	Women
Professional Scientific and Technical Activities	10.1%	12.4%	7.7%
Administrative and Support Service Activities	6.9%	9.4%	4.3%
Public Administration and Defence; Compulsory Social Security	8.3%	6.1%	10.5%
Education	5.3%	5.0%	5.7%
Human Health and Social Work Activities	26.0%	14.4%	38.0%
Arts, Entertainment and Recreation	1.7%	1.8%	1.6%
Other Service Activities	2.4%	2.4%	2.3%
Activities of Household as Employers; Undifferentiated Goods – and Services	0.0%	0.0%	0.1%
Activities of Extra-Territorial Organisations and Bodies	0.2%	0.2%	0.1%

Using lower levels of detail for industry, we can disaggregate the statistics across Grampian to gauge the representation of African workers depending on their region of birth.

Our analysis revealed some significant variation in how different African groups are distributed across industries. For example, 47% of African workers born in South and Eastern Africa and 40% of those born in Central and Western Africa are employed in public administration, education and health, compared to 23% of those born in North Africa. Similarly, 14% of African workers born in North Africa work in agriculture, energy and water, compared to less than 8% for all other regions of birth.

**Table 23:** Proportion of African workers employed in each industry, by region of birth (Grampian, 2022)

Industry	North Africa	Central and Western Africa	South and Eastern Africa	Born in the UK	Born elsewhere	Total
Agriculture, energy and water	14.3 %	7.6%	7.1%	6.4%	4.2%	7.5%
Manufacturing	7.1%	4.8%	4.4%	8.3%	5.6%	5.0%
Construction	4.3%	1.7%	1.8%	3.7%	0.7%	1.8%
Distribution, hotels and restaurants	21.4 %	13.6%	16.5%	23.9%	31.7%	15.0%
Transport and communication	11.4 %	5.5%	4.7%	8.3%	7.7%	5.7%
Financial, real estate, professional and administrative activities	11.4 %	22.5%	14.8%	19.6%	14.8%	21.2%

**Table 23:** Proportion of African workers employed in each industry, by region of birth (Grampian, 2022)

Industry	North Africa	Central and Western Africa	South and Eastern Africa	Born in the UK	Born elsewhere	Total
Public administration, education and health	22.9 %	40.1%	47.7%	23.9%	28.9%	39.6%
Other	7.1%	4.2%	2.9%	5.8%	6.3%	4.2%

Using lower levels of detail, we can also disaggregate statistics by people's highest level of educational qualification to determine how they influence distribution across different industries.

We found that African workers with degree-level qualifications were most likely to work in health and social care settings, accounting for 26% of the degree-holding African workforce. By comparison, 9% of white Scottish/British degree holders work in Human Health and Social Work activities. This means that 81% of African people working in health and social care in the North East hold degree-level qualifications, compared to 43% of white Scottish/British people.

Looking more broadly across the top five industries worked by African adults, we can see that African workers are consistently more likely to have degree-level qualifications than their white Scottish/British counterparts. For example, 62% of African people working in wholesale and retail trade

and vehicle repair hold a degree-level qualification, compared to just 14% of white Scottish/British workers in the industry.

**Table 24:** Representation of African workers with degree-level qualifications

Top five industries	African ethnic group		White Scottish/British group	
	% of degree holders	% of workers with degrees	% of degree holders	% of workers with degrees
Human Health and Social Work Activities	26.3%	81.1%	9.2%	42.7%
Professional Scientific and Technical Activities	11.8%	94.0%	5.0%	52.0%
Public Administration and Defence; Compulsory Social Security	8.8%	84.8%	4.3%	34.7%
Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles	6.1%	62.2%	2.7%	14.3%
Accommodation and Food Service Activities	4.9%	53.9%	1.3%	14.1%

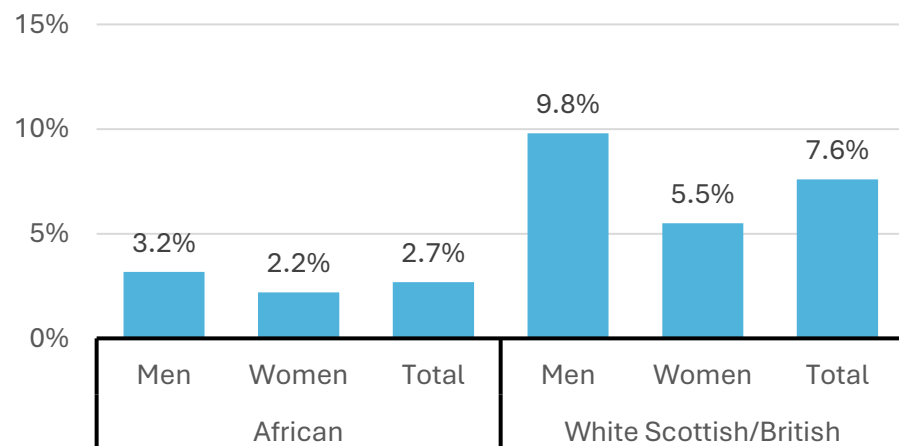


## Representation as senior leaders

Despite constituting 1.9% of the working-age population, people from African backgrounds constitute just 0.8% of managers, directors and senior officials across Grampian. This means that 2.7% of all African workers are employed in senior roles, compared to 7.6% of people from a white ethnic background.

This inequality also has a gendered aspect, with just 2.2% of African women being employed in managerial and senior roles compared to 3.2% of African men. In contrast, 5.5% of white Scottish/British women are employed in managerial and senior roles compared to 9.8% of white men.

**Figure 22:** Proportion of African and white Scottish/British workers employed as managers, directors and senior officials, by gender

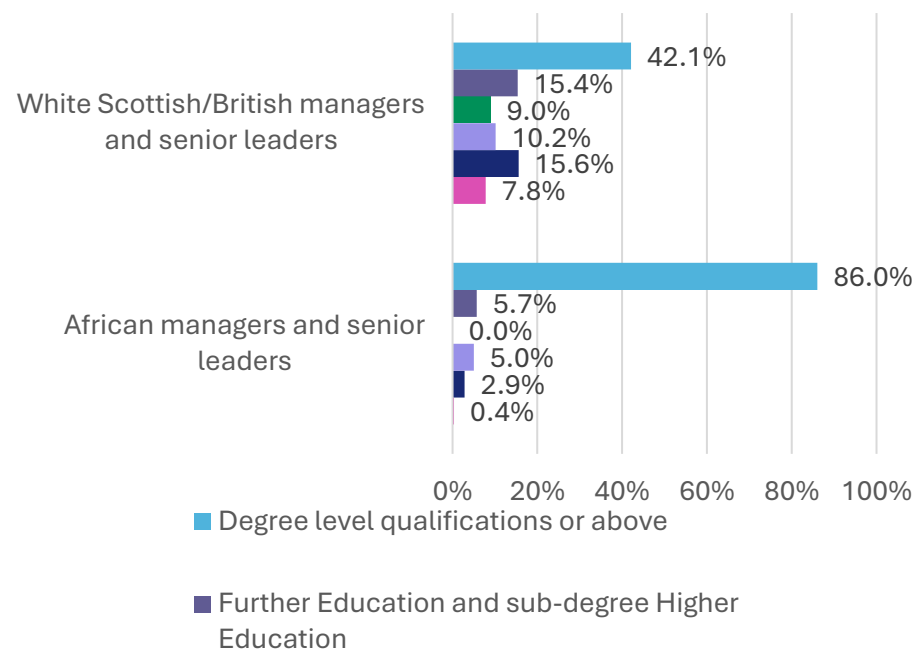


Due to the strictness of census data sensitivity controls, it is not possible to disaggregate these statistics by ethnicity and country of birth, preventing any analysis of senior leadership representation beyond the broad 'African' category.

However, it is possible to disaggregate the number of managers, directors and senior leaders by their highest level of qualification, revealing that senior leaders from an African background are much more likely to have degree-level qualifications than senior leaders from a white Scottish/British background.

Our analysis found that 86.0% of managers, directors and senior leaders from an African background have a degree-level qualification compared to just 42.1% of those from a white Scottish/British background. However, as it is not possible to also disaggregate these statistics by industry, this cannot control for different educational requirements across different work areas.

**Figure 23:** Highest level of qualification held by managers, directors and senior leaders, by ethnic group (Grampian-wide)



## Multiple deprivation and ethnicity – North East of 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 the North East. The SIMD's rankings are generated from seven key metrics: 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.

By comparing the ethnic make-up of each datazone in the North East of Scotland to the SIMD, we can see that:

- 6% of Grampian's Black and racially minoritised population live in areas ranking in the top 20% most deprived parts of Scotland, compared to less than 5% of the white Scottish/British population
- 14% of the North East's white minority ethnic population live in the most deprived quintile of the SIMD

Within these high-level categories, some ethnic groups were particularly over-represented in deprived areas. For example, 22% of the white Polish population lived in areas ranking in the top 20% most deprived parts of Scotland.

## Locally adjusted measures

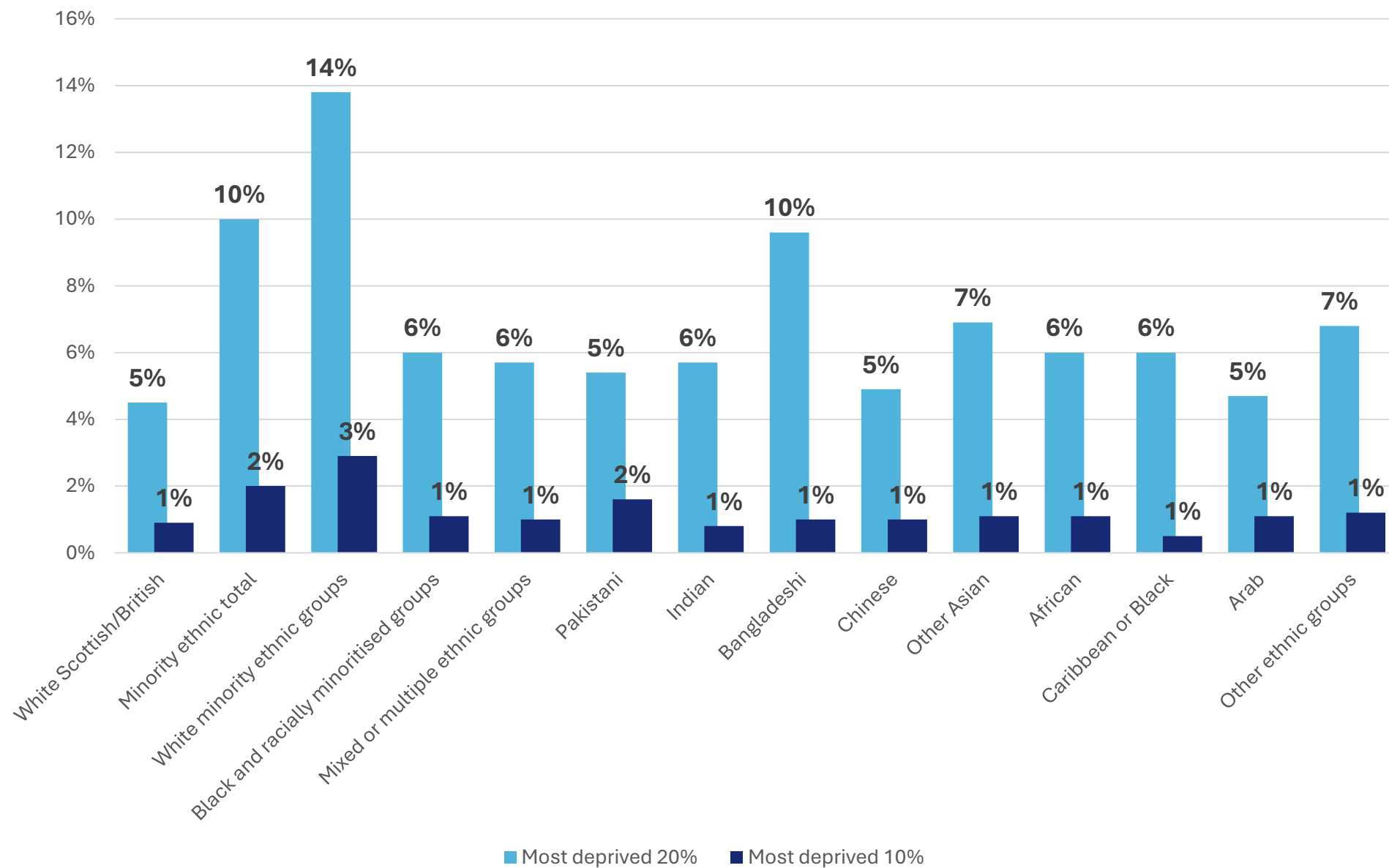
It is sometimes more useful to consider the local distribution of deprived areas to account for how the national distribution of deprived areas might skew regional analysis. To do this, we re-ranked each datazone in the North East relative to the rest of the region to provide GREC-adjusted estimates.

Using local measures, our analysis found that:

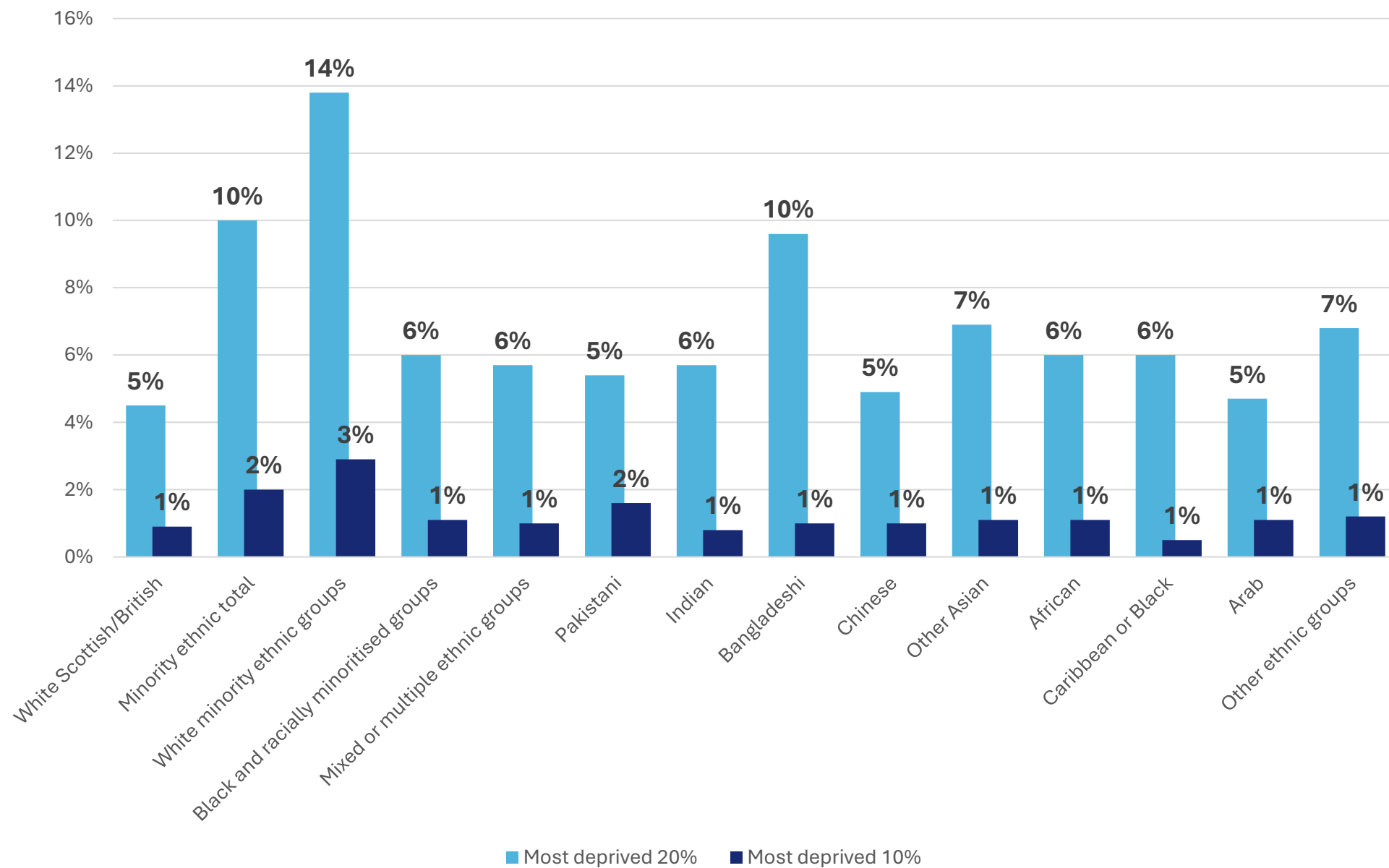
- 35% of people from white minority ethnic backgrounds lived in areas ranking in the top 20% most deprived parts of the North East
- 24% of people from Black and racially minoritised backgrounds lived in the most deprived 20% of areas

Based on local SIMD rankings, the North East's white Polish community becomes increasingly concentrated in deprived areas. We found that over 50% of white Polish people in Grampian lived in areas ranking in the top 20% most deprived parts of the North East. People from Bangladeshi (37%), African (28%) and Gypsy/Traveller (28%) backgrounds were also particularly over-represented in the most deprived parts of the region.

**Figure 24:** Proportion of each ethnic group living in the most deprived areas of Scotland



**Figure 25:** Proportion of each ethnic group living in the most parts of the North East



## 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'.

For example, using national SIMD rankings, our analysis found that minority ethnic groups are significantly more likely to live in the most deprived areas for crime and housing compared to white Scottish/British people. This was particularly true for people from Bangladeshi, African and Polish backgrounds, who were the most likely ethnic groups to live in areas ranking in the top quintile for housing deprivation and crime.

Using regional rankings of the SIMD, this becomes even more apparent. Again, people from Polish, African and Bangladeshi backgrounds are consistently over-represented in the most deprived parts of the North East for all domains bar 'Access to Services'.

Table 25: National SIMD rankings: Proportion of each community in the North East 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	Asian: Pakistani	Indian	Bangladeshi	Chinese	Other Asian	African	Caribbean or Black	Arab	Other ethnic groups
SIMD	5%	5%	14%	6%	10%	6%	5%	6%	10%	5%	7%	6%	6%	5%	7%
Income	5%	4%	12%	5%	9%	5%	5%	5%	10%	4%	6%	5%	5%	5%	6%
Employment	4%	4%	11%	5%	8%	5%	4%	5%	7%	3%	5%	5%	4%	4%	6%
Health	4%	3%	9%	5%	7%	4%	5%	5%	7%	4%	5%	6%	4%	4%	5%
Education	10%	9%	24%	14%	19%	12%	16%	12%	25%	12%	13%	17%	13%	14%	13%
Access	31%	34%	18%	18%	18%	26%	18%	16%	8%	21%	18%	14%	24%	14%	23%
Crime	15%	13%	29%	24%	27%	18%	21%	25%	38%	21%	23%	29%	22%	23%	23%
Housing	14%	11%	36%	34%	35%	24%	29%	32%	51%	33%	29%	45%	29%	34%	32%

Table 26: Locally-adjusted SIMD rankings: Proportion of ethnic groups in living in the top 20% most deprived parts of North East Scotland

Adjusted Q1	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%	17%	35%	24%	30%	20%	23%	26%	37%	18%	26%	28%	23%	20%	22%
Income	18%	17%	33%	20%	27%	18%	21%	22%	34%	16%	22%	21%	18%	17%	18%
Employment	19%	17%	33%	21%	27%	18%	18%	22%	30%	16%	25%	22%	21%	17%	19%
Health	19%	17%	35%	24%	29%	20%	22%	25%	37%	17%	26%	27%	21%	19%	20%
Education	19%	17%	36%	25%	30%	22%	22%	23%	37%	18%	23%	31%	23%	22%	22%
Access	22%	24%	12%	10%	11%	16%	8%	8%	5%	11%	11%	7%	17%	7%	13%
Crime	20%	17%	37%	31%	34%	24%	26%	30%	50%	26%	31%	36%	26%	31%	29%
Housing	20%	16%	44%	42%	43%	30%	37%	42%	59%	37%	35%	55%	36%	42%	38%

It may also be useful to consider the ethnic make-up of the most deprived parts of the North East. Just 8 datazones across Grampian ranked in the top 10% most deprived parts of Scotland, with each found in a different electoral ward.

**Table 27:** Location and ethnic composition of Grampian-based areas ranking in the top 10% most deprived areas in Scotland

Local Authority	Electoral ward	Datazone name	SIMD Rank	% of population from Black and racially minoritised backgrounds	% of population from white minority ethnic backgrounds	% of population from a white Scottish/British background
Aberdeen City	Hilton / Woodside / Stockethill	Woodside - 04	268	11%	22%	66%
Aberdeen City	Torry / Ferryhill	Torry East - 04	417	9%	27%	63%
Aberdeen City	Tillydrone / Seaton / Old Aberdeen	Seaton - 02	552	14%	25%	60%
Moray	Fochabers Lhanbryde	Heldon West, Fogwatt to Inchberry - 02	560	5%	4%	91%
Aberdeenshire	Fraserburgh and District	Fraserburgh Harbour and Broadsea - 02	569	2%	28%	71%
Aberdeen City	Northfield / Mastrick North	Northfield - 06	616	8%	10%	82%
Aberdeenshire	Peterhead North and Rattray	Peterhead Harbour - 06	633	5%	24%	71%
Aberdeen City	Torry / Ferryhill	Torry East - 03	657	8%	19%	73%

## In closing

This report was created by Lucien Staddon Foster and Sholen Macpherson in partnership with the Grampian Regional Equality Council (GREC), 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]