

## 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 West of Scotland - Census analysis

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## Contents

|                                                                          |    |
|--------------------------------------------------------------------------|----|
| List of figures .....                                                    | 3  |
| List of tables .....                                                     | 4  |
| Introduction .....                                                       | 5  |
| Who we are.....                                                          | 6  |
| Black and racially minoritised communities in the West of Scotland ..... | 7  |
| Where do communities live? .....                                         | 8  |
| Urban rural analysis .....                                               | 9  |
| Glasgow .....                                                            | 11 |
| The Rest of the West .....                                               | 12 |
| How has the population changed over time? .....                          | 13 |
| Demographic profiles – age and sex.....                                  | 15 |
| Children and young people .....                                          | 16 |
| Working-age population .....                                             | 17 |
| Gender composition .....                                                 | 18 |
| Other intersectional characteristics.....                                | 19 |
| Sexual orientation .....                                                 | 19 |
| Trans status .....                                                       | 19 |
| British Sign Language (BSL) users .....                                  | 19 |
| Disability .....                                                         | 19 |
| Religion .....                                                           | 20 |
| Understanding immigration.....                                           | 21 |
| Length of residence in the UK .....                                      | 22 |
| Country of birth.....                                                    | 24 |
| Spotlight: Recent immigration trends.....                                | 26 |
| Language .....                                                           | 27 |
| Main languages.....                                                      | 27 |
| English proficiency.....                                                 | 29 |

|                                                             |    |
|-------------------------------------------------------------|----|
| Housing .....                                               | 30 |
| Homeownership .....                                         | 30 |
| Social housing.....                                         | 31 |
| Private rented sector.....                                  | 32 |
| Overcrowding .....                                          | 33 |
| Access to central housing .....                             | 34 |
| Employment.....                                             | 36 |
| Economic activity .....                                     | 36 |
| Full-time and part-time employment .....                    | 39 |
| Self-employment.....                                        | 41 |
| Occupational seniority.....                                 | 42 |
| Unemployment.....                                           | 44 |
| Industry.....                                               | 46 |
| Occupation .....                                            | 50 |
| Educational qualifications .....                            | 54 |
| Health and wellbeing .....                                  | 57 |
| Self-reported health.....                                   | 57 |
| Long-term conditions.....                                   | 59 |
| Caring responsibilities .....                               | 60 |
| Multiple deprivation and ethnicity – West of Scotland ..... | 62 |
| Locally adjusted measures .....                             | 62 |
| Domains .....                                               | 65 |
| In closing .....                                            | 67 |
| Appendices.....                                             | 68 |

## List of figures

|                                                                                                                                       |    |
|---------------------------------------------------------------------------------------------------------------------------------------|----|
| Figure 1: Remit of the West of Scotland Regional Equality Council .....                                                               | 5  |
| Figure 2: West of Scotland – Proportion of people living in rural areas, small towns or urban areas, by ethnic group.....             | 9  |
| Figure 3: West of Scotland – Minority ethnic population, 2001 - 2011 - 2022.....                                                      | 13 |
| Figure 4: Proportion of people from white and Black and racially minoritised backgrounds in 5-year age bands (West of Scotland) ..... | 15 |
| Figure 5: Largest religions among the West of Scotland’s Black and racially minoritised population .....                              | 20 |
| Figure 6: Proportion of people born in and outside of the UK in the West of Scotland, by ethnic group.....                            | 21 |
| Figure 7: Migratory context of the West of Scotland’s Black and racially minoritised population .....                                 | 22 |
| Figure 8: West of Scotland – Region of birth (excluding Europe) .....                                                                 | 24 |
| Figure 9: Place of birth – detailed breakdowns for Asia, Africa and the Middle East .....                                             | 25 |
| Figure 10: Ethnic identities of people immigrating to the West of Scotland in the past two years (arrived in the UK 2020-22) .....    | 26 |
| Figure 11: Proportion of people whose main language is English, by ethnic group (West of Scotland) .....                              | 27 |
| Figure 12: Homeownership by ethnic group in the West of Scotland, 2022.....                                                           | 30 |
| Figure 13: Proportion of people living in social housing, by ethnic group (West of Scotland).....                                     | 31 |
| Figure 14: Proportion of people living in private rented housing, by ethnic group (West of Scotland) .....                            | 32 |
| Figure 15: Proportion of households living in an overcrowded, by ethnic group (West of Scotland).....                                 | 33 |

|                                                                                                                           |    |
|---------------------------------------------------------------------------------------------------------------------------|----|
| Figure 16: Economic activity in the West of Scotland, by ethnic group                                                     | 36 |
| Figure 17: Proportion of men and women who are economically inactive, by ethnic group (West of Scotland) .....            | 37 |
| Figure 18: Proportion of workers in full or part-time employment, by ethnic group .....                                   | 39 |
| Figure 19: Proportion of men and women in part-time employment, by ethnic group (West of Scotland).....                   | 40 |
| Figure 20: Proportion of workers in self-employment, by ethnic group (West of Scotland) .....                             | 41 |
| Figure 21: Proportion of men and women employed as managers, directors and senior officials, by ethnic group .....        | 43 |
| Figure 22: Proportion of adults unemployed at the time of the 2022 Census, by ethnic group (West of Scotland).....        | 44 |
| Figure 23: Proportion of men and women unemployed at the time of the 2022 Census, by ethnic group (West of Scotland)..... | 45 |
| Figure 24: Highest level of qualification held, by sex and ethnic grouping .....                                          | 56 |
| Figure 25: Proportion of each ethnic group living in the most deprived areas of Scotland .....                            | 63 |
| Figure 26: Proportion of each ethnic group living in the most deprived areas in the West of Scotland .....                | 64 |

## List of tables

|                                                                                                                                                               |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Table 1: The West of Scotland's population by ethnicity.....                                                                                                  | 7  |
| Table 2: West of Scotland – Ethnic composition of the population of urban areas, small towns and rural areas .....                                            | 10 |
| Table 3: Ethnic composition of Glasgow's most and least diverse electoral wards .....                                                                         | 11 |
| Table 4: Ethnic composition of the most and least diverse electoral wards in the West of Scotland (excluding Glasgow).....                                    | 12 |
| Table 5: How the West of Scotland's population has changed over time, by ethnic group .....                                                                   | 14 |
| Table 6: Ethnic composition of the West of Scotland's child population .....                                                                                  | 16 |
| Table 7: Ethnic composition of the West of Scotland's working-age population .....                                                                            | 17 |
| Table 8: Gender composition of the West of Scotland's population, by ethnic group.....                                                                        | 18 |
| Table 9: Disabled people in the West of Scotland, by ethnicity .....                                                                                          | 19 |
| Table 10: Migrants from Black and racially minoritised backgrounds in the West of Scotland - Year of arrival in the UK by ethnic group .....                  | 23 |
| Table 11: Proportion of people from Black and racially minoritised backgrounds who speak English as their main language, by age group (West of Scotland)..... | 28 |
| Table 12: Proportion of the West of Scotland population with no skills in English, by ethnic group .....                                                      | 29 |
| Table 13: Proportion of households living in an overcrowded home, by ethnicity and tenure.....                                                                | 34 |
| Table 14: Proportion of households living in a home without central heating, by ethnicity and tenure.....                                                     | 35 |
| Table 15: Reasons for economic inactivity in the West of Scotland, by ethnic group.....                                                                       | 38 |

|                                                                                                                                                   |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Table 16: Representation of Black and racially minoritised groups as managers, directors and senior officials in the West of Scotland, 2022 ..... | 42 |
| Table 17: Proportion of each ethnic group working across key industries .....                                                                     | 46 |
| Table 18: Top industries for Black and racially minoritised people in the West of Scotland .....                                                  | 47 |
| Table 19: Ten largest industries for Black and racially minoritised workers in the West of Scotland, by ethnic group .....                        | 49 |
| Table 20: Ten most recorded occupations for minority ethnic workers in the West of Scotland, by ethnic group .....                                | 50 |
| Table 21: Representation of men and women across occupational groups, by ethnicity.....                                                           | 51 |
| Table 22: Detailed occupations of Black and racially minoritised groups in the West of Scotland .....                                             | 52 |
| Table 23: West of Scotland - Highest level of qualification held, by ethnic group .....                                                           | 55 |
| Table 24: Self-reported health, by ethnicity (West of Scotland) .....                                                                             | 57 |
| Table 25: Proportion of people reporting that they have 'bad' or 'very bad' health, by ethnic group and local authority (West of Scotland).....   | 58 |
| Table 26: Proportion of people providing unpaid care, by ethnic group and hours of care provided (West of Scotland) .....                         | 61 |
| Table 27: National SIMD rankings: Proportion of ethnic groups in the West of Scotland living in the top 20% most deprived parts of Scotland ..... | 66 |
| Table 28: Locally adjusted SIMD rankings: Proportion of ethnic groups living in the top 20% most deprived parts of the West of Scotland ..        | 66 |



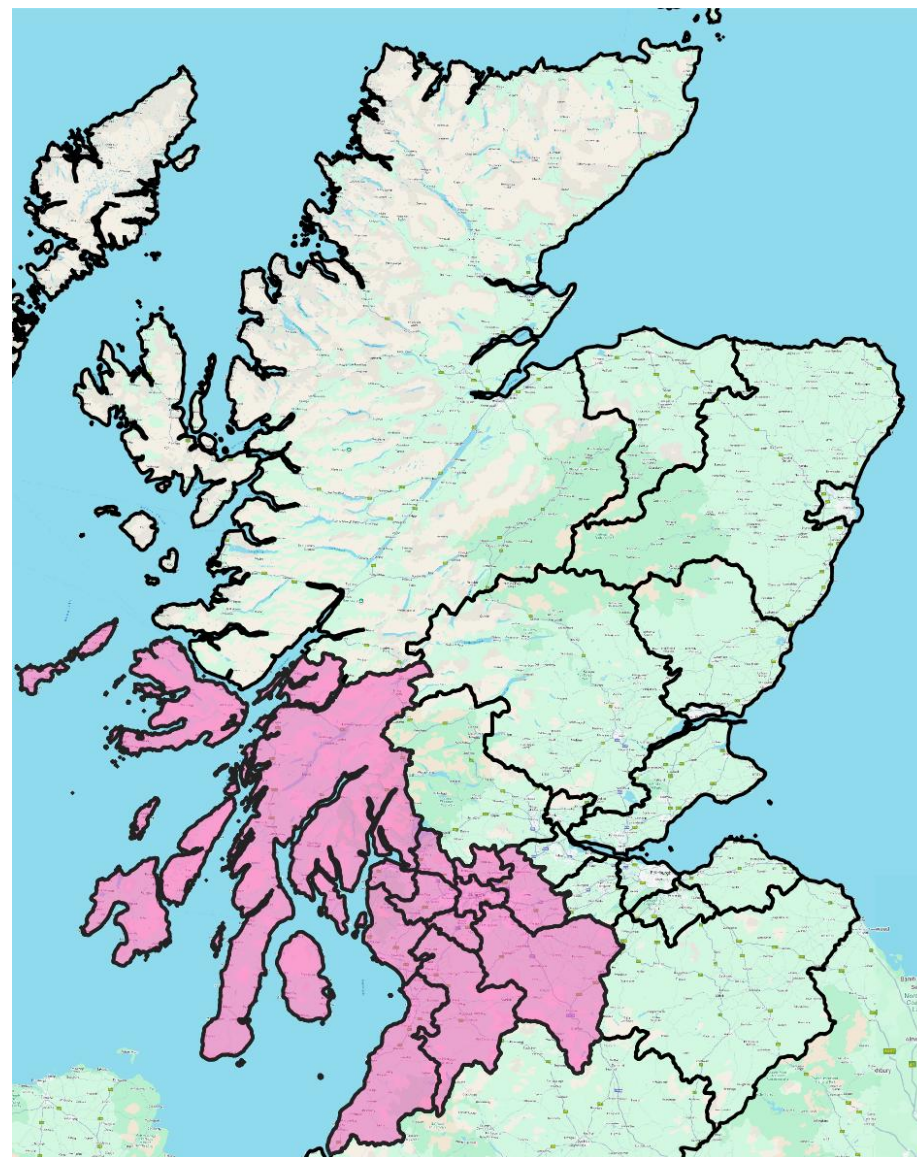
## Introduction

The West of Scotland Regional Equality Council (WSREC) is a Scottish equality and human rights charity based in Glasgow but serving 12 local authorities across Scotland's west coast and central belt. WSREC primarily supports minority ethnic communities, as well as asylum seekers and refugees, through a variety of targeted services. These include services supporting victims of crime (including hate crime) and discrimination, people learning English as a second language and efforts to promote women's civic participation and employability, inclusive practices in the heritage sector, and culturally sensitive health and wellbeing activities.

In 2025, WSREC 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 West of 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 WSREC, we have produced the following briefing to highlight what the 2022 Census can tell us about the profile and outcomes of Black and racially minoritised groups in the West of Scotland and provide an important evidence base to inform the design, delivery and evaluation of WSREC'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 the West of Scotland

The West of Scotland is home to nearly 2,300,000 people. Of these, 191,000 (8.3%) come from Black and racially minoritised backgrounds, with a further 101,000 (4.4%) belonging to white minority ethnic groups. This makes the West of Scotland more ethnically diverse than the national average, where 7.1% of people come from Black and racially minoritised backgrounds.

**Table 1: The West of Scotland's population by ethnicity**

| Ethnic Group                    | #                | %            |
|---------------------------------|------------------|--------------|
| White Scottish / British        | <b>2,003,601</b> | <b>87.2%</b> |
| White Scottish                  | 1,865,886        | 81.3%        |
| White Other British             | 137,715          | 6.0%         |
| White minority groups           | <b>101,412</b>   | <b>4.4%</b>  |
| White Irish                     | 27,018           | 1.2%         |
| Gypsy / Traveller               | 1,001            | 0.0%         |
| White Polish                    | 25,983           | 1.1%         |
| White Roma                      | 1,229            | 0.1%         |
| White Showperson                | 1,097            | 0.0%         |
| Other white ethnicities         | 45,084           | 2.0%         |
| Black/minority ethnic groups    | <b>191,461</b>   | <b>8.3%</b>  |
| Mixed or multiple ethnic groups | 23,104           | 1.0%         |
| Asian groups                    | 110,621          | 4.8%         |
| <i>Pakistani</i>                | 49,168           | 2.1%         |

**Table 1: The West of Scotland's population by ethnicity**

| Ethnic Group                        | #                | %    |
|-------------------------------------|------------------|------|
| <i>Indian</i>                       | 25,244           | 1.1% |
| <i>Bangladeshi</i>                  | 1,488            | 0.1% |
| <i>Chinese</i>                      | 21,297           | 0.9% |
| <i>Other Asian ethnicities</i>      | 13,424           | 0.6% |
| African, Caribbean and Black groups | 33,105           | 1.4% |
| <i>African</i>                      | 30,376           | 1.3% |
| <i>Caribbean or Black</i>           | 2,729            | 0.1% |
| Arab                                | 11,807           | 0.5% |
| Other non-white ethnicities         | 12,824           | 0.6% |
| All groups                          | <b>2,296,466</b> |      |

People from Pakistani backgrounds comprise the largest Black and racially minoritised group in the West of Scotland (approximately 49,200 people or 2.1% of the population), followed by people from African backgrounds (30,400 people, 1.3%) and the Indian community (25,200 people, 1.1%).

Approximately 23,100 people in the West of Scotland come from a mixed heritage background (1.0% of the population), with 21,300 coming from a Chinese background (0.9%). Nearly 12,000 people come from an Arab background; however, other racially minoritised communities tend to be much smaller, such as the Caribbean and Black Scottish/British communities (2,700 people, 0.1%) and the Bangladeshi community (1,500 people, 0.1%).

Where do communities live?

Across the West of Scotland, Black and racially minoritised communities vary significantly in size, and many communities are highly concentrated in specific local authority areas.

|                                       | Argyll and Bute |       | East Ayrshire |       | East Dunbartonshire |       | East Renfrewshire |       | Glasgow City |       | Inverclyde |       | North Ayrshire |       | North Lanarkshire |       | Renfrewshire |       | South Ayrshire |       | South Lanarkshire |       | West Dunbartonshire |       |
|---------------------------------------|-----------------|-------|---------------|-------|---------------------|-------|-------------------|-------|--------------|-------|------------|-------|----------------|-------|-------------------|-------|--------------|-------|----------------|-------|-------------------|-------|---------------------|-------|
| Ethnic Group                          | #               | %     | #             | %     | #                   | %     | #                 | %     | #            | %     | #          | %     | #              | %     | #                 | %     | #            | %     | #              | %     | #                 | %     | #                   | %     |
| White Scottish / British              | 80,305          | 93.4% | 115,527       | 96.0% | 98,321              | 90.3% | 81,254            | 83.9% | 451,645      | 72.8% | 74,863     | 95.5% | 127,923        | 95.9% | 315,003           | 92.4% | 166,286      | 90.4% | 106,053        | 95.1% | 303,459           | 92.8% | 82,965              | 93.9% |
| White Scottish                        | 63,657          | 74.0% | 107,971       | 89.7% | 90,868              | 83.4% | 75,731            | 78.2% | 416,634      | 67.1% | 71,362     | 91.0% | 118,785        | 89.0% | 302,736           | 88.8% | 157,381      | 85.6% | 96,126         | 86.2% | 285,577           | 87.3% | 79,058              | 89.4% |
| White Other British                   | 16,648          | 19.4% | 7,556         | 6.3%  | 7,453               | 6.8%  | 5,523             | 5.7%  | 35,011       | 5.6%  | 3,501      | 4.5%  | 9,138          | 6.8%  | 12,267            | 3.6%  | 8,905        | 4.8%  | 9,927          | 8.9%  | 17,882            | 5.5%  | 3,907               | 4.4%  |
| White minority ethnic groups          | 3,705           | 4.3%  | 2,193         | 1.8%  | 3,474               | 3.2%  | 3,430             | 3.5%  | 49,384       | 8.0%  | 1,478      | 1.9%  | 2,721          | 2.0%  | 12,202            | 3.6%  | 7,547        | 4.1%  | 2,965          | 2.7%  | 9,686             | 3.0%  | 2,623               | 3.0%  |
| White Irish                           | 853             | 1.0%  | 622           | 0.5%  | 1,402               | 1.3%  | 1,595             | 1.6%  | 11,130       | 1.8%  | 587        | 0.7%  | 831            | 0.6%  | 3,188             | 0.9%  | 1,778        | 1.0%  | 947            | 0.8%  | 3,078             | 0.9%  | 1,006               | 1.1%  |
| Gypsy / Traveller                     | 84              | 0.1%  | 89            | 0.1%  | 15                  | 0.0%  | 10                | 0.0%  | 201          | 0.0%  | 7          | 0.0%  | 110            | 0.1%  | 131               | 0.0%  | 32           | 0.0%  | 64             | 0.1%  | 158               | 0.0%  | 100                 | 0.1%  |
| White Polish                          | 666             | 0.8%  | 495           | 0.4%  | 274                 | 0.3%  | 441               | 0.5%  | 12,183       | 2.0%  | 189        | 0.2%  | 499            | 0.4%  | 5,357             | 1.6%  | 2,480        | 1.3%  | 463            | 0.4%  | 2,225             | 0.7%  | 713                 | 0.8%  |
| White Roma                            | 13              | 0.0%  | 17            | 0.0%  | 10                  | 0.0%  | 8                 | 0.0%  | 905          | 0.1%  | 4          | 0.0%  | 7              | 0.0%  | 60                | 0.0%  | 62           | 0.0%  | 37             | 0.0%  | 102               | 0.0%  | 7                   | 0.0%  |
| White Showperson                      | 17              | 0.0%  | 10            | 0.0%  | 5                   | 0.0%  | 10                | 0.0%  | 672          | 0.1%  | 7          | 0.0%  | 38             | 0.0%  | 93                | 0.0%  | 37           | 0.0%  | 18             | 0.0%  | 181               | 0.1%  | 7                   | 0.0%  |
| Other white ethnicities               | 2,072           | 2.4%  | 960           | 0.8%  | 1,768               | 1.6%  | 1,366             | 1.4%  | 24,293       | 3.9%  | 684        | 0.9%  | 1,236          | 0.9%  | 3,373             | 1.0%  | 3,158        | 1.7%  | 1,436          | 1.3%  | 3,942             | 1.2%  | 790                 | 0.9%  |
| Black and racially minoritised groups | 1,961           | 2.3%  | 2,614         | 2.2%  | 7,135               | 6.5%  | 12,128            | 12.5% | 119,730      | 19.3% | 2,087      | 2.7%  | 2,767          | 2.1%  | 13,762            | 4.0%  | 10,035       | 5.5%  | 2,507          | 2.2%  | 13,906            | 4.3%  | 2,806               | 3.2%  |
| Mixed or multiple ethnic groups       | 663             | 0.8%  | 707           | 0.6%  | 1,193               | 1.1%  | 1,198             | 1.2%  | 10,624       | 1.7%  | 535        | 0.7%  | 761            | 0.6%  | 2,130             | 0.6%  | 1,576        | 0.9%  | 631            | 0.6%  | 2,439             | 0.7%  | 647                 | 0.7%  |
| Asian groups                          | 763             | 0.9%  | 1,247         | 1.0%  | 4,715               | 4.3%  | 9,157             | 9.5%  | 68,796       | 11.1% | 893        | 1.1%  | 1,174          | 0.9%  | 8,327             | 2.4%  | 4,982        | 2.7%  | 1,277          | 1.1%  | 8,119             | 2.5%  | 1,169               | 1.3%  |
| Pakistani                             | 124             | 0.1%  | 493           | 0.4%  | 1,035               | 1.0%  | 5,080             | 5.2%  | 30,912       | 5.0%  | 151        | 0.2%  | 134            | 0.1%  | 5,024             | 1.5%  | 1,715        | 0.9%  | 167            | 0.1%  | 3,972             | 1.2%  | 366                 | 0.4%  |
| Indian                                | 151             | 0.2%  | 201           | 0.2%  | 1,904               | 1.7%  | 2,365             | 2.4%  | 13,990       | 2.3%  | 211        | 0.3%  | 404            | 0.3%  | 1,487             | 0.4%  | 1,715        | 0.9%  | 461            | 0.4%  | 2,033             | 0.6%  | 319                 | 0.4%  |
| Bangladeshi                           | 46              | 0.1%  | 7             | 0.0%  | 90                  | 0.1%  | 98                | 0.1%  | 954          | 0.2%  | 2          | 0.0%  | 25             | 0.0%  | 75                | 0.0%  | 89           | 0.0%  | 4              | 0.0%  | 99                | 0.0%  | 2                   | 0.0%  |
| Chinese                               | 193             | 0.2%  | 336           | 0.3%  | 1,240               | 1.1%  | 1,193             | 1.2%  | 14,300       | 2.3%  | 260        | 0.3%  | 340            | 0.3%  | 1,103             | 0.3%  | 767          | 0.4%  | 332            | 0.3%  | 1,055             | 0.3%  | 174                 | 0.2%  |
| Other Asian ethnicities               | 249             | 0.3%  | 210           | 0.2%  | 446                 | 0.4%  | 421               | 0.4%  | 8,640        | 1.4%  | 269        | 0.3%  | 271            | 0.2%  | 638               | 0.2%  | 696          | 0.4%  | 313            | 0.3%  | 960               | 0.3%  | 308                 | 0.3%  |
| African, Caribbean or Black           | 236             | 0.3%  | 334           | 0.3%  | 472                 | 0.4%  | 507               | 0.5%  | 23,736       | 3.8%  | 266        | 0.3%  | 300            | 0.2%  | 2,086             | 0.6%  | 2,350        | 1.3%  | 207            | 0.2%  | 2,027             | 0.6%  | 578                 | 0.7%  |
| African                               | 154             | 0.2%  | 234           | 0.2%  | 395                 | 0.4%  | 451               | 0.5%  | 22,272       | 3.6%  | 186        | 0.2%  | 211            | 0.2%  | 1,853             | 0.5%  | 2,162        | 1.2%  | 136            | 0.1%  | 1,803             | 0.6%  | 516                 | 0.6%  |
| Caribbean or Black                    | 82              | 0.1%  | 100           | 0.1%  | 77                  | 0.1%  | 56                | 0.1%  | 1,464        | 0.2%  | 80         | 0.1%  | 89             | 0.1%  | 233               | 0.1%  | 188          | 0.1%  | 71             | 0.1%  | 224               | 0.1%  | 62                  | 0.1%  |
| Arab                                  | 100             | 0.1%  | 136           | 0.1%  | 275                 | 0.3%  | 346               | 0.4%  | 8,671        | 1.4%  | 221        | 0.3%  | 350            | 0.3%  | 484               | 0.1%  | 492          | 0.3%  | 128            | 0.1%  | 443               | 0.1%  | 160                 | 0.2%  |
| Other non-white ethnicities           | 199             | 0.2%  | 190           | 0.2%  | 480                 | 0.4%  | 920               | 1.0%  | 7,903        | 1.3%  | 172        | 0.2%  | 182            | 0.1%  | 735               | 0.2%  | 635          | 0.3%  | 264            | 0.2%  | 878               | 0.3%  | 252                 | 0.3%  |
| All groups                            | 85,970          | 100%  | 120,324       | 100%  | 108,937             | 100%  | 96,817            | 100%  | 620,756      | 100%  | 78,426     | 100%  | 133,413        | 100%  | 340,973           | 100%  | 183,874      | 100%  | 111,519        | 100%  | 327,056           | 100%  | 88,399              | 100%  |



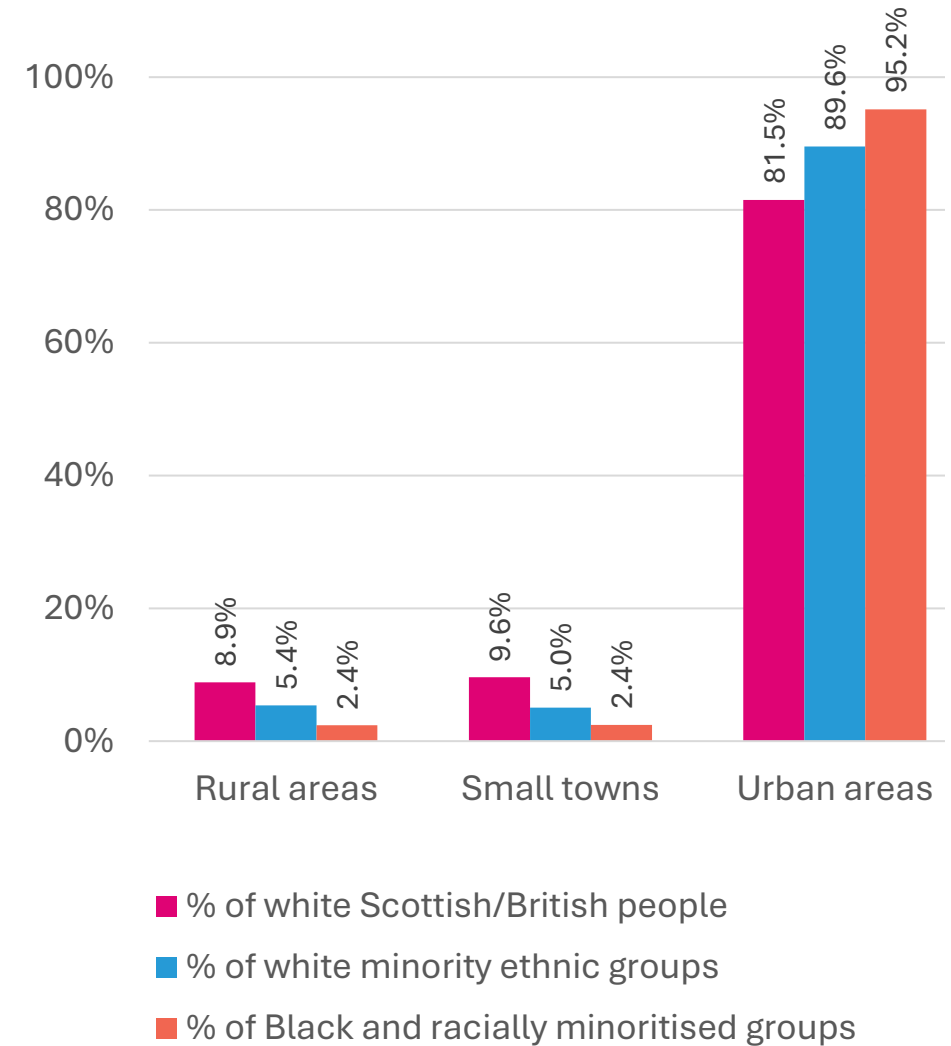
## Urban rural analysis

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

Our analysis found that 95% of people from Black and racially minoritised backgrounds in the West of Scotland live in urban areas, with just 2.4% living in small towns and a further 2.4% living in rural areas.

This means that 9.6% of people living in urban parts of the West of Scotland come from Black and racially minoritised backgrounds, compared to 2.3% in small towns and 2.4% in rural areas. For urban and rural areas, this is broadly comparable to the national average; however, small towns in the West of Scotland are slightly less ethnically diverse than the small-town national average (2.8%).

**Figure 2:** West of Scotland – Proportion of people living in rural areas, small towns or urban areas, by ethnic group



**Table 2:** West of 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                           | 177,826     | 94.6% | 192,606     | 95.2% | 1,633,591   | 85.7% |
| White minority ethnic groups                     | 5,474       | 2.9%  | 5,117       | 2.5%  | 90,853      | 4.8%  |
| Black and racially minoritised groups (combined) | 4,598       | 2.4%  | 4,662       | 2.3%  | 182,508     | 9.6%  |
| Mixed or multiple ethnic groups                  | 1,247       | 0.7%  | 1,245       | 0.6%  | 20,669      | 1.1%  |
| Pakistani                                        | 844         | 0.4%  | 777         | 0.4%  | 47,488      | 2.5%  |
| Indian                                           | 674         | 0.4%  | 467         | 0.2%  | 24,146      | 1.3%  |
| Bangladeshi                                      | 20          | 0.0%  | 70          | 0.0%  | 1,355       | 0.1%  |
| Chinese                                          | 443         | 0.2%  | 444         | 0.2%  | 20,421      | 1.1%  |
| Other Asian                                      | 390         | 0.2%  | 426         | 0.2%  | 12,618      | 0.7%  |
| African groups                                   | 353         | 0.2%  | 414         | 0.2%  | 29,689      | 1.6%  |
| Caribbean or Black groups                        | 130         | 0.1%  | 144         | 0.1%  | 2,409       | 0.1%  |
| Arab                                             | 159         | 0.1%  | 295         | 0.1%  | 11,407      | 0.6%  |
| Other ethnic groups                              | 323         | 0.2%  | 384         | 0.2%  | 12,116      | 0.6%  |

Glasgow

Almost two-thirds (63%) of the West of Scotland’s Black and racially minoritised population lives in Glasgow, where approximately one in five people come from a Black and racially minoritised background.

Some parts of Glasgow are much more ethnically diverse than others, with some ethnic groups being particularly clustered in certain neighbourhoods. For example, almost a quarter of the West of Scotland’s Pakistani population live in Glasgow’s Southside Central (10.4%) and Pollokshields (12.9%). This means that more than one in five Pakistani people in Glasgow live in Pollokshields, or one in 11 for all Pakistani people in Scotland. 22% of both the Indian and Chinese populations in Glasgow live in the Anderston/City/Yorkhill electoral ward.

The following provides a breakdown of Glasgow’s most and least ethnically diverse electoral wards:

Table 3: Ethnic composition of Glasgow’s most and least diverse electoral wards

| Area:                                                                                              | % of population from Black and racially minoritised backgrounds | # of people from Black and racially minoritised backgrounds | Mixed or multiple ethnic groups | Pakistani | Indian | Bangladeshi | Chinese | Other Asian | African | Caribbean or Black | Arab | Other ethnic groups | White minority ethnic groups | Minority ethnic total | White Scottish / British |
|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------------------------------------------------------------|---------------------------------|-----------|--------|-------------|---------|-------------|---------|--------------------|------|---------------------|------------------------------|-----------------------|--------------------------|
| Glasgow City Total                                                                                 | 19.3%                                                           | 119,733                                                     | 1.7%                            | 5.0%      | 2.3%   | 0.2%        | 2.3%    | 1.4%        | 3.6%    | 0.2%               | 1.4% | 1.3%                | 8.0%                         | 27.2%                 | 72.8%                    |
| Three most diverse wards in Glasgow City (By proportion of Black and racially minoritised groups)  |                                                                 |                                                             |                                 |           |        |             |         |             |         |                    |      |                     |                              |                       |                          |
| Southside Central                                                                                  | 36.9%                                                           | 10,239                                                      | 2.5%                            | 18.5%     | 3.8%   | 0.4%        | 1.0%    | 1.9%        | 4.6%    | 0.3%               | 1.8% | 2.1%                | 11.1%                        | 48.0%                 | 51.9%                    |
| Anderston/City/Yorkhill                                                                            | 35.1%                                                           | 12,854                                                      | 3.2%                            | 2.6%      | 8.4%   | 0.2%        | 8.5%    | 2.4%        | 3.7%    | 0.3%               | 3.5% | 2.3%                | 13.6%                        | 48.7%                 | 51.3%                    |
| Pollokshields                                                                                      | 34.7%                                                           | 9,487                                                       | 1.9%                            | 23.2%     | 2.7%   | 0.2%        | 0.8%    | 1.6%        | 1.5%    | 0.1%               | 1.2% | 1.5%                | 6.8%                         | 41.5%                 | 58.5%                    |
| Three least diverse wards in Glasgow City (By proportion of Black and racially minoritised groups) |                                                                 |                                                             |                                 |           |        |             |         |             |         |                    |      |                     |                              |                       |                          |
| East Centre                                                                                        | 10.1%                                                           | 2,805                                                       | 0.9%                            | 0.9%      | 0.6%   | 0.1%        | 0.9%    | 0.8%        | 3.9%    | 0.3%               | 0.9% | 0.7%                | 6.6%                         | 16.6%                 | 83.4%                    |
| Shettleston                                                                                        | 8.8%                                                            | 2,281                                                       | 0.9%                            | 1.1%      | 0.6%   | 0.1%        | 1.3%    | 0.6%        | 2.8%    | 0.2%               | 0.5% | 0.6%                | 8.0%                         | 16.8%                 | 83.2%                    |
| Baillieston                                                                                        | 6.8%                                                            | 1,545                                                       | 0.9%                            | 1.8%      | 0.5%   | 0.0%        | 1.2%    | 0.4%        | 1.3%    | 0.1%               | 0.3% | 0.3%                | 3.2%                         | 9.9%                  | 90.0%                    |

The Rest of the West

The remaining 1.7 million people living in the West of Scotland are spread across eleven local authorities, where, on average, just 4.3% of people come from Black and racially minoritised backgrounds. This means that when Glasgow is excluded, the West of Scotland is less ethnically diverse than the national average, where 7.1% of people come from Black and racially minoritised backgrounds.

Of the 72,000 people from Black and racially minoritised backgrounds in these local authorities, nearly 50,000 live in East Renfrewshire, Renfrewshire, North Lanarkshire and South Lanarkshire.

When Glasgow is excluded, data from the 2022 Census shows that Newton Mearns South and Eaglesham (East Renfrewshire) is the most ethnically diverse ward in the West of Scotland, with 18% of the population coming from a Black and racially minoritised background. This is followed by Newton Mearns North and Neilston (16.6%) and Giffnock and Thornliebank (14.5%), which are also located in East Renfrewshire. Outside of East Renfrewshire, the next most diverse wards are Cambuslang East (South Lanarkshire), where 11.1% of the population comes from a Black and racially minoritised background, Paisley Northwest in South Lanarkshire (10.9%), and Bearsden South in East Dunbartonshire (10.7%).

The least ethnically diverse wards in the West of Scotland are Kilmarnock South (East Ayrshire), where just 1.1% of people come from Black and racially minoritised backgrounds, followed by Maybole, North Carrick and Coylton in South Ayrshire (1.3%) and Doon Valley in East Ayrshire (1.3%).

Table 4: Ethnic composition of the most and least diverse electoral wards in the West of Scotland (excluding Glasgow)

| Area:                                                                                                                         | % of population from Black and racially minoritised backgrounds | # of people from Black and racially minoritised backgrounds | Mixed or multiple ethnic groups | Pakistani | Indian | Bangladeshi | Chinese | Other Asian | African | Caribbean or Black | Arab | Other ethnic groups | White minority ethnic groups | Minority ethnic total | White Scottish / British |
|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------------------------------------------------------------|---------------------------------|-----------|--------|-------------|---------|-------------|---------|--------------------|------|---------------------|------------------------------|-----------------------|--------------------------|
| Region total (excluding Glasgow)                                                                                              | 4.27%                                                           | 71,708                                                      | 0.7%                            | 1.1%      | 0.7%   | 0.0%        | 0.4%    | 0.3%        | 0.5%    | 0.1%               | 0.2% | 0.3%                | 3.1%                         | 7.4%                  | 92.6%                    |
| Three most diverse wards in the West of Scotland (excluding Glasgow), by proportion of Black and racially minoritised groups  |                                                                 |                                                             |                                 |           |        |             |         |             |         |                    |      |                     |                              |                       |                          |
| Newton Mearns South and Eaglesham (East Renfrewshire)                                                                         | 18.0%                                                           | 4,321                                                       | 1.2%                            | 7.1%      | 4.5%   | 0.1%        | 2.0%    | 0.5%        | 0.5%    | 0.0%               | 0.5% | 1.7%                | 3.3%                         | 21.3%                 | 78.7%                    |
| Newton Mearns North and Neilston (East Renfrewshire)                                                                          | 16.6%                                                           | 2,780                                                       | 1.5%                            | 6.5%      | 3.6%   | 0.1%        | 1.8%    | 0.5%        | 0.8%    | 0.0%               | 0.6% | 1.1%                | 3.0%                         | 19.6%                 | 80.4%                    |
| Giffnock and Thornliebank (East Renfrewshire)                                                                                 | 14.5%                                                           | 2,338                                                       | 1.3%                            | 8.0%      | 2.0%   | 0.0%        | 0.5%    | 0.4%        | 0.4%    | 0.1%               | 0.3% | 1.5%                | 3.9%                         | 18.4%                 | 81.6%                    |
| Three least diverse wards in the West of Scotland (excluding Glasgow), by proportion of Black and racially minoritised groups |                                                                 |                                                             |                                 |           |        |             |         |             |         |                    |      |                     |                              |                       |                          |
| Kilmarnock South (East Ayrshire)                                                                                              | 1.1%                                                            | 121                                                         | 0.5%                            | 0.2%      | 0.1%   | 0.0%        | 0.1%    | 0.0%        | 0.0%    | 0.1%               | 0.1% | 0.0%                | 1.6%                         | 2.7%                  | 97.3%                    |
| Maybole, North Carrick and Coylton (South Ayrshire)                                                                           | 1.3%                                                            | 148                                                         | 0.5%                            | 0.1%      | 0.1%   | 0.0%        | 0.1%    | 0.1%        | 0.0%    | 0.1%               | 0.1% | 0.2%                | 2.1%                         | 3.4%                  | 96.6%                    |
| Doon Valley (East Ayrshire)                                                                                                   | 1.3%                                                            | 148                                                         | 0.4%                            | 0.1%      | 0.2%   | 0.0%        | 0.1%    | 0.2%        | 0.1%    | 0.1%               | 0.0% | 0.2%                | 1.0%                         | 2.4%                  | 97.6%                    |

## How has the population changed over time?

Since 2001, the West of Scotland has become increasingly ethnically diverse, with the proportion of the population growing from 2.4% to 8.3%. In the last decade alone, the West of Scotland's Black and racially minoritised population has grown by 82%.

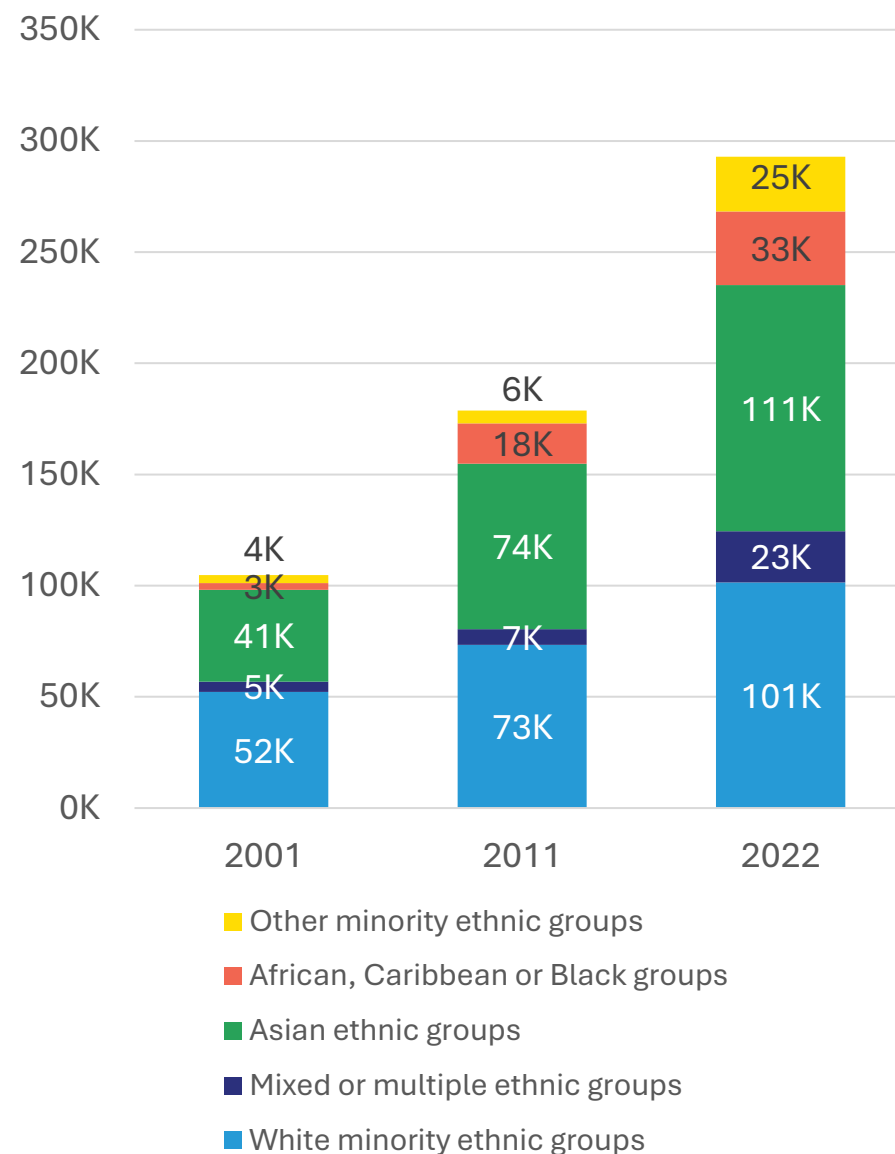
While all Black and racially minoritised groups have grown in size, smaller communities have been the largest relative increases.

For example, between 2001 and 2022, the African category has seen the largest increase. In 2001, there were less than 2,000 African people living in the West of Scotland; however, in 2022, this had grown to 30,400 people. People from African backgrounds have since become the West of Scotland's largest Black and racially minoritised group, following the Pakistani group.

Similarly, since 2001, the number of people from an Arab ethnic background has grown from 3,595 to almost 25,000 people in 2022. The number of people from mixed or multiple ethnic backgrounds has almost quadrupled since 2001, growing from 4,730 to 23,100.

However, the West of Scotland's largest racially minoritised groups have also continued to grow. The Pakistani group has more than doubled since 2001 to 2.1% of the West of Scotland's population, as have the Indian (1.1%) and Chinese groups (0.9%). In contrast, the white Scottish/British population has decreased by around 100,000 people since 2001, now standing at 87% of the population.

**Figure 3: West of Scotland – Minority ethnic population, 2001 - 2011 - 2022**





**Table 5:** How the West of Scotland's population has changed over time, by ethnic group

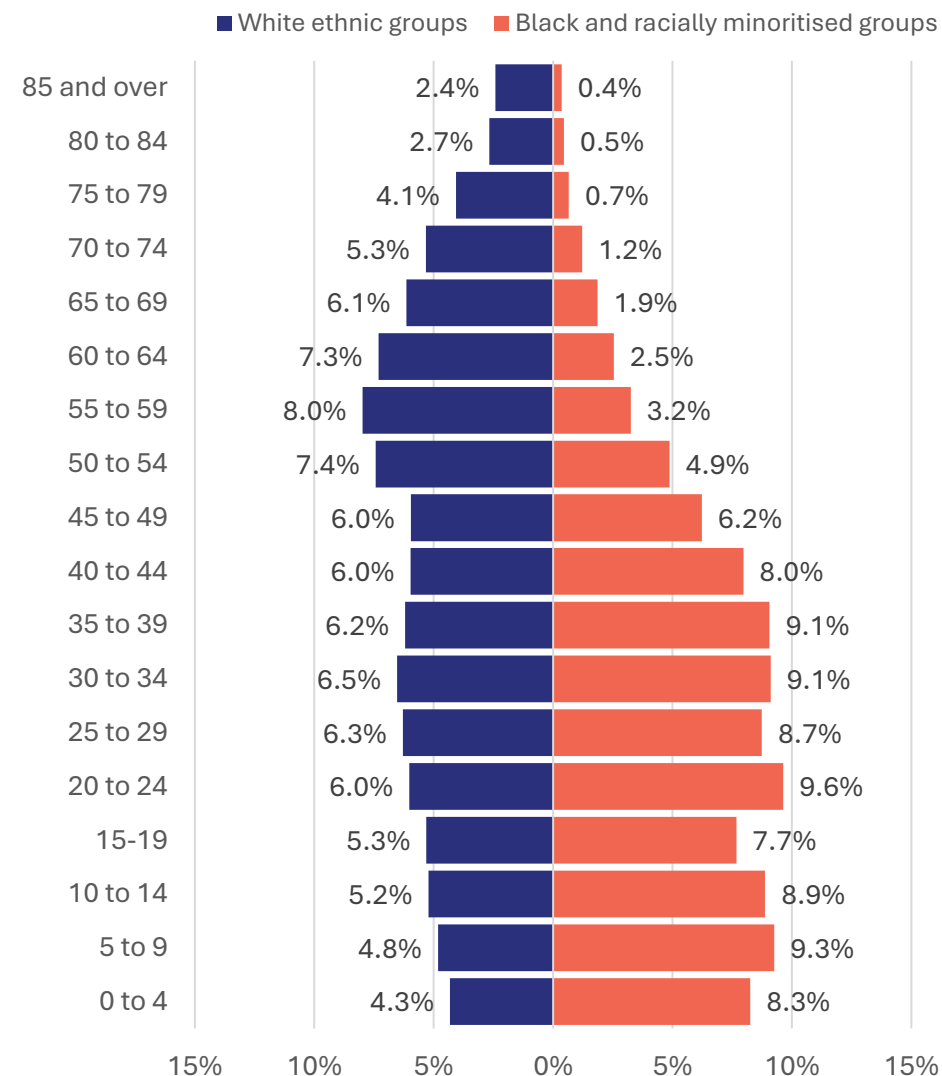
| Ethnic group                                     | 2001      |       | 2011      |       | 2022      |       |
|--------------------------------------------------|-----------|-------|-----------|-------|-----------|-------|
|                                                  | #         | %     | #         | %     | #         | %     |
| All people                                       | 2,208,609 | 100%  | 2,249,393 | 100%  | 2,296,464 | 100%  |
| White Scottish/British                           | 2,103,912 | 95.3% | 2,070,570 | 92.1% | 2,003,604 | 87.2% |
| Minority ethnic total                            | 104,697   | 4.7%  | 178,823   | 7.9%  | 292,875   | 12.8% |
| White minority ethnic groups (combined)          | 52,167    | 2.4%  | 73,396    | 3.3%  | 101,411   | 4.4%  |
| White Irish                                      | 27,281    | 1.2%  | 28,176    | 1.3%  | 27,017    | 1.2%  |
| Other White                                      | 24,886    | 1.1%  | 45,220    | 2.0%  | 74,394    | 3.2%  |
| Black and racially minoritised groups (combined) | 52,530    | 2.4%  | 105,427   | 4.7%  | 191,464   | 8.3%  |
| Any Mixed Background                             | 4,730     | 0.2%  | 7,097     | 0.3%  | 23,104    | 1.0%  |
| Pakistani                                        | 21,464    | 1.0%  | 33,084    | 1.5%  | 49,173    | 2.1%  |
| Indian                                           | 8,739     | 0.4%  | 16,082    | 0.7%  | 25,241    | 1.1%  |
| Bangladeshi                                      | 367       | 0.0%  | 766       | 0.0%  | 1,491     | 0.1%  |
| Chinese                                          | 7,585     | 0.3%  | 16,007    | 0.7%  | 21,293    | 0.9%  |
| Other Asian                                      | 3,100     | 0.1%  | 8,388     | 0.4%  | 13,421    | 0.6%  |
| African groups                                   | 1,858     | 0.1%  | 15,453    | 0.7%  | 30,379    | 1.3%  |
| Caribbean or Black groups                        | 1,092     | 0.0%  | 2,748     | 0.1%  | 2,736     | 0.1%  |
| Other ethnic groups                              | 3,595     | 0.2%  | 5,802     | 0.3%  | 24,628    | 1.1%  |

## Demographic profiles – age and sex

On average, Black and racially minoritised communities in the West of Scotland are younger than white communities, with 44% of people from Black and racially minoritised backgrounds being below the age of 25, compared to 26% of those from a white ethnic background.

In contrast, 21% of people from a white ethnic background in the West of Scotland are aged 65 and over, compared to less than 5% of people from Black and racially minoritised backgrounds.

**Figure 4: Proportion of people from white and Black and racially minoritised backgrounds in 5-year age bands (West of Scotland)**



## Children and young people

When considering issues or services relating to children and young people from Black and racially minoritised backgrounds, equality monitoring benchmarks should be tied to the specific profile of those under the age of 18.

In the West of Scotland, nearly 60,000 children come from Black and racially minoritised backgrounds, equating to 14% of those under the age of 18. This means that approximately 31% of Black and racially minoritised people living in the West of Scotland are under the age of 18 - nearly one in three people.

**Table 6:** Ethnic composition of the West of Scotland's child population

| <b>Ethnic group</b>                              | <b>Number of children (0-17 years old)</b> | <b>% of ethnic group below the age of 18</b> | <b>% of children in the West of Scotland</b> |
|--------------------------------------------------|--------------------------------------------|----------------------------------------------|----------------------------------------------|
| White Scottish/ British                          | 353,085                                    | 17.6%                                        | 82.9%                                        |
| White minority ethnic groups                     | 13,642                                     | 13.5%                                        | 3.2%                                         |
| Black and racially minoritised groups (combined) | 59,033                                     | 30.8%                                        | 13.9%                                        |
| Mixed or multiple ethnic groups                  | 10,564                                     | 45.7%                                        | 2.5%                                         |
| Pakistani                                        | 15,776                                     | 32.1%                                        | 3.7%                                         |
| Indian                                           | 6,068                                      | 24.0%                                        | 1.4%                                         |
| Bangladeshi                                      | 453                                        | 30.4%                                        | 0.1%                                         |
| Chinese                                          | 4,491                                      | 21.1%                                        | 1.1%                                         |
| Other Asian                                      | 3,268                                      | 24.3%                                        | 0.8%                                         |
| African groups                                   | 10,906                                     | 35.9%                                        | 2.6%                                         |
| Caribbean and Black groups                       | 635                                        | 23.3%                                        | 0.1%                                         |
| Arab                                             | 4,168                                      | 35.3%                                        | 1.0%                                         |
| Other ethnic groups                              | 2,704                                      | 21.1%                                        | 0.6%                                         |

## Working-age population

When considering proportional representation in employment or uptake with employability services, equality monitoring benchmarks should be tied to the working-age population - those between the ages of 16 and 64.

Data from Scotland's 2022 Census shows that 8.8% of the West of Scotland's working-age population comes from Black and racially minoritised backgrounds. Therefore, when gauging proportional representation for employment in the West of Scotland, this figure can be used for a more accurate measure than the national average.

**Table 7:** Ethnic composition of the West of Scotland's working-age population

| <b>Ethnic group</b>                              | <b>Working-age population (16-64)</b> | <b>% of ethnic group of working age</b> | <b>% of the working-age population</b> |
|--------------------------------------------------|---------------------------------------|-----------------------------------------|----------------------------------------|
| White Scottish/ British                          | 1,267,778                             | 63.3%                                   | 85.9%                                  |
| White minority ethnic groups                     | 78,951                                | 77.9%                                   | 5.3%                                   |
| Black and racially minoritised groups (combined) | 129,297                               | 67.5%                                   | 8.8%                                   |
| Mixed or multiple ethnic groups                  | 12,869                                | 55.7%                                   | 0.9%                                   |
| Pakistani                                        | 32,330                                | 65.8%                                   | 2.2%                                   |
| Indian                                           | 18,034                                | 71.4%                                   | 1.2%                                   |
| Bangladeshi                                      | 1,000                                 | 67.2%                                   | 0.1%                                   |
| Chinese                                          | 15,920                                | 74.8%                                   | 1.1%                                   |
| Other Asian                                      | 10,075                                | 75.1%                                   | 0.7%                                   |
| African groups                                   | 19,961                                | 65.7%                                   | 1.4%                                   |
| Caribbean and Black groups                       | 2,026                                 | 74.2%                                   | 0.1%                                   |
| Arab                                             | 7,662                                 | 64.9%                                   | 0.5%                                   |
| Other ethnic groups                              | 9,420                                 | 73.5%                                   | 0.6%                                   |

## Gender composition

The gender composition of the West of Scotland's Black and racially minoritised communities is broadly comparable to that of the white Scottish/British population, with a near equal split between men and women.

Among Bangladeshi, Arab and Indian communities, there are more men than women. The opposite is true for Chinese communities, people of mixed heritage, and people from the 'Other Asian' category.

The following table presents the proportion of each ethnic group identifying as men and women across the West of Scotland, which may be a useful tool for benchmarking service engagement.

**Table 8:** Gender composition of the West of Scotland's population, by ethnic group

| <b>Ethnic group</b>                              | <b># Men</b> | <b># Women</b> | <b>% Male</b> | <b>% Female</b> |
|--------------------------------------------------|--------------|----------------|---------------|-----------------|
| White Scottish/British                           | 969,194      | 1,034,410      | 48.4%         | 51.6%           |
| White minority ethnic groups                     | 48,566       | 52,866         | 47.9%         | 52.1%           |
| Black and racially minoritised groups (combined) | 95,554       | 95,894         | 49.9%         | 50.1%           |
| Mixed or multiple ethnic groups                  | 11,117       | 11,986         | 48.1%         | 51.9%           |
| Pakistani                                        | 24,756       | 24,413         | 50.3%         | 49.7%           |
| Indian                                           | 13,070       | 12,177         | 51.8%         | 48.2%           |
| Bangladeshi                                      | 811          | 675            | 54.6%         | 45.4%           |
| Chinese                                          | 9,751        | 11,550         | 45.8%         | 54.2%           |
| Other Asian                                      | 6,225        | 7,191          | 46.4%         | 53.6%           |
| African                                          | 15,349       | 15,022         | 50.5%         | 49.5%           |
| Caribbean or Black                               | 1,386        | 1,335          | 50.9%         | 49.1%           |
| Arab                                             | 6,368        | 5,442          | 53.9%         | 46.1%           |
| Other ethnic groups                              | 6,721        | 6,103          | 52.4%         | 47.6%           |



## Other intersectional characteristics

### Sexual orientation

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+ people from Black and racially minoritised backgrounds in the West of Scotland without additional access credentials.

### Trans status

Due to the data sensitivity controls used by National Records Scotland, it is not possible to disaggregate census data on trans status or history beyond a national level. This prevents any analysis of the number of trans or on-binary people from Black and racially minoritised backgrounds living in the West of Scotland without additional access credentials.

### British Sign Language (BSL) users

Data from the 2022 Census shows that approximately 6,100 Black and racially minoritised people who use British Sign Language (BSL) live in the West of Scotland, meaning that 3.2% of the Black and racially minoritised population use BSL, compared to 2% of white Scottish/British people.

## Disability

Data from the 2022 Census shows that nearly 28,000 people from Black and racially minoritised backgrounds in the West of Scotland are disabled.

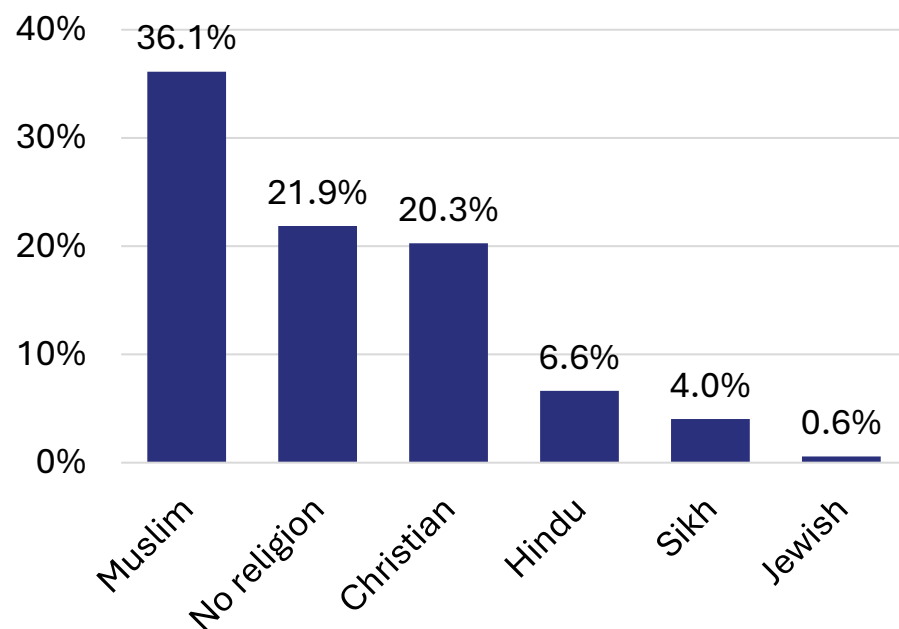
**Table 9: Disabled people in the West of Scotland, by ethnicity**

| Ethnic group                          | # of disabled people | % of people with a disability |
|---------------------------------------|----------------------|-------------------------------|
| White Scottish/British                | 546,295              | 27.3%                         |
| White minority ethnic groups          | 17,509               | 17.3%                         |
| Black and racially minoritised groups | 27,654               | 14.4%                         |
| Mixed or multiple ethnic groups       | 3,700                | 16.0%                         |
| Pakistani                             | 9,264                | 18.8%                         |
| Indian                                | 2,896                | 11.5%                         |
| Bangladeshi                           | 206                  | 13.8%                         |
| Chinese                               | 1,970                | 9.3%                          |
| Other Asian                           | 1,849                | 13.8%                         |
| African                               | 3,019                | 9.9%                          |
| Caribbean or Black                    | 519                  | 19.0%                         |
| Arab                                  | 1,861                | 15.8%                         |
| Other ethnic groups                   | 2,370                | 18.5%                         |

## Religion

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

**Figure 5: Largest religions among the West of Scotland's Black and racially minoritised population**



Our analysis shows that 22% of people from Black and racially minoritised backgrounds in the West of Scotland have no religion, compared to 47% 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 say they have no religion (74%). This is followed by 51% of people from mixed or multiple ethnicities and 35% of those from Caribbean or Black backgrounds. In contrast, just 4% of people from Pakistani backgrounds in the West of Scotland have no religion.

Nearly 39,000 people from Black and racially minoritised backgrounds in the West of Scotland identify as Christian, approximately 20% of the Black and racially minoritised population, with 3% identifying with the Church of Scotland, 8% as Roman Catholic and 10% as an 'Other Christian' denomination. People from African backgrounds were the most likely to be Christian (60%), followed by the Caribbean and Black group (49%). The proportion of people identifying as Christian is lowest among Asian communities: 26% of people in the 'Asian Other' category, 13% of Indian people, 11% of Chinese people, 1.5% of Bangladeshi people and 1.2% of Pakistani people stating they have a Christian faith.

Data from the 2022 Census shows that the West of Scotland is home to nearly 72,000 people with a Muslim religion, 97% of whom come from a Black and racially minoritised background, meaning that 36% of all Black and racially minoritised people in the West of Scotland are Muslim. 48,000 Muslims in the West of Scotland come from an Asian background (43% of Asian people), with a further 6,700 from an African background (22%), and 12,000 from an 'Other' non-white ethnic background (50%). 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.

Hindus constitute the next largest religious group in the West of Scotland, with Census data showing nearly 13,000 people religiously identifying as Hindu - 94% of whom come from Asian backgrounds. This was followed by the Sikh community, with nearly 8,000 people, 74% of whom come from an Asian background and 23% from an 'Other ethnic group' background.

3,400 people from Black and racially minoritised backgrounds identify as Buddhist, 1,100 as Jewish, 290 as Pagan, and a further 1,200 in the 'Other religion' category.

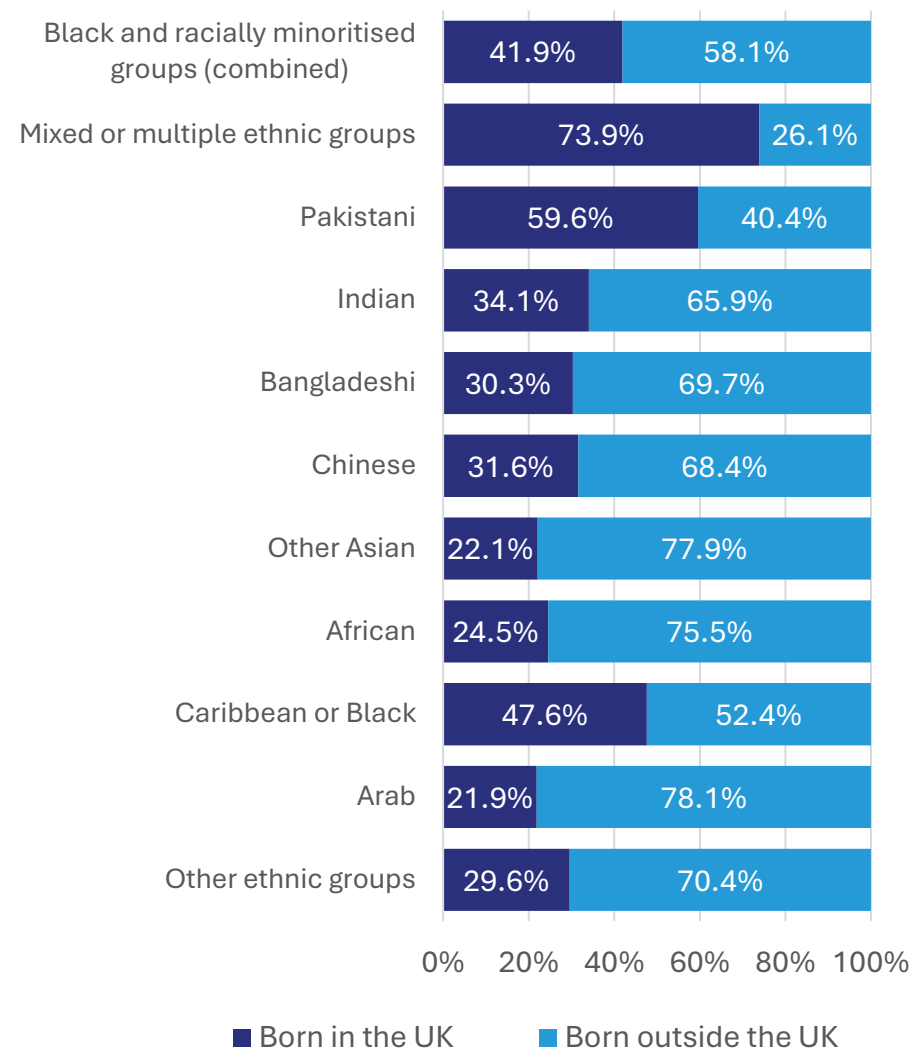
## Understanding immigration

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.

In the West of Scotland, 42% of people from a Black and racially minoritised background were born in the UK, compared to 31% of people from a white minority ethnic background.

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.

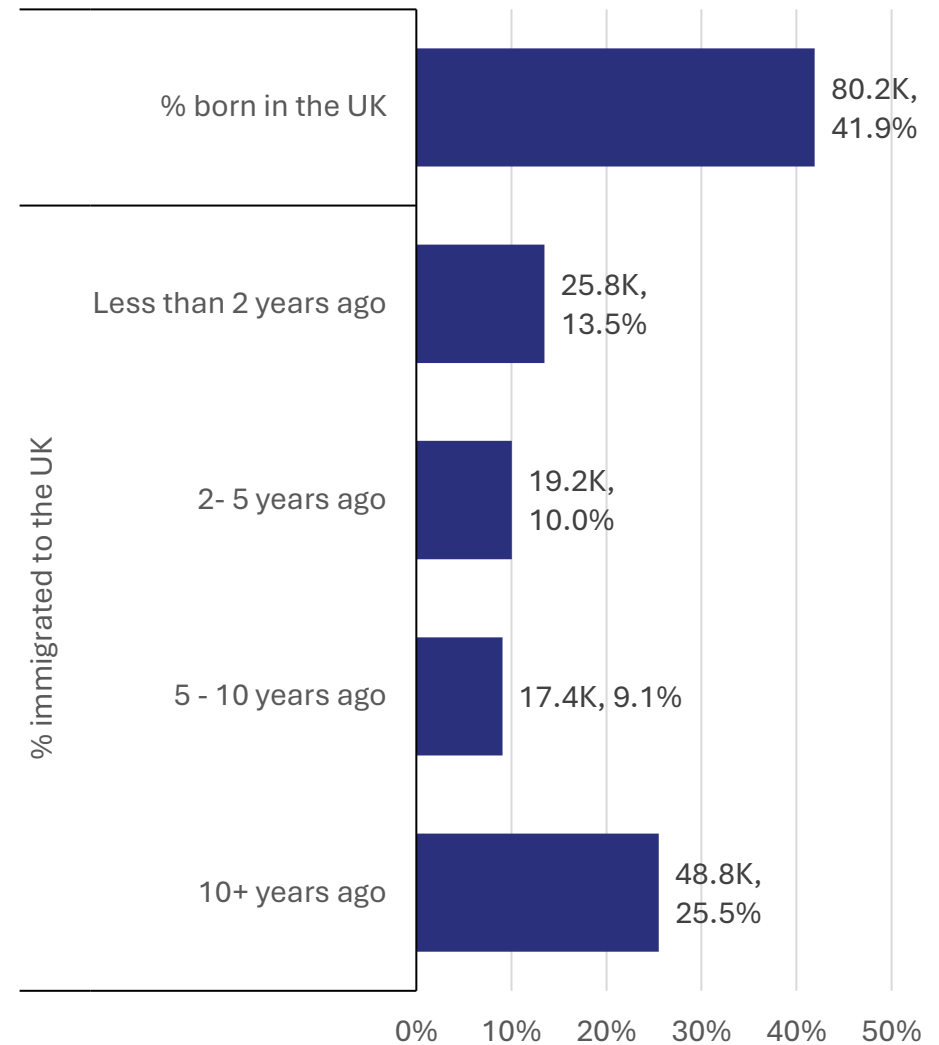
**Figure 6: Proportion of people born in and outside of the UK in the West of Scotland, by ethnic group**



## Length of residence in the UK

Of the 111,000 people from Black and racially minoritised backgrounds who were not born in the UK, 44% have lived in the country for more than 10 years (49,000 people, 25% of the total BRM population), while 23% have lived in the UK for less than 2 years (26,000 people, 14% of the total BRM population).

**Figure 7: Migratory context of the West of Scotland's Black and racially minoritised population**



Among people born outside the UK, those with a Pakistani background were most likely to have lived in the UK for 10+ years (68%), followed by migrants from a Chinese background, 45% of whom have lived in the UK for 10+ years. In contrast, just 23% of migrants with an Arab background have lived in the UK for more than a decade, while 48% arrived within the past 5 years.

**Table 10: Migrants from Black and racially minoritised backgrounds in the West of Scotland - Year of arrival in the UK by ethnic group**

| <b>Time of arrival in the UK</b>                 | <b>Less than 2 years ago</b> | <b>2 - 5 years</b> | <b>5-10 years</b> | <b>10+ years ago</b> |
|--------------------------------------------------|------------------------------|--------------------|-------------------|----------------------|
| Black and racially minoritised groups (combined) | 23.2%                        | 17.3%              | 15.6%             | 43.9%                |
| Mixed or multiple ethnic groups                  | 18.5%                        | 23.3%              | 20.8%             | 37.3%                |
| Pakistani                                        | 9.3%                         | 10.8%              | 12.0%             | 67.9%                |
| Indian                                           | 30.3%                        | 18.3%              | 11.1%             | 40.3%                |
| Bangladeshi                                      | 21.7%                        | 19.6%              | 20.3%             | 38.4%                |
| Chinese                                          | 41.1%                        | 8.1%               | 6.3%              | 44.5%                |
| Other Asian                                      | 22.5%                        | 16.9%              | 17.5%             | 43.1%                |
| African                                          | 23.9%                        | 20.2%              | 18.4%             | 37.5%                |
| Caribbean or Black                               | 13.4%                        | 24.0%              | 18.8%             | 43.8%                |
| Arab                                             | 20.8%                        | 27.0%              | 29.4%             | 22.9%                |
| Other ethnic groups                              | 18.4%                        | 22.4%              | 19.0%             | 40.2%                |



## Country of birth

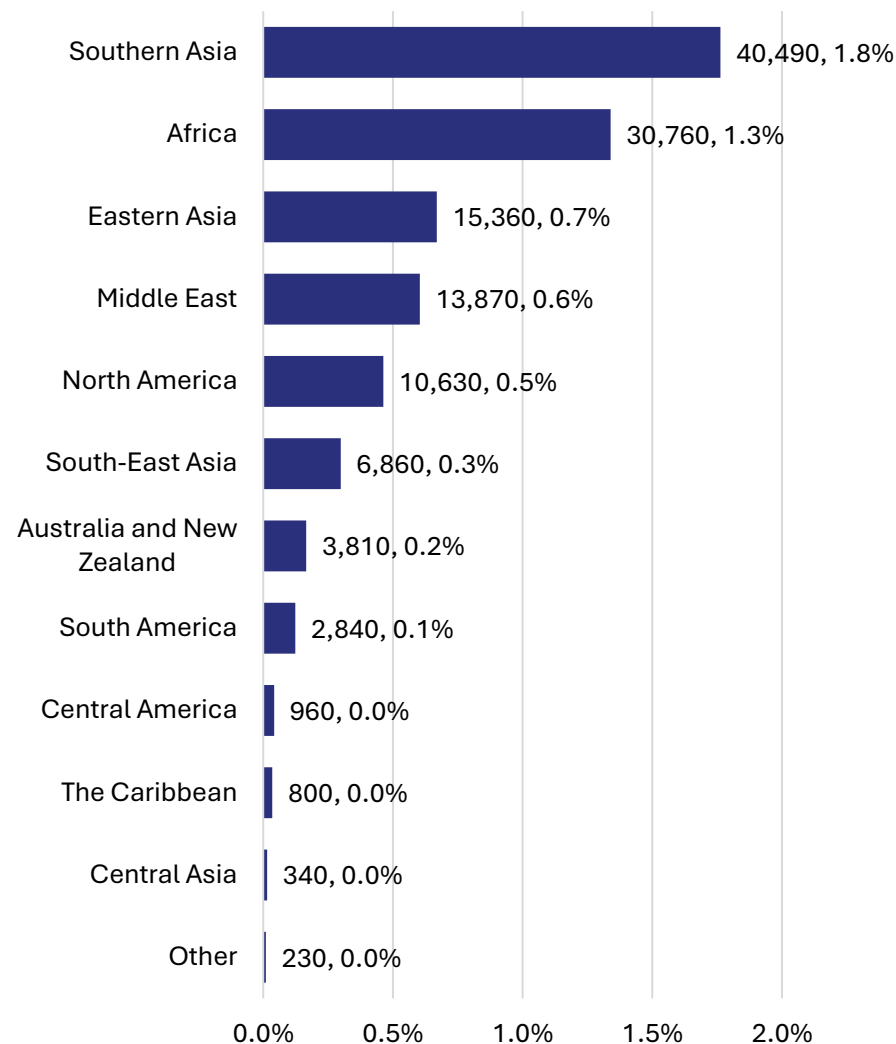
The vast majority (91%) of the West of Scotland's population was born in the UK, with 95% born in a European country. The remaining 5% - approximately 127,000 people - were born outside of Europe.

Outside Europe, the most common region of birth was Southern Asia, followed by Africa, Eastern Asia and the Middle East, accounting for 1.8%, 1.3%, 0.7% and 0.6% of the total population, respectively.

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

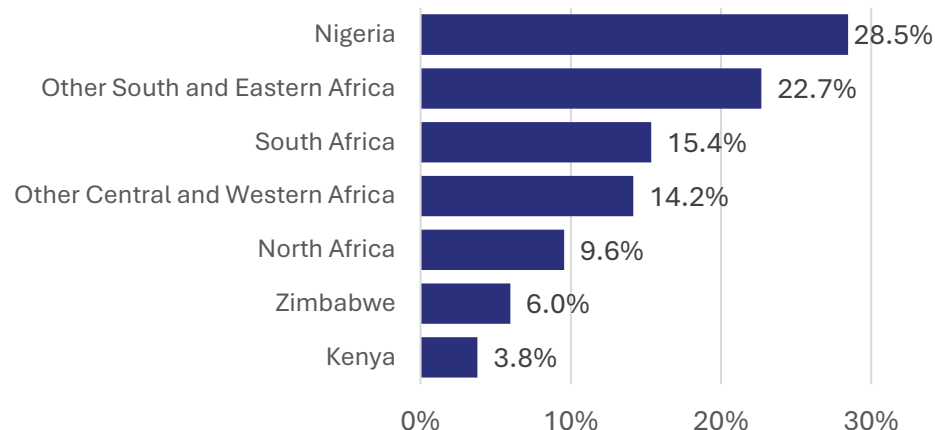
- 29% of people born in Africa were from Nigeria, with 15% from South Africa, 6% from Zimbabwe and 4% from Kenya. 23% of people were born in countries in the 'Other South and Eastern Africa' category, 14% in Other Central and Western Africa, and 10% in North Africa, with no further details provided
- 23% and 18% of people born in the Middle East were from Iran and Iraq, respectively, with the remaining 59% from 'Other Middle East' regions not specified in the Census
- 62% of people born in Eastern Asia were from China, and 30% from Hong Kong.
- 47% of people born in Southern Asia were from Pakistan, 42% from India and 2% from Bangladesh
- 28% of people born in South-East Asia were born in the Philippines, 24% in Malaysia, and 14% in Singapore. 33% of people born in South-East Asia were from countries in the 'Other South-East Asia' category, not expanded upon in the Census

**Figure 8: West of Scotland – Region of birth (excluding Europe)**

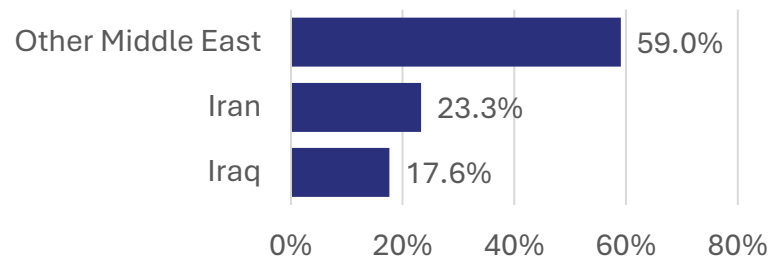


**Figure 9: Place of birth – detailed breakdowns for Asia, Africa and the Middle East**

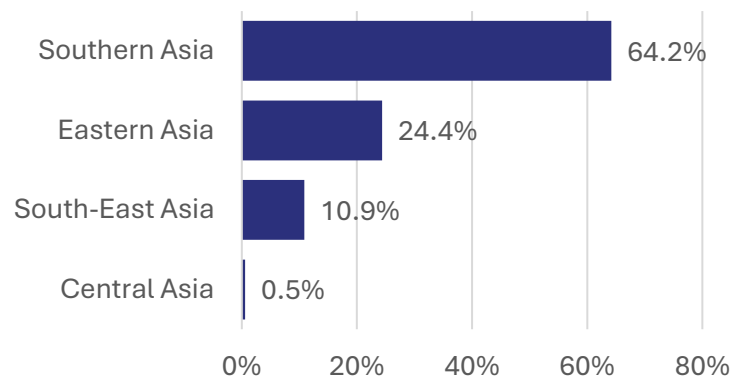
### African regions



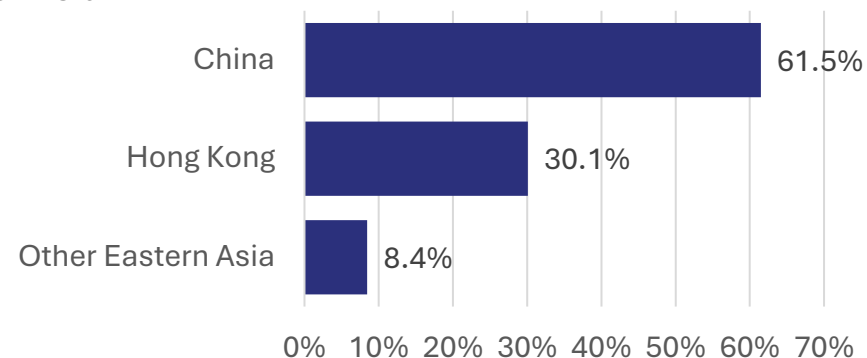
### Middle East



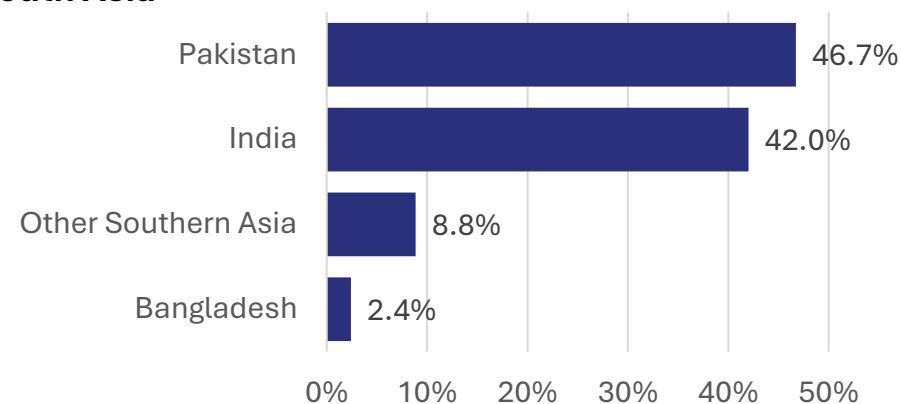
### Asian regions



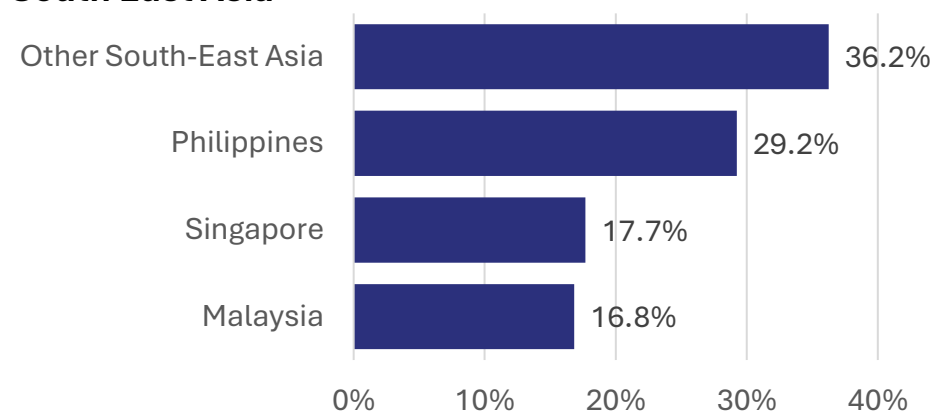
### East Asia



### South Asia



### South East Asia



## Spotlight: Recent immigration trends

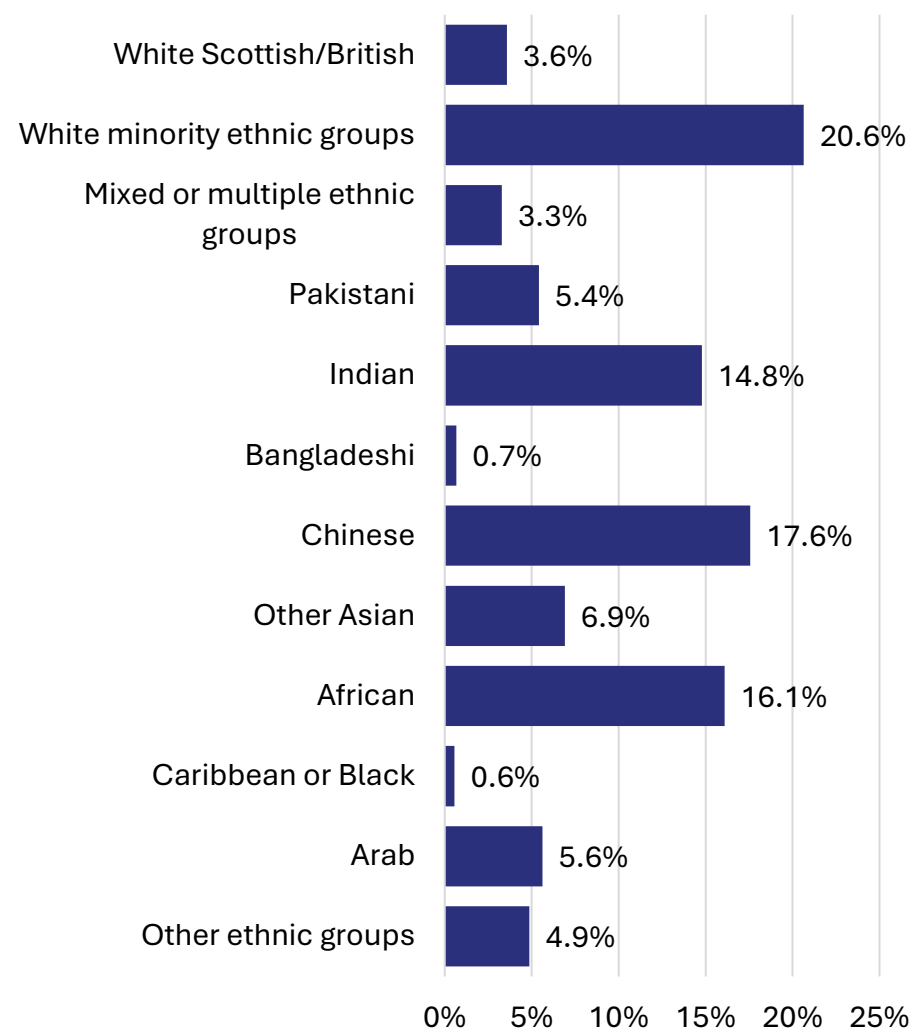
By isolating those who have lived in the UK for less than two years, we can understand the ethnic composition of recent migration into the West of Scotland. Our analysis found that, at the time of the 2022 Census, approximately 60,000 people in the West of Scotland were recent immigrants.

76% of recent migrants to the West of Scotland in the two years before the Census came from Black and racially minoritised backgrounds, with the largest groups being from Chinese (18%), African (16%) and Indian (15%) backgrounds.

While limited data is available on people's specific country of origin, the Census does publish some regional data on where people were born, revealing that:

- 22.2% of people arriving in the last two years were born in Southern Asia
- 18.4% of people were born in Eastern Asia
- 12.5% in Central and Western Africa
- 7.7% in the Middle East
- 4.3% in South-East Asia
- 4.0% in South and Eastern Africa
- 1.3% in North Africa
- 0.3% in Central Asia

**Figure 10:** Ethnic identities of people immigrating to the West of Scotland in the past two years (arrived in the UK 2020-22)



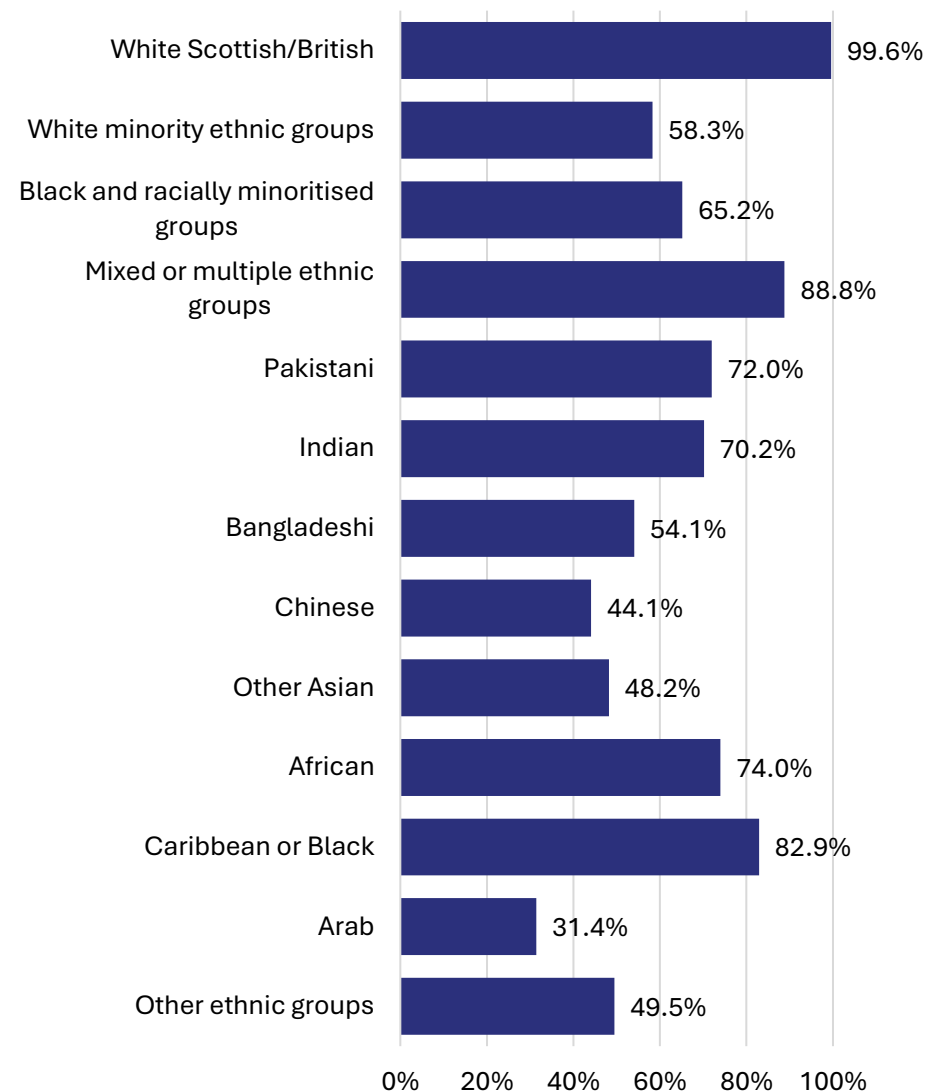
## Language

### Main languages

Data from Scotland's 2022 Census shows that, in the West of Scotland, approximately 35% of people from Black and racially minoritised backgrounds have a main language other than English, Gaelic or Scots, compared to 5% 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 Black 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, 83% of people from Caribbean or Black backgrounds speak English as their main language, compared to just 44% of Chinese people and 31% of Arab people.

**Figure 11:** Proportion of people whose main language is English, by ethnic group (West of Scotland)



The likelihood of someone's main language being English also varies with age: 81% of people from Black and racially minoritised groups aged 0-15 speak English as the main language, but 48% of those aged 65 and over.

For most Black and racially minoritised groups in the West of Scotland, the proportion of people who speak English as their main language was greater among the youngest generations compared to the oldest generations. For example, 79% of people from Chinese backgrounds under the age of 15 speak English as their main language, compared to just 19% 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.

**Table 11: Proportion of people from Black and racially minoritised backgrounds who speak English as their main language, by age group (West of Scotland)**

| Age group:         | 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 |
|--------------------|--------------------------------------------------|---------------------------------|-----------|--------|-------------|---------|-------------|---------|--------------------|------|---------------------|
| <b>0 - 15</b>      | 81%                                              | 95%                             | 88%       | 80%    | 73%         | 79%     | 65%         | 84%     | 83%                | 39%  | 60%                 |
| <b>16 - 24</b>     | 70%                                              | 89%                             | 87%       | 79%    | 70%         | 40%     | 60%         | 77%     | 84%                | 35%  | 54%                 |
| <b>25 - 34</b>     | 61%                                              | 84%                             | 75%       | 70%    | 38%         | 41%     | 40%         | 67%     | 78%                | 28%  | 41%                 |
| <b>35 - 49</b>     | 57%                                              | 81%                             | 62%       | 64%    | 47%         | 38%     | 37%         | 69%     | 79%                | 21%  | 41%                 |
| <b>50 - 64</b>     | 57%                                              | 87%                             | 55%       | 69%    | 45%         | 30%     | 43%         | 67%     | 87%                | 33%  | 56%                 |
| <b>65 and over</b> | 48%                                              | 89%                             | 36%       | 52%    | 42%         | 19%     | 55%         | 73%     | 92%                | 40%  | 63%                 |



## 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 the West of Scotland with no skills in English.

Of the 4,500 people in the West of Scotland with no skills in English, 2,600 come from a Black and racially minoritised background, meaning that approximately 1% of people from Black and racially minoritised backgrounds have extremely limited proficiency in English.

This varies considerably between ethnic groups. For Indian, Bangladeshi, African and Caribbean groups, the proportion of people without skills in English falls below 1%. However, Chinese and Arab groups had the highest levels of limited English proficiency, with approximately 3% of people having no skills in English.

**Table 12:** Proportion of the West of Scotland population with no skills in English, by ethnic group

| <b>Ethnic group</b>                              | <b># with no skills in English</b> | <b>% of each community</b> |
|--------------------------------------------------|------------------------------------|----------------------------|
| White Scottish/British                           | 1,205                              | 0.1%                       |
| White minority ethnic groups                     | 731                                | 0.7%                       |
| Black and racially minoritised groups (combined) | 2,601                              | 1.4%                       |
| Mixed or multiple ethnic groups                  | 58                                 | 0.3%                       |
| Pakistani                                        | 558                                | 1.1%                       |
| Indian                                           | 155                                | 0.6%                       |
| Bangladeshi                                      | 7                                  | 0.5%                       |
| Chinese                                          | 616                                | 2.9%                       |
| Other Asian                                      | 274                                | 2.0%                       |
| African                                          | 219                                | 0.7%                       |
| Caribbean or Black                               | 17                                 | 0.6%                       |
| Arab                                             | 396                                | 3.4%                       |
| Other ethnic groups                              | 301                                | 2.3%                       |

## Housing

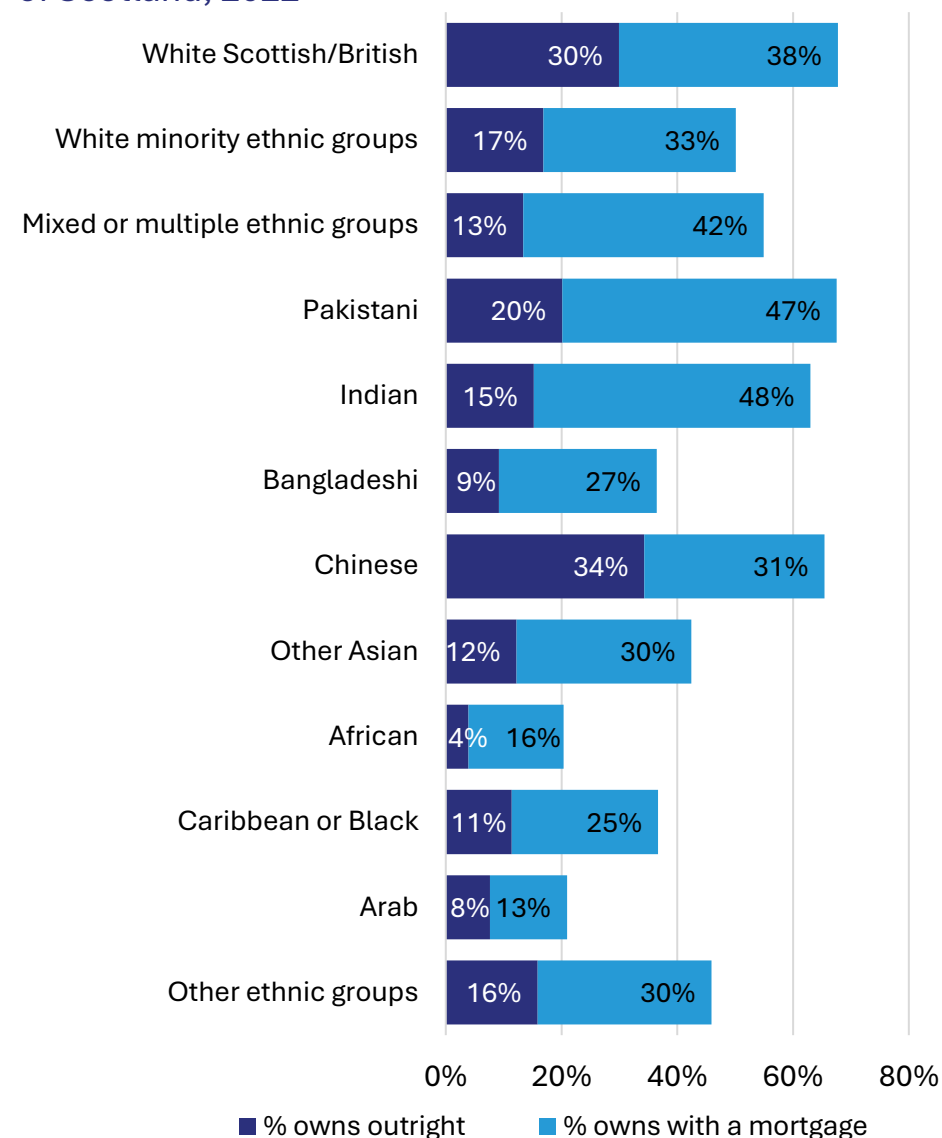
### Homeownership

Data from Scotland's 2022 Census shows that, in the West of Scotland, 51% of people from Black and racially minoritised backgrounds live in an owner-occupied home compared to 68% of people from white Scottish/British backgrounds. This means that people from Black and racially minoritised backgrounds are less likely to be homeowners than their white counterparts.

Within the Black and racially minoritised category, people from Pakistani (68% living in owner-occupied housing), Chinese (65%) and Indian (63%) backgrounds are most likely to be homeowners, whereas the African and Arab communities have the lowest levels of homeownership, with around one in five people living in owner-occupied housing.

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, 52% of Chinese homeowners own their property outright, making them more likely to own their home outright than white Scottish/British people, but this falls to 30% and 24% for Pakistani and Indian homeowners, respectively. By comparison, the lowest level of outright ownership is within the African group, where just 19% of people own their homes outright.

**Figure 12: Homeownership by ethnic group in the West of Scotland, 2022**

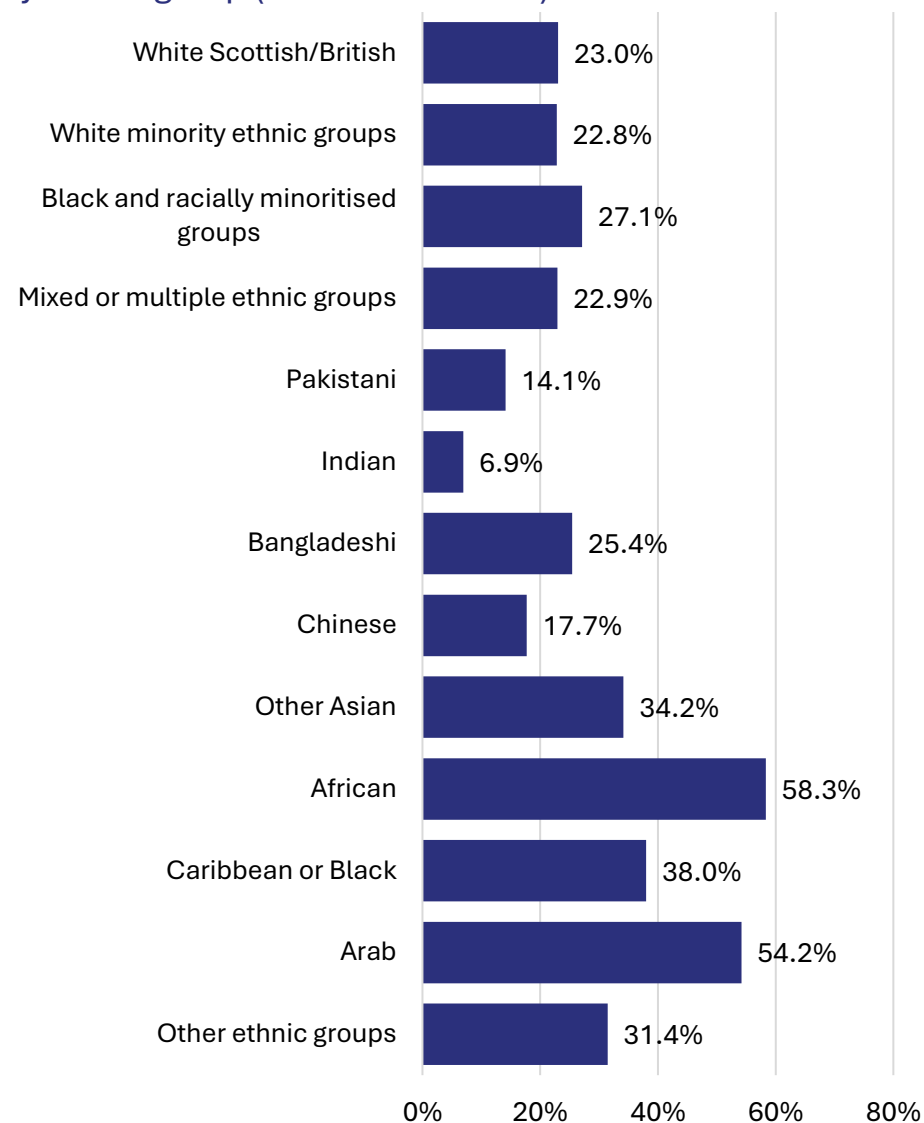


## Social housing

On average, people from Black and racially minoritised backgrounds in the West of Scotland are more likely to live in social housing than people from white ethnic backgrounds. However, there is significant variation between communities, with 58% of all African people living in the West of 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 the West of Scotland are slightly over-represented in social housing, comprising 9.2% of social tenants but 8.3% of the population. Several contextual factors likely contribute to this over-representation, including the Black and racially minoritised population being younger on average than the white Scottish/British population, labour market inequalities reducing the accessibility of homeownership, higher rates of homelessness, and the representation of refugee and asylum seeker communities in the social housing system. Therefore, seemingly appropriate levels of representation in social housing do not invalidate widespread evidence of the barriers people from Black and racially minoritised backgrounds face when accessing social housing.

**Figure 13: Proportion of people living in social housing, by ethnic group (West of Scotland)**



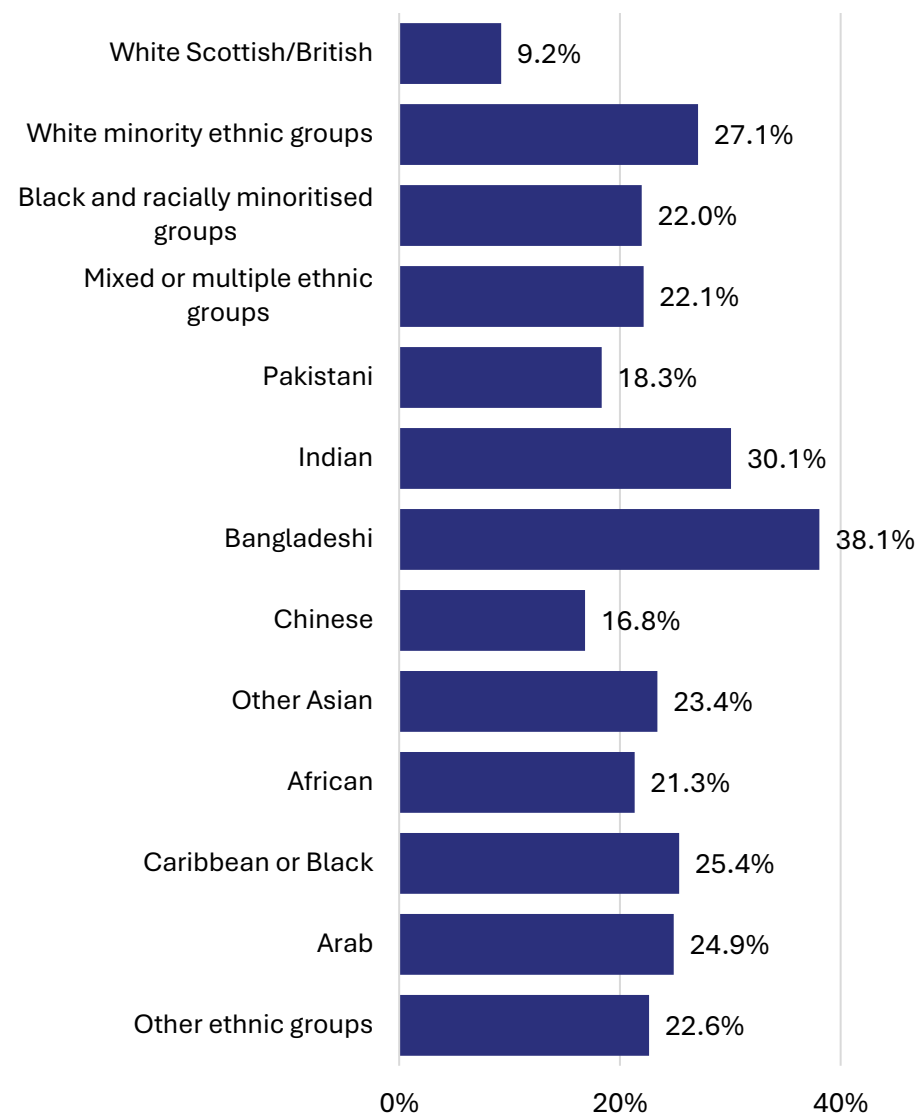
## Private rented sector

In the West of 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, 22% of people from a Black and racially minoritised background live in the private rented sector, but there is significant variation between communities. For example, 38% of all Bangladeshi people living in the West of Scotland live in private rented housing, compared to just 17% of Chinese people.

Several factors likely drive this over-representation, including the inaccessibility of homeownership due to racial inequalities in the labour market, as well as demographic factors like age. The over-representation of Black and racially minoritised groups in the West of Scotland's private rented sector will have significant implications on wider inequality, as those living in privately rented housing often pay significantly higher rents than in the social housing sector and are more likely to live in homes of poor condition.

**Figure 14:** Proportion of people living in private rented housing, by ethnic group (West of Scotland)

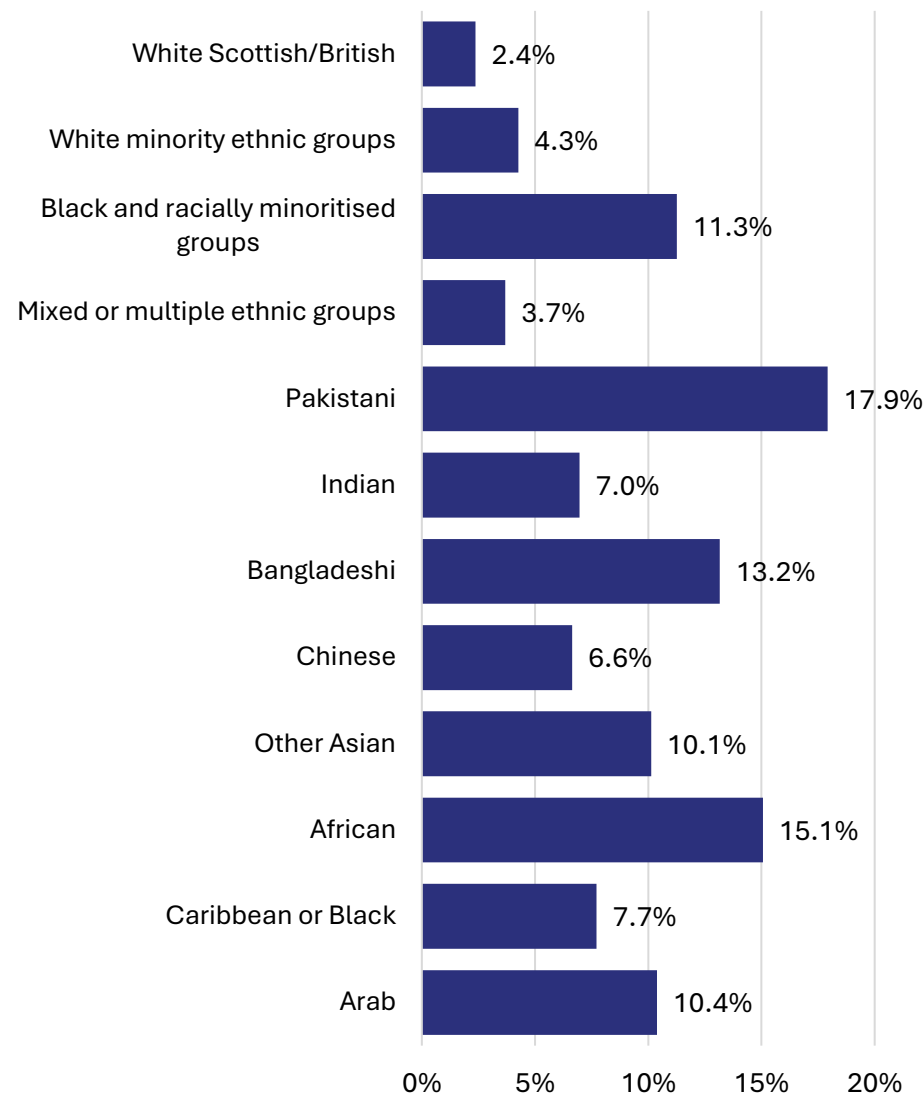


## Overcrowding

Data from Scotland's 2022 Census shows that 11% of Black and racially minoritised households in the West of Scotland live in an overcrowded home, making them nearly five times more likely to live in an overcrowded property as white Scottish/British households.

This inequality is not experienced equally between communities. While all Black and racially minoritised groups are more likely to live in an overcrowded home than white Scottish/British households, our analysis shows that, in the West of Scotland, Pakistani households are the most likely to experience overcrowding. With 18% of Pakistani households living in a property with an Occupancy Rating of -1, this means that nearly one in five Pakistani households live in inadequately sized housing - an inequality directly linked to the unequal impact of the COVID-19 pandemic. Similarly, 15% of African households and 13% of Bangladeshi households in the West of Scotland are overcrowded. This falls to approximately 7% for Chinese, Indian and Caribbean or Black households.

**Figure 15:** Proportion of households living in an overcrowded, by ethnic group (West of Scotland)



Using Census data, we can also account for household tenure, revealing that Black and racially minoritised groups in social housing are more likely to experience overcrowding than those living in the private rented sector.

For example, in the West of Scotland, 14% of African households in social housing live in an overcrowded home, compared to less than 8% of African households in the private rented sector. Similarly, 15% of Caribbean or Black households in the social housing sector are overcrowded, compared to 10% in the private rental sector.

**Table 13: Proportion of households living in an overcrowded home, by ethnicity and tenure**

| <b>Ethnicity of Household Reference Person</b> | <b>% overcrowded in private rented housing</b> | <b>% overcrowded in social housing</b> |
|------------------------------------------------|------------------------------------------------|----------------------------------------|
| White Scottish/British households              | 3.4%                                           | 4.3%                                   |
| White minority ethnic households               | 7.9%                                           | 9.1%                                   |
| Mixed or multiple ethnic groups                | 9.7%                                           | 11.8%                                  |
| Asian households                               | 12.5%                                          | 15.7%                                  |
| African households                             | 7.6%                                           | 13.7%                                  |
| Caribbean or Black households                  | 10.0%                                          | 15.2%                                  |

## Access to central heating

Data from Scotland's 2022 Census shows that 5% of Black and racially minoritised households in the West of Scotland live in a home with no form of central heating, compared to just 1.9% of white Scottish/British households. This inequality is experienced fairly evenly between Black and racially minoritised communities.

However, when disaggregating by household tenure, a deeper inequality can be seen. Our analysis found that Black and racially minoritised households living in the private rented sector are less likely to live in a home with central heating than other households. Nearly one in ten Black and racially minoritised households living in a privately rented home have no form of central heating, compared to 3.7% of white Scottish/British households.

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



**Table 14:** Proportion of households living in a home without central heating, by ethnicity and tenure

| <b>Ethnicity of Household Reference Person</b>       | <b>Private Rented Housing</b> | <b>Social Housing</b> | <b>All tenure types</b> |
|------------------------------------------------------|-------------------------------|-----------------------|-------------------------|
| White Scottish/British households                    | 3.7%                          | 1.8%                  | 1.9%                    |
| White minority ethnic households                     | 5.8%                          | 2.3%                  | 3.0%                    |
| Black and racially minoritised households (combined) | 9.4%                          | 4.9%                  | 5.3%                    |
| Mixed or multiple ethnic groups                      | 11.6%                         | 4.2%                  | 5.5%                    |
| Asian households                                     | 8.5%                          | 5.1%                  | 5.3%                    |
| African households                                   | 9.8%                          | 3.8%                  | 4.9%                    |
| Caribbean or Black households                        | 8.6%                          | 4.5%                  | 5.2%                    |

## Employment

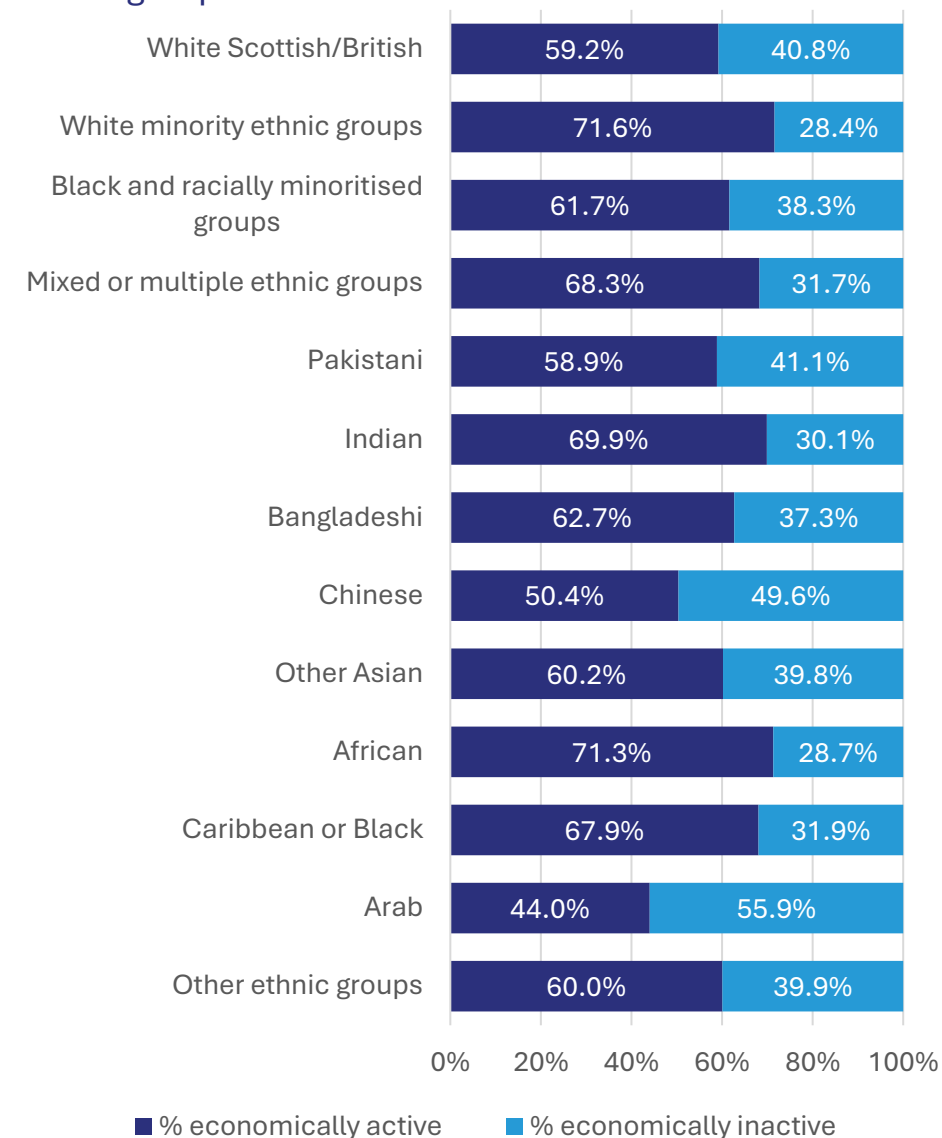
### Economic activity

Economic activity data relates to whether someone is an active participant in the labour market or not, meaning they are aged 16 and over and working or were looking for work at the time of the census. Data from Scotland's 2022 Census shows that Black and racially minoritised adults in the West of Scotland are slightly more likely to be economically active than adults from white Scottish/British backgrounds.

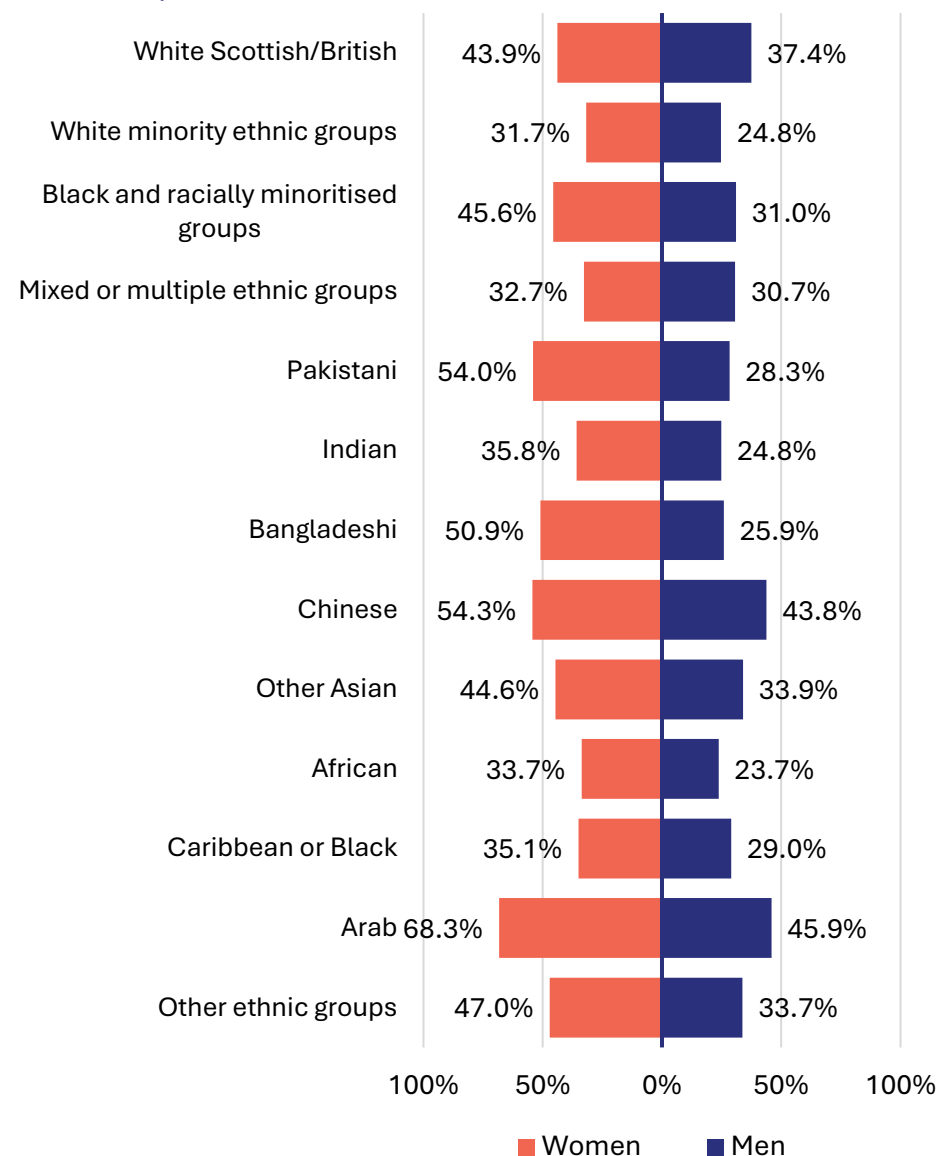
Our analysis found that 62% of adults from Black and racially minoritised backgrounds are economically active, compared to 60% of adults from a white Scottish/British background.

Within the Black and racially minoritised category, African adults had the highest levels of economic activity (71%), followed by adults from Indian (70%) and mixed or multiple ethnic (68%) backgrounds.

**Figure 16:** Economic activity in the West of Scotland, by ethnic group



**Figure 17: Proportion of men and women who are economically inactive, by ethnic group (West of Scotland)**



These statistics can also be disaggregated by sex, revealing that for all ethnic groups, women are more likely to be economically inactive than men. The gap between men and women is largest in the Bangladeshi and Pakistani communities, where women are 97% and 91% more likely to be economically inactive than their male counterparts. In contrast, women from mixed heritage, Caribbean or Black, and Chinese backgrounds were just 7%, 21% and 24% more likely to be economically inactive than their male counterparts.

For Black and racially minoritised adults in the West of Scotland, the leading reason for being economically inactive is being a full-time student (43% of economically inactive adults), followed by being responsible for looking after one's home or family (23%). By comparison, the leading reason for white Scottish/British adults being economically inactive is being retired (60% of economically inactive adults).

**Table 15: Reasons for economic inactivity in the West of Scotland, by ethnic group**

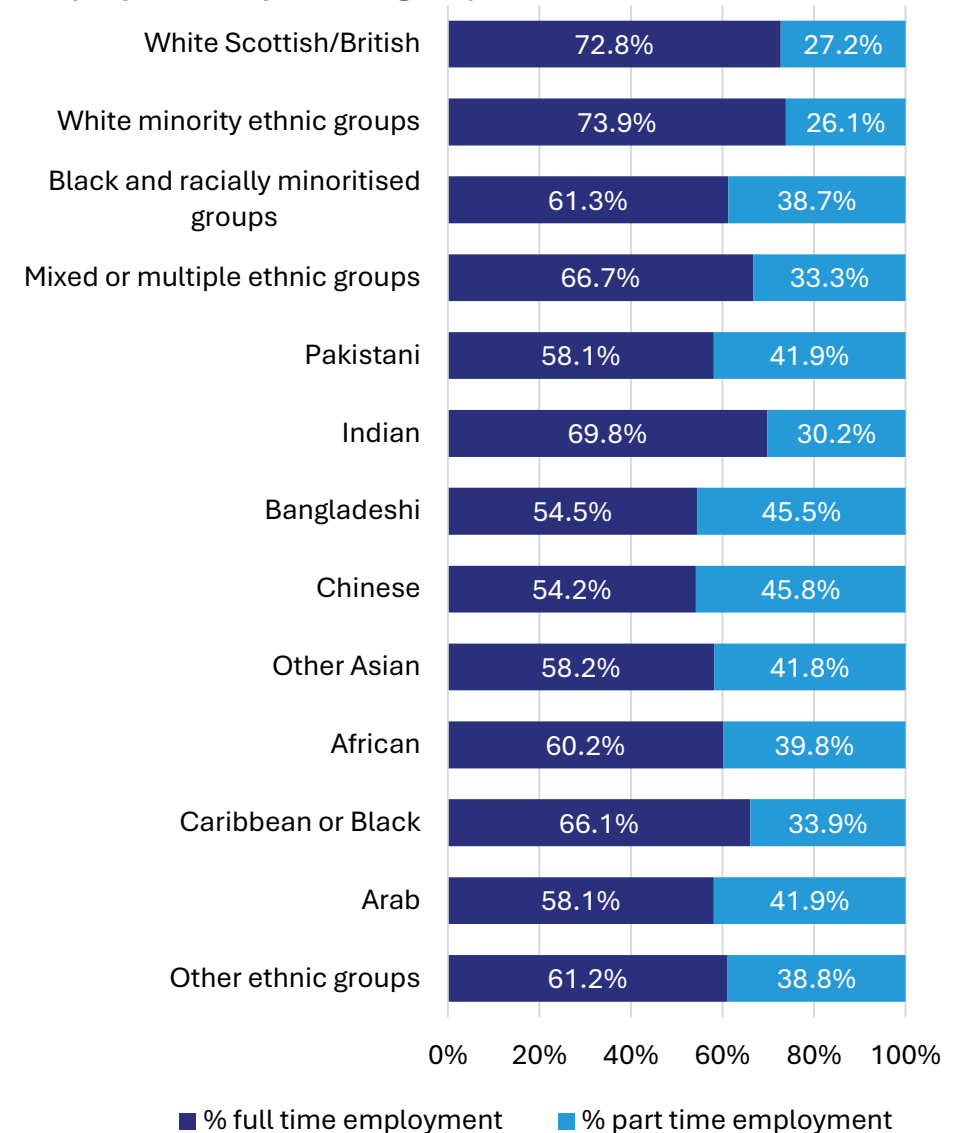
| <b>Ethnic group</b>                              | <b>Retired</b> | <b>Full-time student</b> | <b>Looking after home or family</b> | <b>Long-term sick or disabled</b> | <b>Other</b> |
|--------------------------------------------------|----------------|--------------------------|-------------------------------------|-----------------------------------|--------------|
| White Scottish/British                           | 59.8%          | 9.3%                     | 8.2%                                | 16.5%                             | 6.1%         |
| White minority ethnic groups                     | 38.2%          | 31.8%                    | 12.5%                               | 10.5%                             | 7.0%         |
| Black and racially minoritised groups (combined) | 14.1%          | 43.1%                    | 23.2%                               | 9.0%                              | 10.6%        |
| Mixed or multiple ethnic groups                  | 13.2%          | 51.9%                    | 10.8%                               | 14.4%                             | 9.7%         |
| Pakistani                                        | 15.1%          | 26.8%                    | 34.4%                               | 11.7%                             | 12.0%        |
| Indian                                           | 21.4%          | 43.1%                    | 21.0%                               | 6.5%                              | 8.1%         |
| Bangladeshi                                      | 12.2%          | 38.7%                    | 34.9%                               | 6.6%                              | 7.6%         |
| Chinese                                          | 16.6%          | 59.2%                    | 16.1%                               | 2.3%                              | 5.8%         |
| Other Asian                                      | 8.8%           | 46.8%                    | 24.3%                               | 8.0%                              | 12.1%        |
| African                                          | 6.2%           | 50.0%                    | 20.6%                               | 9.9%                              | 13.3%        |
| Caribbean or Black                               | 20.8%          | 35.6%                    | 13.3%                               | 17.6%                             | 12.7%        |
| Arab                                             | 6.1%           | 50.9%                    | 22.9%                               | 8.9%                              | 11.2%        |
| Other ethnic groups                              | 20.3%          | 38.0%                    | 18.5%                               | 9.9%                              | 13.2%        |

## Full-time and part-time employment

Data from the 2022 Census shows that 55% of Black and racially minoritised adults in the West of Scotland are working in either full-time or part-time employment, compared to 57% of white Scottish/British adults.

61% of Black and racially minoritised workers in the West of Scotland work in full-time employment, compared to 73% of white Scottish/British workers. Some communities have higher rates of full-time employment than others, with workers from Indian, Caribbean or Black, and mixed or multiple ethnic backgrounds being the most likely to work full-time, and workers from a Bangladeshi background the least likely.

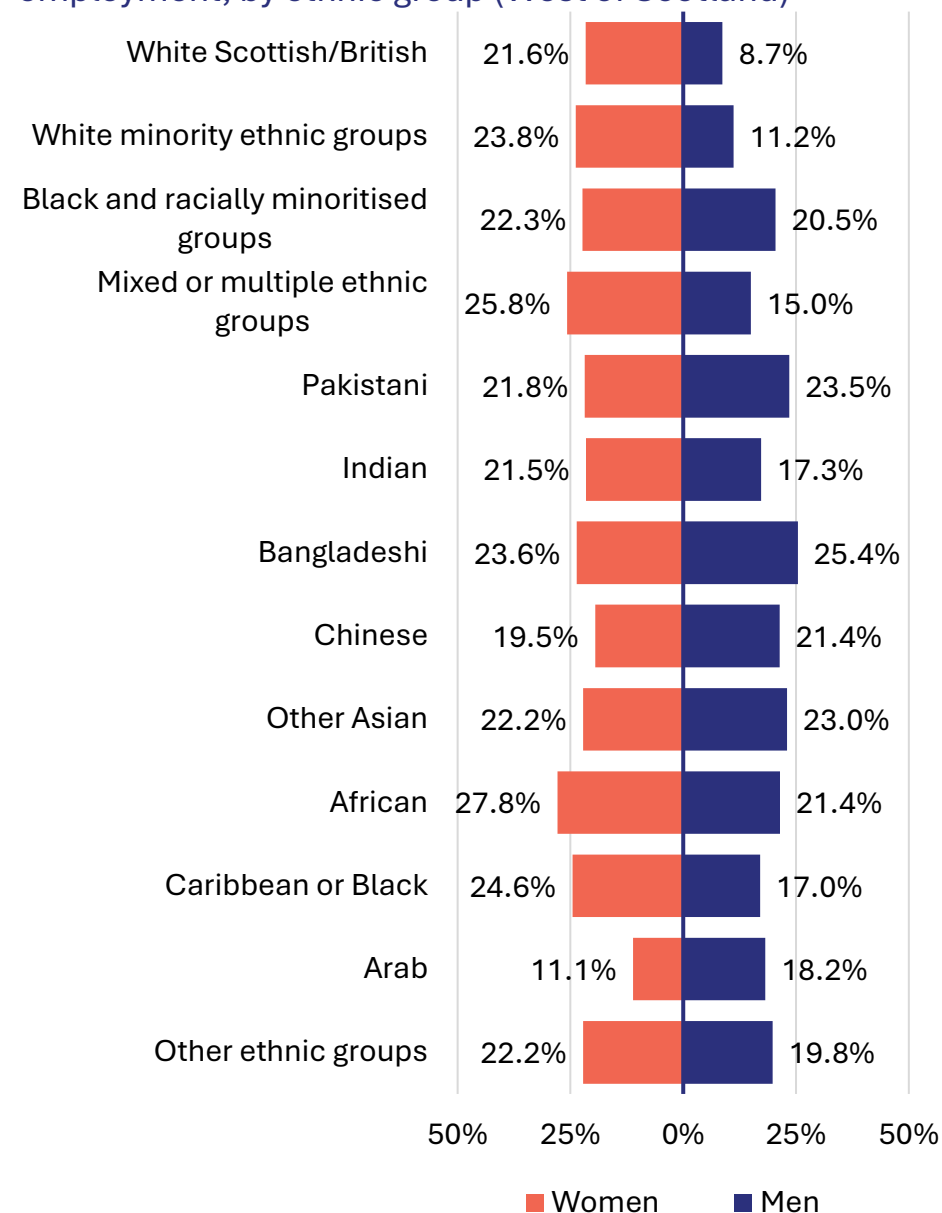
**Figure 18: Proportion of workers in full or part-time employment, by ethnic group**



When accounting for gender, some key differences emerge in people's likelihood of being in part-time work. For the white Scottish/British group, women are more than twice as likely to be in part-time employment than men; however, for most Black and racially minoritised groups, there are broadly similar rates of part-time employment between men and women, and some cases where men are more likely to be in part-time work.

Within the Black and racially minoritised category, the most significant difference between men and women is among people from mixed or multiple ethnic backgrounds, where 26% of women work part-time compared to just 15% of men. This is followed by the Caribbean or Black group, where 25% of women work part-time compared to 17% of men.

**Figure 19: Proportion of men and women in part-time employment, by ethnic group (West of Scotland)**

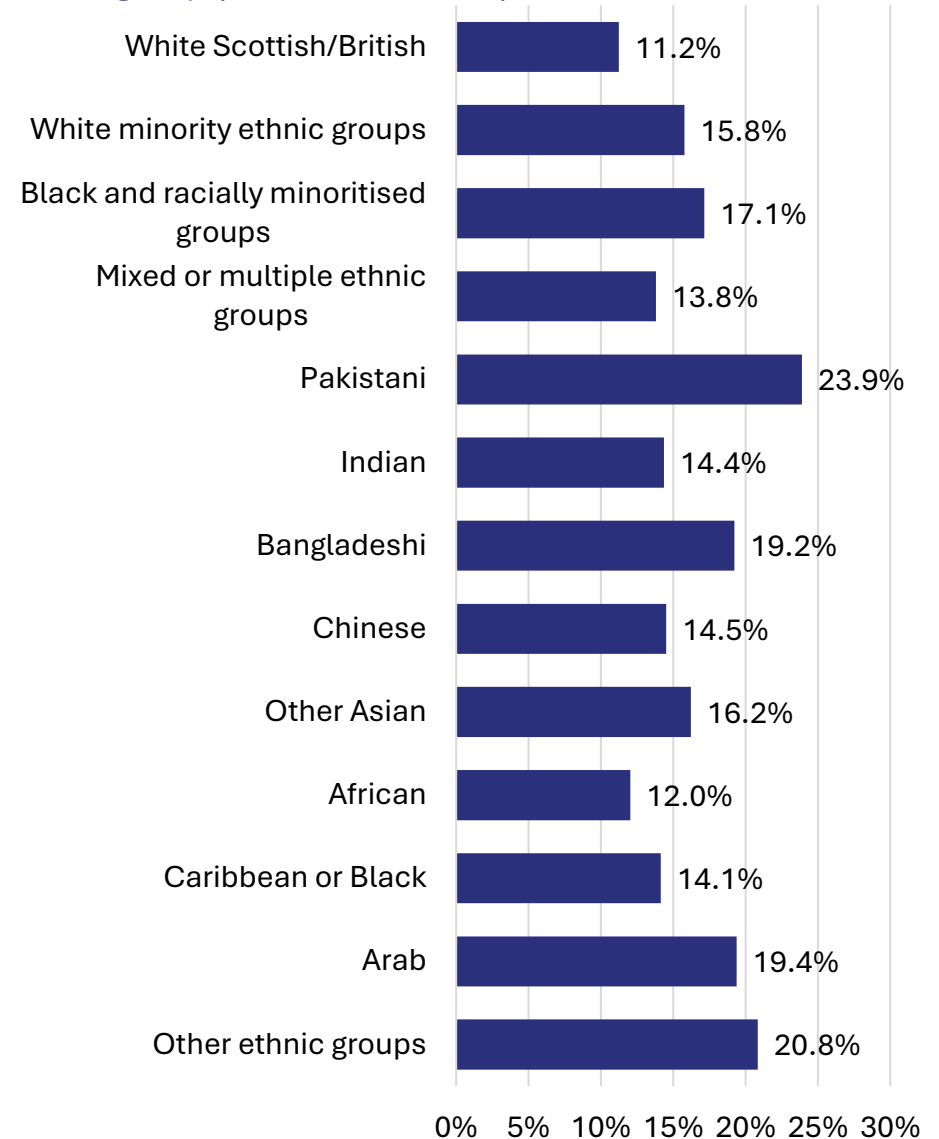


## Self-employment

Black and racially minoritised workers in the West of 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 11% of white Scottish/British workers. Within the Black and racially minoritised category, workers from a Pakistani background have the highest rates of self-employment (24%), whilst workers from African ethnic backgrounds are the least likely to be self-employed (12%).

**Figure 20:** Proportion of workers in self-employment, by ethnic group (West of Scotland)



## Occupational seniority

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

Our analysis of Scottish Census data found that just 5.6% of managers, directors and senior officials in the West of Scotland come from Black and racially minoritised backgrounds, despite comprising 8.8% 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, 5% of Indian workers are employed in managerial roles, whereas this falls to less than 2% for people from African or Arab backgrounds.

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 16:** Representation of Black and racially minoritised groups as managers, directors and senior officials in the West of Scotland, 2022

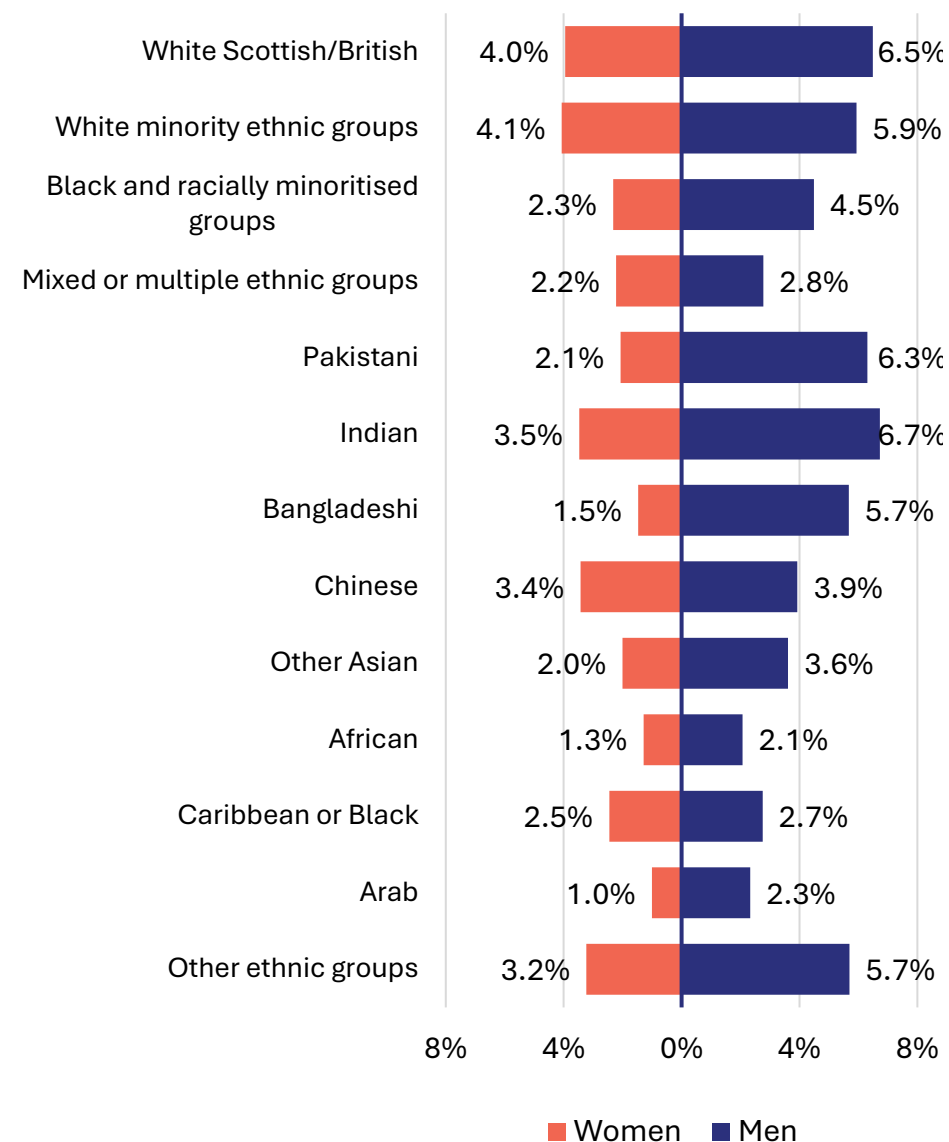
| <b>Ethnic group</b>                              | <b>% employed as managers, directors and senior officials</b> | <b>% of senior leaders in the West of Scotland</b> |
|--------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------|
| White Scottish/British                           | 5.2%                                                          | 90.0%                                              |
| White minority ethnic groups                     | 5.0%                                                          | 4.4%                                               |
| Black and racially minoritised groups (combined) | 3.4%                                                          | 5.6%                                               |
| Mixed or multiple ethnic groups                  | 2.5%                                                          | 0.5%                                               |
| Pakistani                                        | 4.2%                                                          | 1.8%                                               |
| Indian                                           | 5.2%                                                          | 1.1%                                               |
| Bangladeshi                                      | 3.8%                                                          | 0.0%                                               |
| Chinese                                          | 3.7%                                                          | 0.7%                                               |
| Other Asian                                      | 2.8%                                                          | 0.3%                                               |
| African                                          | 1.7%                                                          | 0.4%                                               |
| Caribbean or Black                               | 2.6%                                                          | 0.1%                                               |
| Arab                                             | 1.7%                                                          | 0.2%                                               |
| Other ethnic groups                              | 4.5%                                                          | 0.5%                                               |



These statistics can also be disaggregated by sex, revealing a stark gap in senior leader representation between men and women. For every ethnic group, women were less likely to be employed as managers, directors and senior officials than their male counterparts; however, the gap between men and women is wider for some ethnic groups than others.

For example, for the white Scottish/British group, men are 64% more likely to be employed in managerial and senior roles than women. On aggregate, men from Black and racially minoritised backgrounds are 94% more likely to be employed in senior roles than women. The widest gap between men and women is observed in the Bangladeshi and Pakistani communities, where men are more than 3 times as likely to be in senior positions as women.

**Figure 21: Proportion of men and women employed as managers, directors and senior officials, by ethnic group**

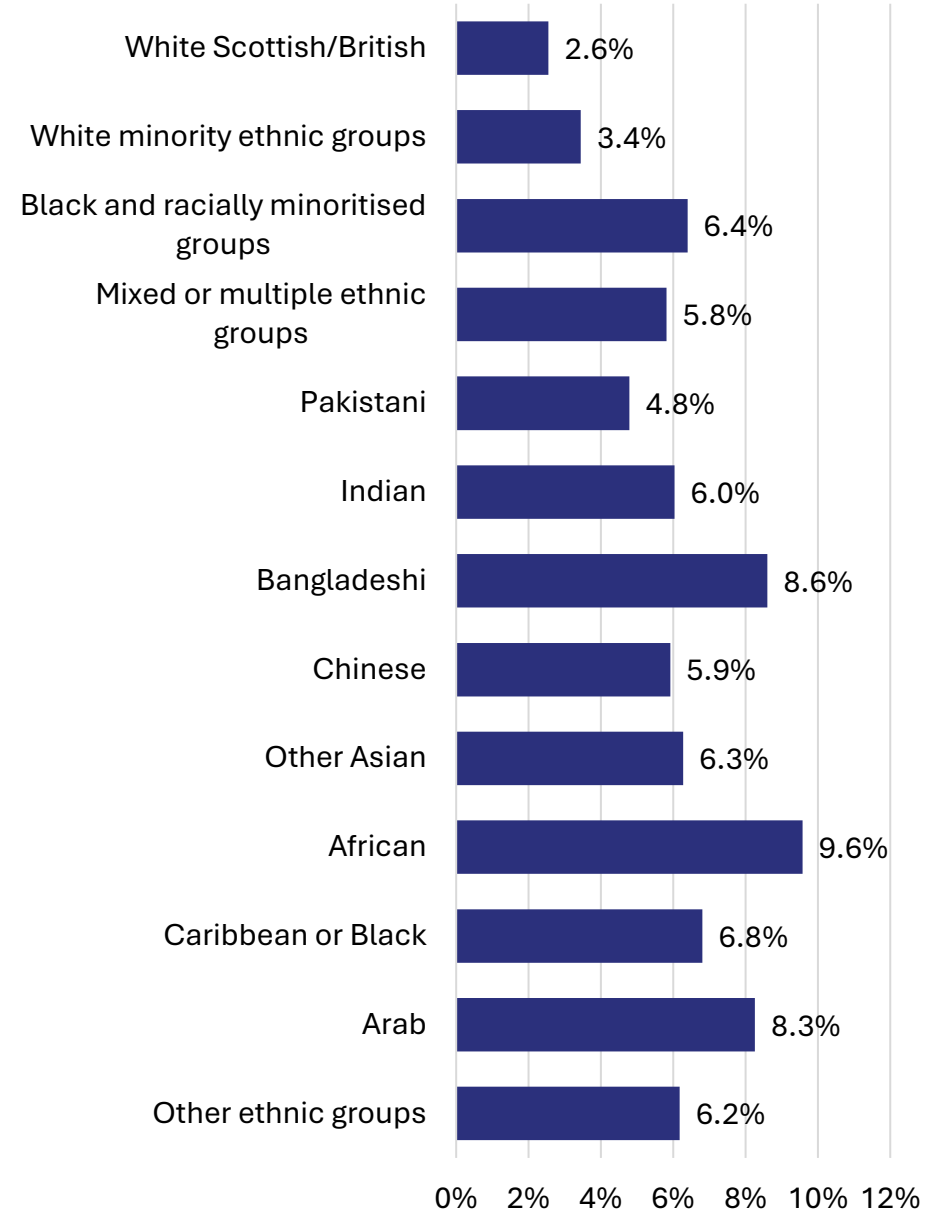


## Unemployment

Data from Scotland's Census suggests that people from Black and racially minoritised backgrounds experience significantly higher rates of unemployment than people from white Scottish/British backgrounds. We found that less than 3% of people aged 16 and over in the white Scottish/British group were unemployed, compared to more than 6% of people from Black and racially minoritised backgrounds.

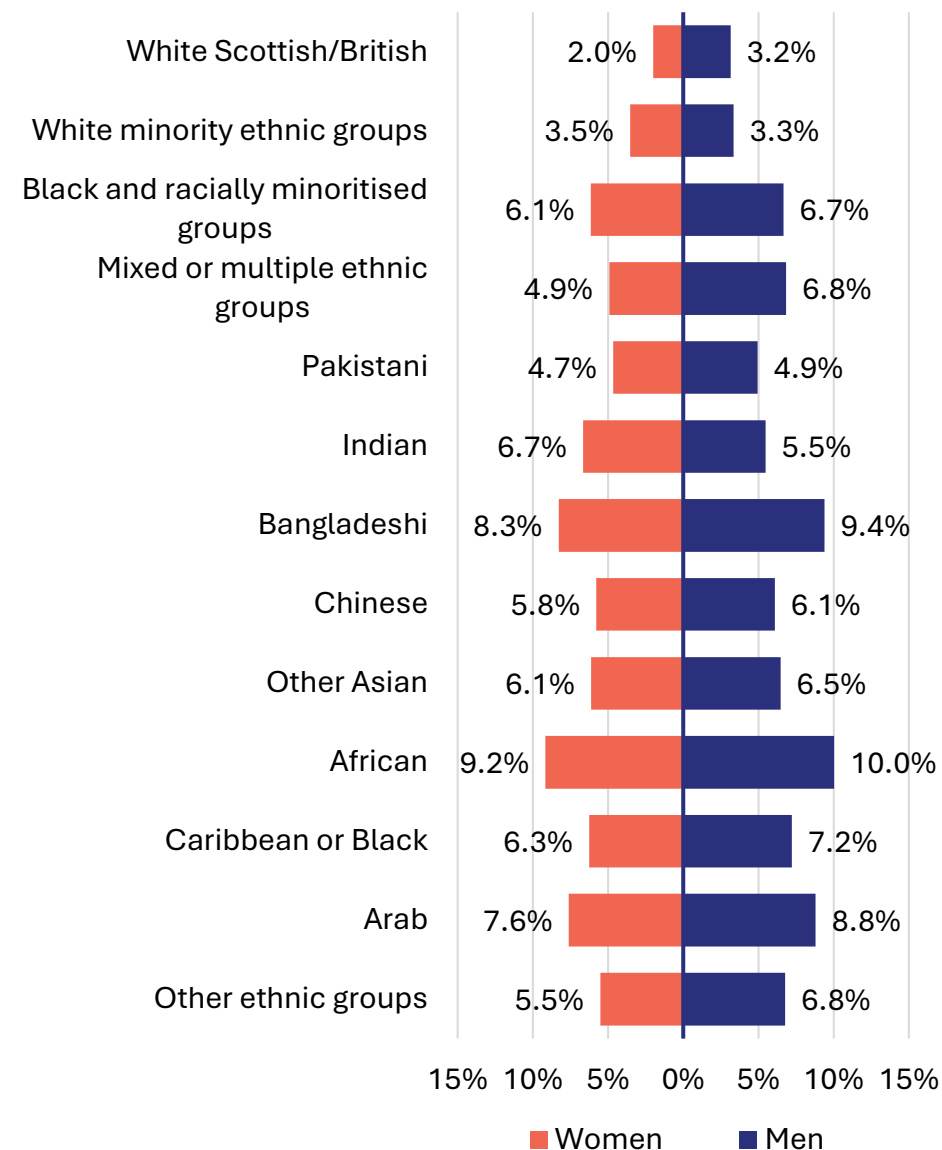
Some ethnic groups experience higher rates of unemployment than others, with adults from Arab and African backgrounds being the most likely to be unemployed, and those of Pakistani and mixed heritage being the least.

**Figure 22:** Proportion of adults unemployed at the time of the 2022 Census, by ethnic group (West of Scotland)



These statistics can also be disaggregated by sex, revealing that, for most Black and racially minoritised groups, women have lower rates of unemployment than men. Women from Indian backgrounds are the only exception to this, with an unemployment rate of 6.7% compared to 5.5% for Indian men.

**Figure 23:** Proportion of men and women unemployed at the time of the 2022 Census, by ethnic group (West of Scotland)



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, 46% of Chinese workers and 38% of Pakistani workers are employed in ‘Distribution, Hotels and Restaurants’, compared to 18% of white Scottish/British workers.

Table 17: Proportion of each ethnic group working across key industries

| Industry                                                                 | White<br>Scottish/<br>British | White<br>minority<br>ethnic<br>groups | Black and<br>racially<br>minoritised<br>groups | Mixed or<br>multiple | Pakistani | Indian | Bangladeshi | Chinese | Other<br>Asian | African | Caribbean<br>or Black | Arab | Other<br>ethnic<br>groups |
|--------------------------------------------------------------------------|-------------------------------|---------------------------------------|------------------------------------------------|----------------------|-----------|--------|-------------|---------|----------------|---------|-----------------------|------|---------------------------|
| Agriculture, energy and water                                            | 3%                            | 2%                                    | 1%                                             | 2%                   | 1%        | 1%     | 1%          | 1%      | 1%             | 2%      | 2%                    | 2%   | 2%                        |
| Manufacturing                                                            | 9%                            | 10%                                   | 5%                                             | 5%                   | 4%        | 5%     | 4%          | 4%      | 6%             | 6%      | 7%                    | 5%   | 7%                        |
| Construction                                                             | 7%                            | 6%                                    | 3%                                             | 4%                   | 2%        | 2%     | 1%          | 2%      | 3%             | 3%      | 3%                    | 4%   | 3%                        |
| Distribution, hotels and<br>restaurants                                  | 18%                           | 21%                                   | 30%                                            | 25%                  | 38%       | 25%    | 32%         | 46%     | 28%            | 17%     | 19%                   | 24%  | 28%                       |
| Transport and communication                                              | 8%                            | 9%                                    | 10%                                            | 8%                   | 12%       | 15%    | 13%         | 5%      | 8%             | 10%     | 9%                    | 10%  | 9%                        |
| Financial, real estate,<br>professional and<br>administrative activities | 15%                           | 17%                                   | 17%                                            | 17%                  | 17%       | 20%    | 15%         | 15%     | 14%            | 21%     | 16%                   | 15%  | 16%                       |
| Public administration,<br>education and health                           | 34%                           | 28%                                   | 27%                                            | 30%                  | 21%       | 28%    | 27%         | 21%     | 31%            | 37%     | 34%                   | 31%  | 25%                       |
| Other                                                                    | 6%                            | 7%                                    | 6%                                             | 9%                   | 5%        | 5%     | 6%          | 6%      | 9%             | 5%      | 9%                    | 8%   | 9%                        |

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’. This also further highlights how some industries have extremely low proportions of Black and racially minoritised workers. For example, just 2.6% of Black and racially minoritised workers reported their industry of work as Construction compared to 7.5% of the white Scottish/British group.

**Table 18: Top industries for Black and racially minoritised people in the West of Scotland**

| Industry                                                             | % Per cent | # Count | Ratio to White Scottish / British |
|----------------------------------------------------------------------|------------|---------|-----------------------------------|
| Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles | 14.9%      | 15,693  | 1.22                              |
| Accommodation and Food Service Activities                            | 14.7%      | 15,488  | 2.46                              |
| Human Health and Social Work Activities                              | 14.3%      | 15,026  | 0.92                              |
| Education                                                            | 6.8%       | 7,155   | 0.82                              |
| Public Administration and Defence; Compulsory Social Security        | 6.3%       | 6,649   | 0.64                              |
| Professional Scientific and Technical Activities                     | 6.1%       | 6,444   | 1.31                              |
| Transport and Storage                                                | 5.8%       | 6,070   | 1.10                              |
| Financial and Insurance Activities                                   | 5.4%       | 5,662   | 1.33                              |
| Manufacturing                                                        | 5.1%       | 5,351   | 0.54                              |
| Administrative and Support Service Activities                        | 5.1%       | 5,347   | 1.03                              |
| Information and Communication                                        | 4.6%       | 4,868   | 1.94                              |
| Other Service Activities                                             | 4.0%       | 4,198   | 1.18                              |
| Construction                                                         | 2.6%       | 2,778   | 0.35                              |
| Arts, Entertainment and Recreation                                   | 1.9%       | 2,007   | 0.74                              |

**Table 18:** Top industries for Black and racially minoritised people in the West of Scotland

| Industry                                                                                                                     | % Per cent | # Count | Ratio to White Scottish / British |
|------------------------------------------------------------------------------------------------------------------------------|------------|---------|-----------------------------------|
| Real Estate Activities                                                                                                       | 0.8%       | 874     | 0.85                              |
| Electricity, Gas, Steam and Air Conditioning Supply                                                                          | 0.4%       | 457     | 0.57                              |
| Mining and Quarrying                                                                                                         | 0.3%       | 313     | 0.48                              |
| Agriculture; Forestry; Fishing                                                                                               | 0.3%       | 306     | 0.36                              |
| Water Supply; Sewage; Waste Management and Remediation activities                                                            | 0.2%       | 230     | 0.33                              |
| Activities of Household as Employers; Undifferentiated Goods – and Services – Producing Activities of Households for Own Use | 0.2%       | 219     | 1.35                              |
| Activities of Extra-Territorial Organisations and Bodies                                                                     | 0.2%       | 176     | 2.72                              |

This, of course, varies between ethnic groups. For example, for Asian groups, the most common industry to be employed in was ‘Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles’, 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 19: Ten largest industries for Black and racially minoritised workers in the West of 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% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles | 23% - Human Health and Social Work Activities                             | 19% - Human Health and Social Work Activities                             | 14% - Accommodation and Food Service Activities                            | 15% - Human Health and Social Work Activities                              |
| <b>2</b>  | 13% - Accommodation and Food Service Activities                            | 17% - Accommodation and Food Service Activities                            | 10% - Administrative and Support Service Activities                       | 9% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles | 13% - Human Health and Social Work Activities                              | 12% - 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                              | 9% - Public Administration and Defence; Compulsory Social Security        | 9% - Accommodation and Food Service Activities                            | 13% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles | 9% - Public Administration and Defence; Compulsory Social Security         |
| <b>4</b>  | 8% - Education                                                             | 7% - Education                                                             | 9% - Wholesale and Retail trade; Repair of Motor Vehicles and Motorcycles | 8% - Public Administration and Defence; Compulsory Social Security        | 9% - Education                                                             | 9% - Manufacturing                                                         |
| <b>5</b>  | 7% - Public Administration and Defence; Compulsory Social Security         | 6% - Professional Scientific and Technical Activities                      | 9% - Accommodation and Food Service Activities                            | 7% - Education                                                            | 7% - Professional Scientific and Technical Activities                      | 8% - Education                                                             |
| <b>6</b>  | 7% - Professional Scientific and Technical Activities                      | 6% - Financial and Insurance Activities                                    | 7% - Transport and Storage                                                | 7% - Manufacturing                                                        | 6% - Manufacturing                                                         | 7% - Construction                                                          |
| <b>7</b>  | 5% - Manufacturing                                                         | 6% - Transport and Storage                                                 | 6% - Manufacturing                                                        | 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% - Public Administration and Defence; Compulsory Social Security         | 5% - Professional Scientific and Technical Activities                     | 5% - Transport and Storage                                                | 6% - Transport and Storage                                                 | 5% - Transport and Storage                                                 |
| <b>9</b>  | 5% - Information and Communication                                         | 5% - Information and Communication                                         | 5% - Financial and Insurance Activities                                   | 4% - Financial and Insurance Activities                                   | 5% - Public Administration and Defence; Compulsory Social Security         | 5% - Administrative and Support Service Activities                         |
| <b>10</b> | 4% - Arts, Entertainment and Recreation                                    | 4% - Manufacturing                                                         | 4% - Education                                                            | 4% - Professional Scientific and Technical Activities                     | 5% - Administrative and Support Service Activities                         | 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 West of Scotland, we found that:

- Almost all Black and racially minoritised groups had a higher proportion of people in Sales and Customer Service Occupation compared to the white Scottish/British group. This was highest for Pakistani (27%) and Bangladeshi (21%) groups, compared to 9% of people from white Scottish/British backgrounds
- 23% of people from both Black and racially minoritised backgrounds and white minority ethnic groups worked in Professional Occupations, compared to 18% of white Scottish/British people
- 18% of the African workforce was in Caring, Leisure and Other Service Occupations, as was 15% of the Asian group, compared to 10% of white Scottish/British workers
- For most Black and racially minoritised groups, Skilled Trade Occupations were less common compared to the white Scottish/British group. Chinese workers were the exception to this, with 18% working in skilled trades compared to 11% of white Scottish/British workers

Table 20: Ten most recorded occupations for minority ethnic workers in the West of Scotland, by ethnic group

| Occupation                                       | White Scottish/<br>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         | 7%                         | 6%                           | 6%                                               | 5%                              | 8%        | 8%     | 6%          | 7%      | 5%          | 3%      | 4%                 | 5%   | 7%                  |
| Professional Occupations                         | 18%                        | 23%                          | 23%                                              | 24%                             | 17%       | 35%    | 25%         | 22%     | 22%         | 19%     | 21%                | 28%  | 21%                 |
| Associate Professional and Technical Occupations | 12%                        | 13%                          | 11%                                              | 16%                             | 10%       | 10%    | 8%          | 11%     | 10%         | 9%      | 14%                | 11%  | 11%                 |
| Administrative and Secretarial Occupations       | 11%                        | 8%                           | 7%                                               | 8%                              | 9%        | 7%     | 6%          | 7%      | 6%          | 6%      | 8%                 | 6%   | 7%                  |
| Skilled Trade Occupations                        | 11%                        | 10%                          | 8%                                               | 7%                              | 7%        | 6%     | 7%          | 18%     | 9%          | 5%      | 8%                 | 10%  | 10%                 |
| Caring, Leisure and Other Service Occupations    | 10%                        | 8%                           | 9%                                               | 8%                              | 6%        | 6%     | 7%          | 4%      | 15%         | 18%     | 12%                | 8%   | 10%                 |
| Sales and Customer Service Occupations           | 9%                         | 7%                           | 14%                                              | 12%                             | 23%       | 12%    | 16%         | 11%     | 10%         | 9%      | 9%                 | 10%  | 11%                 |
| Process, Plant and Machine Operatives            | 8%                         | 9%                           | 7%                                               | 5%                              | 10%       | 5%     | 9%          | 4%      | 7%          | 9%      | 7%                 | 10%  | 8%                  |
| Elementary Occupations                           | 13%                        | 17%                          | 14%                                              | 16%                             | 9%        | 11%    | 15%         | 17%     | 16%         | 22%     | 16%                | 13%  | 15%                 |



Gender also has a major role in occupational segregation. For example, women were less likely to be in Sales and Customer Service Occupations across all high-level ethnicity categories compared to men. Black and racially minoritised men were more likely to work in Elementary Occupations than women, but the opposite was true for both white minority ethnic groups and people from white Scottish/British backgrounds.

A breakdown of men and women's representation across occupational areas, by ethnicity is provided below:

**Table 21: Representation of men and women across occupational groups, by ethnicity**

| Occupation type                                  | Male                       |                                 |                                          | Female                     |                                 |                                          |
|--------------------------------------------------|----------------------------|---------------------------------|------------------------------------------|----------------------------|---------------------------------|------------------------------------------|
|                                                  | White Scottish/<br>British | White minority<br>ethnic groups | Black and racially<br>minoritised groups | White Scottish/<br>British | White minority<br>ethnic groups | Black and racially<br>minoritised groups |
| Managers, Directors and Senior Officials         | 9%                         | 7%                              | 8%                                       | 5%                         | 5%                              | 5%                                       |
| Professional Occupations                         | 16%                        | 22%                             | 21%                                      | 20%                        | 25%                             | 24%                                      |
| Associate Professional and Technical Occupations | 13%                        | 12%                             | 10%                                      | 11%                        | 13%                             | 12%                                      |
| Administrative and Secretarial Occupations       | 5%                         | 4%                              | 5%                                       | 17%                        | 11%                             | 10%                                      |
| Skilled Trade Occupations                        | 20%                        | 17%                             | 13%                                      | 3%                         | 3%                              | 3%                                       |
| Caring, Leisure and Other Service Occupations    | 4%                         | 4%                              | 5%                                       | 16%                        | 12%                             | 14%                                      |
| Sales and Customer Service Occupations           | 6%                         | 5%                              | 12%                                      | 12%                        | 9%                              | 15%                                      |
| Process, Plant and Machine Operatives            | 14%                        | 13%                             | 12%                                      | 3%                         | 5%                              | 3%                                       |
| Elementary Occupations                           | 14%                        | 15%                             | 15%                                      | 13%                        | 18%                             | 14%                                      |

Looking at a greater level of detail, we can better understand the distribution of Black and racially minoritised workers across occupations.

While people from Black and racially minoritised backgrounds are less likely to be working in most skilled trades, they were, however, they are more likely than the white Scottish/British group to be in Textiles, Printing and Other Skilled Trades occupations. Almost two-thirds of the 8,700 Black and racially minoritised people working in skilled trades were in Textiles, Printing and Other Skilled Trades, accounting for a far greater share than the white Scottish British group, where just one in five skilled trade workers were in textiles and printing. In contrast, white Scottish/British skilled traders were much more likely to be in Construction, Building and metal or Electrical and Electronic Trade occupations.

**Table 22: Detailed occupations of Black and racially minoritised groups in the West of Scotland**

| <b>Occupation:</b>                                          | <b>% Per cent</b> | <b># Count</b> |
|-------------------------------------------------------------|-------------------|----------------|
| Elementary Administration and Service Occupations           | 13%               | 13,607         |
| Sales Occupations                                           | 11%               | 11,429         |
| Science, Research, Engineering and Technology Professionals | 7%                | 7,224          |
| Health Professionals                                        | 7%                | 7,124          |
| Caring Personal Service Occupations                         | 7%                | 7,106          |
| Administrative Occupations                                  | 6%                | 6,601          |
| Business, Media and Public Service Professionals            | 5%                | 5,733          |
| Textiles, Printing and Other Skilled Trades                 | 5%                | 5,691          |
| Transport and Mobile machine Drivers and Operatives         | 5%                | 5,210          |
| Business and Public Service Associate Professionals         | 4%                | 4,589          |
| Teaching and Educational Professionals                      | 4%                | 3,939          |
| Corporate Managers and Directors                            | 4%                | 3,793          |

**Table 22:** Detailed occupations of Black and racially minoritised groups in the West of Scotland

| <b>Occupation:</b>                                          | <b>% Per cent</b> | <b># Count</b> |
|-------------------------------------------------------------|-------------------|----------------|
| Customer Service Occupations                                | 3%                | 3,115          |
| Other Managers and Proprietors                              | 3%                | 2,757          |
| Process, Plant and Machine Operatives                       | 2%                | 2,603          |
| Leisure, Travel and Related Personal Service                | 2%                | 2,430          |
| Culture, Media and Sports Occupations                       | 2%                | 2,182          |
| Science, Engineering and Technology Associate Professionals | 2%                | 1,991          |
| Health and Social Care Associate Professionals              | 2%                | 1,912          |
| Skilled Metal, Electrical and Electronic Trades             | 2%                | 1,670          |
| Elementary Trades and Related Occupations                   | 1%                | 1,513          |
| Skilled Construction and Building Trades                    | 1%                | 1,120          |
| Secretarial and related Occupations                         | 1%                | 1,083          |
| Protective Service Occupations                              | 1%                | 584            |
| Skilled Agriculture and related Trades                      | 0%                | 238            |
| Community and Civil Enforcement Occupations                 | 0%                | 20             |

## Educational qualifications

Data from Scotland's 2022 Census shows that 47% of adults from Black and racially minoritised backgrounds in the West of Scotland hold degree-level qualifications, compared to 28% of white Scottish/British adults. Within the Black and racially minoritised category, adults from an Indian background are most likely to have a degree-level qualification (63%), followed by those from Bangladeshi (59%) and Chinese (51%) backgrounds.

When looking at apprenticeships, we can see that people from Black and racially minoritised backgrounds are less likely to have completed apprenticeships and have this as their highest level of qualification compared to white Scottish/British adults (2% compared to 8%).

The Census also shows that approximately 363,200 adults in the West of Scotland 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, 10% of adults from a white minority ethnic background and 15% from Black and racially minoritised backgrounds have no formal qualifications, compared to 20% of white Scottish/British adults.

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

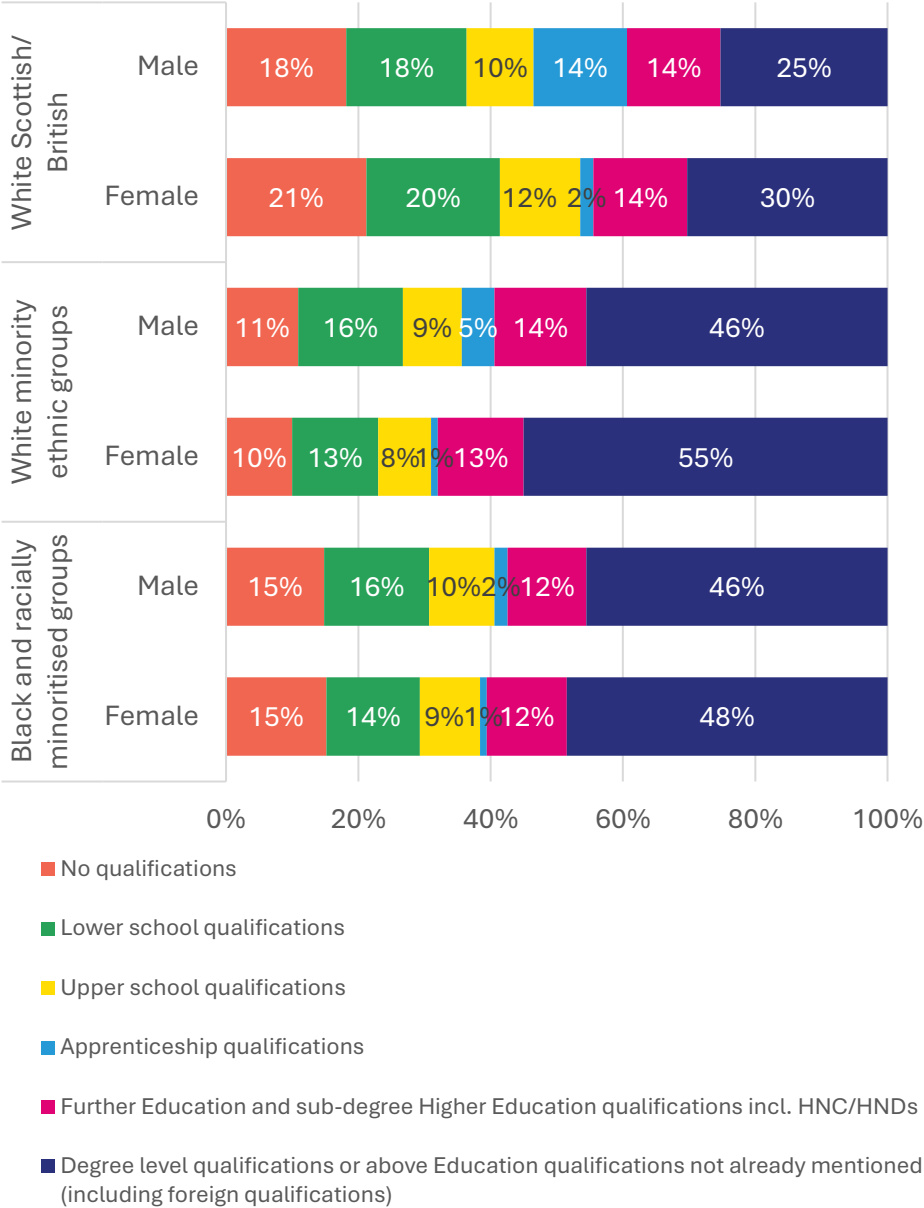
**Table 23:** West of Scotland - Highest level of qualification held, by ethnic group

| Highest level of qualification                                                                                                  | All people | White Scottish/<br>British | 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 |
|---------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------|------------------------------|---------------------------------------|---------------------------------|-----------|--------|-------------|---------|-------------|---------|--------------------|------|---------------------|
| No qualifications                                                                                                               | 19%        | 20%                        | 10%                          | 15%                                   | 7%                              | 19%       | 9%     | 8%          | 19%     | 17%         | 12%     | 11%                | 21%  | 18%                 |
| Lower school qualifications                                                                                                     | 18%        | 19%                        | 14%                          | 15%                                   | 14%                             | 19%       | 11%    | 13%         | 13%     | 15%         | 15%     | 18%                | 15%  | 16%                 |
| Upper school qualifications                                                                                                     | 11%        | 11%                        | 9%                           | 9%                                    | 15%                             | 10%       | 7%     | 9%          | 8%      | 9%          | 9%      | 9%                 | 7%   | 7%                  |
| Apprenticeship qualifications                                                                                                   | 7%         | 8%                         | 3%                           | 2%                                    | 2%                              | 2%        | 1%     | 1%          | 1%      | 2%          | 2%      | 3%                 | 1%   | 2%                  |
| Further Education and sub-degree<br>Higher Education qualifications<br>incl. HNC/HNDs                                           | 14%        | 14%                        | 13%                          | 12%                                   | 14%                             | 13%       | 8%     | 11%         | 8%      | 12%         | 15%     | 17%                | 11%  | 11%                 |
| Degree level qualifications or above<br>Education qualifications not<br>already mentioned (including<br>foreign qualifications) | 30%        | 28%                        | 50%                          | 47%                                   | 47%                             | 37%       | 63%    | 59%         | 51%     | 46%         | 48%     | 42%                | 43%  | 46%                 |

These statistics can also be disaggregated by gender, revealing that women are more likely to hold degree-level qualifications than men across all high-level ethnicity categories. The difference between men and women was widest for white minority ethnic groups, where 55% of women held degree-level qualifications compared to 46% of men.

A full breakdown of educational qualifications by sex and high-level ethnicity category is provided below:

**Figure 24: Highest level of qualification held, by sex and ethnic grouping**



## Health and wellbeing

### Self-reported health

Responses to Scotland's 2022 Census show that Black and racially minoritised groups in the West of Scotland are generally more likely to speak positively of their health than white Scottish/British respondents, with 86% of people from Black and racially minoritised backgrounds reporting they are in good or very good health, compared to 76% of white Scottish/British people.

On aggregate, 4.1% of people from Black and racially minoritised backgrounds reported that they are in bad or very bad health. People from Pakistani, Arab, Caribbean and Black, and 'Other ethnic group' backgrounds had the highest levels of poor health, whereas people from Chinese, Indian and African 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 24:** Self-reported health, by ethnicity (West of Scotland)

| <b>Ethnic group</b>                   | <b>% good or very good health</b> | <b>% fair health</b> | <b>% bad or very bad health</b> |
|---------------------------------------|-----------------------------------|----------------------|---------------------------------|
| White Scottish/British                | 75.5%                             | 15.7%                | 8.9%                            |
| White minority ethnic groups          | 84.1%                             | 11.0%                | 4.9%                            |
| Black and racially minoritised groups | 85.8%                             | 10.1%                | 4.1%                            |
| Mixed or multiple ethnic groups       | 88.9%                             | 7.5%                 | 3.6%                            |
| Pakistani                             | 81.8%                             | 12.4%                | 5.9%                            |
| Indian                                | 88.1%                             | 9.1%                 | 2.8%                            |
| Bangladeshi                           | 83.1%                             | 12.8%                | 4.0%                            |
| Chinese                               | 86.0%                             | 11.7%                | 2.4%                            |
| Other Asian                           | 85.9%                             | 9.9%                 | 4.2%                            |
| African                               | 90.9%                             | 6.7%                 | 2.5%                            |
| Caribbean or Black                    | 82.4%                             | 11.9%                | 5.6%                            |
| Arab                                  | 84.3%                             | 9.9%                 | 5.8%                            |
| Other ethnic groups                   | 81.0%                             | 12.7%                | 6.2%                            |

When disaggregating this data by specific local authorities, some patterns can be observed in how people’s health varies across the West of Scotland. Our analysis found that Black and racially minoritised communities in Inverclyde generally had poorer health than the rest of the West of Scotland, with North Ayrshire and West Dunbartonshire also reporting poorer health compared to other local authorities.

**Table 25:** Proportion of people reporting that they have ‘bad’ or ‘very bad’ health, by ethnic group and local authority (West of Scotland)

| Ethnic group                          | Argyll and Bute | East Ayrshire | East Dunbartonshire | East Renfrewshire | Glasgow City | Inverclyde | North Ayrshire | North Lanarkshire | Renfrewshire | South Ayrshire | South Lanarkshire | West Dunbartonshire |
|---------------------------------------|-----------------|---------------|---------------------|-------------------|--------------|------------|----------------|-------------------|--------------|----------------|-------------------|---------------------|
| White Scottish/British                | 6.9%            | 8.3%          | 5.8%                | 5.5%              | 11.2%        | 9.6%       | 9.2%           | 9.3%              | 8.0%         | 7.7%           | 8.0%              | 9.2%                |
| White minority ethnic groups          | 4.1%            | 8.0%          | 3.7%                | 4.1%              | 4.4%         | 8.4%       | 7.6%           | 5.2%              | 4.6%         | 5.9%           | 5.5%              | 8.5%                |
| Black and racially minoritised groups | 3.5%            | 4.3%          | 3.5%                | 3.4%              | 4.3%         | 5.5%       | 4.7%           | 4.0%              | 3.6%         | 4.0%           | 3.7%              | 4.8%                |
| Mixed or multiple ethnic group        | 4.4%            | 3.7%          | 1.8%                | 1.6%              | 3.8%         | 5.8%       | 4.3%           | 3.6%              | 3.6%         | 4.9%           | 3.1%              | 5.4%                |
| Pakistani                             | 4.0%            | 5.7%          | 5.7%                | 4.1%              | 6.5%         | 7.9%       | 7.5%           | 5.2%              | 4.9%         | 0.6%           | 4.9%              | 7.1%                |
| Indian                                | 4.6%            | 5.0%          | 4.6%                | 2.2%              | 2.6%         | 2.8%       | 3.0%           | 3.4%              | 3.3%         | 1.5%           | 2.6%              | 2.8%                |
| Chinese                               | 1.6%            | 4.8%          | 2.0%                | 1.8%              | 2.2%         | 5.4%       | 3.2%           | 2.1%              | 3.0%         | 3.0%           | 2.7%              | 4.6%                |
| Other Asian                           | 2.0%            | 2.4%          | 2.2%                | 3.1%              | 5.1%         | 1.5%       | 3.3%           | 3.0%              | 2.7%         | 1.9%           | 3.0%              | 1.9%                |
| African                               | 0.6%            | 1.3%          | 2.0%                | 2.0%              | 2.8%         | 2.7%       | 1.4%           | 1.2%              | 1.2%         | 2.9%           | 2.1%              | 1.7%                |
| Caribbean or Black                    | 4.9%            | 8.0%          | 7.8%                | 1.8%              | 4.7%         | 8.8%       | 9.0%           | 4.3%              | 6.4%         | 19.7%          | 7.1%              | 6.5%                |
| Arab                                  | 4.0%            | 2.2%          | 2.2%                | 3.5%              | 5.5%         | 5.9%       | 6.9%           | 11.0%             | 8.3%         | 5.5%           | 6.5%              | 8.1%                |
| Other ethnic groups                   | 5.5%            | 7.4%          | 5.8%                | 7.8%              | 5.8%         | 13.4%      | 10.4%          | 4.2%              | 6.6%         | 8.0%           | 6.2%              | 8.7%                |



## 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 the West of Scotland:

- Nearly 2,300 people from Black and racially minoritised backgrounds are blind or partially vision impaired - approximately 1% of the population (1.2%)
- Approximately 6,900 people from Black and racially minoritised backgrounds have learning disabilities, learning difficulties or developmental disorders (3.6%)
- Approximately 3,600 people from Black and racially minoritised backgrounds are deaf or partially hearing (1.9%)
- Nearly 24,000 people from Black and racially minoritised backgrounds have a long-term illness, disease or condition (12.5%)
- Nearly 12,500 people from Black and racially minoritised backgrounds experience long-term mental health conditions (6.5%)
- Approximately 8,400 people from Black and racially minoritised backgrounds have physical disabilities (4.4%)

## 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 over 16,000 people from Black and racially minoritised backgrounds in the West of Scotland are unpaid carers, meaning that nearly one in ten adults provides unpaid care (8.9%).

Among Black and racially minoritised groups, people from Pakistani backgrounds are more likely to be unpaid carers, with 12.1% of West of Scotland's Pakistani population providing some form of unpaid care. In comparison, people from Chinese backgrounds were the least likely to be unpaid carers, with just 5.8% of the Chinese population holding unpaid care responsibilities.

When examining the number of hours people provide care for, the data shows that, on aggregate, unpaid carers from Black and racially minoritised backgrounds are more likely to have full-time caring responsibilities than white Scottish/British carers, spending more than 35 hours a week providing unpaid care.

A breakdown of hours of unpaid care provided is presented overleaf:

**Table 26:** Proportion of people providing unpaid care, by ethnic group and hours of care provided (West of Scotland)

| Amount of unpaid care provided:       | Less than 35 hours a week |      | More than 35 hours a week |      | Total unpaid carers |       |
|---------------------------------------|---------------------------|------|---------------------------|------|---------------------|-------|
| Ethnic group                          | #                         | %    | #                         | %    | #                   | %     |
| White Scottish/British                | 164,409                   | 8.4% | 94,362                    | 4.8% | 258,771             | 13.3% |
| White minority ethnic groups          | 5,435                     | 5.5% | 3,139                     | 3.2% | 8,574               | 8.6%  |
| Black and racially minoritised groups | 10,053                    | 5.5% | 6,190                     | 3.4% | 16,243              | 8.9%  |
| Mixed or multiple ethnic groups       | 1,247                     | 5.9% | 560                       | 2.6% | 1,807               | 8.5%  |
| Pakistani                             | 3,308                     | 7.1% | 2,343                     | 5.0% | 5,651               | 12.1% |
| Indian                                | 1,154                     | 4.8% | 581                       | 2.4% | 1,735               | 7.2%  |
| Bangladeshi                           | 88                        | 6.3% | 38                        | 2.7% | 126                 | 9.0%  |
| Chinese                               | 751                       | 3.6% | 451                       | 2.2% | 1,202               | 5.8%  |
| Other Asian                           | 560                       | 4.3% | 426                       | 3.3% | 986                 | 7.6%  |
| African                               | 1,421                     | 4.9% | 866                       | 3.0% | 2,287               | 8.0%  |
| Caribbean or Black                    | 160                       | 6.1% | 46                        | 1.7% | 206                 | 7.8%  |
| Arab                                  | 537                       | 4.8% | 403                       | 3.6% | 940                 | 8.4%  |
| Other ethnic groups                   | 827                       | 6.7% | 476                       | 3.8% | 1,303               | 10.5% |

## Multiple deprivation and ethnicity – West 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 West of 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.

The West of Scotland includes many of the most deprived areas in the country, so 16% of all people live in the 10% most deprived datazones, and 30% live in the most deprived 20% (Quintile) of Scotland. However, our analysis of Scottish Census data found that Black and racially minoritised communities in the West of Scotland are more likely to live in the most deprived areas than people from white Scottish/British backgrounds.

On aggregate, 23% of people from Black and racially minoritised backgrounds live in the most deprived 10% of Scotland compared to 15% of white Scottish/British people. This means that people from BRM backgrounds are more than twice as likely to live in the most deprived areas as their expected rate, and 53% more likely than their white Scottish/British counterparts.

This varies considerably between ethnic groups, with 47% of the African group living in the most deprived decile, followed by 34% of people from an Arab ethnic background. In contrast, people from an Indian background in the West of Scotland are less likely to live in deprived areas than white Scottish/British people but still more likely than their expected rate, with 12% living in the most deprived decile.

## Locally adjusted measures

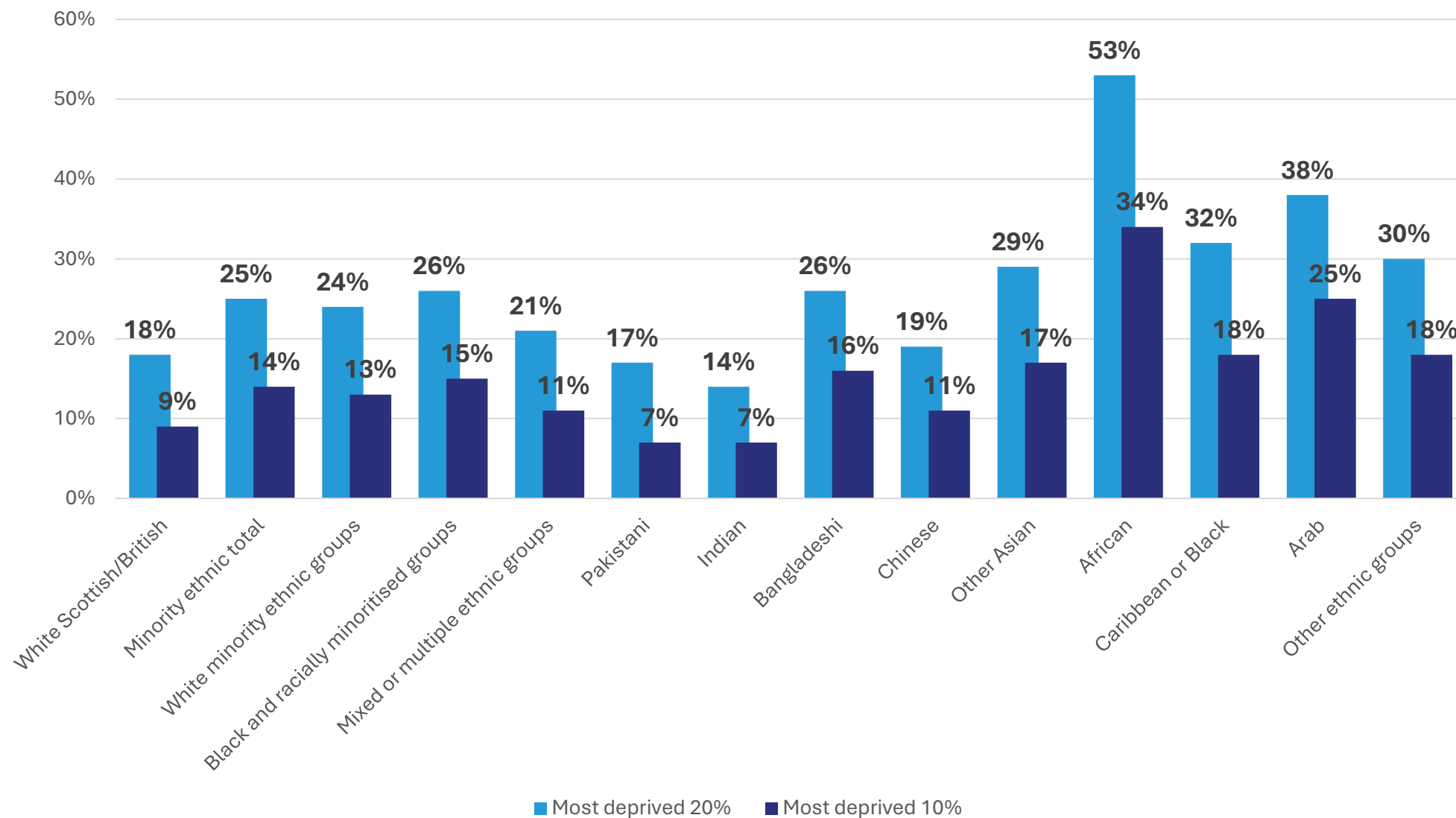
Across Scotland, there are 697 datazones in the most deprived 10% of the country - 501 of these (72%) can be found in the West of Scotland. For comparison, the West of Scotland represents 42% of all datazones in Scotland. While these 501 most deprived datazones are spread across all 12 local authorities covered by WSREC, they are particularly concentrated in Glasgow, which accounts for 227. The remaining most deprived datazones are split across North Lanarkshire (60), South Lanarkshire (43), Inverclyde (36), Renfrewshire (33), North Ayrshire (30), East Ayrshire (25), West Dunbartonshire (21), South Ayrshire (15), Argyll and Bute (6), East Dunbartonshire (3), and East Renfrewshire (2).

Therefore, it may be useful to consider the local distribution of deprived areas to account for how this might skew data. To do this, we re-ranked each datazone in the West of Scotland relative to the rest of the region to provide WSREC adjusted estimates.

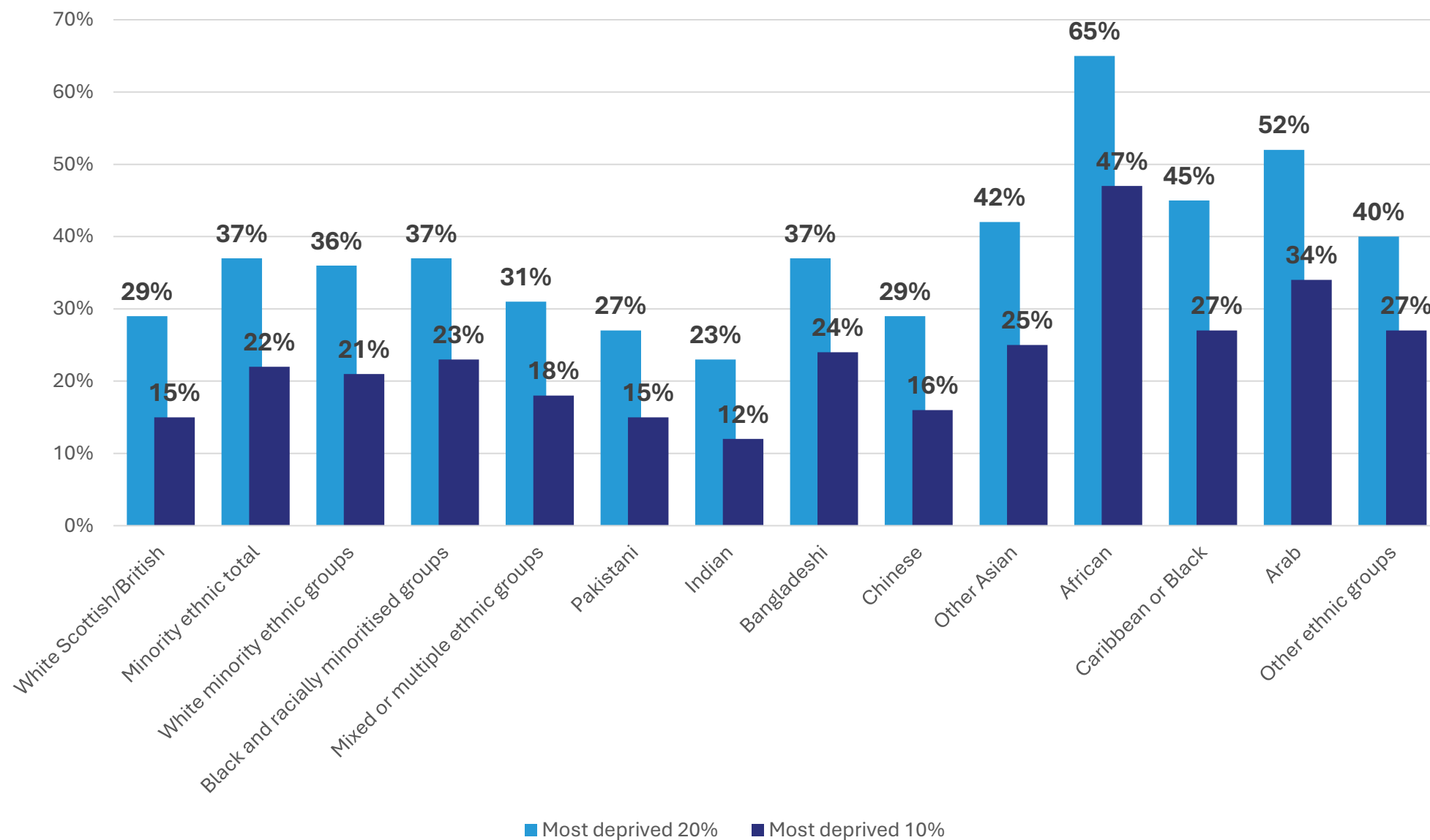
Using local measures, we can see that people from Black and racially minoritised backgrounds are over-represented in the most deprived parts of the West of Scotland compared to their white Scottish/British counterparts.

While 15% of all BRM groups live in the most deprived 10% of areas, this rises to 34% for African groups and 25% for Arab groups, compared to just 9% for people from white Scottish/British backgrounds. In contrast, Pakistani and Indian communities in the West of Scotland are less likely to live in the most deprived areas than their white Scottish/British counterparts (7% compared to 9%).

**Figure 25:** Proportion of each ethnic group living in the most deprived areas of Scotland



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



## 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 other than 'Access to services', with the greatest disparities seen in housing.

For example, 29% of the West of Scotland's population lived in the most deprived 20% of areas for housing deprivation, but this rises to 56% for Black and racially minoritised groups. This was mostly concentrated in Glasgow, which held 291 of the 329 most deprived datazones for housing, with the other 38 split across Renfrewshire, North Lanarkshire, South Lanarkshire, Inverclyde, North Ayrshire, West Dunbartonshire, South Ayrshire and Argyll and Bute.

Similarly, when considering crime, 23% of the West of Scotland's population live in the most deprived areas in terms of crime, but this rises to 34% of people from Black and racially minoritised backgrounds. Again, this is particularly concentrated around Glasgow, which accounts for 55 of the 141 most deprived areas in the crime domain, followed by North Lanarkshire and South Lanarkshire, which held for 23 and 19 datazones, respectively.

**Table 27:** National SIMD rankings: Proportion of ethnic groups in the West of Scotland living in the top 20% most deprived parts of 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                 | 30%        | 29%                      | 36%                          | 37%                                   | 37%             | 31%               | 27%       | 23%    | 37%         | 29%     | 42%         | 65%     | 45%                | 52%  | 40%                 |
| Income               | 30%        | 29%                      | 36%                          | 38%                                   | 37%             | 32%               | 30%       | 23%    | 40%         | 29%     | 43%         | 66%     | 45%                | 54%  | 41%                 |
| Employment           | 29%        | 28%                      | 34%                          | 36%                                   | 36%             | 30%               | 27%       | 22%    | 38%         | 28%     | 41%         | 64%     | 43%                | 51%  | 40%                 |
| Health               | 32%        | 31%                      | 37%                          | 38%                                   | 37%             | 32%               | 27%       | 24%    | 40%         | 30%     | 44%         | 65%     | 46%                | 52%  | 40%                 |
| Education            | 25%        | 24%                      | 30%                          | 31%                                   | 30%             | 26%               | 23%       | 19%    | 34%         | 21%     | 33%         | 56%     | 37%                | 42%  | 33%                 |
| Access               | 16%        | 17%                      | 11%                          | 10%                                   | 10%             | 13%               | 9%        | 14%    | 8%          | 12%     | 9%          | 6%      | 11%                | 7%   | 9%                  |
| Crime                | 23%        | 21%                      | 34%                          | 37%                                   | 36%             | 29%               | 33%       | 29%    | 41%         | 31%     | 38%         | 52%     | 38%                | 46%  | 39%                 |
| Housing              | 29%        | 26%                      | 49%                          | 56%                                   | 53%             | 43%               | 47%       | 48%    | 62%         | 57%     | 60%         | 75%     | 54%                | 72%  | 57%                 |

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

| Q1 (West of Scotland) 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%        | 18%                      | 24%                          | 26%                                   | 25%             | 21%               | 17%       | 14%    | 26%         | 19%     | 29%         | 53%     | 32%                | 38%  | 30%                 |
| Income                          | 19%        | 18%                      | 25%                          | 28%                                   | 27%             | 21%               | 19%       | 14%    | 28%         | 19%     | 31%         | 55%     | 32%                | 41%  | 32%                 |
| Employment                      | 19%        | 18%                      | 25%                          | 27%                                   | 26%             | 21%               | 17%       | 14%    | 29%         | 20%     | 31%         | 52%     | 32%                | 40%  | 31%                 |
| Health                          | 20%        | 19%                      | 25%                          | 26%                                   | 26%             | 21%               | 16%       | 16%    | 27%         | 21%     | 30%         | 52%     | 32%                | 38%  | 30%                 |
| Education                       | 19%        | 19%                      | 23%                          | 23%                                   | 23%             | 19%               | 18%       | 13%    | 24%         | 15%     | 25%         | 44%     | 28%                | 32%  | 26%                 |
| Access                          | 21%        | 22%                      | 15%                          | 14%                                   | 14%             | 17%               | 12%       | 18%    | 12%         | 16%     | 13%         | 10%     | 15%                | 11%  | 13%                 |
| Crime                           | 20%        | 19%                      | 30%                          | 32%                                   | 31%             | 26%               | 27%       | 25%    | 35%         | 27%     | 34%         | 47%     | 33%                | 41%  | 34%                 |
| Housing                         | 21%        | 17%                      | 40%                          | 48%                                   | 45%             | 35%               | 40%       | 41%    | 52%         | 51%     | 51%         | 65%     | 44%                | 63%  | 49%                 |



## In closing

This report was created by Lucien Staddon Foster and Sholen Macpherson in partnership with the West of Scotland Regional Equality Council (WSREC), 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 – [\[LINK\]](#)

## Appendices

### *Most deprived areas in the West of Scotland by Intermediate Zone, SIMD v2*

|                          | DZ  | IZ | Intermediate Zones                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|--------------------------|-----|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Glasgow City</b>      | 227 | 83 | Carntyne West and Haghill; North Barlanark and Easterhouse South; Possil Park; Glenwood South; Garthamlock, Auchinlea and Gartloch; Petershill; Wyndford; Shettleston North; Drumry East; Drumchapel North; Dalmarnock; Keppochhill; Barlanark; Parkhead West and Barrowfield; Summerston Central and West; Gorbals and Hutchesontown; Govan and Linthouse; Milton East; Knightswood Park West; Central Easterhouse; Cranhill, Lightburn and Queenslie South; Glenwood North; Carnwadric West; Cowlares and Port Dundas; Milton West; Toryglen and Oatlands; Nitshill; Springburn; Maryhill East; Ibrox; Roystonhill, Blochairn, and Provanmill; Parkhead East and Braidfauld North; Castlemilk; Greenfield; Springburn East and Cowlares; Riddrie and Hogganfield; Pollokshaws; Old Shettleston and Parkhead North; Barmulloch; Blackhill and Barmulloch East; Crookston South; Knightswood Park East; Dennistoun; Craigend and Ruchazie; Pollok North and East; Braidfauld; Calton and Gallowgate; Darnley East; Penilee; Bridgeton; Ruchill; Scotstoun South and West; Maryhill West; Drumchapel South; Blairdardie East; Firhill; Govanhill East and Aikenhead; City Centre East; Easterhouse East; Partick; Drumry West; Tollcross; Carmunnock South; Balornock; Whiteinch; Cardonald North; Knightswood East; Newlands; Drumoyne and Shieldhall; Baillieston West; City Centre West; Ibrox East and Cessnock; Gallowgate North and Bellgrove; Govanhill West; Yoker South; Summerston North; Carntyne; Knightswood West; Baillieston East; Laurieston and Tradeston; Crookston North; Sighthill; Craigton |
| <b>North Lanarkshire</b> | 60  | 35 | Cliftonville; Greenend and Carnbroe; Craigneuk Wishaw; Overtown; Coatbridge West; Thrashbush; Motherwell South; Muirhouse; Orbiston; Forgewood; Newmains; Dundyvan; Motherwell North; Holytown; Fallside; Wishaw South; Townhead; Bellshill Central; Petersburn; Airdrie North; Carfin and Cleekhimin; Kirkwood and Bargeddie; Stane; Shawhead and Whifflet; Kirkshaws; Coltness; Muirhouse and Knowetop; Caldercruix and Plains; Cumbernauld Central; Viewpark; Gartlea; Bellshill South; Motherwell West; Drumgelloch; Sunnyside and Cliftonville                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>South Lanarkshire</b> | 43  | 24 | Whitlawburn and Greenlees; Burnbank Central and Udston; Fairhill; Hillhouse; Westburn and Newton; Burnside and Springhall; Douglas, Coalburn and Rigside; Burnhill and Bankhead North; Shawfield and Clincarthill; High Blantyre; Strutherhill; Halfway, Hallside and Drumsagard; Burnbank North; Hareleeshill; Laighstonehall; Fernhill and Cathkin; Whitehill; Farme Cross and Gallowflat North; Low Waters; Lesmahagow; Burnbank South and Chantinghall; Carlisle East; Kirkmuirhill and Blackwood; Cambuslang Central; Drumry; Dalreoch; Dalmuir; Singer and Clydebank South; Lomond; Whitecrock; Clydebank East; Bonhill; Clydebank                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Inverclyde</b>        | 36  | 11 | Greenock Town Centre and East Central; Lower Bow and Larkfield, Fancy Farm, Mallard Bowl; Greenock East; Greenock West and Central; Greenock Upper Central; Port Glasgow Upper, West and Central; Bow Farm, Barrs Cottage, Cowdenknowes and Overton; Port Glasgow Mid, East and Central; Braeside, Branchton, Lower Larkfield and Ravenscraig; Gourock Central, Upper East and IRH; Port Glasgow Upper East                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Renfrewshire</b>      | 33  | 14 | Paisley Ferguslie; Johnstone South West; Paisley North East; Paisley Foxbar; Paisley North West; Paisley East; Paisley Gallowhill and Hillington; Paisley South East; Renfrew West; Paisley North; Linwood South; Johnstone North East; Johnstone North West; Paisley West                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

|                            |    |    |                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------|----|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>North Ayrshire</b>      | 30 | 18 | Saltcoats Central; Ardrossan Central; Irvine Fullarton; Stevenston Ardeer; Irvine Castlepark North; Irvine Central; Dalry East and Rural; Irvine Bourtreehill; Kilwinning West and Blacklands; Irvine Castlepark South; Stevenston Hayocks; Kilwinning Central and North; Stevenston North West; Springside and Rural; Ardrossan North East; Dalry West; Kilbirnie South and Longbar; Largs Central and Cumbrae |
| <b>East Ayrshire</b>       | 25 | 13 | Shortlees; Altonhill South, Longpark and Hillhead; Doon Valley South; Altonhill North and Onthank; Mauchline Rural; Cumnock Rural; Newmilns; Auchinleck; Kilmarnock South Central and Caprington; Galston; New Cumnock; Cumnock South and Craigens; Doon Valley North                                                                                                                                           |
| <b>West Dunbartonshire</b> | 21 | 9  | Drumry; Dalreoch; Dalmuir; Singer and Clydebank South; Lomond; Whitecrook; Clydebank East; Bonhill; Clydebank                                                                                                                                                                                                                                                                                                   |
| <b>South Ayrshire</b>      | 15 | 5  | Ayr North Harbour, Wallacetown and Newton South; Lochside, Braehead and Whitletts; Dalmilling; Girvan Glendoune; Barassie                                                                                                                                                                                                                                                                                       |
| <b>Argyll and Bute</b>     | 6  | 4  | Dunoon; Helensburgh East; Rothesay Town; Oban South                                                                                                                                                                                                                                                                                                                                                             |
| <b>East Dunbartonshire</b> | 3  | 2  | Hillhead; Lennoxton                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>East Renfrewshire</b>   | 2  | 1  | Dunterlie, East Arthurlie and Dovecothall                                                                                                                                                                                                                                                                                                                                                                       |

*Most deprived areas in the West of Scotland, by Intermediate Zone SIMD v2*

|                     | Data Zones | Intermediate Zones | Electoral Wards |                                                                                                                                                                                                                                                                                                           |
|---------------------|------------|--------------------|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Glasgow City        | 227        | 83                 | 21              | Canal; East Centre; Calton; Springburn/Robroyston; North East; Linn; Drumchapel/Annie'sland; Greater Pollok; Southside Central; Govan; Shettleston; Maryhill; Garscadden/Scotstounhill; Newlands/Auldburn; Dennistoun; Baillieston; Cardonald; Langside; Victoria Park; Hillhead; Anderston/City/Yorkhill |
| North Lanarkshire   | 60         | 35                 | 16              | Motherwell South East and Ravenscraig; Airdrie Central; Coatbridge South; Motherwell West; Bellshill; Coatbridge North; Airdrie North; Murdostoun; Coatbridge West; Thorniewood; Wishaw; Motherwell North; Airdrie South; Mossend and Holytown; Fortissat; Cumbernauld South                              |
| South Lanarkshire   | 43         | 24                 | 11              | Hamilton South; Rutherglen Central and North; Larkhall; Hamilton West and Earnock; Cambuslang East; Rutherglen South; Cambuslang West; Hamilton North and East; Clydesdale South; Blantyre; Clydesdale West                                                                                               |
| Inverclyde          | 36         | 11                 | 7               | Inverclyde Central; Inverclyde North; Inverclyde South; Inverclyde East Central; Inverclyde South West; Inverclyde East; Inverclyde West                                                                                                                                                                  |
| Renfrewshire        | 33         | 14                 | 9               | Paisley Northwest; Renfrew South and Gallowhill; Paisley Southwest; Johnstone North, Kilbarchan, Howwood and Lochwinnoch; Houston, Crosslee and Linwood; Paisley Northeast and Ralston; Johnstone South and Elderslie; Paisley East and Central; Renfrew North and Braehead                               |
| North Ayrshire      | 30         | 18                 | 8               | Irvine West; Saltcoats and Stevenston; Ardrossan; Irvine South; Garnock Valley; Kilwinning; Irvine East; North Coast                                                                                                                                                                                      |
| East Ayrshire       | 25         | 13                 | 7               | Kilmarnock North; Kilmarnock South; Ballochmyle; Doon Valley; Kilmarnock West and Crosshouse; Irvine Valley; Cumnock and New Cumnock                                                                                                                                                                      |
| West Dunbartonshire | 21         | 9                  | 6               | Clydebank Central; Clydebank Waterfront; Dumbarton; Lomond; Leven; Kilpatrick                                                                                                                                                                                                                             |
| South Ayrshire      | 15         | 5                  | 4               | Ayr North; Girvan and South Carrick; Ayr West; Troon                                                                                                                                                                                                                                                      |
| Argyll and Bute     | 6          | 4                  | 4               | Dunoon; Isle of Bute; Helensburgh Central; Oban South and the Isles                                                                                                                                                                                                                                       |
| East Dunbartonshire | 3          | 2                  | 2               | Kirkintilloch East and North and Twechar; Bishopbriggs North and Campsie                                                                                                                                                                                                                                  |
| East Renfrewshire   | 2          | 1                  | 1               | Barrhead, Liboside and Uplawmoor                                                                                                                                                                                                                                                                          |