

**DIGEST OF RESEARCH ON EQUALITY**  
**Working Paper 4**

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## DIGEST OF RESEARCH ON EQUALITY

This paper presents an overview of key research conducted recently in the area of equality. It focuses primarily on research examining recent trends and issues in Scotland and covers both quantitative and qualitative approaches. The digest begins with a discussion of generic equality statistics published in 2006 by the Scottish Executive in a compilation of statistical trends in Scotland in a range of policy areas, disaggregated along a number of equality dimensions. The remainder of the digest is organised into sections based on the six equality strands identified in the 2006 Equality Act. These are: gender, disability, race, sexual orientation, religion or belief, and age.

The organisations that conducted or commissioned the research include: the Scottish Executive, Commission for Equalities and Human Rights, the Equal Opportunities Commission, the Disability Rights Commission, the Commission for Racial Equality, the Economic and Social Data Service, the Home Office, the Department for Work and Pensions, LGBT Youth (Scotland), Stonewall, and Children in Scotland. While not an exhaustive list, this digest contains some of the most important and up to date research currently available. Publication titles are followed by a description, summary of the findings and a brief commentary where appropriate.

### GENERIC EQUALITY STATISTICS

Since devolution the Scottish political apparatus has promoted research and policy development in the area of Equality. Unlike the UK parliament, one of the Scottish parliament's four founding principles is to promote equality of opportunity for all and its legislative outputs are subject to veto by the European Court of Human Rights. Furthermore it lacks a House of Lords, which is an arm of the UK legislature that has traditionally delayed or prevented policy developments in certain strands of equality. It has a particularly high number of female MPs (at around 40%, one of the highest figures in international comparisons). It established an Equal Opportunities Committee to develop the equality agenda and promote it across all areas of activity in the parliament. At the same time the Scottish Executive set up an Equality Unit, which has conducted and commissioned a large amount of research into equality, both quantitative and qualitative. The most significant pieces of research carried out recently are listed below.

#### **High Level Summary of Equality Statistics: Key Trends for Scotland, November 2006**

The High Level Summary of Equality Statistics (HLSES, available online at <http://www.scotland.gov.uk/HLSES>) presents statistical trends in the main areas of government policy. The data presents information along a number of equality dimensions including age, disability, ethnicity, gender and in some cases religion. In the HLSES data are presented in such a way as to highlight differences and potential areas of inequality in Scotland. The HLSES does not explore the reasons underlying the differences it presents, although acknowledges the likelihood of a complex interplay of cultural, demographic and socio-economic factors. The statistics are set out in graphic form accompanied by a short narrative. The data have been compiled using a range of administrative and survey sources. The strand of sexual orientation is

not included in HLSES since quantitative data on this group is not widely collected by central government. The publication does, however, contain links to a selection of LGBT research available on the Scottish Executive website. During 2007 the Office of the Chief Statistician (OSC) plans to address the issues (including inadequate survey instruments) relating to the current lack of statistical data on LGBT groups. The information on disability is collected using both administrative and survey sources. With some exceptions, the data are generally gathered using the definition of disability outlined in the Disability Discrimination Act 1995. However, because the HLSES uses data gathered from a range of sources, the disability categories vary to some degree across the topics covered. Data on ethnic groups are similarly collected from a range of sources, including Census data (1991 and 2001). Most of the data presented were gathered using the definition and classification scheme adopted in the 2001 Census, although here again some variation occurs throughout the HLSES. The ethnicity classification to be used in the 2011 census is currently under review.

The HLSES presents data on twelve main areas of government activity. These are listed below, with selected sub-topics in parenthesis:

- Population and Migration (expectancy, population projections and profiles)
- Businesses (size of companies in Scotland; entrepreneurship)
- The Labour Market (earnings, employment activity, and NEET)
- Transport and Travel (personal travel, travel to work/school)
- Lifelong Learning (age participation index, demographics in HE, financial support, education and religion)
- School Education (pupil numbers, attainment, staffing, exclusions, inclusion, learning difficulties)
- Tourism and Culture (tourism, culture, sport)
- Children and Young People (child protection, childcare, community involvement, social work services staff)
- Health and Community Care (life expectancy, mortality rates, diet, obesity, physical activity, smoking, alcohol, sexual/dental/mental health)
- Crime and Justice (crime and disorder, prison, homicide, youth crime, sentences imposed)
- Housing (stock and tenure, housing quality, perceptions and neighbourhoods, special adaptations in the home, homelessness)
- Social and Welfare (income, deprived areas)

### ***Sample Findings***

*Population:* Life expectancy in Scotland remains at the bottom of Western European league tables, including the UK. As men are living longer, the gender difference in life expectancy is decreasing. The Scottish population is estimated to rise until 2021 and thereafter decline. In common with the rest of the UK, Scotland's population is ageing. By 2031 the population over 65 is expected to have risen by 71% for men and 50% for women. Just over two-thirds of the population reported having a religion in the 2001 Census (the largest include 42.4% Church of Scotland; 15.8% Roman Catholic; 6.8% other Christian; 0.84% Islam; 0.53% another religion). The Christian (65.09%) and Jewish (0.13%) groups have the oldest age profiles.

*Businesses:* Scotland's businesses are predominantly small-scale, with no critical mass of larger scale business (employing more than 250 people). The ethnic minority workforce, especially South and South East Asians, is predominantly employed in micro or small businesses. These ethnic groups also account for the highest number of self-employed. Entrepreneurs are more likely to be between 55 and 64 and male.

*Labour Market:* Employment rates have steadily risen in recent years in Scotland, with the figure 17% lower for minority ethnic groups than for white ethnic groups. Muslims have the highest unemployment rate at 13%, while on the other hand those reporting their religion to be Church of Scotland show the highest levels of economic activity. This difference arises partly from high levels of female economic inactivity among Muslims. The employment rate differential between disabled and non-disabled adults has narrowed by 7% since 1999. The gender gap in this respect has remained fairly constant. Since 1999 the employment rate has increased most markedly (by 8%) for those aged 55 to 59/64, suggesting fewer people are now opting to take early retirement. The gender gap in earnings remains, although it has narrowed in most areas. For example, median pay for females in full-time employment was 17% lower than for males in 1999. This figure had narrowed to 13% by 2003. The proportion of working age adults claiming benefits in Scotland has generally declined to just under 9%, although the figure is significantly higher for those living in the most deprived areas of Scotland (39% of males in 2005 compared with 13% living in the rest of Scotland). The NEET population (16 to 19 year olds not in employment or training) has remained relatively stable since 1996, sitting at 14% of all 16 to 19 year olds.

*Travel:* More Scots now drive to work (with figures rising by approximately 10% between 1999 and 2005), while cycling is the least favourite mode of commuting. Similarly, the number of pupils travelling to school by car has risen since 1999 and the number of pupils who walk has fallen. Holders of a driving licence have increased in number since 1999, including those with a disability, although this section of the adult population is more likely to use a local bus service.

*Lifelong Learning:* The number of students in higher education (HE) in Scotland has increased steadily over the last ten years by around 14% for male students, and a massive 60% for female students. Since 1996-7 female students have outnumbered male students and the gap is widening. The number of disabled students has also been increasing (from 3% to 6% of the total HE student population from 2000-01 to 2004-05). The Further Education sector has seen a similar increase in the number of enrolments by disabled students. The figures for ethnic minority HE students have shown less marked change, but the age profile of students has seen some marked changes, most notably among the 50+ age range, with a four-fold increase in the decade between 1994 and 2004. Similarly, students aged between 40 and 49 years more than doubled over the same period. Graduation figures also reflect these trends. While women progressively outnumber men in a range of HE course subject areas, men still predominate in Engineering and Technology, Mathematical Sciences, and Architecture. Just over half of HE ethnic minority students graduated from Business Administration, Education, and Mass Communication. Enrolments in both further and higher education courses peaked around 2000 to 2002 and have declined slightly since that time. In both sectors women outnumber men and the most marked increases are in the 50+ age bracket. Among students receiving financial support, the figures for

disabled students have risen the most dramatically (three-fold from 1999 to 2005). The most highly qualified religion group is Hindu, where 58% possesses degree level qualifications. This is closely followed by Buddhists (40%) and the two main Christian groups, while the least qualified are Sikhs.

*School Education:* Attainment levels at Standard Grade (not including pupils in special or independent schools) have been almost constantly better for females than males since 2000/01. Performance levels are even better still among females from minority ethnic groups (for example 46% versus 39% in 2004-05). The highest performing are Chinese pupils and the lowest are those whose ethnic group is not known/disclosed. In a similar pattern to the differential in economic activity levels, pupils in the most deprived areas of Scotland perform markedly worse than in the rest. The percentage point gap (measured at 26 for in 2005/05) has remained almost unchanged since 2002. Average tariff scores have displayed similar disaggregated trends over the same time period. At both secondary and primary schools, female teachers outnumber males by a ratio of almost 3 to 1, and this trend has steadily increased since 1999/00. More than a third of this professional population is aged between 50 and 59. In 2005, the largest number of children receiving free school meals were Traveller pupils (both Gypsy and Other) followed by Other (not Caribbean or African) Black pupils. The smallest number of pupils registered for free school meals were Chinese. This group also experienced the fewest school exclusions. The largest number of exclusions was among Black Caribbean pupils. In an historically constant trend, a markedly higher proportion of pupils with a Record of Needs or Individualised Education Programme are male (70% in 2005). The majority (66%) of all pupils in these two categories were in mainstream classes, with 23% attending special schools. A large proportion of pupils with RoN or IEP had moderate learning difficulties (21.3%) or specific learning difficulties (20.9%).

*Children and Young People:* The Scottish Index of Multiple Deprivation indicates a good level of provision for childcare/family services in the most deprived areas of Scotland, including crèche and family support services. However, there is relatively little provision (6%) of playgroup services in these areas. Many such services are likely to experience staff shortages. Staff in this sector are disproportionately female, aged between 35 and 49 years and from white ethnic groups. There was a 7% increase in the number of boys on the child protection register between 2004/05 and 2005/06 (compared with 5% for girls). Overall, Scottish social work services are much more likely to be staffed by women.

*Health and Community Care:* While life expectancy and health expectancy are both increasing for Scots, figures suggest women spend more years than men in poor health. Mortality rates for coronary heart disease and cancer have decreased for both men and women since 1999. When mortality rates are cross-compared with region, the figures reflect a higher number of early deaths in the most deprived areas and the greatest longevity in the least deprived areas. Less than a third of all deaths occurring the most affluent parts of Scotland happen below the age of 75. In the most deprived areas the figure for this age range is over 50% (based on figures for 2003 and 2005). Obesity levels across Scotland have increased from 16% (male) 19% (female) in 1995 to 24% (male) 27% (female) in 2003. While the Scots' dietary habits have shown few marked areas of improvement (other than reduced fat intake) the number of smokers fell by 4 percentage points between 2003 and 2005. The prevalence of smokers is

slightly higher among adults with a disability or long-term illness. There has been a marked increase in excessive alcohol consumption among women, alongside a decline among men. These habits tend to decrease with age, although the upper age range included in statistics does not extend beyond retirement age. The prevalence of sexually transmitted infections among younger age groups has been increasing since 1996. This is most marked between the ages of 15 and 24.

*Crime and Justice:* There are markedly more male than female police officers although the gender gap (roughly 4:1) is narrowing. The number from ethnic minorities doubled (from 0.5% to 1%) between 1999 and 2005. To achieve full representation (matching the ethnic minority percentage of the Scottish labour force as a whole) this figure would need to double again. Over the past decade there have been increases in crimes of rape (more than double) and indecent assault (up 13%). The female prison population is more than double what it was in 1973, with marked increases occurring from 2001/02.

*Housing:* A survey conducted in 2003/04 found that 35% of single pensioner households and 27% of older smaller households (containing one or more pensioners) were living in fuel poverty. Disaggregated figures for disability, gender and age are also given in relation to housing type, attitudes to one's neighbourhood, and homelessness.

*Social and Welfare:* Over the past decade the number of low income households has decreased, in particular for children and pensioners. Among those most likely to live in relative low income households are lone parents (compared with two parent households, single adults or adult couples), single pensioners (versus those in a couple). In 2001 15.3% of Scotland's population lived in its most deprived areas, more of whom were female (by 0.7%).

### ***General Comment on the High Level Equality Statistics***

Measures cross-comparing age vary in the upper age limit measured. For example home care measures recipients in the 16-64, 65-74, 75-84 and 85+ age brackets. By contrast measures for alcohol consumption do not include measures beyond the age of 64. In relation to mental health, moreover, only gender is cross-compared. However, over and above such omissions in cross-comparison and variability within measures adopted, the most significant omission remains the total absence of measures for inequalities by sexual orientation. The reason given for the lack of disaggregation by sexual orientation is the fact that a standard classification scheme has not yet been established, and that many respondents may be unwilling to share this information. However the need for disaggregated information on this group has been stressed by both the Equality Network and Stonewall.

Moreover, traveller communities are omitted from official measures of equality and yet are a group identified by the 2006 census as being subject to increasing levels of discrimination (in terms of attitudes) in the Scottish context (alongside muslim groups). However, the Executive does issue biannual reports on these communities. According to the latest report in January 2005, there are a total of 272 households on council sites, 90 on privately owned sites and 66 using roadside locations. This brings the estimated total of Gypsies/Travellers in Scotland to 428 households,

approximately 1,370 people. However, this captures only those living on council sites rather than private or roadside sites. Access to education and other services can be problematic for these groups, but no measures currently exist on this. Furthermore, experiential data is lacking for this group which might give insights into its links with the growing problem of sectarianism in Scotland.

### **Scottish Social Statistics, Scottish Executive (2001)**

The first of two social statistics publications. This presents data on topics related to ten key areas of social policy. The report is accordingly presented under the following headings: population, households and families; housing; education and training; labour market; income, wealth and expenditure; health and care; crime and justice; transport; environment; lifestyles and participation.

Available at: <http://www.scotland.gov.uk/stats/sss>

### **Scotland's People: the Scottish Household Survey (annual data since 1999)**

**Description:** The Scottish Household Survey (SHS) is a major cross-sectional survey, commissioned by the Scottish Executive in 1998 to provide reliable and up-to-date information on the composition, characteristics and behaviour of Scottish households, both nationally and at a sub-national level. From the outset, it was intended that the data should be made publicly available for secondary analysis.

The survey has its own website at <http://www.scotland.gov.uk/Topics/Statistics/16002>

### **Scottish Household Survey Topic List 1999-2006 (March, 2005)**

**Description:** This publication lists the topics included in the Household Survey. It covers most key strands of equality and a range of behavioural and occupational issues including income, transport, recreation, (dis)ability, health, education, property ownership, and community and political participation.

**Comment:** Notably, the survey does not include questions on sexual orientation or transgendered status. A question about religion was added in 2001.

## **RESEARCH BY TOPIC AREA**

The following sections present details of quantitative and qualitative research carried out or commissioned by a range of organisations based in Scotland. The entries are presented under the equality strand with which they are most clearly associated. Where a piece of research does not easily fit into any of the six strands it is included at the end in the section on 'Other Research'.

For an up to date overview of information and contact details for ongoing, forthcoming and recently published social research projects relevant to social justice in the various Scottish Executive departments and Communities Scotland see *Social Inclusion Research Bulletin* Issue No.16/2007

<http://www.scotland.gov.uk/Publications/2007/03/29101711/0>

## GENDER

### **A Gender Audit of Statistics: Comparing the Position of Women and Men in Scotland - Research Findings (March 2007)**

*Description:* This research provides a review of statistics on gender differences and inequalities in Scotland across a range of key areas of social and economic life.

#### ***Main Findings:***

There are more women than men in the population of Scotland overall, with women's average life expectancy being 5 years greater than men's. The population is ageing, while fertility is declining, and is below the level needed to replace the population. The average age of mothers has risen, and almost half of all births are to unmarried parents. There is a growth of smaller households, especially single people and lone parents.

- Women remain consistently under-represented in decision-making bodies in political and public life. Though women have increased their representation in some areas, for example making up 39% of MSPs in the Scottish Parliament, in other areas such as local government and public appointments the gender balance has remained static in recent years.
- More girls than boys stay on at secondary school after the compulsory school leaving age; girls leave school with more and higher qualifications than boys on average; girls are more likely than boys to go on to further and higher education after leaving school, with young women now making up the majority of entrants in both sectors. Women are the overwhelming majority of primary school teachers, a majority of secondary school teachers and academic staff in Further Education, while men are the majority of academic staff in Higher Education. Women are under-represented in senior positions in all spheres of teaching, from primary school to Higher Education.
- Over time there has been a significant narrowing of the gap between employment rates for women and men, as women have increasingly taken up paid employment. Women are more likely than men to work part-time and to use flexible working arrangements. Women and men are concentrated in different industrial sectors and in different occupations, with women, for example, predominating in key public sector workforces, and in lower occupational grades. Men are more likely than women to be self-employed.
- Over time the gap in average earnings of women and men has decreased, though in 2005 full-time women workers' average hourly earnings were still only 88% of full-time male workers' average hourly earnings. Women part-time workers earn lower rates of pay on average, and women part-time workers' average pay compares particularly unfavourably with that of full-time male workers. When all sources of income are taken into account, the disparity between average incomes of women and men is greater than the disparity for earnings alone. Women are more likely than men to be reliant on state benefits, while male workers are more likely than female workers to have some form of pension provision.
- Childcare provision for pre-school age children and out of school provision for school age children has increased in recent years, with the vast majority of 3

and 4 year olds now having access to pre-school provision. Formal childcare provision for pre-school and school age children exists in a variety of forms, with in 2004 there being on average 12.4 places per 1,000 children aged 0-14 across Scotland. However, the majority of children receiving childcare are using informal provision, such as being looked after by relatives, friends or neighbours. The childcare workforce is overwhelmingly female, and women also make up a large majority of social work services staff in Adult Community Care. Women are the majority of unpaid carers caring for people in their own homes, and outwith the home, and women are also the majority of those requiring help and care, whether home care services or residential care.

- Women live longer than men on average, and while the main causes of death are similar for men and women, the patterns of mortality from these main causes differ to some extent. With respect to mental health, women are more likely than men to suffer from anxiety and depression while men are more likely than women to commit suicide. Men are more likely than women to risk their health through smoking, alcohol consumption and poor diet, though men are also more likely than women to have a high level of physical activity.
- Men are much more likely than women to commit crimes, they are more likely to commit serious crimes, and more likely to receive custodial sentences. There are far greater numbers of men than of women in prison, though the numbers of both men and women in prison in Scotland have been rising in recent years. Men are more likely than women to be victims of violent crime in general, while women are overwhelmingly the victims of domestic abuse. Men are the majority of the workforce in the judiciary and the police services, while women are the majority of the social work workforce working with offenders, and of children's panel members. Women are under-represented in senior positions in the judiciary and police services.
- In the past two decades there has been a significant shift in the balance of types of housing tenure, with two thirds of all households now being owner occupied. Households in which men are the highest earners are much more likely than households where women are the highest earners to be home owners, 74% compared to 55% in 2005, and male single pensioners are more likely than female single pensioners to be homeowners, 51% compared to 48%. Of all types of household lone parents are the least likely to own their home, with only 30% of lone parents being home owners. Half of all single men in 2005 were reliant on rented accommodation, and single men were the largest group making applications to local authorities because of homelessness.
- Men are more likely than women to hold full driving licences, though a majority of both sexes now do so. The proportion of men holding driving licences has been relatively stable since the early 1990s, while the proportion of women doing so has been rising. Men are more likely than women to have access to a car for their private use, and they drive more frequently, while women are more likely than men to use local bus services. Men are more likely than women to be involved in road accidents, and men and boys are more likely to be casualties than women and girls respectively.

**Social Focus on Women and Men 2002 - A Scottish Executive National Statistics Publication (2002)**

The second in two social statistics publications. As outlined above, the first publication (*Scottish Social Statistics*, 2001) covers ten broad areas of social policy. This second publication focuses on gender, highlighting where data are available, the differences between women and men in areas such as population, housing, income, health, the labour market, education, crime, and social participation. The data is organised according to the following main topics: population (demographic profile, births, marriage etc.), households and housing, income and wealth, health and care, labour market, education and training, crime and justice, social participation.

No qualitative or causal analysis is included.

### **Refuges for Women, Children and Young People in Scotland (Oct 2003)**

**Description:** A research report providing details of the experiences, preferences and priorities of women and children, the standards and number of refuges currently provided in Scotland and an audit tool. The report focuses on refuge accommodation provided by the Women's Aid (WA) network in Scotland (at the time of writing there were 115 of these)

#### ***Key Recommendations include:***

- national minimum standards for refuge provision in Scotland, with requisite resources to make adequate provision across all WA groups
- greater use of (where possible) purpose built *cluster* refuges containing single occupancy flats and communal areas, including age-specific children's rooms.
- traditional *shared refuges* should be phased out
- all WA groups should be encouraged to move towards a pro-active approach in their support work with women refuge residents
- follow-on support for both women and children leaving refuge should be available in all areas
- increased partnership and outreach working would enable WA to better meet the needs of women and children with particular or complex needs, such as ethnic minority families and women with alcohol or drug dependencies. Urgent consideration should be given to the needs of teenage boys within refuge to avoid their feeling '*labelled*' by the 'no over 16 males' rule.

### **Researching Women in Rural Scotland - Report of Conference organised by the Scottish Executive Inverness (June 2001)**

**Description:** the report describes proceedings of a conference, including contributions addressing the issues of rural women and poverty; women's role in rural economies; women, family and community in rural life.

### **Women and Men in the Professions in Scotland (Scottish Executive, 2001)**

**Description:** data from the Labour Force Survey show that women's overall participation in the labour market in Scotland has increased since 1990. However, there has been very little research in Scotland about the changing nature of the labour

market and how that has affected women's employment situation. This study examined the gender profile of professions in the following areas:

Natural Scientists  
Engineers and Technologists  
Health Professionals  
Teaching Professionals  
Law Professionals  
Business and Financial Professionals  
Professions working in the Environment  
Service Professionals  
Administrators and Managers.

**Key Findings:** The findings from this study show that there is a larger proportion of women in the lower grades than in the higher grades across all professions. In male dominated professions like engineering where they make up a small proportion of graduate members of the professional organisations, women account for less than 10% of chartered members. In professions such as nursing, teaching or personnel where women predominate, women account for almost all members at the lowest grade but only around three quarters at the highest grades. None of the professional organisations included in the survey had undertaken monitoring of the gender balance of their workforce and few had taken steps to ensure greater gender equality. Interest in gender balance and equal opportunities policy and practice appears less developed at the Scottish level of professional organisations as compared to the UK level. Data on women vary across professions and are often partial, limited or non-existent. This study provides some baseline data and demonstrates a general under-representation of women in senior roles in both the professions where women dominate and those where they do not.

A number of barriers are perceived to continue to exist to the achievement of equality for women in professions. These include exclusionary practices of male networks (which may be neither consciously nor directly discriminatory, but which nevertheless have the effect of excluding women); stereotyped notions about 'women's' and 'men's' work and/or working styles; resistance to changing patterns of working life and careers which disadvantage women; a narrow interpretation of equal opportunities and limited appreciation of the extent to which equal opportunities policies and initiatives can improve women's position; and a failure of professional organisations to take responsibility for the promotion of equal opportunities.

### **Women in Decision-Making in Scotland: A Review of Research, Scottish Executive (1999)**

**Description:** The review was undertaken in 1997 as part of a Europe-wide study of research on women in decision-making. The study focused on the extent and character of research being undertaken on women in decision-making in political, economic and social spheres. Both quantitative and qualitative studies were included. This summary of the state of research in Scotland adds to the growing literature documenting the experiences of women in Scotland, and identifies the gaps in knowledge.

**Comment:** Some of the findings of this study may now be outdated. For example, in the devolved political context Scotland now enjoys more equal levels of gender representation than the rest of the UK.

**Key Findings:**

- In political decision-making, at parliamentary level, women are under-represented in Scottish seats.
- At local government level, there is greater participation of women as candidates and elected members. However, women are under-represented among council leadership posts and at Chief Officer level.
- Women's involvement in national and local government is affected by supply and demand factors: structural, organisational, cultural and individual.
- Areas where there appears to be less research or even routine monitoring in the public domain, documenting or accounting for the position of women, include:
  - gender composition of the committees for handling Scottish business in parliament;
  - membership of public bodies;
  - party political membership;
  - administration of the Scottish Office at senior grades;
  - second and third level local government appointments;
  - gender composition of and contribution of women to non-governmental organisations (NGOs).
- In economic decision-making, women are under-represented at senior management level.
- Training for women into and in decision-making is unsatisfactory
- In the voluntary sector there is greater leadership participation than in the public and private sectors, though this may vary according to the size of the voluntary organisation.
- Little research has been undertaken on women's participation in decision-making in churches and religious organisations. Existing data suggest that women are under-represented at decision-making levels.
- There has been little research exploring the impact of the Sex Discrimination and Equal Pay Acts in Scotland.
- Studies on the implementation of equal opportunities policies in the workplace draw attention to variations within and between organisations in terms of:
  - the impetus behind the introduction of policies;
  - their degree of formality and scope;
  - how far monitoring and audit mechanisms include analysis by gender.

There are gaps in knowledge of women's representation within, and experience of, decision-making contexts.

**RACE**

## **Ethnic Identity and the Census, Social Justice (Equalities) Research, Scottish Executive, (June 2005)**

**Description:** This research was commissioned in order to inform a re-evaluation of the ethnic identity categorisations currently used in the Census, with a view to developing a category to meet a variety of needs. The main aim of the research was thus to explore how people would choose to categorise their own ethnic identity, while at the same time examining the needs of people making use of the data collected using these categories. This qualitative research examined the views and experiences of stakeholders, data users and data providers.

**Key Recommendations:** Overall the research found that most respondents felt some changes to the existing classifications would be useful, although there was debate over how best to execute such change. The research highlighted the following areas to explore in future consultation:

- The reasons for asking about ethnic identity in surveys should be made clear to respondents
- The way in which ethnicity data is used to improve services in Scotland should be better disseminated
- Census data should be used more extensively to meet the diverse needs of communities at national and local levels
- Better mechanisms are needed to assist those who have difficulty filling in forms like the Census (because of literacy or language issues)
- How should issues of colour, nationality and ethnicity be disentangled in question frameworks?
- Because colour can trigger discrimination it is an important area for data collection and monitoring. However, is the Census the correct vehicle to do this? If yes, what would be appropriate wording for such a question?

## **Racist Incidents Reported by the Police in Scotland, 2003/04 to 2005/05 (March, 2007) Scottish Executive Statistical Bulletin**

This bulletin reports details of all incidents, all crimes or offences associated with each incident, and, where possible, details of the victims and perpetrators.

**Main Findings:** The figures show an overall increase in the number of racist incidents, rising by 13% from 2004 to 2005 (the figures for 2003 are incomplete, reporting only for 7 of the 8 forces in Scotland). Forces have actively encouraged greater reporting of such incidents and data collection methods have improved, both of which may be factors affecting the increase in the statistics.

**Location:** Fife constabulary was the only force to show a consistent decrease in reported incidents and crimes. The rate tends to be much higher for Aberdeen, Glasgow, Edinburgh and Dundee.

**Type of Crime:** The most frequently recorded crime was racially aggravated conduct, which accounts for just over half of all racist related crimes recorded over the three year period.

*Victim Profile:* In each year, more than 50 per cent of victims were of Asian origin (that is, Indian, Pakistani, Bangladeshi or other Asian), with the majority being Pakistani. The largest visible minority ethnic group in the Scottish population is Pakistani, based on the 2001 census figures.

*Perpetrators:* 95% of perpetrators were White, around half of them under the age of 20, and 25% under the age of 16.

### **Mapping Ethnicity in the Highlands and Islands: Access to Further and Higher Education among Minority Ethnic Groups in Moray and the Highlands and Islands, (2005)**

*Description:* Research conducted for the North Forum for Widening Participation in Higher Education. The main aims of the study were to identify barriers faced by minority ethnic groups in North of Scotland in accessing further and higher education, and to make recommendations to overcome them. The project focused on the following council areas that are part of the North Forum: Highland, Moray, Orkney, Shetland and the Western Isles. The project comprised a demographic profile of the minority ethnic population in that area, a review of the literature, and qualitative research gathering the views of institutions and minority ethnic respondents.

*Main Findings:* The study found the needs and perspectives of this geographically dispersed minority community are often overlooked in policy planning and by education providers. Education providers have tended to see this population as a market to 'tap' rather than a source of cultural diversity to be recognised. The study identified considerable unmet demand for EA/EFL provision. There was little awareness among the respondents of specific institutional supports available for minority ethnic people. In general, the study recommended a much more proactive strategy on the part of education providers to be generally inclusive of the ethnic minority community in the study area.

### **Minority Ethnic Pupils' Experiences of School in Scotland, (March 2005)**

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*Description:* Part of the 'Insight' series, this study identified and documented the experiences of minority ethnic pupils in a range of school settings in different parts of Scotland using semi-structured interviews and focus groups with pupils, parents and teachers, postal questionnaires, documentary evidence and analysis of quantitative data. The data stems from a sample of 24 schools.

*Policy Context:* The key macro structures for securing race equality in Scottish Schools are the Race Relations (Amendment) Act, inspectorial frameworks and the National Priorities (in particular Priority 3: Equality and Fairness and Priority 4: Values and Citizenship). This Insight report focuses on findings gained from the qualitative data, which was collected in 2002 from 94 pupils, 82 teachers and 38 parents. Parental perceptions are equally affected by the outlook and attitudes of the school. Committed leadership and appropriate staff development are identified as key factors in achieving the mainstreaming of race relations in schools.

**Main Findings:** The findings reveal considerable differences in the experiences of minority ethnic pupils depending on the schools they attend, and whether race equality perspectives are embedded in the ethos of those schools and proactively pursued in its activities.

### **Audit of Research on Minority Ethnic Issues in Scotland from a 'Race' Perspective (September 2001)**

**Description:** this audit was commissioned to identify and review research relating to minority ethnic people in Scotland in order to inform the development of a new Scottish Executive research programme in this area. The study discusses key themes arising from the identified research, highlights significant research gaps and makes recommendations for future research. The construction of an electronic database of relevant research material, capable of being updated and extended, has formed an integral element of this study.

#### **Main Findings**

- There were few national, regional or longitudinal studies relating to the minority ethnic population and few comparative studies between the majority and minority ethnic population. Instead, there was a predominance of small-scale qualitative studies that were restricted to local areas
- Many studies articulated the views and experiences of service users and potential users. Few studies evaluated the extent to which lead organisations had mainstreamed race equality into their organisational structures and processes
- Research activity tends to have concentrated upon housing, education, social care and health issues. Less attention has been paid to access to justice or employment and enterprise; and even less to poverty, rural issues and issues related to identity or involvement in the democratic process
- Cross-cutting themes emerging from research identified by the audit include the need for public service design and delivery to reflect individual needs, including cultural and religious requirements; low levels of knowledge and use of services by minority ethnic people and evidence of institutional and structural barriers to accessing public services. Identified research also provides evidence of racial disadvantage, discrimination and harassment in some policy areas
- The audit highlights a lack of research on issues of identity, involvement in the democratic process, diversity within and between minority ethnic groups or the nature and impact of multiple discrimination. The audit also identifies a lack of evaluation of the implementation of equal opportunities policies and a relative absence of a rural dimension to minority ethnic research studies
- The audit suggests that cross-cutting research is required to support the development of ethnic monitoring systems, to evaluate the impact of race equality policy and practice in key policy areas, to explore issues of diversity, identity and active citizenship and to provide a rural research dimension to national research studies.

#### **Research by the Commission for Racial Equality**

The CRE commissions a range of research projects related to its strategic priorities. Most of the reports and factfiles published are available to download from their website <http://www.cre.gov.uk/research/projects.html>

### **The reception and integration of new migrant communities**

This research, carried out for the CRE by the Institute for Public Policy Research, looks at the reception and integration of new migrant communities across ten locations in the UK, paying particular attention to the tensions arising from their arrival and settlement, key lessons from the response of public authorities, and how they use their responsibility under the race equality duty in this response.

### **Factfile: Ethnic minorities in Britain**

This factfile draws upon a wide range of research data, including Census 2001 and Labour Force Survey figures, to paint a detailed picture of who lives in Britain today.

### **Race Relations 2006**

The report of this research project, carried out by Ipsos MORI for the CRE and published in March 2007, describes the feelings, attitudes and opinions of people living in Britain today in relation to culture, identity and race relations.

### **Promoting Interaction between People from Different Ethnic Backgrounds Participation and Local Strategic Partnerships**

Summaries of the findings of two research projects commissioned by the CRE and published at the CRE Race Convention in November 2006

### **Asylum in the UK**

This project involved commissioning three research studies to look at public attitudes to asylum and migration in the UK, published between July 2005 and February 2006. The project was prompted by our concern that these attitudes may be a cause of tensions between some communities in Britain.

### **What is 'Britishness'?**

The CRE commissioned two research studies to examine the ways in which British people of different ethnic backgrounds living in England, Scotland and Wales think about 'Britishness', and about 'success'. The aim of the project was to answer the question 'What is 'Britishness'? and explore its potential role in integration.

### **Ethnic minorities and the print journalism sector**

This piece of work looks at the extent to which race and gender discrimination might play a part in the decisions of workers considering whether or not to leave the sector.

### **Employment and Ethnicity: Factfile 2006**

Looks at:

- levels of employment and unemployment, by ethnic group and gender
- local, regional and national variations in employment
- the different types of work that people from different ethnic groups do
- pay differentials between ethnic groups
- trends in complaints of racial discrimination
- the effect of 'ethnic penalties'
- employment rates among foreign nationals, by country of origin.

## **DISABILITY**

### **Disability in Scotland 2005-2020: a state of the nation report, Scottish Council Foundation, 2005**

**Description:** A study commissioned by the Disability Rights Commission to collate information on the position of disabled people in Scotland and to suggest possible areas for future improvement. The main focus of the study is on the potential impact of future demographic changes and on policy, attitudes and awareness in relation to disability. The study combines analysis of recent statistics and trends with a review of a range of research in this field.

**Key Conclusions:** Overall attitudes to disabled people are positive in Scotland, with relatively high levels of awareness about unfair treatment and barriers faced by disabled people. Disabled people tend to be disadvantaged in their experience of mainstream public services like healthcare, education, housing and social care. While some progress has been made in Scotland in recent years (in relation to employment levels, access to learning and to public transport), many environmental, access, legal and institutional barriers remain that lead to discrimination and exclusion. Many disabled people live in deprived communities, are more susceptible to unemployment and poverty (both material and aspirational), and are more limited in their choices to improve their own circumstances.

**Key Recommendations:** Categorise according to need rather than disability; integrating this anticipatory good practice in the delivery and design of better integrated, well-resourced public services. Build communities with an inclusive, accessible infrastructure, based on participatory decision-making. Adopt strategies to improve access to jobs for disabled people through both government initiatives and by creating more inclusive, flexible workplaces. Tackle persistent problems in relation to low incomes, for example through savings schemes and by increasing the number of social housing providers offering assured rental schemes. Adopt strategies to improve disabled people's health and well-being over the lifecourse, like flexible working arrangements for all and increasing self-sufficiency supports for older people. Increase the opportunities for joint activities and events between disabled and non-disabled people to foster more positive attitudes. Incorporate the views of disabled people in decision-making. Improve provision in the area of 'out of work incomes'.

### **Disability and Employment in Scotland: a review of the evidence base, University of Edinburgh and University of Glasgow 2005**

**Description:** Study commissioned by the Scottish Executive Social Research to identify and discuss the evidence in relation to the position of disabled people in employment in Scotland. The study combined analysis of statistical data with a review of relevant literature.

**Main Findings:** Up to a fifth of Scotland's population has a disability. The number of disability-related benefits claimants continues to rise and employment rates disabled people remain low. In the context of national variation, Glasgow has the highest incidence of disability, of incapacity benefits claims, and the lowest levels of employment among disabled people. When compared with people without a disability, disabled people have comparatively fewer qualifications and are more likely to be employed in low skill occupations attracting lower incomes. There is a lack of policy initiatives focussed on addressing the preponderance of people with a limiting long term illness among the economically inactive. Employment initiatives typically place fewer than a fifth of disabled people in work.

This study also identified the following research gaps:

- Lack of Scottish data in relation to Jobcentre Plus programme evaluations, as well as evidence of the impact of key legislation like the Disability Discrimination Act and National Minimum Wage.
- Lack of information on 'what works' in existing programmes and policies
- Lack of disaggregated data on disabled people's experiences of employment and employment services
- Need for: more qualitative research exploring individual experiences of disabled people and the perspectives of employers;
- more research on disabled children and young people's experiences in school and school leaving destinations;
- longitudinal research examining career development of disabled graduates;
- more research on the complex and multi-dimensional nature of the barriers faced by disabled people;
- more analysis of the spatial dimension of disability and its interaction with employment, income and poverty.

## AGE

### **A Strategy for a Scotland with an Ageing Population: Qualitative Research with the General Public (March 2007)**

**Description:** Qualitative Research by Ipsos MORI commissioned by in response to the Scottish Executive's *Strategy for a Scotland with an Ageing Population* (published March 2007), titled: "All Our Futures: Planning for a Scotland with an Ageing Population" to address the challenges and opportunities posed by Scotland's ageing population. The research centred on the following themes:

- attitudes towards the ageing population
- how people view the impact of ageing on themselves - their aspirations for old age and barriers they perceive to fulfilling those aspirations
- perceptions of change needed to support an ageing population.

Interviews and focus groups were conducted with participants representing a range of ages, gender and sexuality profiles, socioeconomic and ethnic backgrounds.

**Main Findings:** The research found that although there was some awareness of Scotland's ageing population, its implications were not fully appreciated. Prevalent attitudes felt that older people were not seriously discriminated against or disadvantaged except in relation to health.

*A Youth-focussed Bias:* The survey found that predominant attitudes favoured the needs of younger people over those of older people (where they were in conflict). This prevalent youth-centred attitude suggests that until attitudes change the Strategy should emphasise the benefits to all of society, not just older people, in addressing the ageing population issue.

*Conceptualisations of Old Age:* Old age was conceptualised as a period free from work and family commitments. There was little sense that participants felt old age is *about* making a contribution in these areas. There is a danger implicit in such perceptions that older people are no longer seen to be 'full' contributing members of society. This suggests that initiatives to encourage and help older people make continuing contributions of this nature should emphasise the benefits to the older person (e.g. enjoyment and social contact) and should be voluntary and flexible.

*Preparing for Old Age:* Most participants were poorly prepared for their own old age except for pension planning. Greatest concerns were expressed about health and the capacity for self-care in later life. Participants were also worried about financial provision in later life, and felt that some government support should be available. It is important that initiatives to encourage better planning strike a balance between warning people of the implications of not planning and avoiding 'scare tactics'. In addition to educating without employing 'scare tactics', initiatives which emphasise the *current* benefits of taking action may have more impact. More positive images of old age could also be used to help combat the notion that ageing is too "depressing" and "scary" to contemplate.

### **Older People in Scotland: Results from the first year of the Scottish Household Survey (September 2001)**

**Description:** This report analyses data relating to older people collected during the first year of the Scottish Household Survey (1999) supplemented by other relevant data & set in context of current issues & policy initiatives. The report documents the proportions of older people experiencing disability, poor health and low reported income as evidenced in the Scottish Household Survey.

#### **Key Findings**

- Older women living alone are more likely than older men to report low incomes and difficulties with everyday activities.
- There are few differences between the incidence of such problems in urban and rural areas, but a tendency towards a greater concentration in disadvantaged urban areas.

Other findings relate to issues concerning transport, housing, employment, and older people's activities, volunteering and forms of support received from others.

## **SEXUAL ORIENTATION**

### **Promoting Equal Opportunities in Education- Project Two Guidance On Dealing With Homophobic Incidents: Phase 1 (June, 2006)**

**Description:** LGBT Youth Scotland, a national youth organisation for lesbian, gay, bisexual and transgender young people, was commissioned by the Scottish Executive Education Department (SEED) to carry out Phase 1 of the Guidance on Dealing with Homophobic Incidents project. This was one of SEED's Promoting Equal Opportunities in Education projects and ran from February to November 2005. The study examined how homophobic incidents and homophobia is dealt with in schools. The report comprises a literature review, findings from surveys and interviews with schools LEA representatives, schools and young people in six local authority areas.

**Main Findings:** While Education Authorities provide a reasonably strong lead in including strand-specific anti-discrimination policy, schools policy does not always reflect this. Only a quarter of schools surveyed make explicit reference to homophobic bullying or sexual orientation in their anti-bullying policy. The majority of interviewees stated that there were no explicit expectations placed on them in terms of tackling homophobia. 51% of schools estimated that verbal homophobic bullying had occurred in their schools over the previous 12 months. By contrast, awareness levels of physical homophobic bullying were low amongst survey respondents: only 10% of EAs and 1% of schools stated that they were aware of this occurring. School responses to homophobic bullying incidents were found to vary considerably. However, the survey found that the issue tends to be marginalised within the equalities matrix in education, with greater specific emphasis placed on race and disability. The survey failed to find any clear and consistent set of strategies in place for dealing with specifically homophobic bullying. The survey found significant support for confidence-building strategies in dealing with these issues. Chief among these are CPD and clear guidelines for dealing with homophobic bullying incidents. The survey also found considerable scope and support for including discussion of homophobia in the school curriculum.

### **Sexual Orientation Research Phase 3 - A Stocktake of Local Authority Policy and Practice - Research Findings (June 2006)**

**Description:** A stocktake of current policy and practice relating to lesbian, gay, bisexual and transgender(LGBT) people at local authority level in Scotland that provides a baseline for the policy and practice of local authorities in relation to sexual orientation and gender identity.

#### ***Main Findings and Conclusions***

- Councils said that LGBT people had a 'low visibility' and tended not to seek help from the council
- Councils lack basic information about LGBT people in their areas

- There is a less developed legislative framework in relation to sexual orientation than for some other equalities themes and many councils stated that they did not prioritise their efforts in the same way as they do for race or disability
- LGBT issues were frequently not included in key council plans and strategies
- In general there was limited progress in monitoring the effectiveness or impact of any LGBT policies
- It is recommended that councils should make explicit references to sexual orientation and gender identity in their statements on equalities issues
- It is recommended that councils should have in place guidelines to deal with discrimination or harassment on grounds of sexual orientation or gender identity
- It is recommended that the Scottish Executive should identify ways to promote sexual orientation and gender identity equality more effectively.

**The Experience of Homophobic Bullying amongst Teenagers in Scotland: A Survey of 13-19 year-olds, Sophie Johnston, LGBT Youth, (June, 2005)**

**Description:** This report outlines the findings of a survey into homophobic bullying in Scottish Schools carried out, with the support of LGBT Youth Scotland, by a sixth form pupil. The survey used questionnaires designed and distributed with the support of LGBT Youth with a total of 76 responses by 13 to 19 year olds (predominantly Caucasian), with a roughly even spread of male and female respondents, plus 2 transgendered. When questioned about their sexual orientation the greatest number identified themselves as gay (24%), straight (22%), lesbian (21%) and bisexual (female) (17%).

**Main Findings:** The survey found that nearly three quarters of the LGBT respondents had experienced homophobic bullying at school, with those who are ‘out’ at school at far greater risk. The most prevalent form of reported bullying (whether witnessed or experienced) is verbal abuse, while just over a quarter is physical. Bullying was found to have had a negative effect on the educational achievement of a significant number of the respondents, with around 9% consistently truanting to avoid harassment. Deleterious effects on health, including depression, anxiety, self-harm and suicidal thoughts were experienced by a third of respondents. The survey found LGBT issues were rarely discussed in classes, and many respondents felt their schools were inadequate in offering support.

**Sexual Orientation Research Phase 1: A Review of Methodological Approaches (2003)**

**Sexual Orientation Research Phase 2: The Future of LGBT Research - Perspectives of Community Organisations (March 2003)**

**Description:** this document reports on qualitative research carried out with representatives of LGBT organisations in Scotland. Nine group discussions were held with a variety of LGBT organisations by the *National Centre for Social Research (NatCen)* in November and December 2001. The discussions focused on three main objectives - to identify policy areas where LGBT research is considered lacking, to

understand the types of research needed on these topics and to elucidate the barriers to research on LGBT issues in Scotland, as well as their solutions.

**Key Findings:** Broadly two types of research were identified as necessary for LGBT communities in Scotland. The first related to a set of specific topics warranting further research to enhance understanding and inform policy development, while a second set of broader research needs were highlighted which potentially cut across specific policy areas – for example relating to social inclusion or attitudes towards LGBT issues in Scotland. Thus, at the most fundamental level the priority research areas identified were: the nature and extent of the LGBT community, attitudes to sexual orientation and transgender and issues of social inclusion. The study also highlighted key policy areas requiring further research in specific issues:

#### Education

- homophobic bullying/violence
- promotion and monitoring of equal opportunities
- education on sex and sexuality

#### Partnership Rights

- registration
- adoption,
- pensions
- other partnership issues (e.g. property rights, inheritance)

#### Crime

- hate crimes
- domestic violence/abuse
- rape

#### Employment

- discrimination

#### Youth

- peer and other support services for LGBT youth

#### Parenting

- legal position of LGBT parents
- support for LGBT parents & their children

#### Health

- funding for HIV services & lesbian health initiatives
- access to primary care
- mental health

- alcohol and drug use

#### Transgender issues

- birth certification
- marriage

#### Rural issues

- rural exclusion
- development of a rural service infrastructure

#### Multiple disadvantage

- elder, disabled and minority ethnic LGBT issues

### **Research by Stonewall**

All the reports listed below are available at:

[http://www.stonewall.org.uk/beyond\\_barriers/research](http://www.stonewall.org.uk/beyond_barriers/research)

#### **First Out**

**Description:** A year long study into the needs, concerns and experiences of lesbian, gay, bisexual and transgender people in Scotland. Surveyed almost 1000 people. It covers a range of issues and topics, including access to healthcare, community involvement, and safety. Indicators include: age, disability, ethnicity, gender, area of residence, children, and civil partnerships.

#### **Poverty and Social Exclusion of Lesbians and Gay Men in Glasgow - S John and A Patrick (Glasgow Women's Library, unpublished) (1999)**

This study looks at the impact of social and financial exclusion and poverty on the lives of lesbians and gay men in Glasgow.

#### **Something to Tell You - N Coia, S John et al, (Greater Glasgow Health Board) (2002)**

This is the report of a health needs assessment of young gay, lesbian and bisexual people in Glasgow.

#### **The Experiences of Violence and Harassment of Gay Men in the City of Edinburgh - C Morrison and C Mackay, Scottish Executive Central Research Unit) (1999)**

This report describes the findings of a study which was carried out between September and December 1998. The report provides information on the nature and extent of harassment and violence experienced by gay men in Edinburgh. It also provides an analysis of the relationship between key agencies with an interest in

community safety and the LGBT community and identify issues impacting on that relationship.

**Experiences and Perceptions of Violence and Intimidation of the Lesbian, Gay, Bisexual and Transgender Communities in Edinburgh - M Plant, W Mason et al, City of Edinburgh Council) (1999)**

This report describes the results of a survey examining the perceptions and experiences of violence and intimidation amongst LGBT people in Edinburgh.

**Report of a Survey by Fife Men into Homophobic Crime - D Ramsay, (Fife Men, unpublished)(2001)**

**Out in the Cold - LGBT Youth Scotland, (unpublished) (2000)**

This report examines some of the issues faced by young LGBT people who access housing support and advice. It documents one year of the LGBT Youth Scotland (formerly Stonewall Youth) Housing Advice and Support Initiative.

**NFO System Three Poll - Glasgow City Council (2003)**

In December 2001, Glasgow City Council commissioned NFO Social Research to carry out research to determine the scale, nature and impact of sectarianism and other forms of prejudice in the city. The report uncovered disturbing levels of homophobia.

**Live to Tell - Gay Men's Health, LGBT Youth Scotland (2003)**

This report details the findings from a study of suicidal thoughts, feelings and behaviours amongst young gay and bisexual men in Edinburgh.

**Exploring Biphobia - Nick Laird, (2004)**

This is a report of the findings of two qualitative research workshops, which were undertaken by Beyond Barriers and the INCLUSION Project to better understand the experiences of bisexual people in Scotland.

**Mapping LGBT Scotland: report of Beyond Barriers survey of Scotland's LGBT sector - Nick Laird, Lynsey Morgan, Nikki Bell – (2004)**

To date, there has been little significant data collected about the activities, location or needs of LGBT community organisations or about mainstream agencies working with Scotland's LGBT communities. In view of this, Beyond Barriers aimed to develop and conduct a research study to enable us to create a detailed map of organised LGBT activity in Scotland. Mapping LGBT Scotland is the result of this research.

**Community Engagement with LGBT Mental Health Service Users in the South Side of Glasgow - Nick Laird, (2004)**

## RELIGION AND BELIEF

### **Faith Communities and Local Government in Glasgow - Research Findings (November 2005)**

*Description:* Summary of research findings from a project which looked at how Glasgow City Council and faith communities work together, and how different faith communities relate to one another. The findings from the study will be used by the new Inter Faith Liaison Officer to support faith communities in the Glasgow City Council area. Seven faith communities were involved in the research. These were the Christian, Muslim, Jewish, Buddhist, Baha'i, Sikh and Hindu communities.

#### ***Main Findings***

- Faith communities understand the importance of a relationship with local government. They have skills, capacity, and willingness to contribute to public life in the Glasgow City Council area, though this is not always recognised or utilised
- Faith communities report a strong perception of insensitivity to their religious and cultural needs among Council staff at all levels. This appears to arise from lack of knowledge and training
- There is a perception among many faith groups of a level of 'tokenism' in the way Glasgow City Council involves them in consultation and decision-making
- Most faith communities lack knowledge about Council services and are frustrated and confused about how to access them. The provision of information in appropriate languages is a particular concern for some faith groups
- The attacks on the USA on 11th September 2001 are seen to have marked a turning point from predominantly racial intolerance and abuse towards more religiously motivated attacks. People wearing religious dress or symbols, are a particular target
- A number of faith communities think that they are actively engaged in inter faith activities. However, in certain cases, some faith communities express a reluctance to engage in inter faith work. Barriers to inter faith work are seen as a lack of vision, willingness or leadership to develop strong inter faith relationships.

## OTHER RESEARCH

### **Attitudes to Discrimination in Scotland, Scottish Executive (2003)**

The results of the 2002 Scottish Social Attitudes survey on discriminatory attitudes towards disabled people, women, minority ethnic groups and gay men and lesbians.

### **Experiences of Social Exclusion in Scotland, Scottish Executive, (1999)**

*Description:* This study was commissioned to explore the process of social exclusion, as it is experienced by individuals; to identify the factors which precipitate exclusion; to understand the barriers to 'mainstream society' which the 'excluded' face; and to consider current practices and future strategies for combating social exclusion. This

report provides detailed insights into the nature and causes of exclusion experienced by two groups in particular: those excluded through discrimination based on difference and through social isolation arising from crisis.

***Key Findings:***

- A wide variety of inter-related events and characteristics shape the extent to which individuals feel included or excluded from participating in society, and a multiplicity of physical, social, economic and attitudinal barriers impede the full involvement of individuals in society.
- The 'trap doors' through which individuals fall, or move deeper, into exclusion, may include conflict and abuse in early and adult life, relationship breakdown, unemployment, homelessness, drug and alcohol abuse and caring responsibilities.
- A wide range of potential support strategies, both informal and formal, may provide a 'step-up' out of exclusion. These include social networks, voluntary and statutory organisations, involvement in education or paid work. However, the potential of these support structures to promote inclusion may be curtailed by factors such as inappropriate delivery and focus of support.
- A wide range of factors may act as barriers to accessing support or services, including lack of information about services, attitudinal barriers to accessing support and an individual's lack of personal resources.
- Appropriate and timely service intervention can assist in promoting social inclusion. The development and delivery of services must be integrated and responsive to an individual's needs.
- The dissemination of good practice in service development and delivery between voluntary, community and statutory organisations should be encouraged.
- A long-term and holistic focus to policy development to tackle social exclusion is required. Policy development must be integrated and inclusive, with the impact of existing policies audited against the needs of individual populations or communities.

***Comment:*** The study consisted of two phases: the first comprised in-depth interviews with (purposively sampled) individuals from a range of backgrounds; the second phase involved workshops with organisations which work with the populations included in the first phase. The six key populations on which the study focused were disabled people, ethnic minorities, long term unemployed, lone parents, homeless people and vulnerable young people. Notable in their absence from this population are the following equality groups: older people, traveller communities, low income families, LGBT. Each of these may experience various forms of social exclusion.

**Scottish Social Attitudes Survey, National Centre for Social Research (1999 onwards)**

***Description:*** This survey is conducted by the National Centre for Social Research in conjunction with the Unit for the Study of Government in Scotland at the University of Edinburgh. It is designed as an annual Scottish sister survey to the British Social Attitudes survey. It began in 1999. It aims to chart and interpret attitudes on a range of social, political, economic and moral issues. It operates and is funded on a modular

basis, each module incorporating 40 questions on a given topic. Topics covered in the questionnaire included attitudes towards national identity, fertility, the health service, providing for old age, social identities and public services in Scotland. A comprehensive demographic and classification section was also included. Surveys have been variously funded by the ESRC, Scottish Executive and Communities Scotland. This is potentially a source of valuable qualitative data in relation to the issues and problems facing minority/disadvantaged groups. For instance, more recent studies (since 2002) have included questions on LGBT issues and since 2006, questions on the other main equality strands.

The data produced is available at <http://www.esds.ac.uk>. This site provides access to raw microdata from the surveys available for further analysis (requiring statistical analysis packages).

**Recent Findings:** include a general improvement (in the last five years) in attitudes towards LGBT groups, but worsening towards muslim people and traveller communities.

**Comment:** No research evidence is available on why these attitudes prevail. Findings on discrimination towards various social groups (and encompassing some of the equality strands) were published by the Scottish Executive in 2003 under the title *Attitudes to Discrimination in Scotland* (see above).

### **Research Conducted By ‘Children in Scotland’**

This organisation conducts both qualitative and quantitative research in line with the aims of the organisation. These projects may be responses to tenders by the Scottish Executive, requests from members or other agencies involved in children’s services or developed within Children in Scotland. Their research includes the following studies:

#### **A View from the Girls: Young People and crime (2000)**

An ESRC funded study exploring Violence and Violent Behaviour

#### **Children on the Streets: Villains, victims or just children? Young People and crime (1999)**

A study of child safety initiatives in Scotland

#### **Analysis of Cross-Cutting Local Government Expenditure on Children in Poverty/ Children and Poverty (2002)**

#### **Thinking positively: Listening to children and young people whose parent or carer is HIV positive**

Report of the only Scottish study exploring the lives of children affected by HIV.

## **Fairness and Freedom: The Final Report of the Equalities Review, Commission for Equalities and Human Rights, (2007)**

Available at: <http://www.theequalitiesreview.org>

**Description:** The final report of the Equalities Review proposes a 10-step programme to help make Britain a fairer society, at ease with its diversity. It proposes a new working definition for equality that takes factors beyond income and wealth into account. According to the report's Equality Scorecard a modern measure of equality needs to take into account areas such as family and social life, safety, education, quality of life and freedom of belief and religion. The report is based on extensive consultation and commissioned research. This research is published in a series of companion reports.

### ***Companion Reports***

These include reviews of research relating to different equality groups which were used to inform the Equalities Review.

- *Walking in my Shoes: personal experiences of inequality in Britain.* 2007
- *Press for Change, Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination,* 2007
- Richard Berthoud and Morten Blekesaune, 'Persistent Employment Disadvantage, 1974-2003', ISER Working Paper 2006-9, University of Essex.
- Stonewall (2007) *Sexual Orientation Research Review*
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## **SUMMARY**

This digest represents the first step towards the creation of a central knowledge resource for existing research on equalities. Although not exhaustive, it presents an overview of some of the more recent and prominent pieces of research commissioned to investigate equality issues in Scotland. As is evident, the equality strands with a longer history of legislative recognition are supported by a substantial body of research. Much of the research included above was conducted under the auspices of the Scottish Executive, which has been particularly active in researching, promoting and developing Equality policy. One of the most important pieces of work to be published by the Executive is the High Level Summary of Equality Statistics 2006, which contains a very large amount of data on a wide range of equality issues. However, there is a lack of disaggregated statistical data on the more 'recent' equality

strands, notably LGBT and traveller communities. The Scottish Executive has nevertheless identified these as areas for future research. In particular, a number of ethical and classificatory problems must be resolved to facilitate the collection of survey data on Scotland's LGBT population. There is, however, a considerable amount of qualitative research in this area. Sectarianism is another area requiring further research. This question is currently on the Scottish Executive policy agenda, but lacks a similar evidence base to other equality strands. As part of its policy strategies in this area the Executive has commissioned an online resource for teachers and youth workers available at <http://www.ltscotland.org.uk/antisectarian.index.htm>. Similarly, a great deal of data is currently collected on a local authority basis as part of ethnic monitoring processes, but is then frequently unused (for example in secondary analyses). More generally, there is a lack of large-scale or systematic research involving the cross-comparison of several equality dimensions (for example, older LGBT people living in poverty). There is also a need for research gathering disaggregated data in a range of areas including: sectarianism and criminal convictions, gender and criminal justice, and traveller communities and education. Notable gaps in the qualitative research include the experiences of LGBT young people in schools, the attitudes of older people to discrimination and their own rights, and attitudinal research on faith communities.