

BRIEFING

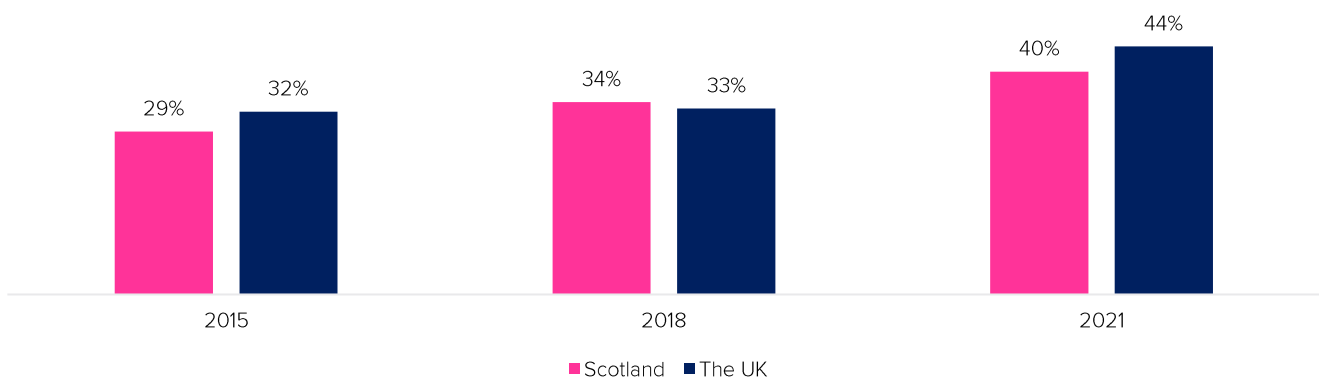
RACE AT WORK 2021 SURVEY INSIGHTS PAPER: SCOTLAND

24,638 people in the UK took part in the 2021 Race at Work (RAW) survey with 1,509 responses received from people living in Scotland. The information given in this insight paper is based on the responses from the YouGov statistically weighted panel of 5,183 workers, of which 350 (7%) were from Scotland. In this paper we compare the experiences of people in Scotland to those in the UK overall, as well as looking at trend data from the RAW surveys that took place in 2015 and 2018.

Leadership in the region

One of the principles of the Race at Work Charter, established in 2018, is that organisations should have someone at the top of their organisation championing race. One of the key questions posed in the RAW survey specifically focuses on this area and can be seen in Figure 1, “Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness?”. Figure 1 shows there is a positive trend. Over the last six years, the number of organisations that have a senior leader or champion who promotes equality, diversity and fairness has increased from 32% to 44% in the UK overall. The story for Scotland is that while there has been an increase from 29% to 40% over the period it is still beneath the overall UK figure.

Figure 1: Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness? (% Yes)



(Base) 2015: UK 6,076, Scotland 584 (Base) 2018: UK 6,506, Scotland 459 (Base) 2021: UK 4,929, Scotland 332



Ethnicity pay gap reporting

While ethnicity pay gap reporting is still voluntary for companies, there is clear movement to suggest that, in time, it will become mandatory. The recent [Women and Equalities Committee report](#) argued there was no excuse for government inaction. Capturing ethnicity pay gap data is important for establishing a baseline to measure progress and track performance against targets. We have seen a large increase in the number of organisations voluntarily capturing their ethnicity pay gap data (see Figure 2). This has increased from 11% in 2018 to 19% in 2021 in the UK. A similar increase has occurred in Scotland, with organisations collecting pay data also increasing from 11% to 19%. Similarly, the overall trend in the UK shows employers are more willing to publish their ethnicity pay gap report, leaping up to 56% from 50% in 2018 (see Figure 3). There has been no significant change in Scotland, however it remains slightly higher than the UK overall figure at 58%.

Figure 2: Does your employer collect data on the ethnicity pay gap ratio? (% Yes)

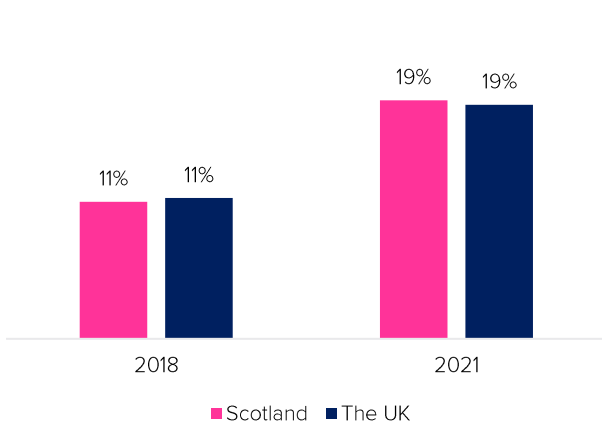
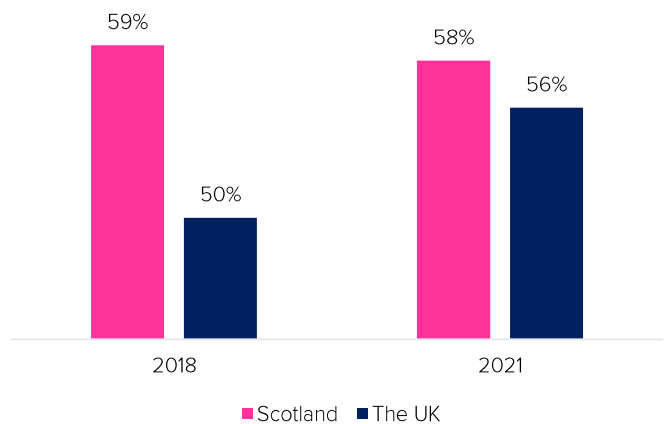


Figure 3: Does your employer publish data on the ethnicity pay gap ratio? (% Yes)



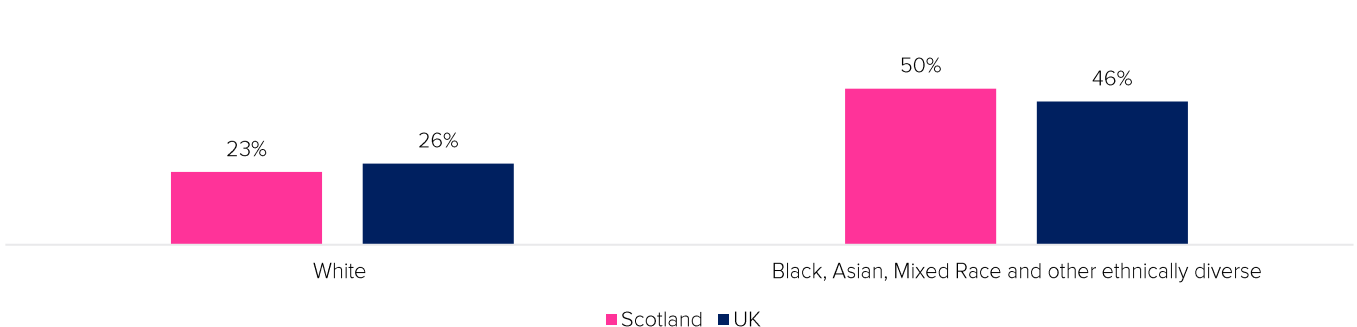
(Base) 2018: UK 6,506, Scotland 459, (Base) 2021 UK 4,929, Scotland 332

(Base) 2018: UK 787 and Scotland 56 (Base) 2021: UK 972 and Scotland 64

Supporting race inclusion allies in the workplace

It is important for employers to provide support for inclusion allies to promote race equality in teams, at work and within their communities, as seen in Figure 4 which shows 26% of White employees say that they would like more support from their employers to promote race and ethnic diversity and inclusion. In Scotland, Black, Asian, Mixed Race and other ethnically diverse respondents had greater demand for more support with allyship than UK average, with 50% wanting this compared to 46% in the UK. For White British respondents there was less demand for support with allyship in Scotland, with 23% of respondents wanting this compared to 26% in the UK overall.

Figure 4: I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Yes)



(Base) 2021: UK 2,516 White British and 2,296 ethnically diverse, Scotland 239 White British and 76 ethnically diverse

Race at Work Survey 2021 Regional Comparison

The following chart shows how each region in the UK responded to some of the key questions in the 2021 RAW survey. Scotland has had a similar response to the UK overall when it comes to collecting and publishing ethnicity pay gap data but is lower regarding the proportion of senior leaders demonstration of visible leadership and wanting more support with allyship.

	UK Overall	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland	Northern Ireland
Does your organisation have at least one senior leader and/or champion who actively promotes equality, diversity and fairness? (%Yes)	44%	51%	40%	41%	38%	38%	44%	50%	48%	45%	34%	40%	26%
Does your employer collect data on the ethnicity pay gap ratio? (%Yes)	19%	20%	17%	17%	15%	17%	18%	23%	19%	19%	19%	19%	10%
Does your employer publish data on the ethnicity pay gap ratio? (% Yes)	56%	61%	51%	60%	62%	51%	49%	56%	58%	54%	60%	58%	82%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) All respondents	36%	28%	37%	29%	33%	34%	35%	43%	33%	32%	32%	32%	39%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) White respondents	26%	24%	26%	21%	28%	22%	25%	34%	25%	26%	32%	23%	27%
I would like my organisation to support me to promote race and ethnic diversity and inclusion (% Agree) Black, Asian, Mixed Race and other ethnically diverse respondents	46%	40%	53%	45%	39%	44%	47%	47%	45%	41%	28%	50%	63%

Key

- Where a region's response is more than 3% higher than the UK overall
- Where a region's response is more than 3% lower than the UK overall

Actions that employers can take

The following outlines the actions employers can take to demonstrate their commitment to supporting allyship, ensuring inclusion in supply chains and to build on the momentum to accelerate the growth in the number of employers publishing their ethnicity pay gaps and setting targets. Businesses can demonstrate their commitment to inclusive and responsible business through these actions:

1. **Chief Executives to sign up to, and refresh commitment to the expanded Race at Work Charter.** Expand the commitment to zero tolerance on bullying and harassment, to include customers, clients, service users and contractors. Support inclusion allies in the workplace. Include Black, Asian, Mixed Race and other ethnically diverse led businesses in the supply chain (set targets for inclusion, timely payment and contact value).
2. **Senior leaders to act as mentors and sponsors.** Leaders to act as active mentors and sponsors, using their influence to open doors for Black, Asian, Mixed Race and other ethnically diverse employees when development or progression opportunities are being planned, discussed and allocated.
3. **Increase transparency and accountability.** Publish ethnicity pay gaps. Set and publish targets to improve representation and progression to senior executive and board level. Targets should be linked to pay and reward, and incentivise leaders to act as sponsors and advocates to progress talent in the pipeline to the top table, and at every level, while including different voices and perspectives around the key decision-making tables.
4. **Set performance objectives for managers linked to pay and reward, to ensure active, conscious inclusion in their teams.** All managers should have them. Objectives should include ensuring that employees from Black, Asian, Mixed Race and other ethnically diverse backgrounds have fair access to training, development and progression opportunities.

5. Embed actions on inclusion within Environment, Social and Governance (ESG) reporting. Include indicators of how success against the important principles of ESG will promote inclusion and how the organisation's internal and external impact will be measured.

Our resources to help embed these principles

1. Appoint an executive Sponsor for Race

- [Top tips to become a visible leader on ethnicity](#)
- [Briefing: Engage in two-way mentoring models - what is reverse mentoring?](#)

2. Capture ethnicity data and publicise progress

- [Capturing Ethnicity Data Webinar](#)
- [10 reasons to monitor ethnicity](#)
- [What should employers monitor in terms of ethnicity?](#)
- [5 steps to a successful monitoring programme](#)
- [A Guide for General Counsels Insights into Ethnicity Pay Gap Reporting](#) and accompanying [webinar](#).

3. Commit at board level to zero tolerance of harassment and bullying in the workplace and from customers and clients

- [Toolkit on tackling racial harassment and bullying for charter signatories](#)
- [Tackling Harassment and Bullying from Customers and clients](#)
- [The University of Manchester thematic review Equality, Diversity and Racism in the Workplace report](#)
- [Centre On Dynamics of Ethnicity: Racist banter is no laughing matter!](#)
- [Centre On Dynamics of Ethnicity: The effects of racism at work](#)
- [Centre On Dynamics of Ethnicity: Racism is not water off a duck's back](#)

4. Make equity, diversity and inclusion the responsibility of all leaders and managers

- [Business must not let race equality gap widen during COVID-19 crisis](#)
- [Briefing on SMART performance objectives](#)
- [Mental Health and Wellbeing for Ethnically Diverse Women – A guide for Managers](#)
- [Performance Objectives Toolkit](#)

5. Take action that supports ethnic minority career progression

- [Race at Work Charter: One Year On 2019 Report](#)
- [Race at Work Black Voice Report 2020](#)
- [Race at Work Charter 2020 Survey Report](#)

6. Support inclusion allies in the workplace

- [Supporting Inclusion Allies](#)
- [Black Talent Allyship toolkit](#)

7. Inclusive supply chains

- [Include Black, Asian, Mixed Race and other ethnically diverse led businesses in the supply chain briefing](#)

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