Making the Most of an Ethnically Diverse Scotland

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With an introduction from Vicki Stott, CEO, QAA

'Making the Most of an Ethnically Diverse Scotland'

Professor David Mba

QAA Scotland's 5th International Enhancement Conference
Shaping the Student Experience Together: 20 Years of Enhancement

Acknowledgements

Recognise support provided by the College Development Network (CDN), Glasgow Caledonian University (GCU), Napier University, and the University of St Andrews.

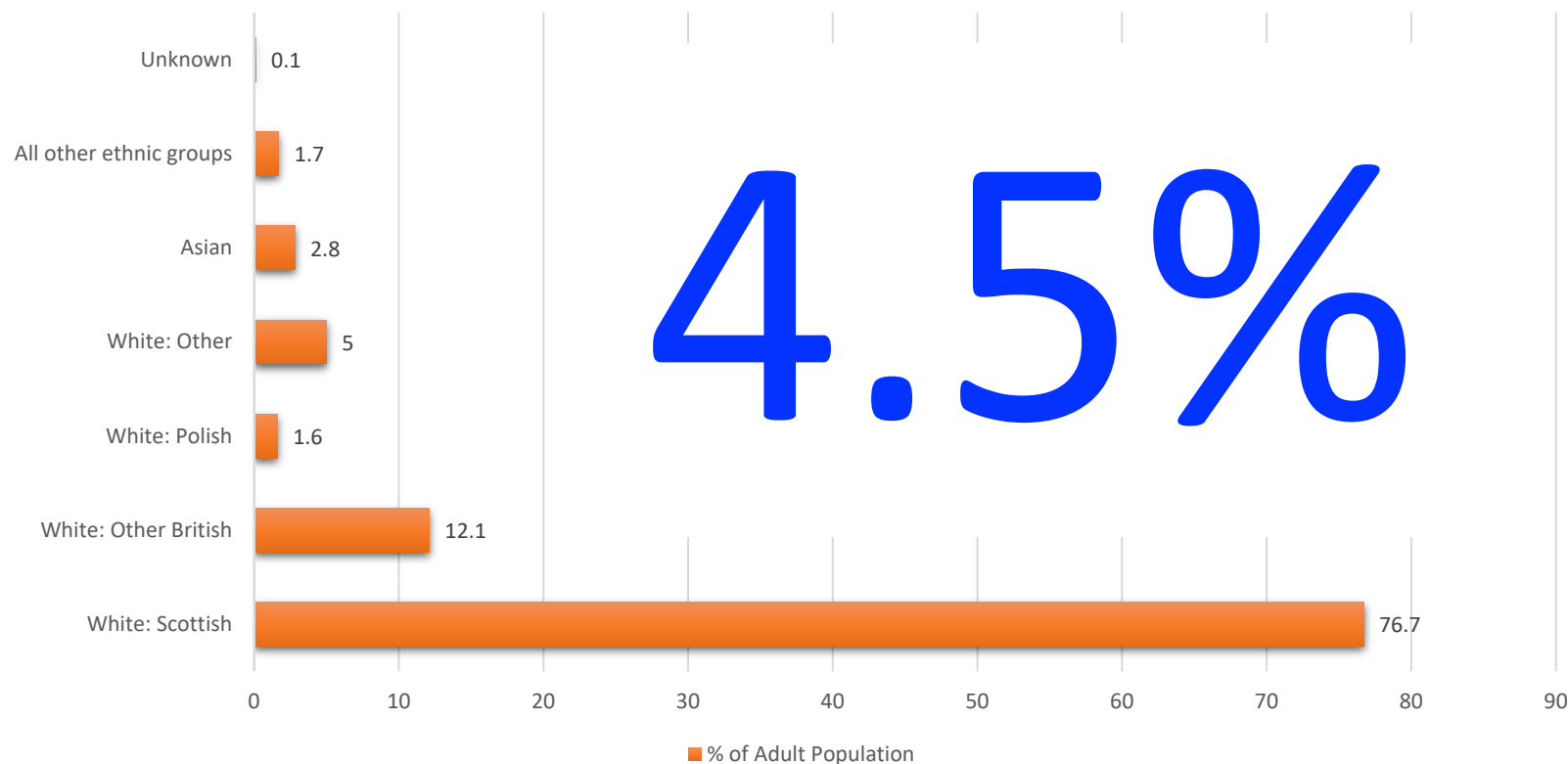Acknowledge the advocacy and support received from QAA and Vicki Stott, Ailsa Crum and Caroline Turnbull
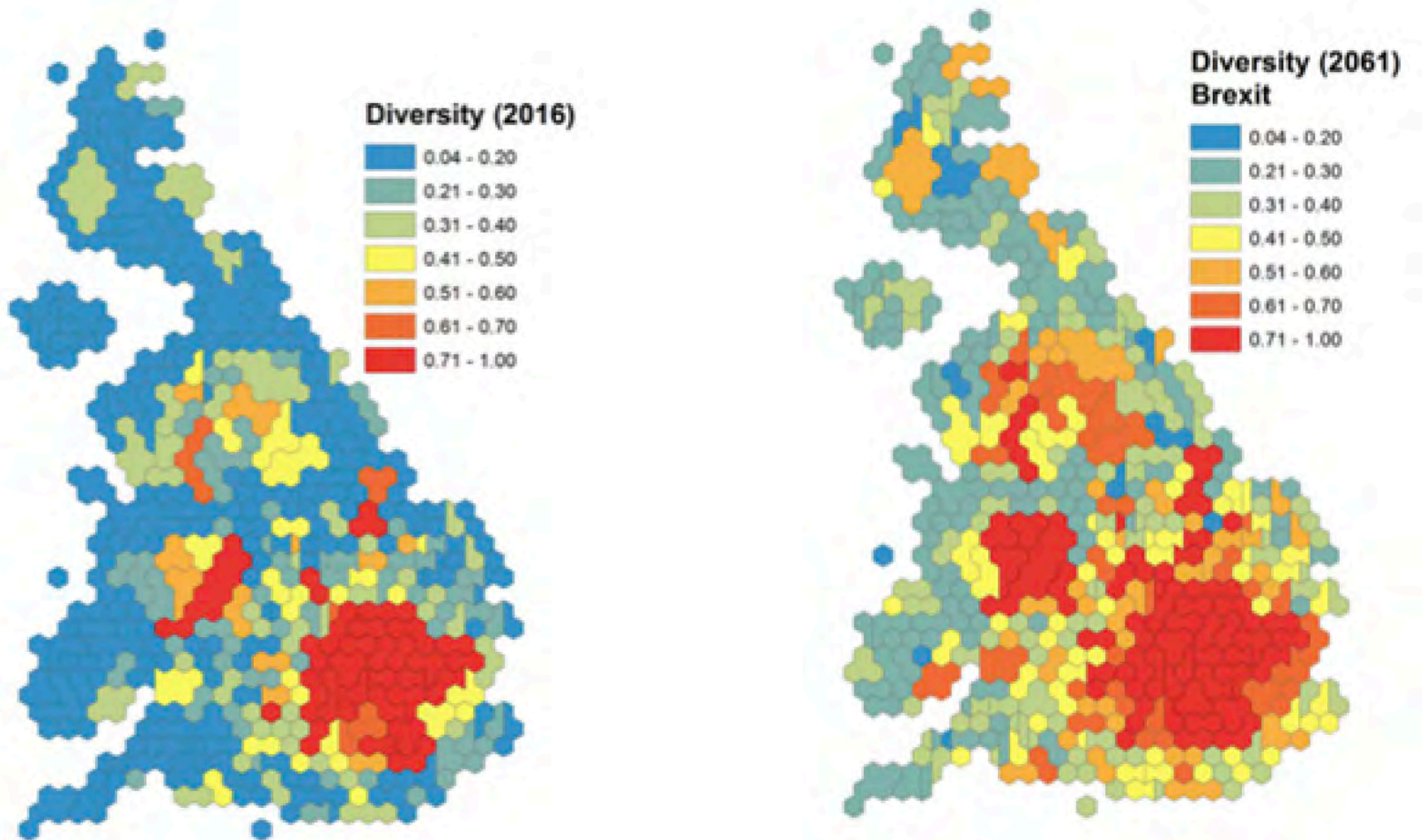
Context

Demographics

Ethnic Minority % of Adult Scottish Population 2018

https://scotland.shinyapps.io/sg-equality-evidence-finder/

Post-Brexit Population Changes

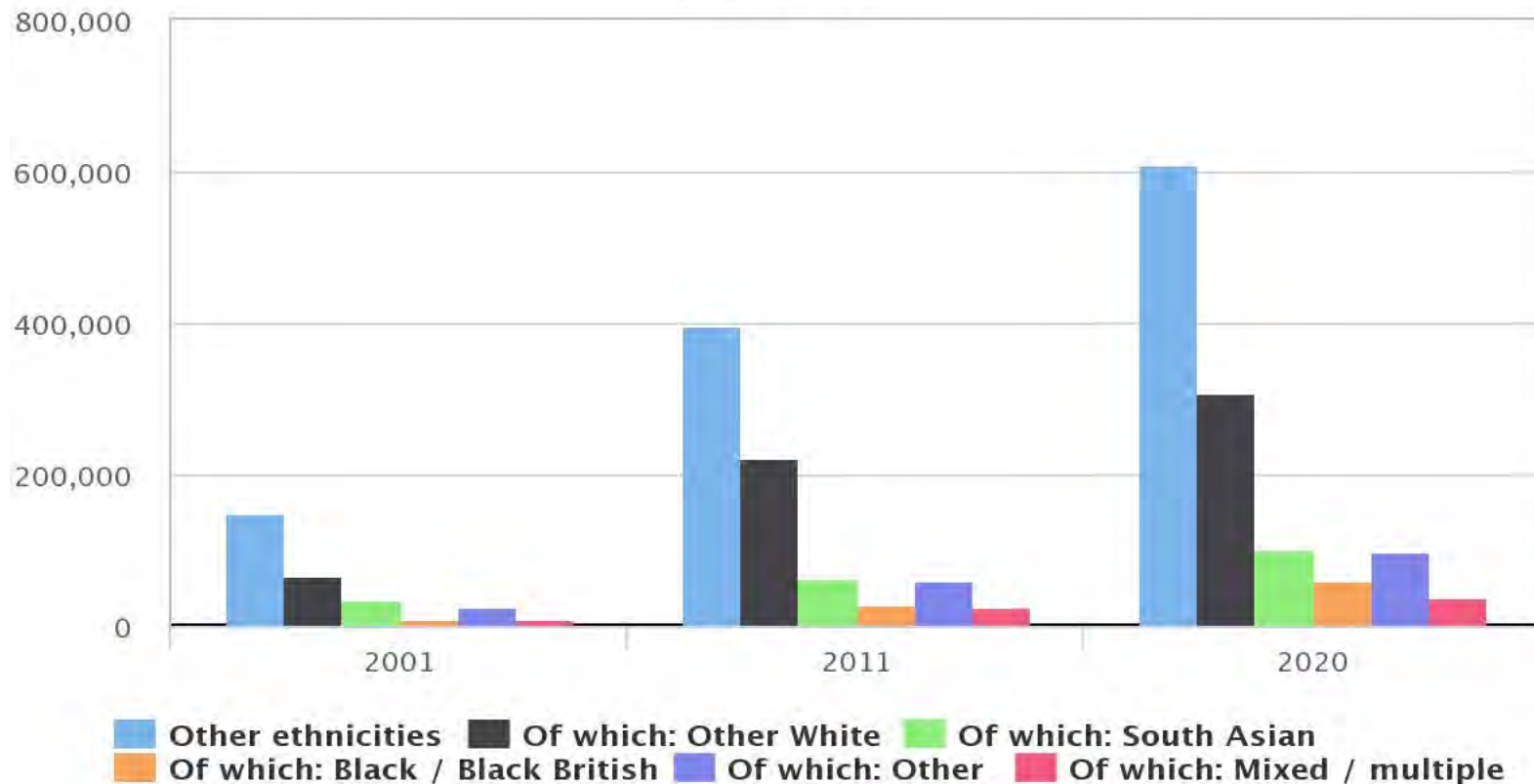UK's diversity density Post-Brexit Heat and Dispersal Map

https://lida.leeds.ac.uk/news/what-the-uk-population-will-look-like-by-2061-under-hard-soft-or-no-brexit-scenarios/

Scotland's Population Growth Trends

Other ethnic population by group. 2001–20 (ONS / LFS).

ONS / LFS

Legend: Other ethnicities · Of which: Other White · Of which: South Asian · Of which: Black / Black British · Of which: Other · Of which: Mixed / multiple

UK's Black Dividend

BAME people, communities and businesses make an important contribution to UK society (2020)

- o **£300 billion per annum in purchasing power**

- o **£25 billion a year towards UK's GVA**

- o Top quartile companies for racial and ethnic diversity are **36% more likely to have higher financial returns***

- o BAME young people account for **20% of those aged 24 or under** now; they will account for **1 in 3** by 2051

- o In full potential, this will add **+ 1.3% of GDP (£24 billion) per year**

McKinsey & Company

Diversity wins

How inclusion matters

May 2020

Employability

The employment rate in Scotland for the minority ethnic group aged 16 to 64 was estimated at 62.1% in 2021.

White group 73.9%.

Employment Rates by Ethnicity and Gender, Scotland, 2018

https://scotland.shinyapps.io/sg-equality-evidence-finder/
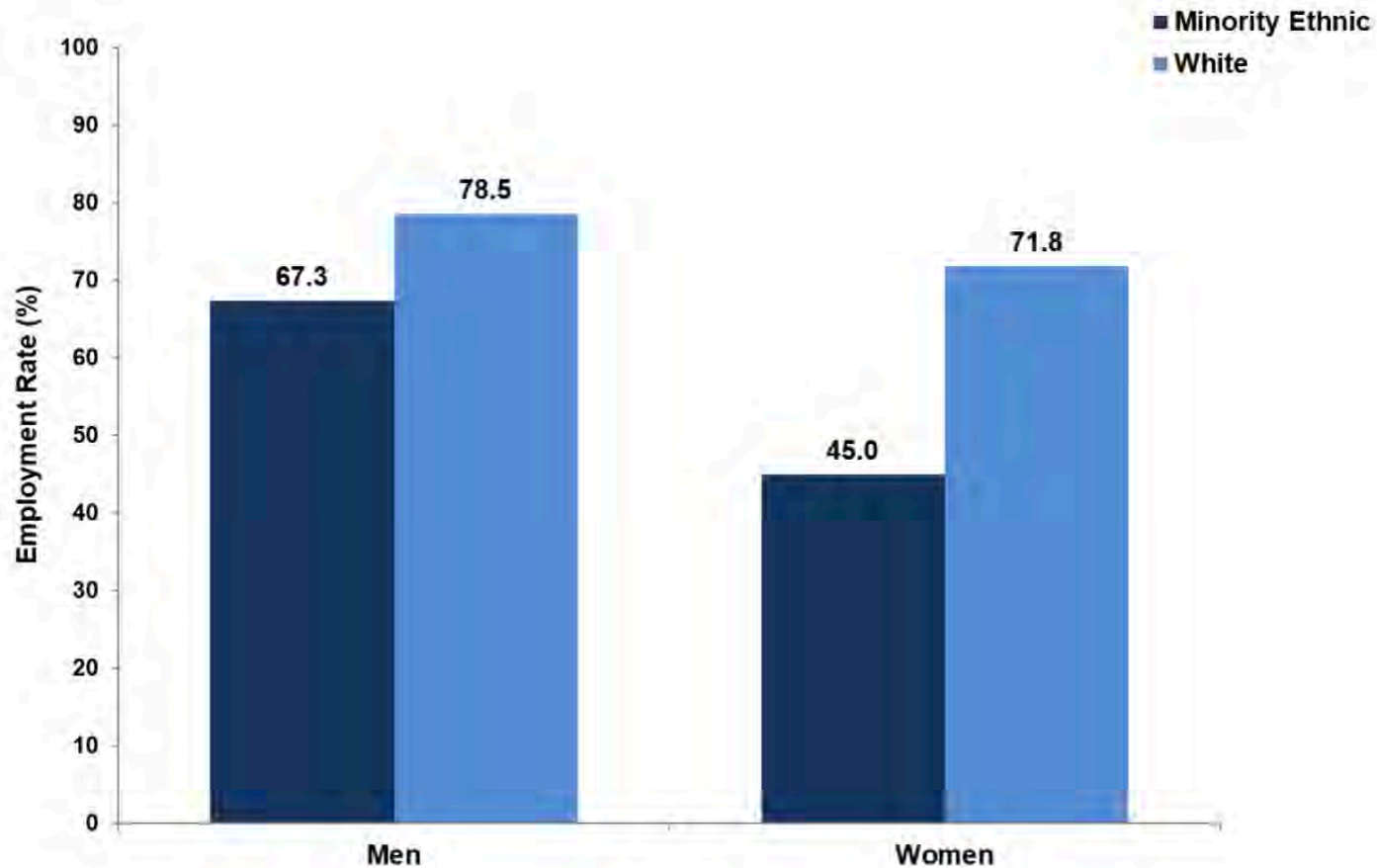
Wage differences

For a full-time worker - **a difference of £2,300 a year** between the 'average' workers from a minority ethnic and white background in Scotland.
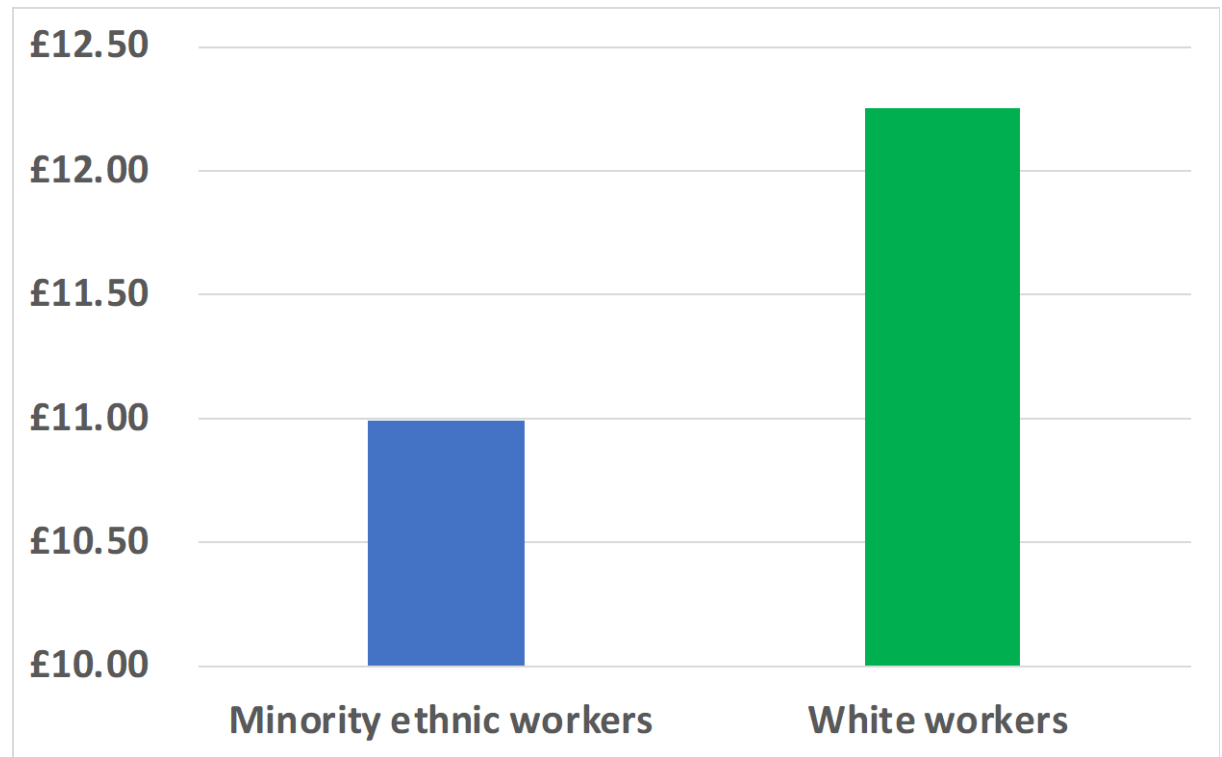
(ONS 2020)

Poverty

+1/3

Over a third of people in minority ethnic groups were in poverty after housing costs were taken into account compared with 18% of people from the 'White: British' group.

Source: Households Below Average Income, DWP, 2013-14 – 2015-16.

Poverty

24%

1 in 4 children in Scotland live in poverty

48%

Almost half of minority ethnic children in Scotland live in poverty

o In 2018-19, 25.7% of Black, Asian and minority ethnic students in universities, were from areas of high socio-economic deprivation, compared with 14.9% of white students.

o In colleges a similar gap: 36% of minority ethnic full time students were from the most deprived areas, with 27.5% of white students (Scott, 2020, p. 38).

Poverty rate in Scotland
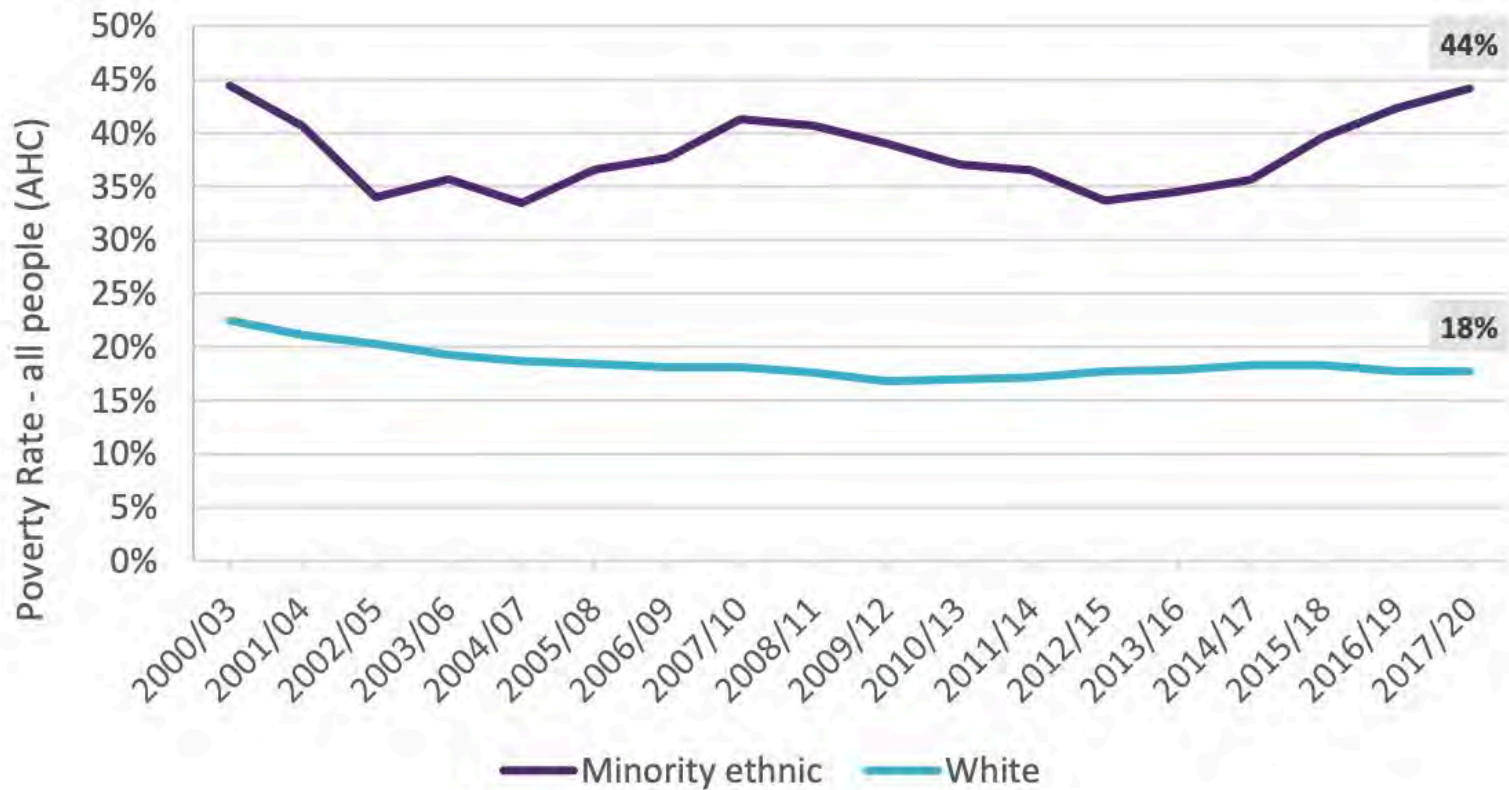
Source: JRF analysis of Households Below Average Income, Department of Work and Pensions (DWP), three-year average

Race equality initiatives put forward by the Scottish Government since devolution

1. 2002 The Scottish Executive's anti-racism campaign
2. 2005 The Scottish Executive's race equality scheme
3. 2006 The Scottish Executive's national strategy and action plan on race equality
4. 2008 The Scottish Government's *Race Equality Statement* published
5. 2012 Public Sector Equality Duty Scottish specific duties published (new specific duties for listed public bodies to help them meet the Equality Act 2010 general duty)
6. 2016 Scottish Government's *Race Equality Framework for Scotland* published
7. 2017 *A Fairer Scotland for All: Race equality action plan and highlight report 2017–2021* published
8. 2020 Scottish Government announces the creation of a new Directorate of Equality, Inclusion and Human Rights

"Today's educational inequalities are tomorrow's income inequalities"

Mission

Eradicate racism

Vision

An anti-racist culture at the core of all aspects of UK life and work, and equity of access to the employment market.

Education

Participation in education, employment or training

In 2020/21

95.4% of young people (aged 16-19) from minority ethnic groups were participating in education, employment or training, compared to....

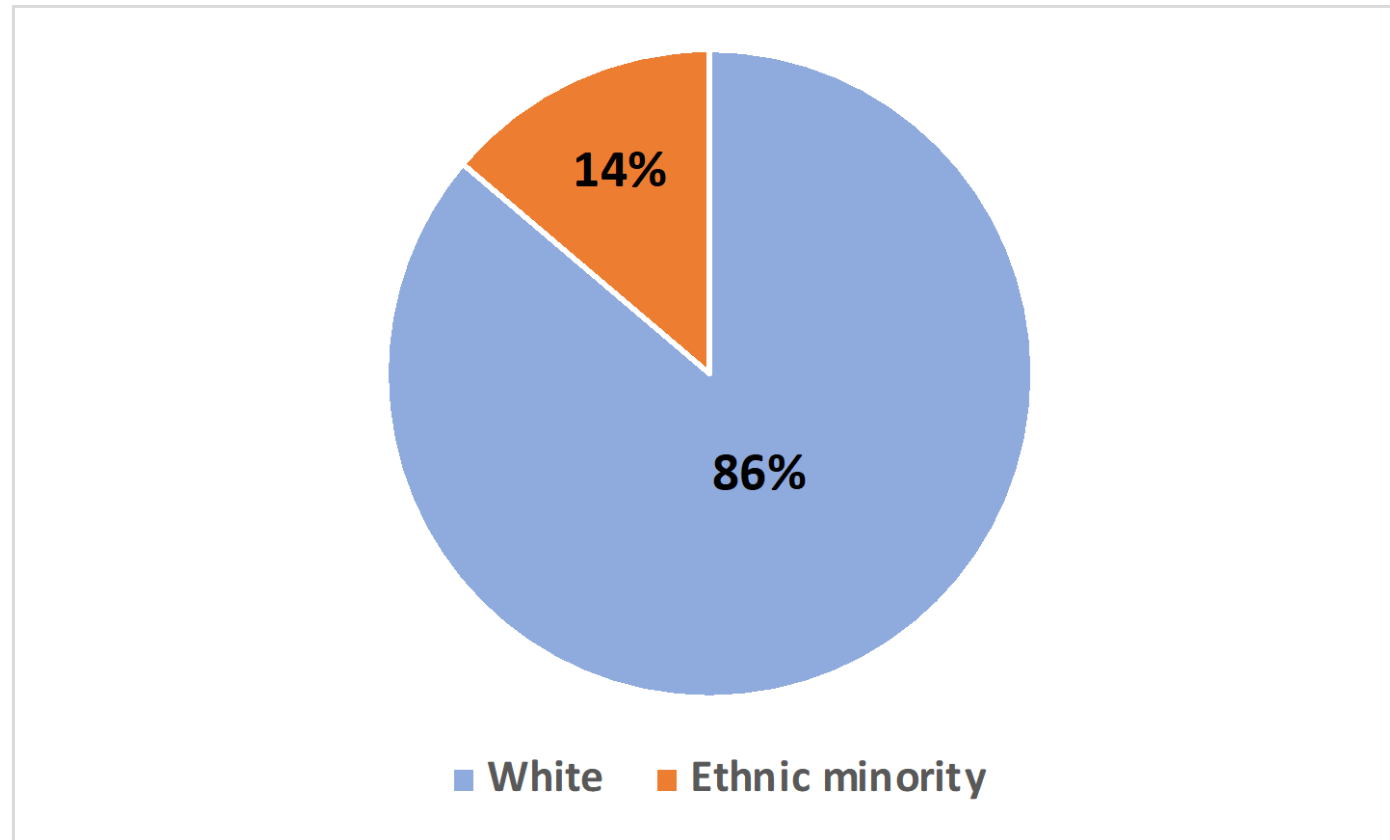92% of those from non-minority (white) ethnic groups.

School leavers

Asian pupils - highest achievers were pupils of Chinese origin at 96.4%, followed by African/Black/ Caribbean at 95.4%;

'Other' at 82.9% and white Scottish pupils at 85.4%.

96.4%

95.4%

Primary school participation

Numbers of minority ethnic teachers

In 2021 **1.8%** of the full time equivalent of the teaching workforce were from minority ethnic backgrounds.

It declared that the report is *"further evidence that not enough is being done to support Black, Asian and Minority Ethnic teachers, who continue to be underrepresented at every level in the profession and missing from promoted posts".*

The concerns of Educational Institute of Scotland (EIS), Scotland's largest teachers' union

Proportion of overall Scottish domiciled enrolments in further education from a minority ethnic background

https://scotland.shinyapps.io/sg-equality-evidence-finder/
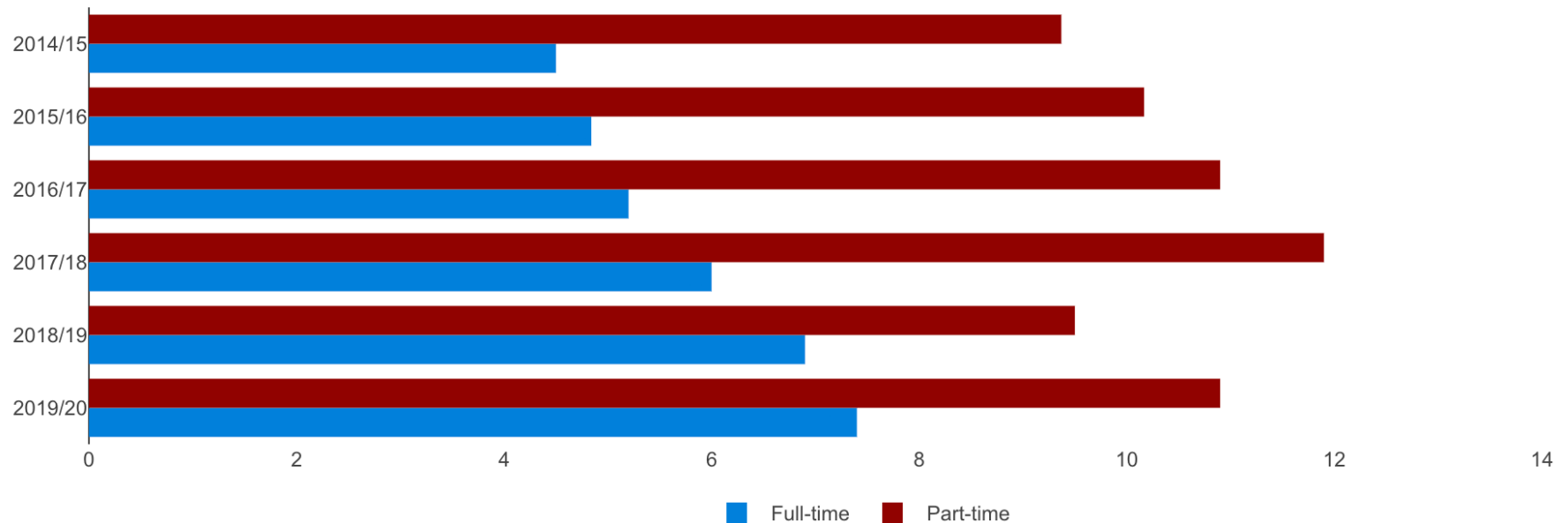
UK domiciled full-time first degree entrants to Scottish universities from a minority ethnic background

% of entrants to Scottish HEIs from a BME background

https://scotland.shinyapps.io/sg-equality-evidence-finder/
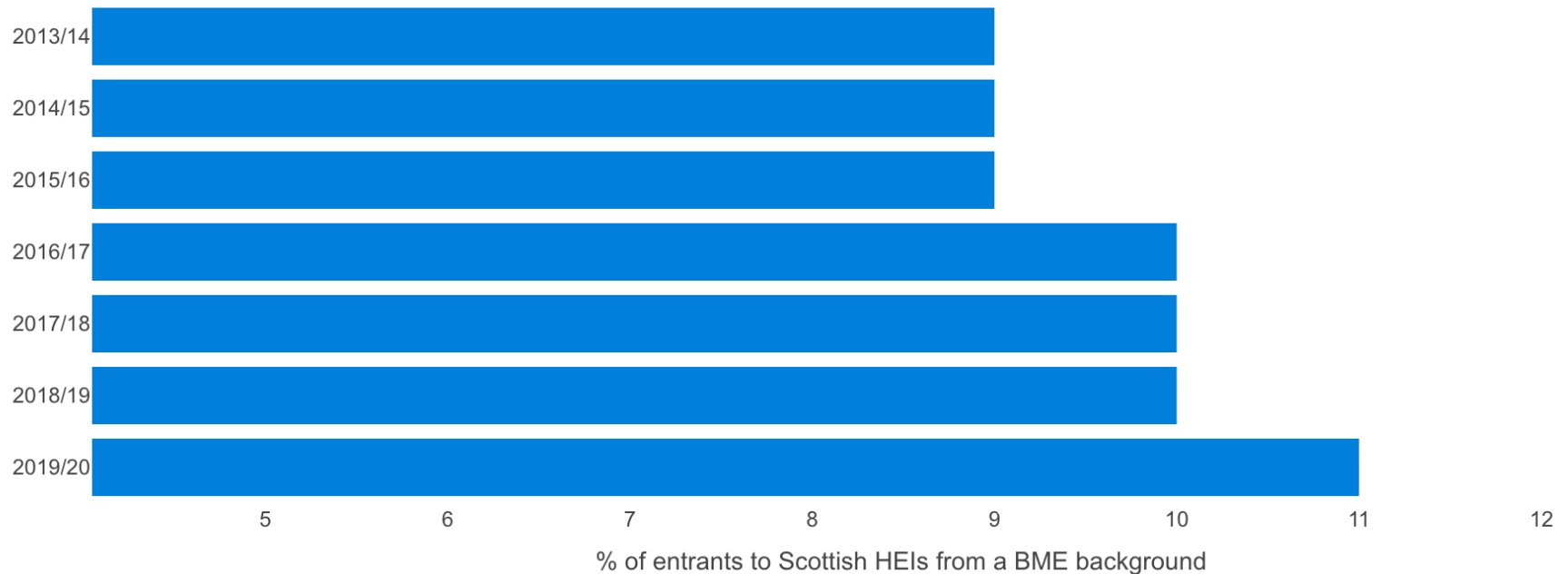
Role of Higher Education

State of affairs (UK)

The proportion of B.A.M.E students

- England was 30%
- Scotland 10%

Prevalence of attainment gaps in UK

o Current attainment gap is 9% B.A.M.E and 18% Black students

o Even when student B.A.M.E composition >70%, gap still exists
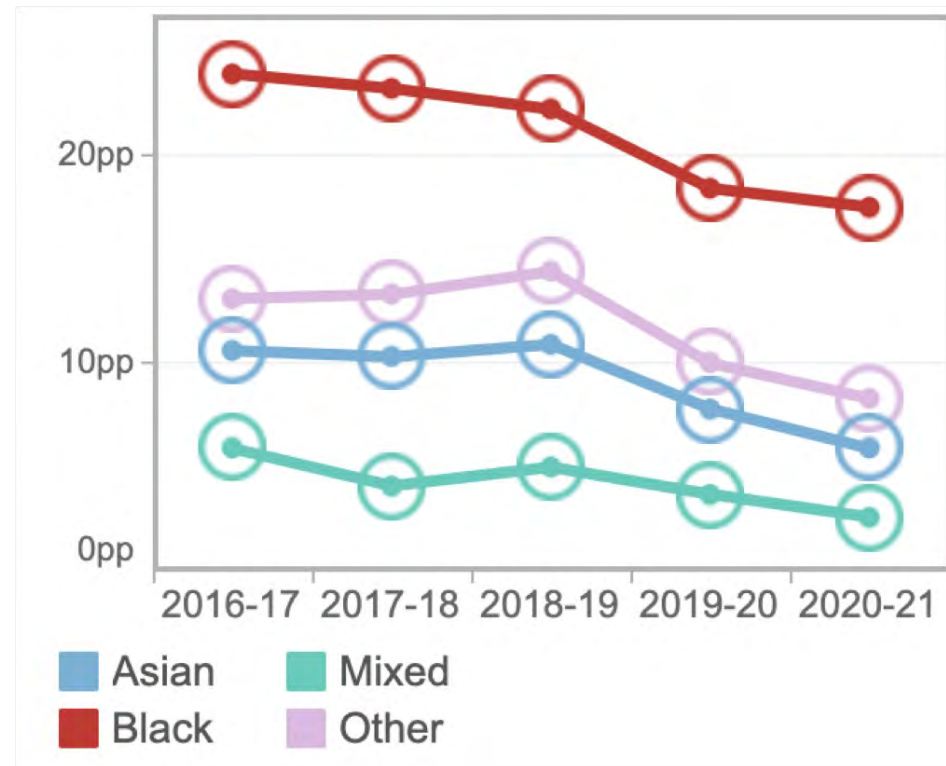
What is the influence of systemic issues?

"A common theme raised by BAME students through our engagement was the knock-on impact that not having any teacher who 'looks like me' has on a sense of belonging and aspiration, engagement and attainment."

Source: UUK/NUS report

BLACK, ASIAN AND MINORITY ETHNIC STUDENT ATTAINMENT AT UK UNIVERSITIES: #CLOSINGTHEGAP

Universities UK

nus
national union of students

MAY 2019

What is the influence of systemic issues?

"Racial harassment is a common experience for a wide range of students and staff at universities across England, Scotland and Wales."

Over **1/2** of staff who responded to us described incidents of being ignored or excluded because of their race.

More than a **1/4** of staff told us they experienced racist name-calling, insults and jokes.

Equality and Human Rights Commission (EHRC) report, Oct 2019

"Racial harassment is a common experience ...."

1 in 20 students said they left their studies due to racial harassment

3 in 20 staff said racial harassment caused them to leave their jobs

- **Equality and Human Rights Commission (EHRC) report, 2019; ISBN 978-1-84206-807-6**

Progress ?

"Tackling racial harassment in higher education"

Universities UK, 2021

"The experience of black and minority ethnic staff working in higher education"

Equality Challenge Unit, 2009

Progress ?

2009

1. Equality and diversity leaders in institutions should report at pro vice-chancellor level.

2. That additional training on equality and diversity should be made available to departmental managers.

3. That proactive measures, such as mentoring, should be used to develop opportunities for staff from BME backgrounds

2021

1. That senior leaders demonstrate strong leadership and ownership of activity to address racial harassment.

2. That additional training covering unconscious bias, racial literacy, structural racism, microaggressions and white privilege, should be provided.

3. That proactive measures, such as mentoring, should be used to support staff from minority ethnic backgrounds to reach more senior positions.

How do we evidence progress ?

'Ethnic Representation Index'

Principles

1. Proportional representation of B.A.M.E students and staff in academic, governance and leadership positions.

2. The principle of equity in student experience.

3. The strategic initiatives by institutions to reduce awarding gaps, root out systemic racism and improve inclusion.
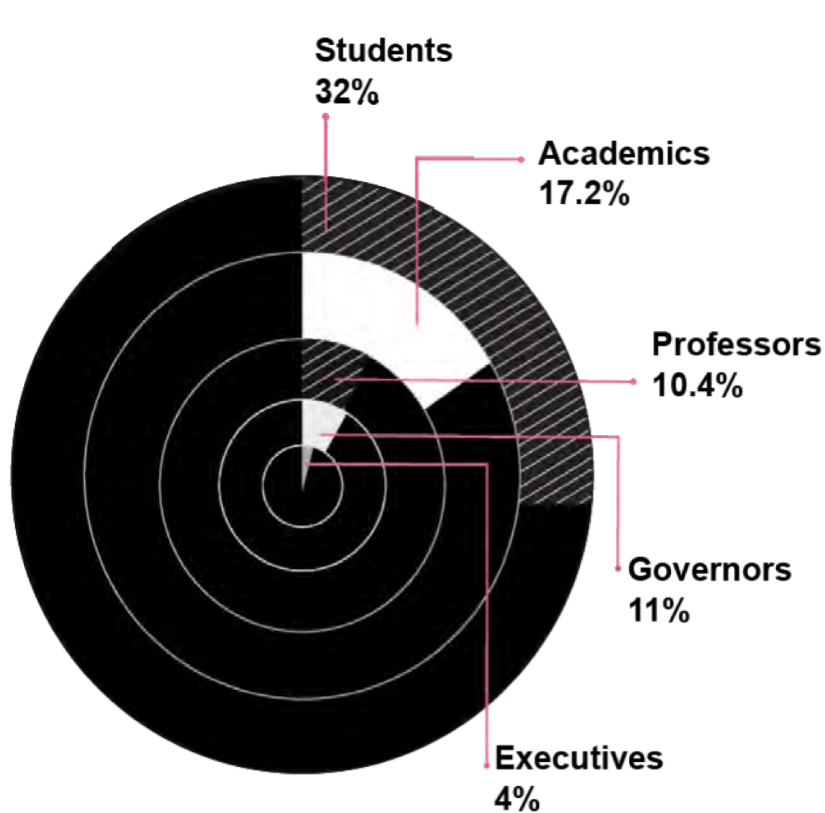
Ethnic Representation Index

Institution	BAME Students (%)	BAME Academics (%)	BAME Professors (%)	BAME Governors (%)	BAME Executives (%)	BAME Award Gap (%)	BAME Cont. Gap (%)	NSS Teaching BAME Gap (%)	NSS Assessment BAME Gap (%)	NSS Academic Support BAME Gap (%)	BAME Access Gap (%)	BAME Access Gap Ratio	Anti Racism Strategy	Decol. Scheme	REC Member	REC Bronze Award
n University	34.5	14.6	10.8	[low]	0.0	15.0	1.9	0.1	0.1	2.9	27.6	2.6	Y	Y	Y	N
...ersity	74.0	26.1	14.9	[low]		6.0	-4.0	-1.5	-0.2	-1.1	59.6	3.1	N	Y	Y	N
...versity	10.9	7.2	11.9	[low]	0.0	5.0	4.0	No Data	No Data	No Data	8.0	1.5	N	Y	N	N
...City University	50.5	16.7	18.3	[low]		13.1	-1.7	-3.3	-3.4	-2.6	37.1	1.9	N	Y	Y	N
...eteste University	3.1	3.5	[low]	[low]	0.0	No Data	No Data	No Data	No Data	No Data	-7.7	-0.7	N	Y	N	N
...th University	16.0	14.5	11.9	[low]		20.0	-1.0	-3.7	-3.1	-3.6	12.3	2.3	N	Y	Y	N
...ersity London	70.7	36.3	30.9	[low]	6.7	12.0	0.0	-3.6	-0.6	-2.9	33.3	0.8	Y	Y	N	N

Data sources: *The Higher Education Statistics Agency **(HESA),** the Office for Students **(OfS),** the Universities and Colleges Admissions Service (**UCAS**), the Office for National Statistics (**ONS**) and Freedom of Information Requests (**FOIs**) made to all universities listed.*

Representation in 105 English HEIs

B.A.M.E

Students 32%
Academics 17.2%
Professors 10.4%
Governors 11%
Executives 4%

Black

Students 9.5%
Academics 2.7%
Professors 0.7%
Governors 2.6%
Executives 1%
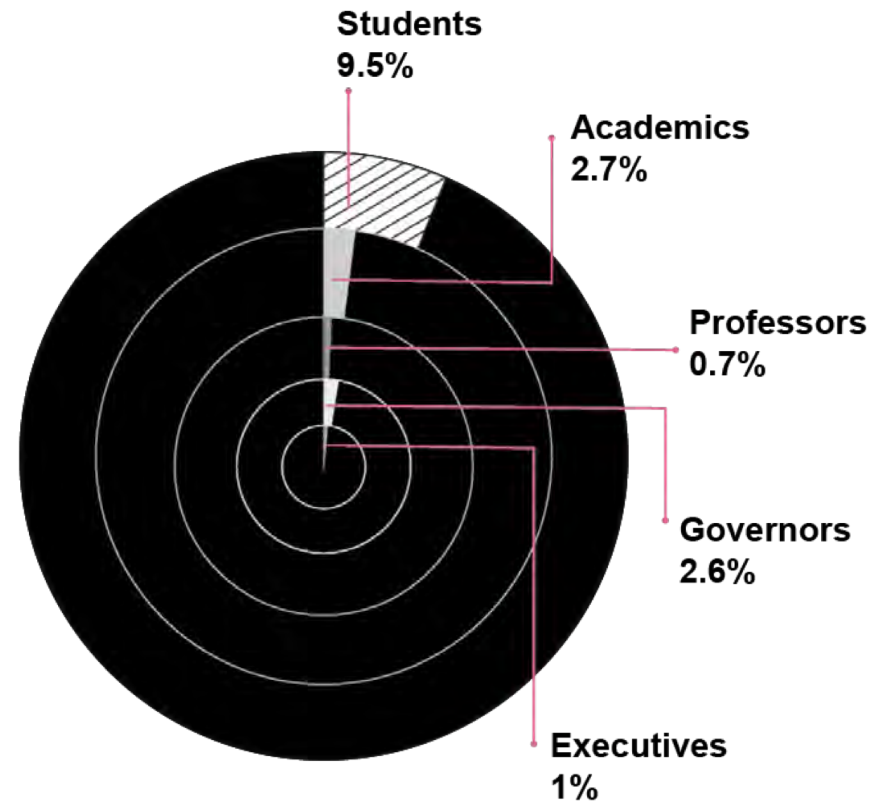
England / Scotland comparison (21/22 AY)

BAME Student & Staff in England & Scotland
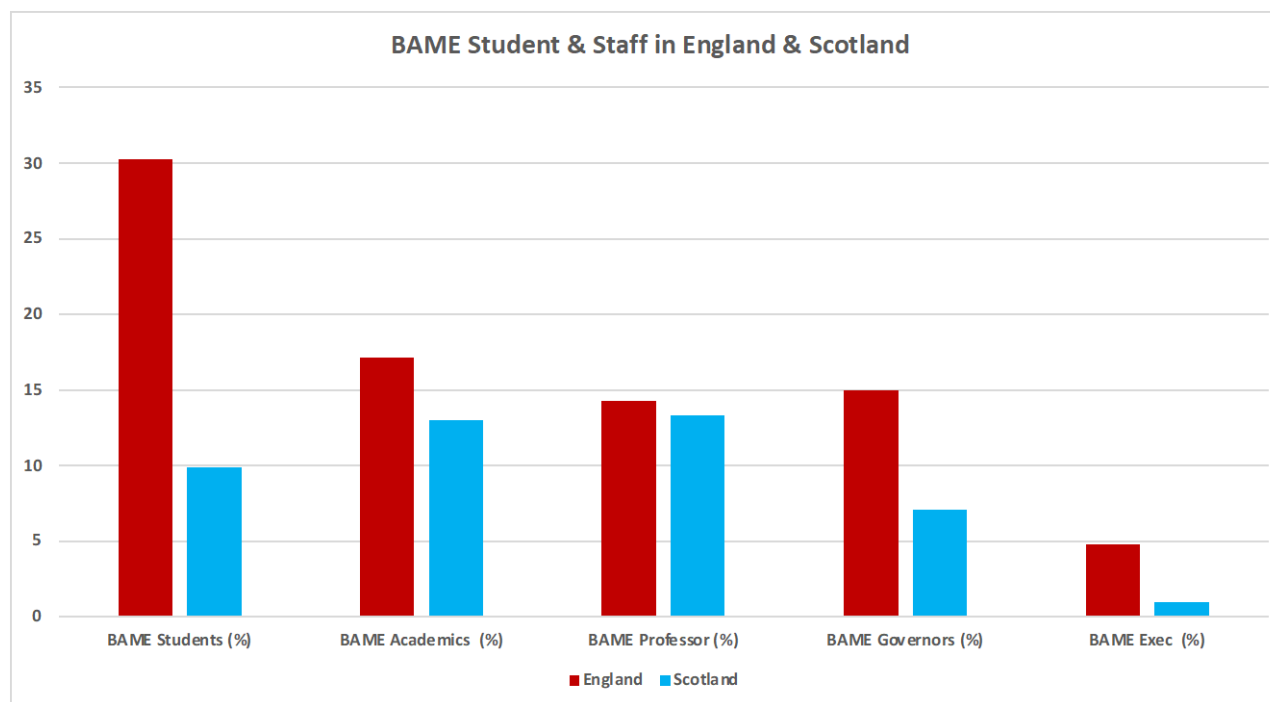
	BAME Students (%)	BAME Academics (%)	BAME Professor (%)	BAME Governors (%)	BAME Exec (%)
England	30.3	17.1	14.3	15	4.8
Scotland	10	13	13.3	7.1	1

Scottish universities (21/22 AY)

Provider Name	BAME Students (%)	BAME Academics (%)	BAME Professors (%)	BAME Governors (%)	BAME Exec (%)	Ethnicity Pay Gap (%)
Heriot-Watt University	14.6	20.6	13.5	8.3	Not Available	0.4
The University of Aberdeen	13.6	16.7	6.0	17.2	0.0	-5.0
The University of St Andrews	13.3	14.4	3.7	0.0	0.0	Not Available
The University of Edinburgh	12.9	16.0	7.9	8.0	0.0	7.1
Glasgow Caledonian University	12.2	12.3	20.1	20.0	Not Available	-2.2
The University of Strathclyde	12.2	16.7	10.8	0.0	0.0	-2.6
The University of Dundee	11.3	18.5	7.7	11.1	0.0	-5.6
The University of Glasgow	11.1	13.8	8.4	10.3	0.0	9.3
Glasgow School of Art	11.0	5.8	16.7	8.3	0.0	11.2
The University of the West of Scotland	10.7	15.5	27.6	0.0	0.0	-4.1
Robert Gordon University	10.6	17.7	22.2	9.1	0.0	4.6
Edinburgh Napier University	9.2	14.6	15.2	8.7	14.3	Not Available
Royal Conservatoire of Scotland	8.7	9.3	0.0	0.0	Not Available	Not Available
Abertay University	8.5	11.2	18.2	5.6	0.0	1.2
Queen Margaret University Edinburgh	6.8	8.8	0.0	0.0	0.0	Not Available
The University of Stirling	6.5	8.3	3.4	4.0	0.0	1.9
University of the Highlands and Islands	3.2	3.2	14.3	12.5	0.0	-6.3
SRUC	2.0	10.5	42.9	4.0	Not Available	Not Available

Scottish universities (21/22 AY)

Provider Name	Black Students (%)	Black Academics (%)	Black Professor (%)	Black Governors (%)	Black Exec (%)	Ethnicity Pay Gap (%)
The University of the West of Scotland	3.6	4.3	0.0	0.0	0.0	-4.1
Robert Gordon University	3.1	5.1	11.1	9.1	0.0	4.6
The University of Aberdeen	3.0	2.8	1.6	13.8	0.0	-5.0
Glasgow Caledonian University	2.7	2.1	1.4	8.0	Not Available	-2.2
Heriot-Watt University	2.4	1.4	0.8	8.3	Not Available	0.4
The University of Dundee	2.3	1.7	0.0	0.0	0.0	-5.6
Edinburgh Napier University	2.3	2.4	1.5	4.3	0.0	Not Available
Queen Margaret University Edinburgh	1.8	1.7	0.0	0.0	0.0	Not Available
The University of Strathclyde	1.8	0.8	0.4	0.0	0.0	-2.6
The University of Stirling	1.5	1.1	0.0	0.0	0.0	1.9
Abertay University	1.5	2.2	9.1	0.0	0.0	1.2
The University of Glasgow	1.4	1.2	0.2	0.0	0.0	9.3
Royal Conservatoire of Scotland	1.4	0.9	0.0	0.0	Not Available	Not Available
The University of St Andrews	1.4	0.9	0.0	0.0	0.0	Not Available
The University of Edinburgh	1.3	1.0	0.8	4.0	0.0	7.1
Glasgow School of Art	1.0	0.9	0.0	0.0	0.0	11.2
University of the Highlands and Islands	0.5	1.1	0.0	0.0	0.0	-6.3
SRUC	0.2	0.9	0.0	0.0	Not Available	Not Available

B.A.M.E representation (19/20 AY) - England

Institution	BAME Students (%)	BAME Academics (%)	BAME Professors (%)	BAME Governors (%)	BAME Executives (%)	BAME Award Gap (%)
Aston University	74.0	26.1	14.9	[low]		6.0
The University of Bradford	73.4	29.8	40.7	17.4		8.0
City University of London	72.2	20.3	10.7	[low]		7.0
Brunel University London	70.7	36.3	30.9	[low]	6.7	12.0
Queen Mary University of London	66.9	29.0	13.4	[low]		4.0
Middlesex University	66.4	25.3	17.1	[low]		10.0
The University of East London	64.9	30.4	20.2	[low]		13.0
The University of Westminster	63.4	20.6	6.7	19.2	0.0	11.0
London Metropolitan University	63.2	28.4	[low]	[low]	8.3	14.0
SOAS University of London	62.6	40.5	30.4	[low]		7.0
Kingston University	61.3	21.3	7.8	[low]	0.0	13.5

B.A.M.E award gap (19/20 AY) - England

Institution	BAME Students (%)	BAME Award Gap (%)
Canterbury Christ Church University	25.1	30.0
Newman University	47.2	26.0
The University of Sunderland	24.2	26.0
University of Bedfordshire	55.5	25.0
The University of Buckingham	51.2	24.0
The University of Northampton	41.5	22.0
University of Suffolk	32.1	22.0
The Arts University Bournemouth	12.6	22.0
Staffordshire University	16.1	20.0

Black awarding gap (19/20 AY) - England

Institution	Black Students (%)	Black Award Gap (%)
The University of Buckingham	15.6	45.0
Newman University	14.2	40.0
Canterbury Christ Church University	15.4	38.0
University of Bedfordshire	30.7	33.0
University of the West of England Bristol	4.8	32.0
Staffordshire University	5.3	31.0
Solent University	5.6	30.0
Falmouth University	2.7	30.0
Edge Hill University	2.1	30.0

B.A.M.E award gap Scottish HEIs (21/22)

Glasgow School of Art	28.0%
The University of Strathclyde	18.5%
Royal Conservatoire of Scotland	18.3%
Robert Gordon University	17.0%
Queen Margaret University, Edinburgh	16.1%
The University of Stirling	12.3%
The University of Aberdeen	12.1%
The University of Dundee	10.7%
The University of Glasgow	10.4%
Heriot-Watt University	7.3%
The University of St. Andrews	6.9%
Edinburgh Napier University	5.5%
Glasgow Caledonian University	3.5%
The University of Edinburgh	2.4%
Abertay University	0.2%
University of the Highlands and Islands	-3.5%
The University of the West of Scotland	-4.6%

Black award gap Scottish HEIs (21/22)

The University of Aberdeen	31.5%
Glasgow Caledonian University	29.0%
Robert Gordon University	26.3%
Edinburgh Napier University	24.8%
The University of Dundee	24.1%
Heriot-Watt University	17.8%
The University of Strathclyde	17.4%
The University of Edinburgh	11.2%
The University of Glasgow	9.9%
The University of the West of Scotland	8.9%
The University of St. Andrews	-6.2%
Queen Margaret University, Edinburgh	-28.3%
Abertay University	-30.6%

B.A.M.E awarding gap & Decolonising agenda

Legend:
- With Decolonising Agenda (green)
- Without Decolonising Agenda (red)
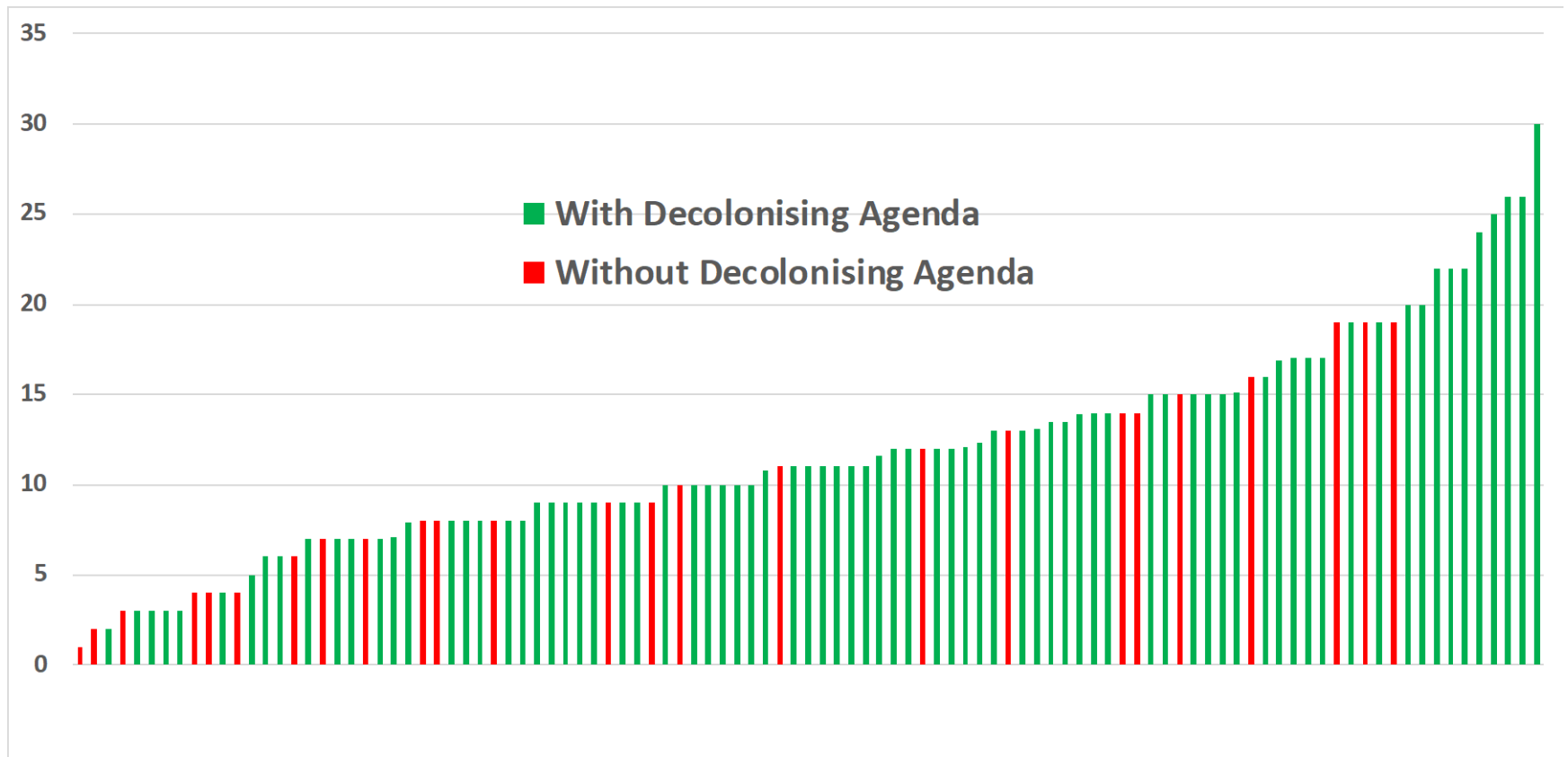
B.A.M.E award gap (19/20 AY)

21/22 AY

Institution	BAME Students (%)	BAME Award Gap (%)	
Canterbury Christ Church University	25.1	30.0	29%
Newman University	47.2	26.0	19%
The University of Sunderland	24.2	26.0	6.3%
University of Bedfordshire	55.5	25.0	22%
The University of Buckingham	51.2	24.0	16%
The University of Northampton	41.5	22.0	25%
University of Suffolk	32.1	22.0	7%
The Arts University Bournemouth	12.6	22.0	16%
Staffordshire University	16.1	20.0	16%

Money moved mountains it seems...

o Established to drive culture change towards gender equality.

o Support of research funding organisations.

o HE institutions took immediate steps to bring about gender balance and ensure equitable recognition of female academics.
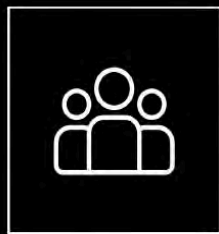
o Banner of inclusivity and anti-racism.

o Framework for institutions to self-reflect on institutional and cultural barriers that inhibit the progress and success. Started in 2016

o **No** support from research funding organisations.

10 Point Plan

Curriculum

01
Radical revision of HE curricula and qualifications

Culture

02
Antiracism central to CPD

03
Institutions publish data annually

04
Organisations **and** Partners publish data annually
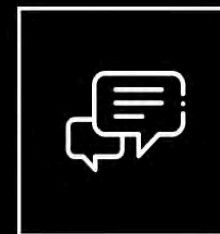
05
Advisory groups led by experts

Climate

06
Recruitment processes redress imbalances

07
Quality systems spotlight race equality

08
Statutory bodies incorporate race equality assessments

09
Best practice Anti-racism frameworks

Communication

10
Positive **collaborations** and messaging

Conclusion

➢ Growing ethnic population
➢ Relatively poor socio-economic conditions
➢ Equitable education outcomes to improve socio-economic conditions
➢ Continue to build representation at all levels
➢ Address awarding gap
➢ Whole organization approach
➢ Leadership from the top
➢ Financial benefit

Make most of the diverse community in Scotland

Thank you

bit.ly/ethnic-representation-index