

# Protected Characteristics Profile: Race

## Purpose

This profile is one of nine, presenting quantitative (mainly through the Census) and qualitative (through locally run focus groups) data alongside desktop research. The purpose is to inform discussions about our local community.

## Background

The Equality Act 2010 legally protects people from discrimination and unfair treatment in Britain; this is because of the Protected Characteristics they have. The Protected Characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

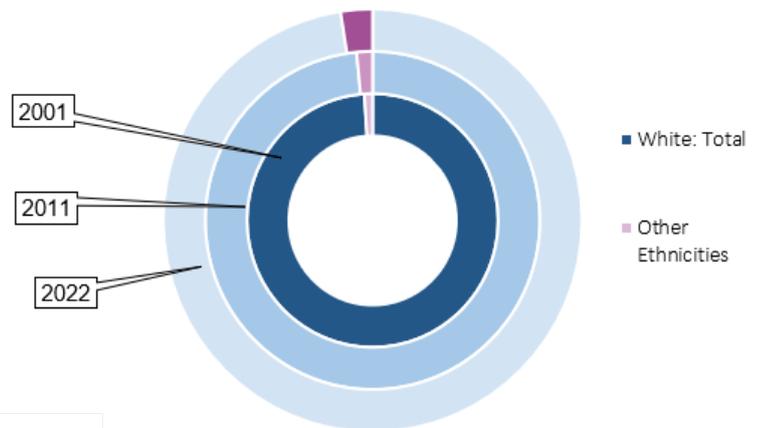
It is against the law to discriminate against someone because of a Protected Characteristic. Race discrimination is when a person is treated differently because of their race in one of the situations covered by the Equality Act.<sup>1</sup>

## Key Points

1

In 2001, 2011 and 2022, a majority of the Shetland population (98-99%) responded to the Census to describe their ethnic group as White, with Other Ethnicities making up 1%-2% of the total population. In Shetland, there has been a gradual increase in diversity, consistent with the trend across Scotland.

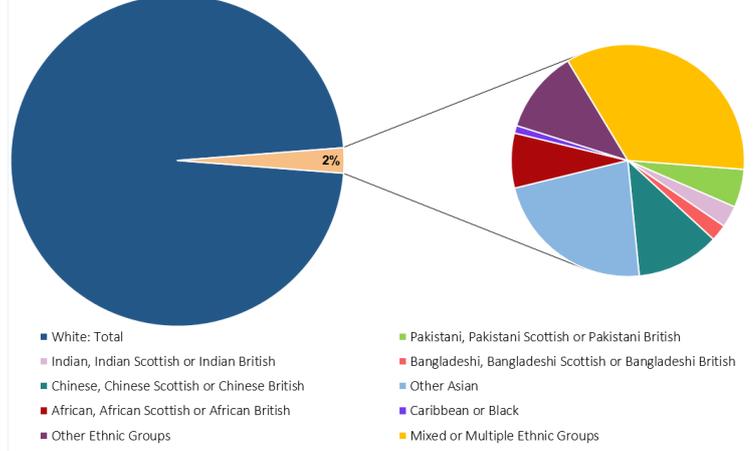
Shetland Population by Ethnicity in 2001, 2011 and 2022



2

In 2022, the Other Ethnicities groups (2%) accounted for 563 people in Shetland, according to the Census. The highest number of people (196) described their ethnic group as mixed or multiple ethnic groups; 128 people responded as other Asian; 65 other ethnic groups; 65 Chinese, Chinese Scottish or Chinese British, with all other ethnic groups ranging from 6-43 people per group.

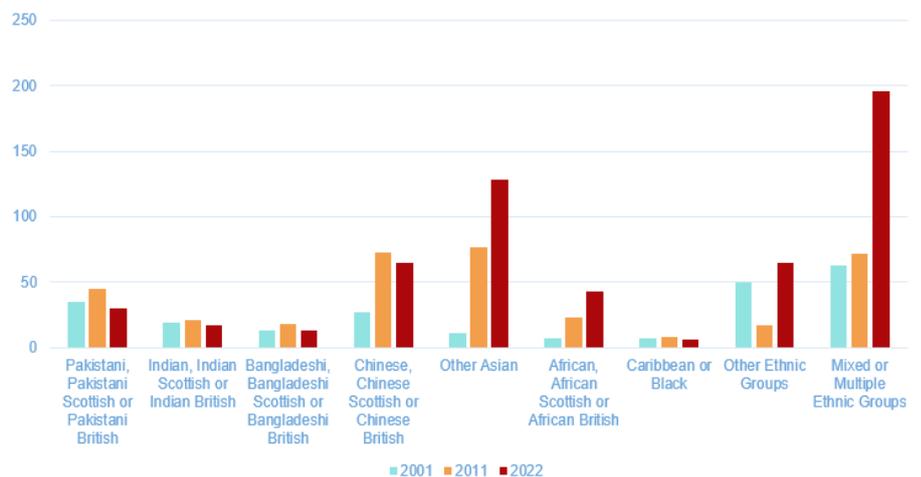
Shetland Population by Ethnicity in 2022



3

This graph shows an increase in Shetland's diversity over time, specifically among those who responded to the Census to describe their ethnic group as Other Asian, African, African Scottish or African British, Other Ethnic Groups and Mixed or Multiple Ethnic Groups. Some group respondents, like the Pakistani, Indian and Bangladeshi communities grew, until 2011, but declined by 2022.

Population by Ethnicity in Shetland (by Census year)



<sup>1</sup> Race discrimination | EHRC (equalityhumanrights.com)

## Summary of Other Publications

Desk-top research of discrimination faced by individuals who are of race in Britain highlights several key findings:

### Health Disparities

Research from the Healing a divided Britain review into race inequality reveals there are stark health inequalities, particularly in mental health settings; not only do Ethnic Minorities suffer poorer health, they also suffer from poorer access to healthcare compared to the White population. In Britain, Black people will have longer stays and higher rates of re-admission in mental health settings, and studies report lower access to palliative end of life care services for Ethnic Minorities compared with White British people. Black British women are four times more likely to be detained under the mental health legislation than White British women, and Mixed Ethnicity women almost seven times more likely.

### Crime

Race report statistics published by the Equality and Human Rights Commission in 2020, reveals that Black people in Britain face prosecution and sentencing rates three times higher than White people; 18 per thousand of the population compared to 6 per thousand for White people. This disparity highlights the inequalities within the criminal justice system, suggesting that Black individuals are not only more likely to be prosecuted but also more likely to be victims of racial discrimination.

### Employment

Research from the Healing a divided Britain review into race inequality reveals that race inequality impacts on employment and income. For example, unemployment rates are higher for people of all other ethnic minorities compared to white people in Britain. Black workers, with degrees, earn 23.1% less on average than their white counterparts, and there is a considerable gap in the percentage of White (89%) and Ethnic Minority (2-5%) people starting apprenticeships in Britain.

### Education and Learning

The YMCA's Young and Black report found that 95% of young Black people in the UK have heard or witnessed racist language at school; with findings showing that 49% feel that racism is the biggest hurdle to academic achievement and 50% saying that teacher perceptions are the biggest barrier to educational success. These experiences of young Black people in the UK mirrors that of their peers in other countries, such as the US and Australia. Research from the Healing a divided Britain review into race inequality reveals just 6% of Black school leavers attended a Russell Group university, compared with 12% of Mixed and Asian school leavers and 11% of White school leavers.

### Living Standards

In Scotland, Ethnic Minority households are more likely to experience overcrowding; 11.8% for Ethnic Minority households compared to 2.9% for White households, according to the Race Report statistics published by the Equality and Human Rights Commission in 2020.

## Summary of Feedback from Local Focus Groups

**“Shetland has become more diverse; it can be easier to mix with people of other races, here, than in England. However, it’s important to go out to meet people, and start becoming part of the community.”**

Some people have faced discrimination when coming to Shetland from elsewhere and being termed a “Sooth Moother”, stating they are not believed, included or taken seriously and are often dismissed compared to Shetlanders.

People face verbal abuse because of the colour of their skin and their religion, and this can go unreported.

Suggestions for improvement:

- Creating safe, open and honest spaces to encourage discussion, learning and understanding about different backgrounds, cultures and identities;
- Opportunities to welcome more refugees in Shetland and how to support them; and
- Resources to feel safer, in Lerwick and Scalloway on the main streets, particularly in the evenings.

