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|                              | Age   | Disability  | Ethnicity   | Gender  | Religion  | Sexual Orientation  | Pregnancy and Maternity   | Marriage Civil Partnership   | Fairer Scotland Duty  |
|------------------------------|---|---|---|---|---|---|---|--|---|
| COVID-19                     |  |  |  |  |  |  |  |  |  |
| Climate                      |  |  |  |  |  |  |  |  |  |
| Education                    |  |  |  |  |  |  |  |  |  |
| Employment/ Labour Market    |  |  |  |  |  |  |  |  |  |
| Health                       |  |  |  |  |  |  |  |  |  |
| Housing                      |  |  |  |  |  |  |  |  |  |
| Social Exclusion             |  |  |  |  |  |  |  |  |  |
| Socio-Economic/ Disadvantage |  |  |  |  |  |  |  |  |  |
| Transport                    |  |  |  |  |  |  |  |  |  |
| <i>Human Rights</i>          | <b>Human Rights</b>   |   |   |   |   |   |   |  |   |

## COVID-19 - Age

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### The Pandemic in Glasgow

- Younger respondents (16-24) were more likely than older respondents (55+) to be worried about friend or family member's mental health (78% vs 50%), friends or family becoming seriously ill (77% vs 58%), their own mental health (60% vs 30%) and own financial situation (43% vs 22%) in the pandemic.
- Those aged 25-34 and 35-54 were more likely than average to say the following issues were problems for people they knew during the pandemic: mental health (77% and 73% vs 66% overall), addiction to alcohol (47% and 41% vs 35% overall), addiction to drugs (34% and 27% vs 23% overall), poor diet (65% and 52% vs 48% overall) and loneliness and social isolation (75% and 72% vs 66% overall).
- Individuals ages 35-54 were more likely to be dissatisfied with the council's response to COVID-19 (29% vs 24% overall).
- Younger respondents (16-24) were more likely than older respondents (55+) to say they felt comfortable using libraries (89% vs 72%), museums and galleries (88% vs 77%), local community centres (85% vs 65%) and sports and leisure centres (80% vs 60%).
- During lockdown, younger respondents (16-24) were more likely than average to have received information through word of mouth (86% compared with 70% on average). Older respondents (aged 55+) were less likely than average to have accessed information about council services through the council website (55% vs 63% overall).
- The oldest respondents (aged 55+) were more likely than younger respondents (16-24) to prioritise refuse collection and recycling (42% vs 16%) and roads and pavements upkeep (27% vs 6%) as council priorities after the pandemic.
- The youngest respondents (16-24) were more likely than average to say they would exercise more frequently (63% vs 46% overall) after the lockdown. Meanwhile, older respondents (aged 55+) were most likely to say they expected to visit the city centre less frequently (52% vs 45% overall).

Source: [Glasgow Household Survey](#)

### Impact of Covid-19 on Employment

The economic impacts of COVID-19 impacted age groups differently. Younger adults are more concentrated in sectors such as hospitality, retail and leisure, which have had significant disruption as a result of the pandemic. This has led to a much younger age profile of new benefit claimants. An ESRC survey from September 2020 suggests that almost half (46%) of new claimants are aged 18-39 years old compared to 37% of existing claimants.

Source: [Economic and Social Research Council](#)

In Glasgow, the pandemic led to a large increase in the number of claimants of employment related benefits. By age, the largest group of claimants was and remains those between 25 and 49 years - the largest of the age groups overall. However, the younger age group (16-24 years) saw a higher proportional increase of 92% over the year. Claimants aged 25-49 years increased by 83% and those aged 50+ years increased their claims by 74%. These high figures suggest difficulties for every age group, but clearly young people felt the greatest impact.

Source: [Glasgow Centre for Population Health](#)

### Inequalities and COVID


In Scotland in 2020 -

*Older people were:*

- More likely to own their own home outright
- Less likely to be in poverty or to say that they're not managing well financially
- Less likely to use the internet (especially those 75+)
- More likely to provide 50 hours or more of care each week, among unpaid carers
- More likely to have a long-term health condition than not to have one (55+) and more likely to be disabled (have a limiting long-term health condition) than not to be (75+)
- Less likely to be doing physical activity
- Experiencing a far higher rate of deaths involving COVID-19

*Younger people were:*

- Far more likely to earn less than the real Living Wage
- More likely to be financially vulnerable and in unmanageable debt
- More likely to be on zero-hour contracts and working in currently 'shut down' sectors (UK)

Source: [Inequalities by age in the context of Covid-19](#) 

## COVID-19 - Disability

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### Glasgow and COVID

- Since the start of the pandemic, those with a long-term illness, health problem or disability in the household were more likely than those without to have felt worried or stressed (69% vs 61%), lonely (47% vs 35%), unsafe in the community (32% vs 16%), lacked access to essentials (20% vs 8%), and unsafe at home (10% vs 3%).
- Those with a long-term illness, health problem or disability in the household were more likely than those without to be concerned about: a friend or family member's mental health (73% vs 63%), friends or family becoming seriously ill (72% vs 61%), their own mental health (56% vs 41%), own financial situation (39% vs 30%), and becoming seriously ill with COVID-19 (41% vs 27%) since the beginning of the pandemic
- A number of these issues were more likely to be described as a problem by those living in household with a long-term illness, health problem or disability: mental health issues (72% vs 64% those without), lack of physical exercise (68% vs 58%), physical health issues (63% vs 55%), and gambling (24% vs 18%).
- Those with a long-term illness, health problem or disability in the household were more likely to say they needed mental health support ( 19% compared to 14% overall). Those with a long-term illness, health problem or disability in the household were also more likely to say they needed physical health support (13% vs 9% overall).
- Compliance with lockdown restrictions was particularly high amongst those with a long-term illness, health problem or disability in their household (47%)

Source: [Glasgow Household Survey](#)

### Inequalities and COVID

In Scotland in June 2020-

*Disabled people were:*

- More likely to live in a household in poverty
- Less likely to be in employment
- More likely to be paid below the living wage
- More likely to live in social rented housing
- More likely to have poorer mental health
- More likely to engage in health risk behaviours
- Less likely to meet physical activity recommendations
- Less likely to have access to green and blue spaces
- More likely to experience child material deprivation

Source: [Inequalities by disability in the context of Covid-19](#) <sup>27</sup>

## COVID-19 - Ethnicity

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### Glasgow and COVID

- Minority ethnic respondents were more likely to say they had experienced a reduction in income (49% compared to 33% of white respondents) and a lack of access to essentials (23% vs 12%)
- Minority ethnic respondents were more likely than white respondents to say they were worried about friends or family becoming seriously ill (79% vs 63%), their own mental health (58% vs 45%) and own their financial situation (49% vs 30%).
- Minority ethnic respondents, and those aged 25-34 were more likely to say they needed employment advice (13% and 10% compared to 6% overall).
- Minority ethnic respondents were more likely to be dissatisfied with the council's response to the pandemic (35% vs 22% of white respondent)
- White respondents were more likely than minority ethnic respondents to have heard information about the Council during lockdown through word of mouth (72% vs 60%).

Source: [Glasgow Household Survey](#)

### Work and COVID

TUC research spoke to 1200 BME workers to share their experiences of work during COVID-19. Of those

- One in five BME workers said they received unfair treatment because of their ethnicity
- Around one in six BME workers felt they had been put more at risk of exposure to coronavirus because of their ethnic background. Many reported being forced to do frontline work that white colleagues had refused to do
- Other respondents said they were denied access to proper personal protective equipment (PPE), refused risk assessments and were singled out to do high-risk work
- Just over three in ten (31%) BME workers told the TUC that they had had been bullied or harassed at work
- Over a third (35%) reported being unfairly turned down for a job Around a quarter (24%) had been singled out for redundancy.

Source: [TUC](#)

### Mortality and COVID

- Deaths amongst people in the South Asian ethnic group in Scotland have been almost twice as likely to involve COVID-19 as deaths in the White ethnic group

Source: [Scottish Government](#)

The disproportionate impacts of COVID-19 on BME mortality and morbidity in the UK is generally clear and has also been reported internationally. As of October 2021, Public Health Scotland reported that compared to white Scottish, rates of hospitalisation or death were estimated to be around four-fold higher in Pakistani and mixed groups, and around two-fold higher in Indian, other Asian, Caribbean or Black, and African groups.

Source: [Glasgow Centre for Population Health](#)

### Maternity and COVID

One high profile, representative UK study with a Scottish sample conducted at the outset of the pandemic reported that over half (56%) of pregnant women (sample size 429) admitted to hospital with confirmed COVID-19 were of BME background.

Source: [Glasgow Centre for Population Health](#)

### Vaccines and COVID

A 2021 qualitative study in Scotland reports higher levels of COVID-19 vaccine uptake 'hesitancy' among BME groups and among lower income participants

Source: [Glasgow Centre for Population Health](#)

### Inequalities and COVID

- Some people may be disadvantaged by an inability to self-isolate due to COVID-19 include Gypsy/Travellers; seasonal migrants in communal accommodation and asylum seekers and refugees.
- Higher prevalence of poverty in some minority ethnic groups which may increase risk of food insecurity. It will be important that food projects recognise different dietary requirements and access issues for diverse communities.
- Higher employment in NHS and other key worker industries which may increase risk of infection to individuals and their families but also create additional anxieties around child care.
- Higher likelihood of living in multi-generational families which could have some positive impacts in terms of social isolation and mental health but may also increase risk of infection.
- Higher rates of underlying illness especially diabetes and cardio-vascular disease, which may mean there are higher numbers in shielded groups and may indicate a need for some specialised advice and support.
- Barriers to effective communication, because of language, stigma, prejudice or other cultural differences in health and social care settings are likely to lead to negative outcomes.
- Ethnic minorities were more likely to say that they didn't have support in times of crisis.

Source: [Inequalities by Ethnicity in the Context of Covid-19](#) <sup>67</sup>

### Further Reading:

[Glasgow Centre for Population Health](#)

## COVID-19 - Gender

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### Glasgow and COVID

- Since the beginning of the pandemic, women were more likely than men to say they had felt worried or stressed (72% compared to 56%), lonely (42% vs 36%) and unsafe in the community (26% vs 17%).
- Women were more likely than men to be worried about a friend or family member's mental health (73% vs 60%), friends or family becoming seriously ill with COVID-19 (69% vs 60%) and their own mental health (53% vs 40%).
- Male respondents were more likely than female respondents to have accessed information about the council from national newspapers (49% vs 41%), local newspapers (44% vs 36%) and radio (35% vs 28%)
- Female respondents were more likely to be dissatisfied with the information given by the council about changes in their services during the pandemic (45% vs 36%) of male respondents.
- In terms of priorities for council for post-lockdown, women were more likely than men to identify social work and social care services as most important than men (14% vs 8%)
- Since the start of the pandemic, women were more likely than men to identify social work and social care services as most important than men (14% vs 8%)


Source: [Glasgow Household Survey](#)

### Inequalities and COVID

In Scotland in 2020 -

Women were:

- 65% of people aged 85+
- More likely to have a limiting long-term condition
- Less likely to do the recommended amount of physical activity
- More likely to leave school with at least one qualification at SCQF level 6 or better
- Less likely to be employed - and minority ethnic women particularly so
- Earning less, on average
- Two-thirds of unpaid carers
- Devoting twice as much time to housework
- Most likely to make a homelessness application due to a violent or abusive dispute within the household
- Far less likely to commit violent crime
- Victims in the vast majority of domestic abuse incidents recorded by the Police
- Accounting for almost two thirds of confirmed COVID-19 cases, and half of deaths.

Source: [Inequalities by Gender in the Context of Covid-19](#) 

## COVID-19 - Religion

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Information is not currently available in this section.

## COVID-19 - Sexual Orientation

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Information is not currently available in this section.

## COVID-19 - Pregnancy and Maternity

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### Maternity and COVID

One high profile, representative UK study with a Scottish sample conducted at the outset of the pandemic reported that over half (56%) of pregnant women (sample size 429) admitted to hospital with confirmed COVID-19 were of BME background.

Source: [Glasgow Centre for Population Health](#)

Scientists have identified 'significant knowledge gaps' in the impact of COVID-19 on mothers' and babies' health at all stages of pregnancy. In the UK, pregnant women were added to the list of people moderately at risk from coronavirus as a precautionary measure.

Source: [UK Research and Innovation](#)

Throughout the pandemic, maternity services have had to adjust to different rules, including limiting certain services and reducing visiting.

Source: [NHS Scotland](#)

## COVID-19 - Marriage and Civil Partnership

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Information is not currently available in this section.

## COVID-19 - Fairer Scotland Duty

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### The Pandemic in Glasgow

- Those who were not working were more likely to say their household had felt worried or stressed (81% vs 63% of those in work), lonely (58% vs 34% overall), and had a lack of access to essentials (18% vs 11%).
- Since the start of the pandemic, mental health and finances were also more likely to be concerns for those who were not working than for those in work (67% vs 44%, and 48% vs 33%).
- Those not working were more likely to say they needed mental health support (21% compared to 14% overall).
- Working respondents were more likely than non-working respondents to identify refuse and recycling as important (37% vs 24%), as well as museums, libraries and sports facilities (33% vs 27%) and parks, playparks and allotments (26% vs 17%)

Source: [Glasgow Household Survey](#)

### Harms of COVID-19

- those from the most deprived areas were much more likely to be admitted to hospital with serious illness from COVID-19
- the death rate from the virus in the most deprived areas was double that of the rate in the least deprived areas

Source: [Scottish Parliament](#)

### Home Learning

The closure of schools has driven further inequalities amongst children. A survey in primary children in England found children in the poorest 20% of families (based on their pre-pandemic equalised earnings) spent just 19 hours a week on learning activities, compared with 27 hours a week for the richest 20%. The availability of online resources also varies, with poorer pupils less likely to be able to access devices. Poorer pupils were also more likely to be required to self isolate in England.

Source: [The Institute for Fiscal Studies](#)

Students from poorer backgrounds are likely to have had less active engagement with teachers or school services and less space to learn in. Across the UK, children with their own computer whose parents both worked regularly from home with the main parent in a "service class" occupation spent on average 2.9 hours per day on school work for primary level and 3.8 per day at secondary level. Children without these advantages spent 2.3 hours at primary level and 2.6 at secondary.

Source: [Scottish Government](#)

### Debt

By June 2020 in Great Britain, lower-income households were more likely to have taken on extra debt to cope during the crisis, with a quarter of the second income quintile reporting taking on extra consumer credit, twice as many as among high income families. Lower-income families are particularly likely to have increased their use of high-cost products like credit cards and overdrafts.

Source: [Resolution Foundation](#)

### Spending

By June in 2020, 57 per cent of adults in the top quintile of working age family incomes have experienced reduced outgoings, compared to 30 per cent in the bottom quintile. Across all families, outgoings are twice as likely to have decreased (as they have for 40 per cent of respondents) as to have increased (20 per cent).

This is because essentials, such as food and fuel, make up a greater proportion of spending for those on a lower income.

Source: [Resolution Foundation](#)

## Climate - Age

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### Active Travel

- Sustrans is a charity that aims to make active forms of travel, such as cycling and walking, easier. They have suggested ways to try and make cycling more inclusive, particularly focusing on women, disabled people and the over 65s.
- Older people tend to make fewer journeys and may be more reliant on public transport, or destinations that are accessible by foot than other age groups.
- Older people felt transport had become harder in cities as car use and populations have grown.
- Older people are reluctant to travel during the rush hour as it gets too busy. Walking was popular for local journeys.
- Older people were very positive about having access to a free bus pass, although views about local bus services varied depending on coverage, frequency and reliability of buses. There was a sense that privatisation of bus services hasn't helped
- 7% of people aged 65 or over cycle at least once a week, in comparison to 18% of 16-64 year olds
- Two-thirds of older people do not cycle and do not want to cycle, although 15% would like to start cycling
- Older people are far less likely to cycle for work

Source: [Sustrans](#)

### Air Pollution and Children

Air pollution is particularly damaging to children and can lead to asthma and other respiratory conditions. Children's height means they are closer to exhaust fumes and the number of people that drive to school means there is a concentration of traffic and pollution where large number of children congregate.

Source: [Royal Town Planning Institute](#)

### Safety

Glasgow has the highest child road accident hospital admissions among the four largest Scottish cities so reducing traffic can have a beneficial impact on this age group.

Source: [Glasgow Centre of Population Health](#)

## Climate - Disability

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### Scotland's Accessible Travel Framework 2019-2020

Street design and clear pathways are a key responsibility of local authorities, who design and maintain all of the non-trunk road network and (equating to 93% of all Scottish roads), walking and cycling ways and footpaths i.e. more local authorities are using existing powers in new ways to support disabled people. Keeping pathways clear can be beneficial for those with visual and mobility impairments.

Source: [Transport Scotland](#)

### Active Travel

- Shifting towards Active Travel is not only beneficial on reducing the impact transport has on the climate but is also a positive way to encourage physical activity and have a positive impact on people's health. It is essential that this shift is inclusive to all.
- An estimated 84% of disabled people living in the UK's biggest cities never cycle for local journeys, yet one third (33%) say they would like to start cycling.
- In the UK, only 7% of disabled people cycle at least once a week, in comparison to 19% of non-disabled people. 84% of disabled people never cycle
- In the UK, one third of disabled people (33%) currently do not cycle but would like to
- 66% of disabled people agree their city would be a better place to live if more people cycle
- On local streets where protected space is impossible we must reduce car volume and speed and create zones which prioritise people. We need to go beyond routes in and out of the city centre and create a dense joined up network for cycling which links where people live with everyday destinations across our cities and towns, including cycle parking. This must be fully accessible for all types of cycles.
- Plan routes based on the potential benefits to users, not just the number of people likely to use them.
- Not everyone is in employment and we need to make the excellent Cycle to Work scheme accessible for people who may be in education, unemployed or retired.
- Increase access for people to electric cycles and adapted cycles, starting with extending the Motability Scheme to include cycles
- Provide support and training for women, disabled people and older people to build their confidence in cycling.
- Promote cycling as an inclusive activity open to everyone.

Source: [Sustrans](#)

## Climate - Ethnicity

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### Active Travel

People from a Black or ethnic minority background are less likely to cycle than white people in Glasgow.

Source: [Glasgow Centre for Population Health](#)

## Climate - Gender

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### Modes of Transport

- In Scotland in 2019, women were more likely than men to walk to work. Men were more likely to cycle to work.
- In Scotland in 2019, men were more likely to hold a driving licence than women, with seventy-seven of men aged 17+ having one, compared to 66 per cent of women.
- Women tended to use buses more frequently than men (26% of women used the bus at least once a week compared to 23% of men)

Source: [Transport and Travel in Scotland 2019](#)

### Active Travel

Shifting towards Active Travel is not only beneficial on reducing the impact transport has on the climate but is also a positive way to encourage physical activity and have a positive impact on people's health. It is essential that this shift is inclusive to all.

Sustrans, a charity that aims to make active forms of travel, such as cycling and walking, easier. They have suggested ways to try and make cycling more inclusive, particularly focusing on women, disabled people and the over 65s.

Sustrans suggest that most new cycling routes are based on where people want to go, (i.e. maximising their use) rather than who would use them (i.e. diversifying their user base).

- Building a new radial cycle route to the city centre may be good for increasing the numbers of people cycling but most people using it are likely to be men commuting. These routes may ignore the more complex journeys undertaken by women, or the fact that most people over the age of 65 are retired.
- Women's journeys around cities are typically shorter than men's. Women are more likely to use different modes of transport and involve 'trip-chaining' (multi-stop journeys) which tend to be for a balance of child care, work and household responsibilities. The root causes of these journey differences are largely structural - they are a result of the roles and responsibilities played by men and women, as well as learned behaviours or preferences that may be mediated by gender.
- Women are also more likely to be worried about personal safety and experience anti-social behaviour whilst travelling
- 73% of women do not cycle
- 32% of women who currently do not cycle would like to

Source: [Sustrans](#)

In 2018 Sustrans did a survey in Glasgow on travel. It found that in Glasgow men are three times more likely to cycle than women in the city. Although there are some commonalities in terms of barriers to active e.g. weather, there are some barriers that are more specific to women. Lack of time, complex schedules, personal safety can prevent walking and cycling becoming a part of women's daily routine. 70% of all the women who were surveyed who had at least one child, agreed that having children strongly influence how they travelled. A further 39% of these respondents agreed that they walked and cycled less because they have children

A well-used, defined cycle network that allows trip-chaining, and enables more women to cycle with children, will potentially improve perceptions of personal safety, will save women time and help embed physical activity into an everyday activity. Planning and in some cases prioritising trip-chaining, personal and road safety through infrastructure design is not only beneficial to women but does not compromise men's ability to walk and cycle. A way to help ensure this happens is to include women in the decision and planning stages of developing transport systems.

The women in the study in Glasgow felt that they could save a lot of money by swapping their car or public transport journeys for active travel. Many of the participants commented that public transport and parking in Glasgow is too costly, and that by choosing to travel actively they could save money on travel expenses. Women often mentioned how physical appearance and expectation to look a certain way upon arrival at their destination often deterred them from travelling by bike or on foot. This was most commonly mentioned in relation to cycling to work. Image, personal appearance and constructs of femininity are likely to be a deterrent for women and it is often cited in countries with lower levels of cycling. In Denmark, Germany and the Netherlands where there are higher levels of cycling in their major cities, images of cycling are concurrent with travelling with children, travelling in work clothes and essentially 'normalised'. These cities also have a strategic network of dedicated cycling infrastructure. Many of the women in Glasgow perceived the roads as busy and chaotic, making them reluctant to cycle on the roads among the traffic, or walk around the city

Source: [Sustrans](#)



## Climate - Religion

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Information is not currently available in this section.

## Climate - Sexual Orientation

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Information is not currently available in this section.

## Climate - Pregnancy and Maternity

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### **Air Pollution**

- Certain groups are more vulnerable to the impact of poor air quality than others, such as those with existing health conditions, children, older people and pregnant people.
- In pregnancy, epidemiological studies suggest a link between air pollution exposure and premature birth. The Royal College of Physicians finds that 'the strongest evidence from epidemiological studies of pregnancy outcomes is that air pollution affects fetal growth and birth weight'

Source: [Scottish Government](#)

## Climate - Fairer Scotland Duty

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### Types of Transport

Glasgow has the highest traffic volume of any local authority, despite car ownership being lower in Glasgow than the rest of Scotland. Car ownership is lowest in the most deprived areas where there is a greater reliance on buses for travel.

Source: [Glasgow Centre for Population Health](#)

In 2019 in Scotland, 68% of people travelled to work by car or van, 12% by walking and 10% by bus. However, this varied with income. Those in households with incomes under £15,000 were more likely to take the bus or walk than those on higher incomes. People from households with incomes over £50,000 were the most frequent car users.

Source: [Transport Scotland](#)

Cycling rates and access to a bicycle remains higher among high income groups. In Glasgow in 2011, only 0.8% of commuters from the most deprived areas cycled to work/study compared to 2.7% of commuters from the least deprived areas.

Source: [Glasgow Centre for Population Health](#)

- In Scotland in 2019, cycling is used as a means of transport most often by households with incomes over £50,000 (7% at least once a month), and least often by those with incomes below £10,000 (2%).
- In 2019, households with incomes over £50,000 walked most often for transport each month (71%), and those earning between £15,000 and £20,000 least (61%).
- Train use was higher in higher income households. Forty three per cent of those interviewed with a household income of over £50,000 had used the train in the last month, compared to between 21 and 23 per cent for the categories up to £20,000
- Household access to bikes increased with household income and household size; 62% of households with an income of £50,000 or more have access to one or more bikes, compared to 19% of households with an income up to £10,000, and 18% with an income of £10,000 to £15,000.

Source: [Transport and Travel in Scotland 2019](#)

### Driving Licence

In Scotland in 2019, driving licence possession increased with net annual household income (50% for adults in households with less than £10,000 of income compared to 91% in households with an income over £50,000).

Source: [Transport and Travel in Scotland 2019](#)

### Fuel Poverty

Improving the energy efficiency of homes will have a positive impact on the climate and on reducing fuel poverty. Actions to improve insulation and efficiency of heating the home need to consider how they can also lift people out of fuel poverty. This is challenging as many zero emissions heating systems are more costly to install and can be more expensive to run than high emissions alternative.

Decarbonising our homes and workplaces means a fundamental shift for almost all of us. Poor energy efficiency can lead to high energy costs which can push households into fuel poverty and present unnecessary financial burdens for businesses and the public sector. Many of us have already taken steps to improve the energy efficiency of our homes and workplaces.

Source: [Scottish Government](#)

A higher proportion of households with a pre-payment meter (PPM; electricity, gas or both) were in fuel poverty compared to those without a PPM, 36% compared to 22% respectively

Source: [Scottish House Condition Survey](#)

### Visits to the outdoors

In Glasgow, 31% of those living in the most deprived SIMD quintile visited the outdoors one or more times a week compared to 51% of those in the least deprived. 29% in the most deprived quintile visited the at least once a year and 14% in the least deprived quintile visit the outdoors at least once a year.

Source: [Scottish Household Survey](#)

## Education and Training - Age

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### Early Learning in Glasgow

In 2019, there were over 10,500 children in Glasgow registered with an early learning or childcare centre. Of eligible three and four-year-olds in the city, 94% were registered for pre-school provision.

Source: [Glasgow Centre for Population Health](#)

### Universities

The Glasgow city region has the largest student population in Scotland and the second highest in the UK. More than 185,000 students from 140 countries live and study here. This large student population means Glasgow's population is relatively young compared to the rest of the UK - over 70% of the population is working age (16-64).

Source: [Invest Glasgow](#)

### Qualifications by age groups in Glasgow

Younger adults are more likely to have a higher level of qualification than older adults. In 2018, those aged 51% of those age 16-39 had a degree or professional qualification compared to 12.3% of those over the age of 60. 45% of those over the age of 60 had no qualifications compared to 6.3% of those 16-39. A further breakdown of qualifications across age groups can be found in the link below.

Source: [Scottish Household Survey](#)

90.5% of 16 to 19-year olds in Glasgow City are participating in learning, training or employment in 2021.

Source: [Skills Development Scotland](#)

### Adult education

- North Lanarkshire (18.1 per cent), West Dunbartonshire (16.7 per cent) and Glasgow City (16.6 per cent) had the highest proportion of people aged 16-64 years old with low or no qualifications, while East Dunbartonshire (5.9 per cent).

Source: [Annual Population Survey 2018](#)

### Teachers

- In September 2020 in Scotland, the average age of teachers in publicly funded schools was 40. Teacher numbers were highest between the ages of 25 and 41, however 13 per cent of teachers were aged 55 or over.

Source: [School Statistics](#)

### Age in Higher Education

- Approximately 60% of entrants to Higher Education in Scotland were aged under 25 years in 2019/20. This is comparable to previous years.
- For first degrees, 78% of entrants to Higher Education in 2019/20 were aged under 25, and 1.7% were older than 50. The proportion of under 25 year olds has continuously decreased from 81% in 2016/17, whilst the proportion of over 50 year olds has remained stable since 2017/18.
- For Postgraduate degrees, 46% of entrants in 2019/20 were aged under 25, and about 4% were older than 50. The proportion of over 50 year olds has increased from 3.7% in 2016/17, whilst the proportion of under 25 year olds has increased from 44% in 2016/17.

Source: [Scottish Funding Council](#)

### Age in Further Education

- 58.9% of all full-time enrolments in Further Education in 2019/20 were between 16 and 20 years of age. This proportion has been decreasing (in 2015/16, it were 61%)
- 17.2% of all enrolments in 2019/20 were aged over 30. This proportion has been increasing (in 2015/16, it were 14%).

Source: [Scottish Funding Council](#)

### Age in Modern Apprenticeships

- 44% of Modern Apprenticeship starts were aged over 25 and 36% were aged between 16 - 19 in 2020/21.
- This is different to previous years where most Modern Apprenticeship starts were aged between 16 - 19.

Source: [Modern Apprenticeship Statistics](#)

### Participation

- In 2020/21, 16 year olds had the highest participation rate of 99.1% compared to 19 year olds who had the lowest participation rate of 85.4%. This is comparable to previous years.

Source: [Skills Development Scotland](#)

### Importance of learning in older age

Continuous investment in learning across age groups has many positive effects. It helps people to acquire and update skills to remain employable, succeed in job transitions and advance professionally, keeping people in work and adding to their job satisfaction.

The fast-changing nature of jobs also means that learning new skills is an essential for people of all ages to be included in the workforce. Many sectors have seen green and digital transitions so training in these areas is especially important.

Continued learning can also help to delay the onset of dementia and prevent cognitive decline related to old age. It is also a way for older people to play an active role in society and can help prevent social isolation.

Source: [European Commission](#)

## Education and Training - Disability

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### National Outcomes for Disabled People

- Disabled people (25%) are more likely than non-disabled people (10%) to have low or no qualifications at SCQF level 4.
- The vast majority of disabled school leavers are recorded as leaving to a positive destination (89%) although this remains lower than for non-disabled school leavers (95%).
- Comparable proportions of disabled and non-disabled people have received in-work training in the last three months.
- A lower proportion of disabled people leave school for higher education or have university degrees, compared to non-disabled people.

Source: [Scottish Government](#)

### School Education

- School leavers with additional support needs in 2019/20, continued to have lower attainment, with 90.8 per cent of pupils with an additional support need achieving one or more passes at SCQF Level 4 or better compared to 98.5 per cent for those with no additional support needs.

Source: [Summary Statistics for Attainment and Initial Leaver Destinations, No.3: 2021 Edition](#) <sup>17</sup>

### Modern Apprenticeships

- The proportion of Modern Apprenticeship starts who self-identified a disability has increased since 2015/16 to 2019/20 in Scotland. In the last year, Modern Apprenticeship starts who self-identified a disability has decreased from 15.4% in 2019/20 to 13% in 2020/21.

Source: [Modern Apprenticeships Statistics](#)

### Percentage of school leavers to a positive follow-up destination

- School leavers with Additional Support Needs (87.2%) are less likely to go on to a positive follow up destination, which includes education, training, employment, voluntary work and personal skills development than school leavers with no Additional Support Needs (94.9%).

Source: [Scottish Government Leaver Destinations](#)

- The participation rate for young people (aged 16-19) who identified as disabled has decreased from a record high in 2019/20 (89%) to 88.3% in 2020/21.
- In 2020/21, the participation rate for young people who did not identify as disabled was 92.4% - an increase of 0.1 percentage points from the previous year.
- The participation gap between young people identifying as disabled and young people without a known disability has widened to 4.1 percentage points which is 0.9 percentage points more than in 2019/20.

Source: [Annual Participation Measure for 16 - 19 year olds in Scotland 2021](#) <sup>18</sup>

### Participation in 16-19 year olds

- 88.3% of 16-19 year olds who identify as disabled are participating in learning, training or employment in Scotland in 2021, compared to 92.4% of 16-19 year olds who do not identify as disabled.

Source: [Skills Development Scotland](#)

### Further Education

- Between 2013/14 and 2019/20, the proportion of entrants to Scotland's Higher Education Institutions (HEIs) who reported a disability has increased from 8% to 12%.

Source: [ONS](#)

- The proportion of Scottish domiciled enrolments in full-time Further Education who reported a disability has increased from 19.3% in 2014/15 to a record high of 26.6% in 2019/20.
- 21.9% of Scottish domiciled enrolments in part-time Further Education reported a disability (an increase from 15.5% in 2014/15).

Source: [Scottish Funding Council](#)

The latest snapshot statistics show that in 2018-19 only 3.6 per cent of first-degree Scottish domiciled students received Disability Students' Allowance (DSA), funded by the Student Awards Agency Scotland (SAAS) or the Student Loans Company (SLC), and that this percentage is actually lower than it was five years earlier (4.3 per cent). But the same statistics also reveal that 18 per cent (or 18,830) had some form of known disability. Unlike DSA recipients, both the percentage and absolute number have increased over the same period. In 2014-15 they were 12 per cent and 13,260. This suggests that the most rapid increases have been in forms of disability that are less likely to attract DSA, which in turn may suggest that the criteria for receiving DSA may be too narrow and should be reviewed. Another possible interpretation is that the rise in disabled students may be mostly attributed to a large increase in number of students with a mental health condition which may not involve the payment of DSA and who may depend on other support measures - for example, mental health counselling in universities.

Source: [Fair Access to Higher Education: progress and challenges](#)

## Education and Training - Ethnicity

### Pupils in Glasgow

- Nearly a quarter (24%) of pupils come from a home where the main language is neither English nor Gaelic and 120 different languages are spoken by Glasgow's school pupils. During the same period, 2% of pupils were from asylum seeker families and 2.4% of pupils were refugees - totaling over 3,500 pupils.
- The proportion of pupils from a minority ethnic community has increased steadily in Glasgow since 2012. In 2019, there were 18,800 pupils from a minority ethnic community, a rise of 5,500 (and up 50%) from 2012.

Source: [Glasgow Centre for Population Health](#)

- This growing proportion of pupils where English is not the main language at home may need additional support with English. Alternative formats should be made available for both pupils and parents to ensure inclusion.
- There are approximately 70,000 pupils attending Glasgow schools and almost a quarter come from a minority ethnic group.

Source: [Glasgow Centre for Population Health](#)

### Attainment

Attainment data for ethnic minorities more broadly in Scotland and the UK presents a varied picture. In Scotland, Asian minority ethnic groups on average perform better than their White-Scottish peers, while previous data has shown that Polish, African and Gypsy/Traveller pupils on average have been behind their White-Scottish peers.

Source: [Children's Neighbourhoods](#)

### Teachers

- In September 2020, 2 per cent of school teachers recorded a minority ethnic background. The majority were from a white ethnic background (92 per cent).

Source: [Summary Statistics for Schools in Scotland](#) <sup>17</sup>

### Participation in 16-19 year olds

- 92% of white 16-19 year olds are participating in learning, training or employment in Scotland in 2021, compared to 95.4% of Minority Ethnic 16-19 year olds.

Source: [Skills Development Scotland](#)

### Percentage of school leavers to a positive follow-up destination

There is some variance by ethnicity for school leavers to go on to a positive follow up destination, which includes education, training, employment, voluntary work and personal skills development. For White Scottish school leavers it's 92%, White non Scottish it's 92.3%, for mixed or multiple ethnic groups it's 91.7%, for Asian-Indian it's 95.4%, for Asian-Pakistani it's 95.6%, for African/Black/Caribbean it's 95.1%, for all other categories it's 93.3% and for Not Disclosed it's 90.3%.

Source: [School Leaver Destination](#)

- 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.
- The participation rate for minority ethnic groups has increased from 92.9% in 2015/16 to a record high in 2020/21.

Source: [Annual Participation Measure for 16 - 19 year olds in Scotland 2021](#) <sup>18</sup>

- In 2019/20, 95.6 per cent of school leavers who identified their ethnicity as Asian - Pakistani were in a positive follow-up destination, compared to 92 per cent for leavers with an ethnicity of White-Scottish.

Source: [Summary Statistics for Follow-up Leaver Destination](#) <sup>17</sup> <sup>a</sup>

### Modern Apprenticeships

- The proportion of Modern Apprenticeship from an ethnic minority increased over the last eight years from 1.1% in 2013/14 to 2.7% in 2020/21.

Source: [Modern Apprenticeship Statistics 2020/21](#) <sup>19</sup>

### School Attainment

- In 2019/20, school leavers who identified their ethnicity as Asian - Pakistani had the highest levels of attainment with 99 per cent of leavers achieving one or more passes at SCCC Level 4 or better, far higher than the percentage for leavers with an ethnicity of White-Scottish (95.7 per cent achieving this level).

Source: [Summary Statistics for Attainment and Initial Leaver Destinations](#) <sup>17</sup>

### School Pupils

- In 2020, 63 per cent of pupils were recorded as being white Scottish or white other British. The largest other ethnic backgrounds include White - Other (3 per cent), White - Polish (2 per cent), and Mixed (2 per cent).
- The number of White - Gypsy/Traveller pupils in 2020 had gone up by 94 per cent from 737 in 2011 to 1,432 in 2020, although this could be due to improved recording.
- The Pupil Census shows a higher proportion of ethnic minority pupils in schools than would be expected from the ethnic minority share of the population at large: this is mainly explained by the younger age profile of the ethnic minority population, and with this a higher proportion of households with dependent age children.

Source: [Summary Statistics for Schools in Scotland](#) <sup>17</sup>

### Further Education

- Over the past five years, the proportion of UK domiciled full-time first degree entrants to Scottish universities from a minority ethnic background has increased from 9.0% in 2014/15 to 11.0% in 2019/20.

Source: [Higher Education Student Statistics: UK, 2019/20](#) <sup>20</sup>

- In 2019/20, 7.4% of Scottish domiciled enrolments in full-time Further Education were from a minority ethnic background.
- This is an increase from 6.9% in 2018/19.
- The proportion of Scottish domiciled enrolments from a minority ethnic background was at 10.9% for part-time Further Education in 2019/20.

Source: [Report on Widening Access 2019/20](#) <sup>21</sup>

Within Scotland there are wide variations in the proportion of BAME residents - from 11.6 per cent in Glasgow to only 0.7 per cent in Orkney. This overall increase, and the concentration of BAME residents in Scotland's largest cities, suggest that ethnicity is likely to become a more significant dimension of potential disadvantage in the future. The proportion of Scottish domiciled BAME students in higher education is higher than in the general population, which reflects the different ethnic profile among younger age groups and also the continuing increase in the BAME share of Scotland's population since the 2011 census.

The highest BAME share is among part-time students on further education courses in colleges. The proportion of BAME students on full-time first-degree is currently 8.5 per cent - 2,815 in 2017-18 compared with 1,415 in 2003-04. Half of BAME full-time first-degree students come from Asian backgrounds, as defined by the census. The number of BAME students on full-time higher education courses in colleges has also more than doubled over the same period. There is evidence of a significant interrelationship between ethnicity and social class. In 2018-19, more than a quarter of BAME students in universities (26.7) were from SIMD20 areas, compared with 14.9 of white students. There was a similar although narrower gap among full-time higher education SIMD20 students in colleges - 36 per cent (BAME) compared with 27.5 per cent (white). So BAME students are substantially more likely to come from social deprived areas. This can be explained by a number of possible factors - that they actually suffer greater social disadvantage when mapped onto social class; that they are concentrated in big cities in poorer, generally SIMD20-40, areas as a result of cultural choices or broader discrimination although their residence may not reflect their socio-economic status; or, more positively, that despite these disadvantages, they have a greater appetite for higher education than the white population. Disentangling these complex factors is difficult in the absence of focused research.

Source: [Fair Access to Higher Education: progress and challenges](#)

## Education and Training - Gender

### School Attainment

The proportion of P4 pupils achieving First Level in 2018/19:

- 82 per cent of girls in reading compared to 75 per cent of boys
- 78 per cent of girls in writing compared to 67 per cent of boys
- 89 per cent of girls in listening and talking compared to 82 per cent of boys
- 77 per cent of girls in numeracy compared to 76 per cent of boys

Source: [Achievement of Curriculum for Excellence \(CfE\) Levels 2018/19](#) <sup>[1]</sup>

- In 2019/20 female school leavers had the highest levels of attainment with 96.6 per cent achieving one or more passes at SCQF Level 4 or better, compared to 95 per cent for male school leavers.

Source: [Summary Statistics for Attainment and Initial Leaver Destinations](#) <sup>[2]</sup>

### Teachers

In September 2020

- 77 per cent of all school teachers were women
- 77 per cent of school head teachers were women

In both the primary and secondary sectors the proportion of teachers who were female fell at each level of seniority.

- In primary schools, 89% of teachers at all grades were female compared to 84% of head teachers.
- In secondary schools 64% of teachers at all grades were female compared to 42% of head teachers. However, in special schools 77% of teachers at all grades were female compared to 81% of head teachers.
- The percentage of teachers working part-time, as a proportion of all Full Time Equivalents, was 17%. 91% of teachers working part time were females.

Source: [Summary Statistics for Schools in Scotland](#) <sup>[3]</sup>

### Further Education

- Women made up 51.7% of all full-time Scottish domiciled enrolments and 52.9% of all part-time Scottish domiciled enrolments to Further Education in 2019/20.
- In 2018/19, women represented 52.1% of all full-time Scottish domiciled enrolments in Further Education and 54.2% of all part-time enrolments.

External source: [Report on Widening Access](#) <sup>[4]</sup>

### Participation in 16-19 year olds

- 93.2% of female 16-19 year olds are participating in learning, training or employment in Scotland in 2021, compared to 91.2% of male 16-19 year olds.

Source: [Skills Development Scotland](#)

### Percentage of school leavers to a positive follow-up destination

- Male school leavers (90.9%) are less likely to go on to a positive follow up destination, which includes education, training, employment, voluntary work and personal skills development than female school leavers (93.6%).

Source: [School Leaver Destination](#)

- In 2020/21, a record high, 93.2% of young women (aged 16-19) were participating in education, employment, or training, compared to 91.2% of young men.
- While the participation rate for women increased by 0.4 percentage points, the participation rate for men decreased by 0.2 percentage points from 2019/20.
- The gender participation gap has widened by 0.6 percentage points.

Source: [Annual Participation Measure for 16 - 18 year olds](#) <sup>[5]</sup>

### Modern Apprenticeships

- In 2020/21, 60% of Modern Apprenticeship starts were men and 40% were women. This is comparable to previous years.

Source: [Modern Apprenticeship Statistics 2020/21](#) <sup>[6]</sup>

### Higher Education

- In 2019/20, 58.5% of entrants into Higher Education in Scotland were women.
- This figure is comparable to previous years.

Source: [Higher Education Students and Qualifiers at Scottish Institutions](#) <sup>[7]</sup>

Female students are in a substantial majority in higher education in Scotland, and have been so for more than a generation. They make up a majority of both full-time and part-time students in universities - 59 per cent compared with 41 per cent, a gap of 18 per cent.

There are big differences in the gap between men and women at different levels of social advantage. In the most advantaged SIMD quintile there are 5 per cent more men than women, and even in the next SIMD quintile there is still a majority of men. In contrast in the other three SIMD quintiles women predominate.

The welcome progress towards increasing the proportion of SIMD20 applicants and entrants in universities is disproportionately due to an increase in participation among women. Men have lagged behind. While the SIMD profile of male students has changed only a little since 2013-14, the profile of female students has shifted significantly from the less to more deprived areas. In 2018-19, 16.9 per cent of female students came from SIMD20 compared to 14.3 per cent of male students. Over the same period, the proportion of female students from SIMD80-100 areas fell from 31.3 per cent to 25.3.

The proportion of male and females in different subjects varies significantly

In 2018-19, 86 per cent of first degree entrants in subjects allied to medicine and 85 per cent in education were women. In computer science 82 per cent and in engineering and technology 81.5 per cent were men.

Source: [Fairer Access to Higher Education](#)

## Education and Training - Religion

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### Creating Inclusive Spaces

Research by Advance HE has led to recommendations that institutions may wish to consider when seeking to achieve equality of opportunity and inclusion for a diverse range of faiths and beliefs, and those of no belief. Whilst their recommendation are aimed at Higher Education Institutions, a lot of their recommendations can be used in other spaces as well.

These include equality monitoring, training provisions around religion, ensuring assessment, examining and time tabling is mindful of religious observance, considering ways to accommodate religious observance and celebration and enhancing services to meet the needs of different users especially around catering, accommodation, dress code and prayer spaces. Further suggestions and information can be found in the link below.

Source: [Advance Higher Education](#)

### Catholic Schools

Secondary denominational state schools in Scotland are all Roman Catholic. They have a higher proportion of disadvantage than average, but admit slightly lower rates of disadvantaged pupils than in their locality. Denominational schools have wider catchment areas than other schools, so this gap may reflect transport issues and willingness to travel, along with the demographics of their local faith community.

Source: [The Sutton Trust](#)

### The Social Mobility Challenges Faced by Young Muslims

The Social Mobility Commission investigated the challenges that are faced by young Muslims. They found that young Muslims feel that:

- Teachers have either stereotypical or overly low expectations of young Muslims.
- There are insufficient Muslim teachers or other role models in schools and non-Muslim teachers are reluctant to engage with them.
- They are placed in middle or lower sets and where this happens teachers fail to listen to requests to move up to higher sets.
- There is insufficient and inadequate individual tailored support, guidance and encouragement in schools

Their view, there is insufficient and inadequate individual tailored support, guidance and encouragement for young Muslims to take specific or challenging subjects, take part in extra-curricular activities, or explore alternative pathways to education or employment.

The Muslims interviewed in this research complained of inequitable access to high status universities as a result of geographical provision, discrimination at the point of entry, or self-limiting choices reflecting fears of being in a minority.

Source: [Social Mobility Commission](#)

## Education and Training - Sexual Orientation

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### Bullying

- From the Stonewall 2017 report, half of lesbian, gay, bi and trans (LGBT) young people in Scotland (48 per cent) - including 71 per cent of trans young people - are bullied for being LGBT at school
- More than three in five LGBT young people (63 per cent) 'frequently' or 'often' hear homophobic language in school, more than two in five (43 per cent) 'frequently' or 'often' hear biphobic language and more than half (53 per cent) 'frequently' or 'often' hear transphobic language
- Nine in ten LGBT young people (91 per cent) regularly hear phrases such as 'that's so gay' or 'you're so gay' in school
- More than two in five LGBT young people who experience homophobic, biphobic and transphobic bullying (44 per cent) never tell anyone about it

Source: [Stonewall 2017](#)

### School Response

- Just a third of bullied LGBT young people in Scottish schools (32 per cent) say that teachers intervene when they are present during the bullying
- Seven in ten LGBT young people (72 per cent) report that teachers or school staff only 'sometimes' or 'never' challenge homophobic, biphobic and transphobic language when they hear it
- Seven in ten LGBT young people (68 per cent) report that their schools say homophobic and biphobic bullying is wrong, but just four in ten (41 per cent) report that their schools say transphobic bullying is wrong

Source: [Stonewall 2017](#)

### Support

- Nearly half of LGBT young people in Scotland (45 per cent) say that there isn't an adult at school they can talk to about being LGBT
- Just four per cent of LGBT young people who know of an openly bi member of staff, and only two per cent who know of an openly trans member of staff. Three in ten LGBT young people (28 per cent) know of an openly gay member of staff, and 23 per cent know of an openly lesbian member of staff
- More than half of trans young people (53 per cent) say that staff at their school are not familiar with the term 'trans' and what it means
- Two in three trans young people (65 per cent) say that they are not able to use the toilets they feel comfortable in at school, while more than a third of trans young people (36 per cent) are not able to be known their preferred name at school

Source: [Stonewall 2017](#)

### At Home and Online

- Just two in five LGBT young people in Scotland (41 per cent) have an adult at home they can talk to about being LGBT
- Nearly all LGBT young people in Scotland (96 per cent) say the Internet has helped them understand more about their sexual orientation and/or gender identity
- More than two in five LGBT young people (44 per cent) have been the target of homophobic, biphobic and transphobic abuse online
- Nearly all LGBT young people (98 per cent) see homophobic, biphobic and transphobic content online
- Three in five LGBT young people (62 per cent) think that online platforms are unlikely to do anything about tackling homophobic, biphobic and transphobic content or incidents when it is reported to them

Source: [Stonewall 2017](#)



## Education and Training - Pregnancy and Maternity

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### Young Parents and Education

Young people who are at higher risk of becoming parents tend to have poorer health and social outcomes compared to older parents, and these are generally intensified as a result of becoming a parent. The circumstances and experiences of young mothers show that they face significant socio-economic disadvantage in terms of lower educational qualifications, lower employment levels and lower income.

Supporting aspiration and ambition amongst young people is vital as poor attendance at school, low attainment or achievement, few or no aspirations and free school meals entitlement are key indicators for risk of teenage pregnancy. Equally, supporting young mothers and young fathers back into school or learning environments is important for preventing a rapid subsequent pregnancy and ensuring better future outcomes for mother and child. Appropriate early childhood and educational interventions in all settings, targeted at young people at risk of poor educational outcomes, will contribute to improved educational attainment and connectedness with education. This will support young people to develop their aspirations and skills for the future and ultimately contribute to an increased likelihood of remaining in education or gaining training opportunities or employment as well as a reduction in unintended pregnancy.

Source: [Scottish Government](#)

### Teenage Pregnancy

- In 2019 the teenage pregnancy rate in Scotland was 28 per 1,000 women. However, rates varied depending on where women lived. Those living in the areas of highest deprivation had pregnancy rates more than four times higher than those in the least deprived areas (52.6 compared to 11.8 per 1,000).
- In Glasgow City, the teenage pregnancy rate per 1000 women under 20 was 33.5 in 2019.
- In 2019 the teenage pregnancy rate in Scotland was 27.7 per 1,000 women. However, rates varied depending on where women lived. Those living in the areas of highest deprivation had pregnancy rates more than four times higher than those in the least deprived areas (52.6 compared to 11.8 per 1,000).

Source: [Public Health Scotland](#)

## Education and Training - Marriage and Civil Partnership

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### Teaching

Guidance on the teaching of marriage and civil partnerships from an equality and human rights perspective can be found

Source: [Equality and Human Rights Commission](#)

## Education and Training - Fairer Scotland Duty

**Attainment Gap**

- Over half of the schools in the top 70 schools in Scotland are in areas that fall in the least deprived quintile of area deprivation (using the SIMD). In fact, almost 80% of the top performing schools are ranked in the top two quintiles of deprivation highlighting that, even on a broader measure, the majority of the top schools in Scotland are concentrated at the very top of the socio-economic spectrum.

Source: [Sutton Trust](#)

- In Glasgow, there is a widely recognised socioeconomic-related gap in educational attainment.

Source: [Glasgow Centre for Population Health](#)

The proportion of 14 pupils in SIMD Quintile 1 (Most Deprived) and SIMD Quintile 5 (Least Deprived) achieving First Level in 2018/19:

- 70 per cent of 14 pupils in SIMD Quintile 1 achieved First Level in reading compared to 89 per cent in SIMD Quintile 5
- 63 per cent of 14 pupils in SIMD Quintile 1 achieved First Level in writing compared to 84 per cent in SIMD Quintile 5
- 79 per cent of 14 pupils in SIMD Quintile 1 achieved First Level in listening and talking compared to 93 per cent in SIMD Quintile 5
- 69 per cent of 14 pupils in SIMD Quintile 1 achieved First Level in numeracy compared to 87 per cent in SIMD Quintile 5

Source: [Achievement of Curriculum for Excellence \(CfE\) Levels 2018/19](#)

- In 2019/20, 91.7 per cent of school leavers in the most deprived areas achieved one or more passes at SCQF Level 4 or better, compared to 98.8 per cent of school leavers in the least deprived areas.

Source: [Summary Statistics for Attainment and Initial Leaver Destinations](#)

**Home Learning**

The closure of schools has driven further inequalities amongst children. A survey in primary children in England found children in the poorest 20% of families (based on their pre-pandemic equivalised earnings) spent just 19 hours a week on learning activities, compared with 27 hours a week for the richest 20%. The availability of online resources also varies, with poorer pupils less likely to be able to access devices. Poorer pupils were also more likely to be required to self-isolate in England.

Source: [The Institute for Fiscal Studies](#)

Students from poorer backgrounds are likely to have had less active engagement with teachers or school services and less space to learn in. Across the UK, children with their own computer whose parents both worked regularly from home with the main parent in a "service class" occupation spent on average 2.9 hours per day on school work for primary level and 3.8 per day at secondary level. Children without these advantages spent 2.3 hours at primary level and 2.6 at secondary.

Source: [Scottish Government](#)

**Percentage of school leavers to a positive follow-up destination**

School leavers in more deprived areas are less likely to go on to a positive follow up destination, which includes education, training, employment, voluntary work and personal skills development. Further breakdown of follow up destinations across different levels of deprivation can be found on the link below on page 8 of the document.

For those in 0-20% (most deprived) - 87.6% end up in a positive destination, those in 20-40% SIMD - 90.3% end up in a positive destination, 40-60% - 90% end up in a positive destination, 60-80% - 94.7% end up in a positive destination and those in 80-100% (which is the least deprived areas) 95.9% end up in a positive destination.

Source: [Follow-up Destinations](#)

**Higher Education**

Full-time first-degree entrants aged 21 and over are substantially more likely to come from SIMD20 communities than younger entrants. But most adults, even from more socially advantaged communities, are relatively disadvantaged because opportunities to enter higher education were more limited when they left school. Redressing this intergenerational inequality by providing more opportunities for adult learning is a valid objective of public policy.

Participation in further and higher education by the care-experienced is only about half of that for the general population. There is a substantial overlap between care experience and residence in an SIMD20 area.

The proportion of full-time first-degree entrants from SIMD20 areas increased to 15.9 per cent in 2018-19, compared with 15.8 the year before. It is now just short (0.1 percentage points) of the 16 per cent target for 2021.

SIMD20 full-time first-degree entrants are twice as likely to come via articulation from colleges having already HNCs - 42 per cent in 2017-18. That is a measure of how important articulation is for achieving fair access. Success on shifting the dial on SIMD20 representation in universities is highly dependent on improved articulation, as it is on the higher rate female participation among SIMD20 residents

Taking three years - 2016-17 to 2018-19 - together, 14 per cent of first-degree entrants to courses in creative art and design were from SIMD20 areas. The highest proportion of SIMD20 entrants was in drama (19 per cent) and the lowest in fine art and cinema and photography (11 per cent). The proportion in music was 13 per cent. In creative art and design the share of entrants from the most advantaged SIMD quintile was 26 per cent, lower than in either medicine or law.

Source: [Fairer Access to Higher Education](#)

**Further Education**

- In 2019/20, 34.2% of Scottish domiciled entrants in full-time Further Education came from the 20% most deprived areas. This is a drop from 34.7% in 2018/19.
- The proportion for part-time entrants was 29.7% in 2019/20 and 29.4% in 2018/19.

Source: [Report on Widening Access 2019/20](#)

**Ethnicity and and Social Class In Education**

There is evidence of a significant interrelationship between ethnicity and social class. In 2018-19, more than a quarter of BAME students in universities (26.7%) were from SIMD20 areas, compared with 14.9 of white students. There was a similar although narrower gap among full-time higher education SIMD20 students in colleges - 36 per cent (BAME) compared with 27.5 per cent (white). So BAME students are substantially more likely to come from social deprived areas. This can be explained by a number of possible factors - that they actually suffer greater social disadvantage when mapped onto social class, that they are concentrated in big cities in poorer, generally SIMD20/40, areas as a result of cultural choice or broader discrimination although their residence may not reflect their socio-economic status, or, more positively, that despite these disadvantages, they have a greater appetite for higher education than the white population. Disentangling these complex factors is difficult in the absence of focused research.

Source: [Fairer Access to Higher Education](#)

**Gender and Social Class In Education**

Although women are in an overall majority, they are a minority among students from the most advantaged social groups. In the most advantaged SIMD quintile there are 5 per cent more men than women, and even in the most SIMD quintile there is still a majority of men. In contrast in the other three SIMD quintiles women predominate. Different subject choices play a part in explaining this pattern. So too do differences in school attainment, with women from SIMD20 areas outperforming men which is not the case in SIMD30 areas. But the continuing influence of deep-rooted cultural assumptions about gender roles cannot be discounted.

Source: [Fairer Access to Higher Education](#)

**Modern Apprenticeships**

- In 2020/21, 22.4% of Modern Apprenticeship starts came from the 20% most deprived areas in Scotland compared to 13.8% from the 20% least deprived areas.
- Since 2017/18, the proportion of starts living in the 20% most deprived areas in Scotland has decreased from 24.5%, whilst the proportion of starts from the 20% least deprived areas has increased from 13.2%.

Source: [Modern Apprenticeship Statistics 2020/21](#)

## Employment / Labour Market - Age

### In Glasgow

- The employment rate in Glasgow compared to Scotland and the UK was lower across all age groups in 2018/19.
- The employment rate among 16-24 year olds in Glasgow was particularly low (43.7%) when compared to the Scottish average (58.3%) and the UK average (53.9%). It's worth noting that the city has a particularly high student population which may influence this.
- Employment rates in Glasgow in the age groups between 25 and 64 years of age are 7-11% lower than the UK average.

Source: [Understanding Glasgow](#)

### Employment Rates in Glasgow

| Age Group | Glasgow | Scotland |
|-----------|---------|----------|
| 16-24     | 43.7%   | 58.3%    |
| 25-34     | 72.9%   | 80.9%    |
| 35-49     | 77.6%   | 84.2%    |
| 50-64     | 80.6%   | 89.6%    |
| 65+       | 8.9%    | 8.6%     |

Source: [Understanding Glasgow](#)

### Pay Gap

In 2016/17, young people aged 16-24 had the lowest median hourly earnings (£7.61). Earnings increased with age up to the 35-44 and 45-54 age groups (£13.17 and £13.47). Earnings decreased for older age groups. The gap in median earnings between those aged 16-24 and those aged 45-54 was 43.5%. Between 2010/11 and 2016/17, earnings increased by 40 pence per hour for young people aged 16-24.

Source: [Equality and Human Rights Commission](#)

- Around a half (45%) of employees aged 16-24 earned less than the living wage (£9.00 per hour) in 2019.
- This compares to much lower proportions (less than 20%) amongst the other, older age groups.

Source: [Annual Survey of Hours and Earnings 2020](#)

### Access to support into employment

Simply being older increases the chance that someone's neurodivergence not being identified, meaning they may not receive the necessary support into employment that they need. This is due to the broadening diagnostic criteria used.

Source: [Policy Connect](#)

### Insecure Employment

- A higher percentage of young people aged 16-24 were in insecure employment in 2016/17, with approximately one in seven (14.8%) working in insecure jobs.

Source: [Equality and Human Rights Commission](#)

### Impact of Covid-19

The economic impacts of COVID-19 impacted age groups differently. Younger adults are more concentrated in sectors such as hospitality, retail and leisure, which have had significant disruption as a result of the pandemic. This has led to a much younger age profile of new benefit claimants. An ESRC survey from September 2020 suggests that almost half (46%) of new claimants are aged 18-39 years old compared to 37% of existing claimants.

Source: [Economic and Social Research Council](#)

In Glasgow, the pandemic led to a large increase in the number of claimants of employment related benefits. By age, the largest group of claimants was and remains those between 25 and 49 years - the largest of the age groups overall. However, the younger age group (16-24 years) saw a higher proportional increase of 92% over the year. Claimants aged 25-49 years increased by 83% and those aged 50+ years increased their claims by 74%. These high figures suggest difficulties for every age group, but clearly young people felt the greatest impact.

Source: [Glasgow Centre for Population Health](#)

### Attitudes towards retirement

- In 2015, around 1 in 5 (21%) in Scotland felt that 'older people should be made to retire to make way for younger age groups' whereas three-quarters (76%) felt that 'it is wrong to make people retire just because they have reached a certain age'.

Source: [Scottish Social Attitudes](#)

### Recruitment in Low Paid Occupations and Industries

There is evidence to suggest that employers may discount older workers due to concerns about physical strength, fitness and / or mobility required for the role. Other negative stereotypes around older workers, particularly in sectors such as retail, may want to promote a more youth orientated image. Employers in hospitality and retail, for example, have mentioned that younger workers were a useful asset to their workforce due to their availability outside term-time.

On the other hand, large retailers and call centres have been found to have positive views of older workers, suggesting that they were loyal, had better interpersonal skills and were more reliable and flexible compared to younger workers.

There is also research where employers may hold bias against younger people, particularly teenagers and school-leavers, whereby employers perceive that younger workers are less productive, lack requisite skills, and that attendance and disciplinary records tend to be poorer than older workers.

Much of this evidence is based on the opinions of specific individuals, rather than concrete views held by entire industries. It is difficult to know the full extent of discrimination of age the recruitment process, but this does show how views may emerge and create certain barriers for people of different ages.

There is also evidence that individuals may perceive their age as a barrier to being hired which prevents them from applying.

The application process for jobs may also prohibit individuals from applying, such as knowledge of how to create and send a modern CV, or how they would complete a competency-based application form. The process may also require having a device capable of completing the tasks.

Automated screening of online applications which prioritise key words or phrases may also disadvantage older people. Recruitment agencies can operate on strict shortlisting selection criteria, to the detriment of applicants who did not have a standard CV and recent experience, such as taking time out for caring responsibilities.

Source: [Equality and Human Rights Commission](#)

## Employment / Labour Market - Disability

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### In Glasgow

- In Glasgow in 2019, 45.9% of people with a disability were in employment. This percentage is substantially lower than that seen in Scotland or the UK as a whole.

Source: [Understanding Glasgow](#)

- In 2019, Glasgow's employment rate for disabled people was 45.9%, nearly 20% lower than the average in the city (65.8%).

Source: [Glasgow Centre for Population Health](#)

### Employment Gap

- in 2018, the employment rate for disabled people in Scotland (aged 16-64) was 45.8%, which compares with an employment rate of 81.1% for non-disabled people.
- the employment gap between disabled and non-disabled people decreased to 35.5 percentage points from 35.9 percentage points in 2017.
- the unemployment rate for disabled people (aged 16-64) in Scotland was 9.4% in 2018, compared with an unemployment rate of 3.6% for non-disabled people.
- in 2018, almost half of disabled people (16-64 years) in Scotland were economically inactive (49.7%), compared with 15.9% of non-disabled people.
- 26.3% of economically inactive disabled people wanted to work, higher than 16.9% of economically inactive non-disabled people.
- the employment gap between disabled and non-disabled people was wider for men (40.0 percentage points compared with 31.1 percentage points for women).
- disabled people who are in a minority ethnic group have an employment rate of 37.9%, lower than non-disabled minority ethnic people (57.8%).

Source: [Disabled people in the labour market in Scotland 2018](#)

### Self Employment

- In 2019, the self-employment rate for disabled people (13.4%) was higher than for non-disabled people (11.7%).

Source: [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018](#)

### Percentage of school leavers to a positive follow-up destination

- School leavers with Additional Support Needs are less likely to go on to a positive follow up destination (87.2%), which includes education, training, employment, voluntary work and personal skills development than school leavers with no Additional Support Needs (94.9%).

Source: [Scottish Government](#)

### Pay Gap

- Median pay was consistently higher for non-disabled employees than for disabled employees; in 2018 in the UK, median pay for non-disabled employees was £12.11 an hour whilst for disabled employees it was £10.63 an hour, resulting in a pay gap of 12.2%. The disability pay gap was wider for men than for women.
- Disabled employees with a mental impairment had the largest pay gap at 18.6%, while for those with a physical impairment the pay gap was 9.7% and those with other impairments had the narrowest gap, at 7.4%.

Source: [ONS](#)

### Access to Employment

Support accessing jobs for those who have a disability often relies on them being willing to disclose their disability or condition. Giving every service user accessibility options regardless of their disability status may help ensure that everyone who needs support is able to access it.

There are also challenges to identifying the barriers for job seekers with 'invisible' disabilities such as some vision or hearing impairments, mental illnesses, and neurodivergences (such as dyslexia, autism, dyspraxia, and ADHD). This is especially true when systems of identification and support rely on the individual disclosing their impairment. It is well documented that rates of diagnoses vary considerably between groups of people: people from BAME and Roma backgrounds, women, and those from lower socioeconomic backgrounds face unique barriers to diagnosis.

Source: [Policy Connect](#)

### Recruitment in Low Paid Occupations and Industries

Research has shown there are a number of attitudes that may be held by an employer that may limit or curtail their plan to hire someone with a disability. These examples do not represent all employers but give an indication of some of the barriers facing people with a disability in the recruitment process that those without a disability would not face. These include:

- employers adopting an inflexible attitude towards employing disabled people, suggesting that recruitment would largely depend on whether disabled people 'could do the job' rather than considering how a job or working conditions could be adapted.
- employers' reluctance towards employing people with fluctuating physical or mental health conditions, due to concerns about unpredictability
- employer concerns around the recruitment of people with existing or previous mental health conditions, including a lack of trust and concerns about an inability to use initiative and deal with the public

Other research has looked more closely at the experience of people with a disability in the recruitment process. Key barriers have been identified as:

- Online channels for recruitment
- Complicated application forms
- Lengthy and complex job descriptions
- Jobs not being advertised with flexible
- Lack of support with interviews and the application process
- Open ended or hypothetical format of questions
- Pre employment health questions during the recruitment process (this is prohibited but does still happen)

Source: [Equality and Human Rights Commission](#)

Employment / Labour Market - Ethnicity

In Glasgow

- 47.8% of all adults from an ethnically minority group (see definition below) in Glasgow were employed in 2019. This figure is lower than that seen in Scotland (59.3%) or the UK (68.2%) as a whole.
- There are more migrant workers (born outside the UK) as a proportion of the workforce in Glasgow (18%) than Scotland as a whole (11.7%). The figure is much higher in Edinburgh (23.9%) and Aberdeen (26.1%).

Source: [The Glasgow Indicators Project](#)

Employment Rates in Scotland in 2019

| Ethnicity              | Employment |
|------------------------|------------|
| All                    | 76%        |
| Asian                  | 85%        |
| Indian                 | 76%        |
| Pakistani, Bangladeshi | 85%        |
| Asian Other            | 85%        |
| Black                  | 62%        |
| Mixed                  | 62%        |
| White                  | 78%        |
| White British          | 77%        |
| White Other            | 83%        |
| Other                  | 83%        |

Source: [Annual Population Survey](#)

In 2019 in Scotland:

The employment rate for the minority ethnic population aged 16-64 was 55.4 per cent, which is lower than the white population with an employment rate of 75.1 per cent.

- The minority ethnic employment gap (difference between the employment rates for white and minority ethnic people) was 19.7 percentage points, higher than the gap in 2017 (14.5 percentage points).
- The minority ethnic employment gap was much higher for women than men; for women the minority ethnic employment gap was 28.8 percentage points and for men was 11.2 percentage points.
- The minority ethnic employment gap was largest for those aged 25-34 (40.9 percentage points), followed by 16-24 year olds (28.2 percentage points), 35-49 year olds (11.8 percentage points) and 50-64 year olds (2.9 percentage points).

Source: [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2019](#) <sup>16</sup>

Self Employment

- In 2019, the self-employment rate for minority ethnic adults (16.1%) was higher than for the 'White' ethnic group (12.2%).

Source: [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2019](#) <sup>16</sup>

Supporting BAME Women into Employment

- In a survey of 102 BAME young women, 52% reported they had felt disadvantaged at work due to their ethnic, religious or cultural background.

Source: [Young Women Lead](#)

More information and recommendations around supporting BAME women in the workplace can be found in: [Young Women Lead](#)

Types of Employment

TUC research provides an insight to the challenges facing Black and minority ethnic (BME) employees in the UK.

- There are 3.9 million BME working people in the UK.
- They are more than twice as likely to be on agency contracts than white workers, much more likely to be on zero-hour contracts (1 in 24 BME workers compared to 1 in 42 white workers) and also more likely to be in temporary work (1 in 13 BME workers compared to 1 in 19).

Source: [TUC](#)

Work during COVID

TUC research spoke to 1200 BME workers to share their experiences of work during COVID-19. Of those

- One in five BME workers said they received unfair treatment because of their ethnicity
- Around one in six BME workers felt they had been put more at risk of exposure to coronavirus because of their ethnic background. Many reported being forced to do frontline work that white colleagues had refused to do
- Other respondents said they were denied access to proper personal protective equipment (PPE), refused risk assessments and were singled out to do high-risk work
- Just over three in ten (31%) BME workers told the TUC that they had been bullied or harassed at work
- Over a third (36%) reported being unfairly turned down for a job. Around a quarter (24%) had been singled out for redundancy.

Source: [TUC](#)

Perception in the labour market

In the 2015 Scottish Social Attitudes Survey, participants were asked how suitable or unsuitable they thought someone from one of seven groups of people who share certain protected characteristics would be as a primary school teacher.

- Gypsy/Travellers were viewed as the group least suited to being a primary school teacher, with around a third (34%) saying they would be unsuitable.
- 3% stated a Black or Asian person would be unsuitable.

Source: [Scottish Social Attitudes](#)

Percentage of school leavers to a positive follow-up destination

There is some variance by ethnicity for school leavers to go on to a positive follow up destination, which includes education, training, employment, voluntary work and personal skills development.

For White Scottish school leavers it's 92%, White non Scottish it's 92.3%, for mixed or multiple ethnic groups it's 91.7%, for Asian-Indian it's 95.4%, for Asian-Pakistani it's 95.6%, for African/Black/Caribbean it's 95.7%, for all other categories it's 93.5% and for Not Disclosed it's 93.3%.

Source: [Follow-Up Destinations](#)

- 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.
- The participation rate for minority ethnic groups has increased from 92.9% in 2015/16 to a record high in 2020/21.

Source: [Annual Participation Measure for 16 - 19 year olds in Scotland 2021](#) <sup>17</sup>

Poverty and Ethnicity in Scotland

Minority ethnic women have a lower employment rate (51%) than white women, and both minority ethnic and white men. This is primarily explained by a higher inactivity rate, which means these women are not in work but are not looking for work either, so aren't unemployed (46% compared to the population average of 22%). From the research that is available, caring responsibilities and a lack of affordable, accessible, and appropriate childcare is identified as making access to work more difficult.

- In 2019, minority ethnic workers in Scotland were, on average, paid £10.99 per hour compared to white workers who were paid £12.25 per hour (£1.26 more per hour)
- Workers from minority ethnic backgrounds are around twice as likely as white workers to be on insecure contracts resulting in 1 in 10 (11%) minority ethnic workers being in insecure work which increases the likelihood of minority ethnic workers being in poverty
- Data covering all payments made by Social Security Scotland from December 2020 to May 2021 shows that there is some variation in claim outcomes by ethnicity with people from Asian background (who make up 4% of all applicants) being five percentage points less likely to have their application approved than white claimants.

Source: [Joseph Rowntree Foundation](#)

Employment / Labour Market - Gender

In Glasgow

- In Glasgow, 69.2% of men and 62.7% of women were in employment in 2018/19, which are both below the Scottish average.

Source: [Understanding Glasgow](#)

Employment in Scotland

In 2018 in Scotland:

- the employment rate for women was 70.3 per cent, lower than the employment rate for men (78.0 per cent).
- the gender employment gap (difference between the employment rates for men and women) was 7.6 percentage points, lower than the gap of 10.5 percentage points in 2008.
- 88.9 per cent of men in employment are in full time employment compared to 57.5 per cent of women.
- 18.3 per cent of men in employment work in the public sector<sup>1</sup> compared to 35.4 per cent of women. Since 2008, there has been a larger reduction in the proportion of men in employment in the public sector than women (down from 19.0 per cent and 37.8 per cent respectively).
- Almost half of women in Scotland (47.4 per cent) work in the Public admin, education and health sector (Note this is not the same as the Public Sector).
- Over two-thirds (64.5 per cent) of men work in sectors that show high levels of gender segregation: Construction (12.4 per cent), Transport and communication (11.0 per cent), Manufacturing (11.8 per cent), Energy and water (8.8 per cent) and Agriculture and Fishing (2.5 per cent).
- 43.3 per cent of women in Scotland were employed in occupations that are gender segregated towards women: Administrative and secretarial (15.7 per cent), Personal services (17.0 per cent) and Sales and customer service occupations (10.6 per cent).

Source: [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018](#) <sup>1</sup>

Self Employment

- Out of the 321,300 self-employed people in Scotland in 2018, 102,900 were women (32%) while 218,400 were men (68%).
- Despite dropping for the last two years, the number of self-employed women has increased over recent years, from 76,000 in 2007 to 102,900 in 2018, representing a rise of 35.4%. Although the self-employment rate for men also experienced a rise over the same time period, it was considerably smaller at 18.2%.
- In Scotland, the self-employment rate for women (self-employed as a proportion of those in employment) was 8.1% in 2018 - lower than the self-employment rate for men at 16.0%, but 1.8 percentage points higher than in 2007. The self-employment rate for men increased by 1.9 percentage points over the same period.

Source: [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018](#) <sup>1</sup>

Gender Pay Gap

In Scotland the mean pay gap between men and women in 2019-2020 between all men and all women was 10.4%. There are many reasons for this gap. Women make up 75% of part time workers in Scotland, with 41% of employed women working part time compared to 13% of men. Part time work is usually in low-paid and undervalued work. Women's employment is also increasingly precarious with women accounting for two-thirds of workers earning less than the living wage and 55 per cent of workers on zero-hour contracts.

Source: [Close the Gap](#)

There are different causes for the gender pay gap. As women are more likely to have caring responsibilities for children, sick relatives, disabled people, or older people, they are less able to take non-flexible work and may not be able to take overtime at the same rate as men. This is also why women are more likely to take part time work which is more concentrated in lower paid sectors.

Source: [Close the Gap](#)

More information about the gender pay gap in different occupations can be found: [Close the Gap](#)

Women continued to be under-represented in senior positions, even where women accounted for the majority of the workforce, such as education and health. Women, people from ethnic minority groups and disabled people remained under-represented in Modern Apprenticeships. Reflecting the labour market, Modern Apprenticeships continued to show strong gender segregation within sectors.

Source: [Equality and Human Rights Commission](#)

- Over the past year, for full-time employees (excluding overtime) the gender pay gap decreased from 7.2% to 5% in 2020.
- Over the past 10 years, the gender pay gap for full-time employees decreased from 7.4% in 2010 to 5% in 2020

Source: [Annual Survey of Hours and Earnings 2020](#) <sup>1</sup>

Percentage of school leavers to a positive follow-up destination

- Male school leavers (90.9%) are less likely to go on to a positive follow up destination, which includes education, training, employment, voluntary work and personal skills development than female school leavers (93.6%).

Source: [Leaver Destinations](#)

Gig Economy

Women are not as active as men in the gig economy: they are half as likely as men to have tried any form of gig work. Women in the gig economy also work less frequently than men; of those who work weekly, only one in seven are women. It had been suggested that this is because women have a more casual relationship with the gig economy; however, women face gendered barriers which prevent them from engaging in the same way as men, including risks to personal safety, childcare responsibilities, and juggling gig work with other work.

Source: [Close the Gap](#)

Zero Hours

Women represent 57% of those on zero hour contracts, and workers on zero hour contracts are more likely to work in low-paid, low-skilled, part-time work. Uncertainty around hours can have a greater impact on women who are more likely to be do a greater share of care work than men. Women make up 92% of single parents in Scotland so are particularly at vulnerable to late notice for shift patterns.

Source: [Close the Gap](#)

Impact of Automation

Tasks undertaken as part of female-dominated jobs such as admin are already being automated with the advance of technology. And while some male-dominated manual jobs are affected in the same way, the critical point is that women are significantly under-represented in the industries in which there will be job creation - science, technology, engineering and maths (STEM). Women make up only 20% of employees in STEM industries, while 73% of women with STEM qualifications do not work in the industry.

Source: [Close the Gap](#)

Trans Experiences in the Workplace

- In Britain in 2018, one in five trans people (21 per cent) wouldn't report transphobic bullying in the workplace.
- Almost a third of non-binary people (31 per cent) and one in five trans people (18 per cent) don't feel able to wear work attire representing their gender expression.
- One in eight trans people (12 per cent) have been physically attacked by customers or colleagues in the last year because of being trans.

Source: [Stonewall](#)

## Employment / Labour Market - Religion

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### Employment Rates

In Scotland in 2018:

- the highest employment rates were seen for those with no religious beliefs (75.3 per cent) followed by Christians (74.1 per cent), Other religion (64.8 per cent), Buddhists (60.8 per cent), Hindus (54.8 per cent) and Muslims (52.3 per cent). The employment rate for Scotland as a whole was 74.1 per cent.
- Over the year, there were decreases in the employment rates for all religious groups except for the employment rate for Christians which remained unchanged.

Source: [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018](#) <sup>□</sup>

### Muslims

Across the UK, unemployment rates for Muslims are more than twice that of the general population (12.8% compared to 5.4%) and 41% are economically inactive, compared to 21.8% of the general population. The disadvantage is greater still for Muslim women: 65% of economically inactive Muslims are women. We have found the reasons behind this to be varied and complex. They include: discrimination and Islamophobia, stereotyping, lack of tailored advice around higher education choices, and insufficient role models across education and employment.

Source: [Women and Equalities Committee](#)

### Challenges facing young Muslims

The Scottish Mobility Commission looked into the challenges that are faced by young Muslims. They found that young Muslims feel their transition into the labour market is hampered by insufficient careers advice, lack of access to informal networks and discrimination in the recruitment process.

- Discrimination and Islamophobia were also perceived to be more of a threat further from home, thus restricting their opportunities and job searches to their local area even though that meant reduced choices and pay.
- The restrictions on Muslim women were often greater, since being close to family and community was seen as an even greater priority

As a consequence, young Muslims are more likely to be unemployed, underemployed, in insecure employment and/or in receipt of low pay.

- Misconceptions and stereotypical assumptions about Islam or assumptions made about gender expectations can make it difficult for Muslims to integrate in the workplace.
- Young Muslims feel obliged to defend their faith in the face of negative discourses in the media; this also acts to inhibit integration.
- Some individuals had sought self-employment as an empowering response to these difficulties, offering new opportunities and safer choices that enabled them to feel more positive. For others, however, it was imposed on them due to problems in the workplace.

Muslim women felt that wearing the headscarf at work was an additional visual marker of difference that was perceived and experienced as leading to further discrimination.

Source: [Social Mobility Commission](#)

### Perception in the labour market

In the 2015 Scottish Social Attitudes Survey, participants were asked how suitable or unsuitable they thought someone from one of seven groups of people who share certain protected characteristics would be as a primary school teacher. 13% of people stated a Muslim person would be unsuitable.

Source: [Scottish Social Attitudes](#)

### Pay Gap

- In 2016/17 in Scotland, Muslims had significantly lower median earnings (£9.19) than those of no religion or Christians (both £11.39). The pay gap between Muslims and those of no religion was as high as 19.3%.

Source: [Equality and Human Rights Commission](#)

## Employment / Labour Market - Sexual Orientation

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### LGBT experiences in the workplace

- In the UK in 2017, the workplace was one of the most common places where cisgender respondents had avoided being open about their sexual orientation (56%)

Source: [National LGBT Survey](#)

The organisation Stonewall carried out a survey of more than 5,000 LGBT people across England, Scotland and Wales about their life in Britain in 2017. This included questions around employment and gives an indication of the kind of barriers and discrimination the community can face.

- Almost one in five LGBT staff (18 per cent) have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT
- Almost one in five LGBT people (18 per cent) who were looking for work said they were discriminated against because of their sexual orientation and/or gender identity while trying to get a job in the last year.
- One in eight black, Asian and minority ethnic LGBT employees (12 per cent) have lost a job in the last year because of being LGBT, compared to four per cent of white LGBT staff.
- Almost two in five bi people (38 per cent) aren't out to anyone at work about their sexual orientation.
- More than a third of LGBT staff (35 per cent) have hidden or disguised that they are LGBT at work in the last year because they were afraid of discrimination.
- One in eight lesbian, gay and bi people (12 per cent) wouldn't feel confident reporting any homophobic or biphobic bullying to their employer.

Source: [Stonewall](#)

### Employment

- In 2018, people who identified as 'LGB and other' were twice as likely to be unemployed compared to those who identified as 'heterosexual' (4.0 percent versus 2.0 per cent). It is important to note that a higher proportion of those identifying as 'LGB and other' were in the age groups 16-24 and 25-34, which were also the age groups where unemployment was higher.

Source: [Scottish Surveys Core Questions 2019](#)

### Perception in the labour market

In the 2015 Scottish Social Attitudes Survey, participants were asked how suitable or unsuitable they thought someone from one of seven groups of people who share certain protected characteristics would be as a primary school teacher. 20% stated that someone who has undergone gender reassignment would be unsuitable and 13% felt that way about gay men and lesbians.

Source: [Scottish Social Attitudes Survey](#)



## Employment / Labour Market - Pregnancy and Maternity

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### Employers and Pregnancy and Maternity

The Equality and Human Rights Commission looked into how employers view the rights of pregnant employees. The rights most likely to be considered unreasonable were:

- Enhanced protection from redundancy during Ordinary Maternity Leave (OML) (28%)
- Accumulation of annual leave during maternity leave (25%)
- Additional Maternity Leave (13%)

Other findings on employer views on pregnant employees:

- 14% of employers who had a pregnant employee in the last three years had suspicion that women abused their rights during pregnancy, most likely to be in suspicion about 'excessive' sickness during pregnancy.
- One in five employers also felt that pregnancy puts an unreasonable cost burden on their workplace.
- One in four employers was unclear about what they needed to or would need to do to accommodate requests to express milk or breastfeed.
- 70% of employers believed that women should declare to potential employers during recruitment if they are pregnant.
- Many employers were open that they would discriminate against a pregnant candidate.
- One in four employers (24%) believed that women should work for them for at least a year before deciding to have children
- One in 10 mothers said they were treated in a way that made them feel humiliated or belittled.
- Half of mothers felt their pregnancy had a negative impact on their career.

Source: [Equality and Human Rights Commission](#)

### Type of work

Women represent 57% of those on zero hour contracts, and workers on zero hour contracts are more likely to work in low-paid, low-skilled, part-time work. To qualify for statutory maternity pay women need to earn on average £120 a week, if an employer drops their hours before they are due to go on leave, they may no longer qualify for maternity pay.

Source: [Close the Gap](#)

### Returning to Work

The Equality and Human Rights Commission looked into how mothers returning to work felt.

Most mothers who returned to work for the same employer felt treated no differently on their return from maternity leave (85%). However, as a result of their pregnancy, almost one in 10 (9%) felt treated worse. Mothers in the Finance (18%) or Transport and Communications (18%) sectors were more likely to report feeling treated worse. In addition, mothers in the private sector were more likely than those in the public sector to feel they were treated worse (11% compared to 8%). Mothers earning over £30,000 a year (12%) were also more likely to feel that they were treated worse on their return from maternity leave. One in 20 (5%) felt they were treated better on return from maternity leave. The majority of mothers (83%) who returned to work for the same employer returned to the same job title and description. One in six mothers (17%) returned to the same employer but to a different job title and description.

Source: [Equality and Human Rights Commission](#)

### Childcare

Growing Up in Scotland is a study that tracks the lives of thousands of children and their families in Scotland, from the early years, through childhood and beyond. In their 2017 report they report -

- Issues with childcare were mentioned by a substantial minority of mothers at each age point. These included difficulties with arranging childcare as well as mentions of childcare simply being too expensive to make working worthwhile. There was some indication that childcare was perceived as more of a barrier as the child approached age 5 - while just 14% of the mothers of 10 month old children who were looking for work referenced childcare issues as a barrier to finding work, 28% of mothers of 5 year olds who were looking for work did so.
- Notably, childcare issues appeared to be a significant barrier among single mothers even when the child was a baby. For example, at the time the child was aged 10 months, 19% of single mothers who were looking for work quoted childcare issues as a barrier to finding work, compared with 10% of partnered mothers.

Source: [Growing Up in Scotland](#)

### Maternity Pay

Women on maternity leave from work may receive statutory maternity pay for up to 39 weeks. This is 90% of your average weekly earnings (before tax) for the first 6 weeks and then 151.97 or 90% of your average weekly earnings (whichever is lower) for the next 33 weeks.

Women who are ineligible for statutory maternity pay can receive maternity allowance. This is £151.97 a week or 90% of your average weekly earnings (whichever is less) for 39 weeks, from £27 to £151.97 a week for 39 weeks - how much you get increases with each Class 2 National Insurance contribution you make or £27 a week for 14 weeks.

Source: [Maternity Pay](#)

Source: [Maternity Allowance](#)

### Paternity Pay

Employees may be eligible for Statutory Paternity Leave if they and their partner are having a baby, adopting a child or having a baby through a surrogacy arrangement. Employees can choose to take either 1 week or 2 consecutive weeks' leave. Statutory Paternity Pay for eligible employees is either £151.97 a week or 90% of their average weekly earnings (whichever is lower). Tax and National Insurance need to be deducted.

Source: [Paternity Pay](#)

## Employment / Labour Market - Marriage and Civil Partnership

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### Insecure Employment

Single people were more likely than married people to be in insecure jobs (10.6% compared with 7.9%).

Source: [Equality and Human Rights Commission](#)

### Pay Gap

The pay gap between married and unmarried people, which is considerable, is not solely a function of age. Indeed, when we look at the gap between the wages of married and unmarried men, this is highest for those aged under 30. Over time, therefore, increasing age reduces the pay advantage of married men over unmarried men, but they maintain an advantage nevertheless. For women the effect of age leads to unmarried women earning slightly more than married ones, as they advance in years. The pay gap therefore becomes increasingly in favour of unmarried women with age.

Source: [Equality and Human Rights Commission](#)

## Employment / Labour Market - Fairer Scotland Duty

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### Percentage of school leavers to a positive follow-up destination

School leavers in more deprived areas are less likely to go on to a positive follow up destination, which includes education, training, employment, voluntary work and personal skills development. Further breakdown of follow up destinations across different levels of deprivation can be found on the link below on page 8 of the document.

For those in 0-20% (most deprived) - 87.6% end up in a positive destination, those in 20-40% SIMD - 90.3% end up in a positive destination, 40-60% - 93% end up in a positive destination, 60-80% -94.7% end up in a positive destination and those in 80-100% (which is the least deprived areas) 95.9% end up in a positive destination.

Source: [Leaver Destinations](#)

### Transport and access to employment

In 2018 the Joseph Rowntree Foundation conducted research looking at transport issues facing the out of work residents in Port Glasgow and Castlemilk and found that transport was a significant barrier to work. Low income households may find the cost of purchasing and running their own car unaffordable meaning they are dependent on public transport. Unreliability of both bus and train services make it difficult for users to guarantee punctuality when travelling long distances for work. Often, the kind of work residents were going for were often insecure and had a very competitive nature which meant that poor productivity as a result of delays in transport could easily result in a loss of hours or even loss of employment. To add to this issue, there is a disconnect between the location of jobs and low-income neighbourhoods which is constraining people's ability to seize job opportunities when they arise. Manual employment in sectors like manufacturing or warehousing are often available out of town in peripheral locations that are poorly serviced by public transport. The report makes the following recommendations:

- New bus franchising powers are used to improve the availability, affordability and reliability of services, to make it easier for people on low incomes to access employment.
- Planning processes are improved to make sure that new housing and employment developments are well served by public transport.
- Transport and employment policy are better integrated, so employment support providers can help clients to understand travel choices available to them.

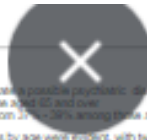
Source: [Joseph Rowntree Foundation](#)

In 2018, nearly one in ten (9%) respondents said they had had been unable to apply for, or accept, a job whilst living in Glasgow because it would have been difficult to get to or from the place the job was based. In terms of the specific factors that would have made it difficult to get to or from the place the job was based, these most commonly related to public transport; in particular, a lack of services suited to the working hours (33%); a basic absence of services (30%); or insufficient services (17%). Journey time (19%) was another factor cited by almost one in five respondents.

3% of respondents had to give up a job while living in Glasgow because of difficulties getting to/from their place of work. In most such cases, the main difficulties encountered again related to public transport and specifically to an absence of services, a lack of services suited to the working hours, or infrequent or unreliable services

Source: [Glasgow Household Survey](#)

## Health - Age



## Mental Health

- Younger adults in Scotland are more likely to have a GHQ-12 score of four (which indicates possible psychiatric disorder) than older adults. 21% - 22% among those aged 16-64 compared to 12% - 15% among those aged 65 and over.
- The greatest risk evident for the proportion that recorded a score of zero which rose from 31% - 36% among those aged 16-64 to 60% among those aged 65 and over.
- Among all adults, 13% recorded two or more symptoms of anxiety. Significant variations by age were evident, with two or more symptoms of anxiety recorded for 14% - 17% of adults aged 16-64 compared with 5% of adults aged 65 and over.
- Adults in the youngest and oldest age groups were more likely to report having contacted others on 'most days' (82% among those 16-64 and 79% among those aged 75 and over) than those aged 65-74 (72% - 74%).

Source: [Scottish Health Survey](#)

## Access to Food

- Running out of food in the previous 12 months was more prevalent among younger adults, with those aged 16-64 (11%) most likely to report having been worried they would run out of food in the previous 12 months (compared to 7% for those aged 65-64 and 1% - 2% for those aged 65 and over).
- Younger adults were also more likely than others to report having eaten less over the same period because of a lack of money or other resources (4% - 7% among those aged 16-64 compared with 1% among those aged 65 and over) and to have run out of food due to a lack of money or other resources (2% - 3% of those aged 16-64 compared with 0% among those aged 65 and over).

Source: [Scottish Health Survey](#)

## Second Hand Smoke

Few significant variations by age or sex were recorded during the fieldwork period with the exceptions of a higher proportion of younger non-smokers reporting exposure to second-hand smoke in any public space (5% of those aged 16-64 compared with 1% of those aged 75 and over) including outside buildings such as pubs, shops and hospitals (4% of those aged 16-64 compared with 1% of those aged 75 and over) and male non-smokers reporting that they were exposed to second hand smoke at work (2% compared with <1% of female non-smokers).

Source: [Scottish Health Survey](#)

## Harmful Drinking

- In 2016, the prevalence of hazardous or harmful drinking differed by age, increasing from 20% among those aged 16-24 to 26% among those aged 45-74 before falling to the lowest proportion among adults aged 75 and over (14%).
- In 2016, the mean number of units of alcohol consumed per week was lowest among adults aged 75 and over (6.2 units) and highest among those aged 55-64 (14.1 units).
- In 2016, the prevalence of non-drinking was higher among all adults aged 65 and over (21% of those aged 65-74 and 29% of those aged 75 and over) than among those in younger age groups (prevalence ranged from 12% to 17% in those aged between 16 and 64).

Source: [Scottish Health Survey 2016<sup>17</sup>](#)

## Drug Use

- In 2017/18, drug use was highest among younger people. 19.2% in the 16-24 age group had tried drugs in the last 12 months.

Source: [Scottish Crime and Justice Survey 2016/17<sup>17</sup>](#)

- There is a clear trend of an ageing population of drug users, for whom drug use has become more harmful over time.
- The average age of drug related deaths was 34 in 2017 and 41 in 2017.

Source: [Drug-related deaths in Scotland in 2017<sup>17</sup>](#)

## Overall Health

- Younger age groups were more likely to describe their health as 'good' or 'very good', with the proportion who did so decreasing from 66% among those aged 16-64 to 60% among those aged 75 and over.

Source: [Scottish Health Survey](#)

## Caring Responsibilities

- Caring prevalence also varied by age, increasing from 12% of those aged 16-64 to 26% of those aged 65-64, before decreasing to 14% - 18% among those aged 65 and over.

Source: [Scottish Health Survey](#)

## Air Pollution

Older people and children are at greater risks to the harms of air pollution. There is evidence that exposure to high levels of air pollution results in increased respiratory symptoms among children, and 'can produce definite harm and even increase the risk of death from lung infections among young children'. It may also have harmful effects on growth, intelligence and neurological development. The Royal College of Physicians reports consistent evidence that older people are particularly vulnerable to the adverse effects of air pollution.

Source: [Scottish Government](#)

## Active Travel

- Walking as a means of transport decreases with age. 76% of people aged 16-19 walked as a means of transport in the last week in 2016, compared to 40% of those 80 and over.
- Fewer people in older age groups cycle as a means of transport. 11% of 16 to 19 year olds cycled as a means of transport in the last week, compared to 1% of people aged 80+.

Source: [Transport and Travel in Scotland 2016<sup>17</sup>](#)

## COVID-19

Older people are at higher risk of death from COVID-19. Mixed healthcare could have long-term impacts for many older people, who are more likely to be in poor health, and the as-yet largely unknown long-term effects of contracting COVID-19 are also likely to disproportionately affect them.

Source: [Scottish Government](#)

## Inequalities in Older People

- Health inequalities are becoming larger for older people living in Scotland. Health inequality by socio-economic position is growing amongst the older population (50-74) - 17 per cent of those who worked in routine roles have poor health, compared to 4 per cent who were in higher professional or managerial roles (2011 census data).

Source: [Equality and Human Rights Commission](#)

## Dementia

Data indicates that there are around 8,029 people living with dementia in Glasgow which is the highest figure of all local authorities in Scotland. Glasgow City Health and Social Care Partnership (GCHSCP) in collaboration with Alzheimer Scotland, and a wide range of stakeholders have developed a three year strategy which outlines the commitment from GCHSCP to improve health and social care services for people with dementia living in Glasgow. This strategy aims to encourage and strengthen communities to ensure that over time, there is capacity to support people affected by dementia so they can enjoy the best possible quality of life. Moreover, People with dementia, and those who care for them, should have access to the support they need, when they need it and be treated with dignity and respect.

Source: [Glasgow Dementia Strategy](#)

## Use of Gender Identity Clinics (GICs)

From 2014 to 2017, the number of referrals to the three main Scottish Gender Identity Clinics (GICs) (Gandyford, Chalmers and Highland) increased every year for both adults and young people. However, the rate of increase appeared to be slowing for both groups: for adults, the increase of 68.7% in 2014/15 fell to 24.7% in 2015/2016 and 23.2% in 2016/2017. Among children, the increase of 103.2% in 2014/15 fell to 43.0% in 2015/2016 and 21.2% in 2016/2017. Between 2014 and 2017, the mean waiting time for adult GICs fell by 66.2%, from 376.8 days to 114.3 days. The average age at referral decreased between 2014 and 2017: from 26.9 years to 25.8 years for adults, and from 15.0 years to 13.8 years for young people.

Source: [Equality and Human Rights Commission](#)

## Health - Disability

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### Smoking

- In 2019, smoking rates were higher (26%) among adults living with a limiting long-term health condition compared to those living with no long-term health condition (13%).
- In 2019, adult smokers living with a limiting long-term health condition smoked more cigarettes on average per day (12.7) compared to those living with no long-term health condition (11.7).

Source: [Scottish Health Survey 2019](#) <sup>□</sup>

### Alcohol

- In 2019 in Scotland, the prevalence of hazardous/harmful drinking was lower for adults living with a limiting long-term health condition (20%) compared to those living with no long-term health condition (26%).
- In 2019, adult drinkers living with a limiting long-term health condition consumed slightly more units of alcohol on average per week (12.0) compared to those living with no long-term health condition (11.8).

Source: [Scottish Health Survey 2019](#) <sup>□</sup>

### Physical Activity

In 2019, 55% of adults in Scotland (aged 16 and over) with a limiting longstanding illness or condition met the Chief Medical Officer's guidelines of 150 minutes of moderate to vigorous physical activity a week, compared to 73% of adults who had no limiting longstanding illness or condition.

Source: [Active Scotland Outcomes: Indicator Equality Analysis](#) <sup>□</sup>

### Mental Health

- In Scotland 2020, those who had been advised to shield (either by letter or text) were likely to have lower mental wellbeing than those who had not (WEMWBS mean scores of 48.5 and 52.3 respectively). This pattern in mental wellbeing by shielding status was evident for both men and women with no significant variations by sex.
- Among all adults, the proportions with a GHQ-12 score of four or more (indicative of a possible psychiatric disorder) varied by whether adults had been advised to shield. Among those who were advised to shield (by letter or text) around a third (32%) had a score of four or more, compared with around a fifth (21%) of those who were not advised to shield.

Source: [Scottish Health Survey](#)

### Air Pollution

Certain groups are more vulnerable to the impact of poor air quality than others, such as those with existing health conditions, children, older people and pregnant people.

Source: [Scottish Government](#)

### COVID- 19

- Disabled people are experiencing higher death rates from COVID-19 according to data from England and Wales. Similar data is not currently available for Scotland. There is evidence that more disabled people in Great Britain are having their access to healthcare and treatment for non-coronavirus-related issues affected by COVID19, and have had new or worsening health problems, which will have long-term impacts for many.
- Disabled people have faced disruptions to social care and the recruitment crisis in the NHS and social care sector resulting from Brexit will also particularly affect them
- Around a quarter (24%) of adults in Great Britain say that their access to healthcare and treatment for non-coronavirus related issues is being affected by COVID-19, with disabled people much more likely to agree with this (37%) than non-disabled people (19%).
- Many disabled people in particular have faced disruptions to social care arrangements due to care staff being redeployed to work on COVID-19, reported lack of personal protective equipment for carers, and family members being unable to provide unpaid care due to themselves being ill or isolating.

Source: [Scottish Government](#)

### Food Poverty

Data gathered by the Glasgow Disability Alliance during the Covid-19 lockdowns showed that disabled people were three times more likely to be food insecure, with almost half of disabled respondents worried about how they would access food. This particularly affected those who had specific dietary needs or who were worried about the risk of going to potentially busy supermarkets.

Source: [Glasgow Centre for Population Health](#)

### Fruit and Vegetables

In 2019, fewer adults in Scotland with a limiting long-term condition (20%) ate 5 or more portions of fruit and vegetables a day than those with no condition (24%).

Source: [Active Scotland Outcomes: Indicator Equality Analysis](#) <sup>□</sup>

### Carers

Carers - 16% of people who provide unpaid care to a relative, friend or neighbour are deaf or have partial hearing loss; 16% have a physical disability; 11% have a mental health condition.

Source: [Scotland's Carer](#) <sup>□</sup>

## Health - Gender

### Overall Health

- In the 2020 Scottish Health Survey there were no significant variations by sex in the proportions that assessed their health to be either 'good' or 'very good' (78% among men and 80% among women).

Source: [Scottish Health Survey](#)

### Care Work

- During the fieldwork period, almost one in five (19%) adults reported that they provided regular unpaid care, with women more likely to do so than men (23% and 14% respectively).

Source: [Scottish Health Survey](#)

- In 2018, 65% of people aged 16-64 who were 'inactive' due to caring were women, and men made up the remaining 10%. In 2016, Scotland's score on this indicator is 36, which indicates that Scotland is a long way from full gender equality in this area.

Source: [Annual Population Survey \(APS\) 17](#)

### Glasgow Health

- 32% of women in Glasgow are obese compared to 22% of men
- 20% of women in Glasgow smoke compared to 27% of men
- 18% of women in Glasgow provide any regular help or care for any sick, disabled or frail person compared to 14% of men.

Source: [Scottish Health Survey](#)

### Overweight and Obesity

- In 2018, men in Scotland (69%) were more likely to be overweight (BMI of 25 kg/m<sup>2</sup> or greater) than women (62%).
- Women (26%) were slightly more likely to be obese (BMI of 30 kg/m<sup>2</sup>) than men (23%).
- The prevalence of boys in Scotland at risk of overweight (32%) is slightly higher than for girls (28%).

### Social Contact

- Women were more likely than men to report that they contacted friends, relatives or neighbours 'most days' (65% and 71% respectively), while they were more likely than women to contact friends, neighbours or relatives 'once or twice a week' (24% and 13% respectively).

Source: [Scottish Health Survey](#)

### Physical Activity

- In 2020 in Scotland, a higher proportion of men met the physical activity guidelines than women (51% compared with 42% respectively) with the gap at its widest among those aged 75 and over (44% of men in this age group compared with 28% of women).

Source: [Scottish Health Survey](#)

- In 2018, rates of any participation in physical activity and sport in the last four weeks are slightly higher for men in Scotland than women (62% and 76% respectively). 69% of women participated in recreational walking, slightly more than men (67%).
- Excluding recreational walking, more men participated in sporting activities (58%) than women (50%).
- In 2018, rates of sport participation in the last week were similar for boys and girls in Scotland (67% and 66% respectively).

Source: [Scottish Health Survey 2018 17](#)

### Active Travel

- A slightly higher proportion of men walk almost every day. 34% of men walked as a means of transport on 6-7 days in the last week in 2018, compared to 26% of women.
- A higher proportion of men cycle. 7% of men had cycled at least once as a means of transport in the last week, compared to 2% of women.

Source: [Transport and Travel in Scotland 2019 17](#)

### Alcohol

- Since 2003, the prevalence of hazardous or harmful drinking levels has been around twice as high for men than for women (32% for men and 16% for women in 2018).

Source: [Scottish Health Survey 2018 17](#)

### Drugs

- Drug-related deaths have increased significantly in Scotland in recent years. Although men still account for the majority of cases, over the last 10 years the percentage increase in deaths among women has been much greater than among men.

Source: [Drug-related deaths in Scotland in 2017 17](#)

### COVID- 19

- Men were twice as likely as women to have been admitted into the ICU with confirmed COVID-19 as of the end of June 2020, and age-standardised death rates (which are adjusted for the age-structure of the population) were 45% higher for men than for women.
- Women are also more likely than men to say that their access to healthcare and treatment for non-coronavirus (COVID-19) related issues is being affected (30% vs 16%, 25-26 June) (Great Britain).

Source: [Scottish Government](#)

### NHS workforce

- As of the end June 2019, over three-quarters (77.4%) of NHS Scotland workforce (whole-time equivalent) were women.

Source: [NHS Workforce Statistics 17](#) (Last updated: 2019, ISD / NHS Education for Scotland)

### Care Homes

- In 2017 a clear majority of long stay care home residents (68%) are female

Source: [Care home census for adults in Scotland: Statistics for 2008 to 20 17 19](#)

### Intersex Experience in Healthcare

In 2017 National LGBT Survey gives some insight to the experiences of intersex people in the UK. The negative experiences in healthcare most frequently reported by intersex respondents were the same as those reported by respondents on the basis of sexual orientation or gender identity; namely, having their specific needs ignored or not taken into account (12%), avoiding treatment or accessing services for fear of discrimination or intolerant reactions (10%), and inappropriate custody (10%). Intersex respondents were more likely than non-intersex respondents to have found accessing sexual health services difficult. There is a lack of good data on the proportion of the population who are intersex although According to the Office of the United Nations High Commissioner of Human Rights, it is estimated that between 0.05% and 1.7% of infants are born with varied sex characteristics, with some variation by country and by culture.

Source: [National LGBT Survey](#)

### Trans Experience in Healthcare

- Nearly three in five trans people (59 per cent) have experienced healthcare staff having a lack of understanding of a specific trans health need
- Nearly three in ten trans people (28 per cent) have been outed without their consent, compared to seven per cent of LGB people who aren't trans. 14 per cent of LGBT disabled people have also experienced this.
- Nearly three in five trans people (59 per cent) said they have experienced healthcare staff having a lack of understanding of specific trans health needs, with two in five (40 per cent) reporting having experienced this in the last year.

Source: [Stonewall](#)

- In 2017 in the UK, 46% of trans respondents who had accessed or tried to access public healthcare services reported having experienced at least one of a range of negative experiences because of their gender identity in the 12 months preceding the survey.
- 21% of trans respondents reported that their specific needs had been ignored or not taken into account, 18% had avoided treatment for fear of a negative reaction, and 18% had received inappropriate custody.
- 7% had to change their GP, and 7% had faced unwanted pressure or being forced to undergo a medical or psychological test.
- Amongst trans respondents, trans men (57%) and trans women (45%) were much more likely to report one of the listed negative experiences due to their gender identity than non-binary respondents (29%).
- Trans respondents (36%) were much more likely than cisgender respondents (21%) to have accessed mental health services.
- Trans respondents (14%) were also more likely than cisgender respondents (7%) to have tried to access mental health services without success. Trans men (40%) and non-binary respondents (37%) were more likely to have accessed mental health services than trans women (30%).

Source: [National LGBT Survey](#)

## Health - Ethnicity

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### 2016 Black and Minority Ethnic Health and Wellbeing Study in Glasgow

- In 2016 in Glasgow, One in eight (12%) BME adults had used the interpreting service for NHS appointments. Among those who did not speak English well, 44% had used the interpreting service.
- Overall, BME groups were much less likely than those in Glasgow City to ever drink alcohol (36% BME; 65% Glasgow City), and particularly much less likely to exceed any of the recommended limits for alcohol consumption.
- Half (52%) of BME adults were overweight, and more than seven in ten of those aged 35 or over were overweight. BME adults in each age group were more likely than those in Glasgow City to be overweight.
- One in thirty (3.4%) BME adults felt that they had been discriminated against in the last year. Those in Pakistani and African groups were more likely to have experienced discrimination.

Source : [NHS](#)

### COVID- 19

- Deaths amongst people in the South Asian ethnic group in Scotland have been almost twice as likely to involve COVID-19 as deaths in the White ethnic group

Source: [Scottish Government](#)

### Smoking

- In 2019, adults whose ethnicity was White: Other British (12.8%), Asian (6.9%) or All other ethnic groups (14.5%) reported a lower smoking prevalence than the White: Scottish group (18.4%).
- In 2019, the White: Polish group had the highest smoking rate at 30.1%.

Source: [Scottish Surveys Core Questions 2019](#) <sup>17</sup> (Last updated: January 2021)

### Ethnic and migrant health inequalities

Scottish data suggest that minority ethnic groups, with some exceptions such as Gypsy/Travellers, have better general health than the majority of the white population. These differences can vary by disease and ethnic group.

- Obesity prevalence varies substantially between ethnic groups.
- There is greater prevalence of sickle cell disease in African origin groups.
- The minority ethnic population shows lower age adjusted all-cause mortality and hospitalisation rates.
- There is a greater prevalence of cardiovascular conditions and diabetes in South Asian origin populations.
- Mortality in Scotland is higher in the majority ethnic (white) population than in the black and minority ethnic population

Source: [Public Health Scotland](#)

### Barriers

A potential barrier to healthcare that may arise is patients/service users having a limited understanding of English which could mean:

- may not be able to give informed consent
- may not be able to ask questions or seek assistance
- may not be aware of what services are available to them
- may not be able to use medication properly or follow care plans
- may come from cultures with different understandings of health and illness
- may not understand how to use NHS services
- may not understand their rights and responsibilities within the healthcare system

Having an interpreting service or making it clear that information can be accessed in different formats/languages can help overcome this potential barrier. NHSGGC's in-house interpreting service provides interpreters to NHS patients on request. The service is available to a wide range of service areas and departments, including hospital wards, outpatient clinics, medical practices, dental surgeries, pharmacies and opticians located throughout the NHSGGC area.

Source: [NHS](#)

## Health - Religion

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### Smoking

- In 2019 in Scotland, smoking rates were lower for adults who identified as Muslim (8.1%), Other Christian (11.6%), Church of Scotland (12.0%), Other religion (15.4%) and Roman Catholic (20.0%) than the No religion (20.3%) reference group.
- In 2019 in Scotland, the No religion group had the highest smoking rate at 20.3%.

Source: [Scottish Surveys Core Questions 2019](#) <sup>17</sup>

## Health - Sexual Orientation

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### Mental Health

- In 2019 in Scotland, half of LGBT people (49 per cent) have experienced depression in the last year, including seven in ten trans people (72 per cent)

Source: [Stonewall](#)

Research by the EHRC (2010) suggests the LGBT community report higher than average levels of poor mental health. Supported by broader research regarding the impact of harassment and discrimination upon an individuals mental health, it is apparent that this particular social group are at an increased risk of poor mental health outcomes due to their positioning within society.

Source: [Equality and Human Rights Commission. 2010. How Fair Is Britain. EHRC: London](#) <sup>27</sup>

### Experiences in Healthcare

- One in eight LGBT people (13 per cent) have received unequal treatment from healthcare staff because of their sexual orientation or gender identity.
- Four per cent of LGBT people have been pressured to access services to question or change their sexual orientation
- One in eight LGBT people (13 per cent) have received unequal treatment from healthcare staff because of their sexual orientation or gender identity.
- Almost two in five trans people (37 per cent) have avoided healthcare treatment for fear of discrimination.
- One in four LGBT people (27 per cent) have experienced healthcare staff having a lack of understanding of specific lesbian, gay and bi health needs.
- Nearly three in five trans people (59 per cent) have experienced healthcare staff having a lack of understanding of specific trans health needs
- One in seven LGBT people (14 per cent) aren't out to any healthcare staff about their sexual orientation when seeking general medical care
- Nearly three in ten trans people (28 per cent) have been outed without their consent, compared to seven per cent of LGB people who aren't trans. 14 per cent of LGBT disabled people have also experienced this.
- One in four LGBT people (24 per cent) have witnessed discriminatory or negative remarks against LGBT people by healthcare staff
- Nearly three in five trans people (59 per cent) said they have experienced healthcare staff having a lack of understanding of specific trans health needs, with two in five (40 per cent) reporting having experienced this in the last year.

Source: [Stonewall](#)

### Healthcare for Older LGBT community

- Older LGBT people are more likely to engage in harmful health behaviours like drug use, frequent alcohol consumption, or smoking, but there are some positive behaviours they are more likely to engage in, such as regular exercise.
- Heteronormativity in health and social care manifests in different ways, e.g. care staff refusing to acknowledge or miscategorising same-sex relationships, perceptions that expressing LGBT identity were not allowed, or anxiety about concealing or losing their identity.

Source: [International Longevity Centre](#)

## Health - Pregnancy and Maternity

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### Air Pollution

- Certain groups are more vulnerable to the impact of poor air quality than others, such as those with existing health conditions, children, older people and pregnant people.
- In pregnancy, epidemiological studies suggest a link between air pollution exposure and premature birth. The Royal College of Physicians finds that 'the strongest evidence from epidemiological studies of pregnancy outcomes is that air pollution affects foetal growth and birth weight'

Source: [Scottish Government](#)

### Access to Care

- In 2019 in Scotland, nine in ten women rated their antenatal care positively, this is consistent with results from previous surveys.
- Just over three-quarters of women were not given a choice about where their antenatal check-ups would take place. Over three-fifths of women saw the same midwife for all or most of their antenatal check-ups.
- Almost all women (97 per cent) were told who to contact if they needed further advice or support during their pregnancy, and four in five women who contacted a midwife / midwifery team were given the help they needed.
- Women were positive about their experience of person-centred behaviours. They were most positive about understanding information and explanations they were given (96 per cent).
- Nine in ten women rated the postnatal care they received at home and in the community positively which is in line with results from previous surveys.

Source: [Maternity Care Survey 2019](#)

### Smoking

In 2019 around one in seven (15%) expectant women were current smokers at the time of their antenatal booking appointment, the lowest since reporting began. For comparison, around one in three (31%) expectant women were current smokers in 1997/98. In 2019 a further one in eight women (12%) were former smokers at the time of their appointment, whilst almost three out of four women (73%) had never smoked.

Source: [Public Health Scotland](#) 

## Health - Civil Partnership and Marriage

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Information is not currently available in this section.



## Health - Fairer Scotland Duty

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### In Glasgow

Research shows that premature mortality in Glasgow is 30% higher than in other UK cities with comparable socioeconomic status and a history of deindustrialisation (e.g. Liverpool and Manchester).

Source: [Glasgow Centre for Population Health](#)

### Food Poverty

Food insecurity in Glasgow is higher than in the nearby local authorities of East Dunbartonshire, Renfrewshire and Inverclyde. Data is not currently available to compare to other local authorities in the city region. Within Glasgow, in the neighbourhoods for which data is available, food insecurity was highest in Ruchill and Possilpark, where over 12% of households were food insecure and over 6% were severely food insecure.

Source: [Glasgow Centre for Population Health](#)

### Physical Activity

In Scotland, while most adults (65%) live within a five-minute walk of their nearest area of green space, less adults in deprived areas live within a five-minute walk of their nearest greenspace compared to adults in the least deprived areas (58% compared to 68%).

Source: [Glasgow Centre for Population Health](#)

- In 2019 in Scotland, in the least deprived areas, 90% of adults participated in physical activity and sport (including recreational walking) over a four-week period, compared to 70% in the most deprived areas. This includes 78% participating in recreational walking in the least deprived areas and 57% in the most deprived. When walking was excluded, 67% of adults in the least deprived areas participated compared with 42% in the most deprived.

Source: [Scottish Health Survey 2019](#) <sup>13</sup>

- In Scotland, cycling is used as a means of transport most often by households with incomes over £50,000 (7% at least once a month), and least often by those with incomes below £10,000 (2%).
- In 2019, households with incomes over £50,000 walked most often for transport each month (71%), and those earning between £15,000 and £20,000 least (61%).

Source: [Transport and Travel in Scotland 2019](#) <sup>14</sup>

### Mental Health

There are clear divergent trends in the rate of suicide by socioeconomic status in Glasgow. For the last two decades male suicide rates have remained approximately three times higher in the most deprived quintile compared to the least deprived quintile in Glasgow. Rates did drop significantly between 2005-07 to 2013-15, but since then the rate of male suicide has increased in both the most and least deprived areas of Glasgow

Source: [Glasgow Centre for Population Health](#)

- In 2019 in Scotland, the likelihood of reporting two or more symptoms of anxiety was also higher among those living in the most deprived areas (24%) compared with those living in other, less deprived areas (11 - 14%).
- In 2019, adults living in the most deprived areas were around two to four times as likely as those living in less deprived areas to report having ever attempted suicide (15% compared with 4 - 8%).
- In 2019, rates of self-reported self-harm also varied significantly with area deprivation, with the highest prevalence recorded among those living in the most deprived quintile (13% compared with 5 - 7% among those living in less deprived quintiles).
- In 2019, those living in the most deprived areas were more likely than those in the least deprived areas to experience loneliness (17% of those living in the most deprived quintile reported having felt lonely 'often/all of the time' compared with 6% of those living in the least deprived quintile).

Source: [Scottish Health Survey 2019](#) <sup>15</sup>

### Life Expectancy

The gap in life expectancy between the least and most deprived deciles in Glasgow has gradually widened over the 18-year period for both men and women: for men from 12.4 years in 2000-02 to 15.4 years in 2017-19.

Source: [Glasgow Centre for Population Health](#)

### Alcohol

- The estimated levels of weekly alcohol consumption differed by area deprivation in 2019. Among all adults, the prevalence of hazardous or harmful drinking levels was highest among those living in the least deprived areas (30%) and lowest among those living in the most deprived areas (17%).
- There continued to be a significant association between area deprivation and non-drinking prevalence in 2019, with the highest proportion of non-drinkers in the most deprived areas (31%) and lowest proportion in the least deprived areas (10%).

Source: [Scottish Health Survey 2019](#) <sup>16</sup>

### Smoking

- Adults living in more deprived areas were more likely to be current regular smokers than those in less deprived areas: prevalence in 2019 was 32% among those who lived in the most deprived quintile with step-decreases across the intermediate quintiles to 8% in the least deprived quintile.

Source: [Scottish Health Survey 2019](#) <sup>17</sup>

### Drugs

- Patients from more deprived areas were more likely to experience a drug-related general acute hospital stay. In each year in the time series, approximately half of patients with a drug-related general acute stay have lived in the 20% most deprived areas in Scotland (Deprivation quintile 1). In 2017/18, 52% of patients (4,185: 394 per 100,000 population) lived in Deprivation quintile 1.

External Source: [Drug-Related Hospital Statistics Scotland 2017/18](#) <sup>18</sup>

## Housing - Age

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### Tenure

People's housing needs are likely to differ throughout their lifetime, whether that's through location of the property, the size or the kind of tenure.

- In Scotland in 2019, 74% of homes that are owned outright had a highest income householder that is over the age of 60.
- 93% of properties with a mortgage on them had a highest income householder under the age of 60

Source: [Scottish Household Survey](#)

- Younger people were more likely to be in private rented accommodation than other tenures in 2016 in Scotland.

Source: [Equality and Human Rights Commission](#)

### Homelessness

- In 2018 in Scotland, the Equality and Human Rights Commission found young women, households with children, lone parents and people with at least one support need were particularly at risk of homelessness.

Source: [Equality and Human Rights Commission](#)

### Children and Town Planning

All children and young people need to play. It is a biological, psychological and social necessity and is fundamental to the healthy development and well-being of individuals and communities. Children's opportunities for play have reduced over time. This is due to factors including, less breaks during the school day, increased amounts of homework, more after school activities and risk averse parenting styles.

The food environment food children is an important part of promoting a healthy lifestyle. 'Exclusion zones' for planning permission for hot food take-aways within walking distance of schools is one example, but additional policies that actively promote the ability to make positive healthy lifestyle options and increase activity levels are also needed. For example, opportunity for active travel and open space.

Minimising traffic can help make neighbourhoods more child-friendly. For example, restricting car parking to the edge of a site helps make a site more accessible and safer for children. Low-traffic neighbourhoods, such as in Dennistoun, will also have a positive impact on children as they make streets safer to play and reduce air pollution. Air pollution is particularly damaging to children and can lead to asthma and other respiratory conditions. Children's height means they are closer to exhaust fumes and the number of people that drive to school means there is a concentration of traffic and pollution where large number of children congregate. Reducing traffic around schools is one way to help tackle this issue.

Other factors can help make urban areas more inclusive for children. Developments should be built with ample shared, car-free outside space with direct, or easy access from adjacent homes, with clear lines of sight for natural surveillance. Management and maintenance of streets and public spaces also helps promote confidence in children and their parents that they are safe and suitable places for children. Therefore, any policy or decision that promotes cleaner streets and public spaces can have a positive impact on children.

Examples of good practice in designing spaces with children and young people in mind can be found :

Source: [Royal Town Planning Institute](#)

## Housing - Disability

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### Type of Housing

- Disabled people are more likely to live in social housing, as it more affordable.
- In 2016, 49 per cent of adults in social rented housing reported having a disability, compared with 21 percent of people in private rented accommodation and 16 per cent of adults with a mortgage

Source: [Equality and Human Rights Commission](#)

### Adaptations

- The demand for wheelchair-accessible housing is expected to increase significantly: a projected 80 per cent increase in the population of wheelchair users by 2024, with an increase in unmet needs from 17,226 to 31,007 households
- The impact of unsuitable housing on disabled people cannot be underestimated: it can have a detrimental impact on people's access to education and employment. For example, people with unmet housing needs are four times more likely to be unemployed than those whose needs are met, or who are disabled but do not need accessible housing
- A minimum of 10% of new housing should be built to wheelchair-accessible standards
- Across Scotland disabled people find the process of making adaptations to their home to be complex and slow.
- Adaptations include small and relatively inexpensive home modifications, such as a grab rail or a ramp to a door, flashing doorbells for people who have a hearing impairment or colour schemes for people with visual impairments, and major adaptations, such as a home extension to allow for a downstairs bathroom or bedroom
- Timely provision of adaptations can result in considerable cost savings, as they help to avoid lengthy stays in hospital, or the need for more intensive options such as care homes
- A study from 2013 measuring social return on investment demonstrates that, on average, each adaptation saves the Scottish health and social care system over £10,000
- There are a group of disabled people who do not feature on housing waiting lists as they live in residential care or hospital settings. They face considerable barriers to securing an accessible home with support to meet their requirements.
- Other than physical adaptations, there is also a need for other types of help and support. Support can take many forms, yet the provision of good-quality advice, advocacy and guidance for housing is patchy and hard to find.

Source: [Equality and Human Rights Commission](#)

## Housing - Ethnicity

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### Housing

- In 2019 in Scotland, just over half (55 per cent) of adults living in privately rented homes recorded their ethnicity as White Scottish, which is lower than all other tenures. Almost one-fifth (18 per cent) recorded their ethnicity as White 'Other' (i.e. not White Scottish, Other British, or Polish), whilst 6 per cent recorded their ethnicity as Asian, Asian Scottish or Asian British, figures which are both higher than other tenures.

Source: [Scottish Household Survey](#)

- In 2018 in Scotland, the Equality and Human Rights Commission found that people from White Scottish and Other White British groups were more likely to own their home compared with people from ethnic minority groups, who were more likely to rent from a private or social landlord.

Source: [Equality and Human Rights Commission](#)

### Housing inequalities

- More than a quarter of BAME working adults spend over a third of their income on housing compared to just over 1 in 10 white workers.
- BAME workers in the lowest-paid occupations are far more likely to face unaffordable housing costs than white workers in the same occupations or white workers on average.
- Nearly 4 in 10 BAME workers whose characteristics mean that they are likely to be subject to No Recourse to Public Funds (NRPF) spend more than a third of their income on housing, compared to just over 1 in 10 white workers.
- 8 in 20 households affected by the benefit cap in England are BAME even though BAME households represent only 3 in every 20 of the total population, compounding housing affordability issues.
- All but one of the 10 most ethnically diverse local authorities in England outside London has a significantly higher rate of eviction possession claims than the 10 least diverse.
- Immigration policy, discriminatory rental legislation and social welfare policy are among the drivers of unequal housing outcomes for BAME communities.

Source: [Joseph Rowntree Foundation](#)

### Neighbourhoods

Across Glasgow's neighbourhoods, the relative size of the ethnic minority population varies considerably. The last census was in 2011 meaning the data is not especially up to date, but it does give some indication as to the demographics in different parts of Glasgow. The proportion of non-White ethnic groups in Glasgow is 11.6% but there is huge variation. In Springboig and Barlanark, the size of the non-White population in 2011 was 2% compared to 56% in Pollokshields East.

Source: [Glasgow Centre for Population Health](#)

### Overcrowding

In Scotland, ethnic minority households are more likely to experience overcrowding, with 11.8 per cent for ethnic minority households compared with 2.9 per cent for White households.

Source: [Equality and Human Rights Commission](#)

Overcrowding can have a direct result on someone's ability to isolate with coronavirus in their own home to protect those they live with. In overcrowded households, it is more difficult to have private access to a kitchen or bathroom. This is particularly true where there are multi-generational families living in the same household.

Source: [UK Parliament](#)

### Housing for refugees and asylum seekers

Evidence to the Scottish Parliament's Equalities and Human Rights Committee found that asylum seekers were at risk of destitution throughout the asylum process, in particular when their asylum claim had been refused and they had no recourse to public funds. A large proportion of claims were refused at the initial decision stage, meaning that a significant number of asylum seekers were evicted from their properties before they had the chance to appeal the decision, and before alternative accommodation arrangements could be made. Additionally, new refugees who acquired refugee or protected status experienced destitution at the point of being required to vacate their asylum accommodation after 28 days, and delay in accessing their housing and welfare benefits.

Source: [Equality and Human Rights Commission](#)

### Housing for Gypsy/Travellers

Between 2013/14 and 2014/15, the proportion of Gypsy/Travellers who were satisfied with their Registered Social Landlord's (RSL) management of their site decreased from 70% to 57.1%. However, the proportion of Gypsy/ Travellers who were satisfied with their local authority's management of their site increased from 71.8% in 2013/14 to 80.8% in 2014/15.

Source: [Equality and Human Rights Commission](#)

## Housing - Gender

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### Homelessness

In 2018 in Scotland, the Equality and Human Rights Commission found that young women, households with children, lone parents and people with at least one support need were particularly at risk of homelessness.

Source: [Equality and Human Rights Commission](#)

### Teenagers and Places

Playgrounds are mainly designed for younger children and skate parks and multi-use games areas (MUGAs) are predominantly used by teenage boys, leaving teenage girls with few options of outdoor places where they can congregate and feel safe and comfortable. A Girlguiding survey found that 82% of respondents thought that they should be more involved in designing playgrounds, parks and outdoor facilities.

Source: [The Royal Town Planning Institute](#)

In Vienna, they found the reasons girls did not use the park was the presence of one large open space that was often dominated by football and other sports. To overcome this, parks were redesigned with footpaths to divide up the space, more activities were added and more benches were put in to encourage socializing. This resulted in a greater use of the park by girls.

Source: [Local Government Information Unit](#)

## Housing - Religion

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### Tenure

- In 2019 in Scotland, people who live in the private rented sector are more likely to identify as having 'no religion' (65%) compared to all other tenures.
- People who own their homes outright are more likely to identify as 'Church of Scotland' as their religion (36%), higher than other tenures.
- People who live in the private rented sector (3%) and social rented sector (3%) are more likely to identify as being 'Muslim' compared to those who own their homes outright (1%) and those who own their homes with a mortgage (2%).
- People who live in the private rented sector are more likely to identify as 'other' religion (3%) compared to those living in the social rented sector (2%), those who own their homes with a mortgage (2%) and those who own their homes outright (1%).

Source: [Scottish Surveys Core Question](#)

## Housing - Sexual Orientation

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### Tenure

- People living in the private rented sector are more likely to identify as either 'lesbian, gay, bisexual or other' (LGB) than the population as a whole: 6.9% compared to 2.9%

Source: [Scottish Surveys Core Questions](#)

### Deprivation

In Scotland in 2015, a greater proportion of LGB people live in the most deprived areas in Scotland. This difference was not explained by the differing ages of the groups, with 25 per cent of LGB adults living in the most deprived quintile (compared with 19 per cent of heterosexual adults) when age is taken into account. The Scottish Social Attitudes (SSA) Survey showed that those living in deprived areas in Scotland were no more likely to think that equal opportunities had gone too far for lesbian and gay people than those in the least deprived areas. This suggests that there are similar levels of acceptance of lesbian and gay people in both deprived and non-deprived areas.

Source: [Scottish Government](#)

## Housing - Pregnancy and Maternity

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Information is not currently available in this section.

## Housing - Civil Partnership and Marriage

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Information is not currently available in this section.

## Housing - Fairer Scotland Duty

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### Fuel Poverty

- Households are in fuel poverty when they need to spend at least 10% of their income on fuel. Approximately 25% of households in Glasgow were in fuel poverty during the period 2016-2018.
- Households that need to spend over 20% of their income on fuel are in extreme fuel poverty. Around 11% of households in Glasgow were in extreme fuel poverty. These figures do not account for the recent increase in the price of gas or the impact of the pandemic

Source: [Understanding Glasgow](#)

### Unsuitable Housing

In Scotland in 2015, 3% of households lived in overcrowded accommodation. Overcrowding is more prevalent among lower-income households, affecting 4% of people in the poorest fifth compared with less than 2% of those in the richest fifth and around 3% of those in the middle fifth.

Source: [Joseph Rowntree Foundation](#)

### Deprivation Across Glasgow

Exploring how deprivation varies across the city can be done using the Scottish Index of Multiple Deprivation ([SIMD](#))

Source: [SIMD](#)

Levels of low income families within Glasgow neighbourhoods ranged from 2% in Carmunnock to 73.4% in Govanhill, with most neighbourhoods between 10% and 40%. A graph showing the other neighbourhoods can be found [here](#).

Source: [Understanding Glasgow](#)

### Access to Housing and Homelessness

In 2018 in Scotland, the Equality and Human Rights Commission found homelessness and access to housing continued to be an issue:

- Young women, households with children, lone parents and people with at least one support need were particularly at risk of homelessness.
- There was a slight decrease in the number of homeless applications to local authorities.
- The number of people, many of whom were children, being placed in temporary accommodation increased.
- Asylum seekers were at risk of destitution throughout the asylum process.

Source: [Equality and Human Rights Commission](#)

## Social Exclusion and Civic Engagement - Age

### Sense of Community Belonging by Age in Glasgow 2018

|   | % agree |       |       |       |     |
|---|---------|-------|-------|-------|-----|
|   | 16-24   | 25-34 | 35-54 | 55-64 | 65+ |
| I could rely on a friend or relative in this neighbourhood to help me | 87      | 80    | 83    | 85    | 90  |
| I feel I belong to this local area                                    | 71      | 69    | 81    | 82    | 89  |
| I feel valued as a member of my community                             | 54      | 52    | 63    | 56    | 74  |

Source: [Glasgow Household Survey](#).

### Internet Access and Digital Skills

A potential for lack of digital skills can often be overlooked in young people, as due to their demographic, it is taken for granted that all young people are digitally fluent. However, many young people from low income households may not have these skills because they are not able to access the technology in the first place. In young people, an absence of digital skills can mean that time spent online is concentrated on a few activities such as messaging or gaming as opposed to completing schoolwork or development.

Source: [Inspiring Scotland](#)

- In Glasgow, access to the internet was higher among younger age groups than older: for example, 100% of 16-24 year olds and 98% of 25-34 year olds had access, compared with 56% of over 65s.
- Further, those with children in the household (99%) were more likely than those without (83%) to have access to the internet.
- 25 to 34 year olds were more likely than average to have contacted the council via the website (40% vs 29% overall) and using the App (14% vs 10%)
- 35 to 44 year olds had higher than average contact via telephone (46% vs 39%), email (19% vs 15%), the App (16% vs 10%) and in person at a local office (12% vs 9%); and 55 to 64 year olds were more likely than average to have contacted the council in person at a local office (18% vs 9%).
- Female respondents were more likely to follow the council on social media than male respondents (20% compared with 13%)
- Respondents aged 25 to 34 were more likely than average to prefer online consultations (60% compared with 51%) and social media (50% compared with 36%) as ways of sharing their views. Social media was also more likely to be chosen by 16 to 24 year olds (58%). Those aged 65 and over were more likely to suggest attending public meetings or workshops (44% compared with 33% overall).

Source: [Glasgow Household Survey](#).

### Loneliness

Although rates of loneliness vary with age and gender, there is some evidence to suggest that adults in midlife and the 'oldest old' are at increased risk.

There is consistent evidence to indicate that adults living alone and those who are widowed are at increased risk of severe loneliness.

Men, particularly those over 50, appear to be more vulnerable to social isolation than women. Scottish survey data suggest that men are less likely to report high levels of social support or frequent social contact.

Source: [NHS Scotland](#)

### Lockdown Loneliness

The ONS in 2020 found that in Great Britain those aged 16 to 24 years were more likely to have experienced lockdown loneliness (50.8%), while those aged 55 to 69 years were less likely (24.1%) to have done so. This echoes previous research exploring chronic loneliness showing that people in younger age groups were most likely to report loneliness, while those in older age groups were less likely. However, we note that our oldest age band, those aged 70 years and over, were no less likely than average to report lockdown loneliness.

Source: [ONS](#)

# OFFICIAL

## Social Exclusion and Civic Engagement - Disability

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### Social Isolation

People with mental health problems can experience significant stigma and social exclusion, have higher rates of morbidity and mortality and are at increased risk of poor social outcomes such as unemployment, financial hardship and poverty, homelessness and loss of human rights). Good mental health is vital in supporting positive outcomes for individuals, families, communities and society.

Source: [Glasgow Health and Inequality Commission](#)

- People with poor physical or mental health, and people living with a disability are at greater risk of social isolation

Source: [Scottish Government](#)

- The Scottish Household Survey figures shows cultural participation was lower for adults with a physical or mental health condition (lasting, or expected to last 12 months or more) in 2019.
- Participation was lowest among adults with a physical or mental health condition that caused long term major reduced daily capacity (81%) compared with 77% participation for those with no such condition. For those with minor reduced daily capacity or no reduced daily capacity, the participation rate was 76% and 80% respectively.
- When reading is excluded, participation among adults with a physical or mental health condition that caused long term major reduced daily capacity was 37% and, for those with no condition, it was 55%. For those with minor reduced daily capacity, the participation rate was 51% and for those with no reduced capacity, the participation rate was 54%.
- In 2019, adults with a long-term limiting physical/mental health condition were more likely to have experienced discrimination in the previous 12 months (12 per cent) compared to adults without any health conditions (6 per cent).
- Adults with a long-term limiting physical/mental health condition were also more likely to have experienced harassment (9 per cent) than adults without any health conditions (5 per cent).

Source: [Scottish Household Survey 2019](#) <sup>CS</sup>

### Barriers Facing those with a Disability

#### Attitudinal Barriers

These are social and cultural attitudes and assumptions about people with a disability that explain, justify and perpetuate prejudice, discrimination and exclusion in society.

#### Physical Barriers

These are barriers linked to the physical and built environment, and cover a huge range of barriers that prevent equal access, such as stairs/ steps, narrow corridors and doorways, kerbs, inaccessible toilets, inaccessible housing, poor lighting, poor seating, broken lifts or poorly managed street and public spaces.

#### Information / Communication Barriers

These are barriers linked to information and communication, such as lack of British Sign Language interpreters for Deaf people, lack of provision of hearing induction loops, lack of information in different accessible formats such as Easy Read, plain English and large font. By making it known that Alternative Formats are available, this can help reduce this as a potential barrier. Similarly, providing clear, consistent messaging can help ensure that it is understandable.

#### Deaf/ British Sign Language User

Some BSL users have limited understanding of English and require information in BSL. To overcome this potential barrier there are interpretation services available. GCC have an in-house BSL interpreters and interpreters can be booked through the [Glasgow.gov.uk](http://Glasgow.gov.uk) website. Contact Scotland also have a telephone video relay service can be used to call/receive calls from BSL users. This service is fully funded by the Scottish Government and instructions are available on the [Contact Scotland site](#).

Source: [Inclusion London](#)

The Disability Justice Project has lots of useful information about access to consultations and public engagement and the Equality Act 2010.

The Equality Act 2010 requires public bodies to take steps to ensure their engagement mechanisms are accessible to Disabled people. These could include:

- providing consultation materials in alternative formats
- providing communication support at public meetings
- holding engagement meetings at accessible venues
- paying or arranging for support at meetings.

Public bodies are prohibited from discriminating against Disabled people in the way they undertake their engagement activities. This includes situations where:

- the type of engagement excludes certain groups of Disabled people - for example, if there is only an online consultation that is not in an accessible format, some people with learning difficulties or Deaf people would find it hard to respond
- the consultation period is too short, or not enough notice is given for meetings, which could make it impossible for some groups of Disabled people who need to arrange assistance to take part.

Source: [Disability Justice Project](#)

- Leaving the house and connecting with our communities was already much harder for disabled people, due to inaccessible houses, transport, environments; lack of support; and negative attitudes.

Source: [Glasgow Disability Alliance](#)

### Hate Crime

- A majority of disability aggravated hate crimes included a prejudice to those with a learning disability (50%). A further one in five (21%) showed a prejudice to those with a physical disability.

Source: [Scottish Government](#)



## Social Exclusion and Civic Engagement - Ethnicity

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### Internet Access and Digital Skills

- In Glasgow in 2021, minority ethnic respondents showed more interest in becoming involved in the decisions the council makes about their local area (79% vs 67% of white respondents).
- White respondents were more likely than minority ethnic respondents to have heard information about the council through word of mouth (72% vs 60%).

Source: [Glasgow Household Survey](#)

### Political Engagement

- People from minority ethnic groups are less likely to be included on the electoral register than white people in Britain in 2021. Academics Anthony Heath et al found that non-registration was higher among minority ethnic groups: 25% of first generation and 20% of second generation ethnic minorities who were eligible to register to vote had not done so, compared to 10% of the white population.

Source: [UK Parliament](#)

### Within the LGBT+ community

- In 2018 in Britain, half of black, Asian and minority ethnic LGBT people (51 per cent) have experienced discrimination or poor treatment from others in their local LGBT community because of their ethnicity. This number rises to three in five black LGBT people (61 per cent).

Source: [Stonewall](#)

### Cultural Attendance

- The Scottish Household Survey figures shows the percentage of adults who attended a cultural event/place in the last 12 months varied by ethnicity of respondents in 2019 was broadly similar for all ethnic groups in 2019, although it is not possible to obtain detailed information on many groups.
- Cultural attendance was highest for people from the 'White other' and 'Other ethnic' ethnic group (87% and 84%), and lowest for people from the 'White Scottish' ethnic group (79%).
- In 2019, 62 per cent of minority ethnic adults said they felt a very or fairly strong sense of belonging to their community, compared to 79 per cent of adults from 'white' ethnic groups.
- In 2019 minority ethnic adults were more likely to have experienced discrimination in the previous 12 months (19 per cent) compared to white adults (7 per cent).
- Minority ethnic adults were also more likely to have experienced harassment (17 per cent) than adults from 'White' ethnic groups (6 per cent).

Source: [Scottish Household Survey 2019](#) <sup>67</sup>

### Hate Crime

The police recorded 6,448 hate crimes in 2019-20. Since 2014-15, the number of hate crimes recorded has fluctuated between 6,300 and 7,000 crimes. In 2019-20, around three-fifths (62%) of hate crimes included a race aggravator with one in five (20%) including a sexual orientation aggravator.

Where information was available on the ethnicity of victims, almost two-thirds (or 64%) of race aggravated hate crimes had a victim from a non-white ethnic group. This compares to 4% of Scotland's population at the time of the last census in 2011. An estimated 18% of race aggravated hate crimes had a victim of Pakistani, Pakistani British or Pakistani Scottish ethnicity. This was followed by African, Caribbean or Black (17% of cases), Polish or Other white (15%), White Scottish (10%), Other White British (7%) and Indian, Indian Scottish or Indian British (6%).

In just over a third of race aggravated hate crimes, the words used or actions taken by the perpetrator suggested an anti-Black prejudice and in just over a quarter of cases prejudice was shown towards the Pakistani community. In around one in six crimes the perpetrator made general xenophobic remarks not directed at any one group.

Source: [Scottish Government](#)

### Useful Links and Resources

Migrant Help are a charity dedicated to supporting people affected by displacement and exploitation. They support those most in need and least likely to find support elsewhere, whilst aiming to bridge community gaps and bring services and support together. [Migrant Help](#)

## Socio-Economic Disadvantage - Gender

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### Type of Work

- Women in Scotland in 2020 are more likely to work in high-poverty sectors such as accommodation and food services.

Source: [Joseph Rowntree Foundation](#)

### Family Structure

- In 2017-2020 in Scotland, the poverty rate was highest for single women with children (38%, 40,000 single mothers each year).
- The poverty rate for single women without children was 27% (60,000 women), and for single men without children was 34% (90,000 men). Estimates for single fathers are not available due to small sample sizes.

Source: [Scottish Government](#)

### Gender Pay Gap

In Scotland the mean pay gap between men and women in 2019-2020 between all men and all women was 10.4%. There are many reasons for this gap. Women make up 75% of part time workers in Scotland, with 41% of employed women working part time compared to 13% of men. Part time work is usually in low-paid and undervalued work. Women's employment is also increasingly precarious with women accounting for two-thirds of workers earning less than the living wage and 55 per cent of workers on zero-hour contracts.

Source: [Close the Gap](#)

There are different causes for the gender pay gap. As women are more likely to have caring responsibilities for children, sick relatives, disabled people, or older people, they are less able to take non-flexible work and may not be able to take overtime at the same rate as men. This is also why women are more likely to take part time work which is more concentrated in lower paid sectors.

Source: [Close the Gap](#)

### Universal Credit

Although DWP describes Universal Credit as 'gender neutral', men and women's circumstances are often very different meaning that aspects of Universal Credit disproportionately affect women. The single payment element of Universal Credit sees payments going to one member of a couple, contrasting previous benefit payments where both members of a couple could receive individual payments. In exceptional circumstances, such as domestic or financial abuse, Universal Credit may be split between couples but disclosing this to get a split payment may put the individual at risk. This has gendered implications as women are more likely to experience domestic and financial abuse. Therefore, receipt of Universal Credit payments can create an environment where one partner may have more power over the other, with greater scope for financial control than under previous arrangements.

Source: [Women's Budget Group](#)

More information about gender and Universal Credit can be found : [UK Parliament](#)

### Impact of Covid-19

In September 2020 the Economic and Social Research Council (ESRC) looked in to the new COVID-19 cohort of benefit claimants in the UK. There are a number of factors that mean women are likely to be negatively affected by COVID-19. Women are more likely to be concentrated in jobs with greater exposure to COVID-19; they are more likely to have lost their job, decreased their work hours and be more pessimistic about their future employment prospects.

This has not necessarily been reflected in the changing demographic of benefit claimants. In September 2020 the Economic and Social Research Council (ESRC) looked in to the new COVID-19 cohort of benefit claimants. Reviewing administrative data from the DWP, the gendered composition of new claims for unemployment-related benefits has changed considerably since the start of the pandemic. In the year preceding COVID-19 (March 2019-February 2020), 53% of new claims (contributing towards the 'claimant count') were made by men. Since March 2020, this has risen to 61% of all new claims.

There are several potential drivers for this. One is that the employment rate prior to the pandemic was 8% higher in working-age men than women. As men are more likely to be working full time, they are more likely to be exposed to aggregate changes in the overall labour market. Men were more likely to make a new claim as they had been made redundant due to COVID-19 (18% compared to 15% of women) whereas women are slightly more likely to say they did this because their hours/pay had been reduced (32% compared to 30%).

Source: [Economic and Social Research Council](#)

## Socio-Economic Disadvantage - Religion

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### Muslims

Across the UK, Muslim people suffer the greatest economic disadvantages of any group in society. Unemployment rates for Muslims are more than twice that of the general population (12.8% compared to 5.4%) and 41% are economically inactive, compared to 21.8% of the general population. The disadvantage is greater still for Muslim women: 65% of economically inactive Muslims are women. We have found the reasons behind this to be varied and complex. They include: discrimination and Islamophobia, stereotyping, pressure from traditional families, a lack of tailored advice around higher education choices, and insufficient role models across education and employment.

Source: [Joseph Rowntree Foundation](#)

### Catholic Schools

Secondary denominational state schools in Scotland are all Roman Catholic. They have a higher proportion of disadvantage than average, but admit slightly lower rates of disadvantaged pupils than in their locality. Denominational schools have wider catchment areas than other schools, so this gap may reflect transport issues and willingness to travel, along with the demographics of their local faith community.

Source: [The Sutton Trust](#)

## Socio-Economic Disadvantage - Sexual Orientation

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### Location

In Scotland in 2015, a greater proportion of LGB people live in the most deprived areas in Scotland. This difference was not explained by the differing ages of the groups, with 25 per cent of LGB adults living in the most deprived quintile (compared with 19 per cent of heterosexual adults) when age is taken into account. The Scottish Social Attitudes (SSA) Survey showed that those living in deprived areas in Scotland were no more likely to think that equal opportunities had gone too far for lesbian and gay people than those in the least deprived areas. This suggests that there are similar levels of acceptance of lesbian and gay people in both deprived and non-deprived areas.

Source: [Scottish Government](#)

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## Socio-Economic Disadvantage - Pregnancy and Maternity

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### Maternity Pay

Women on maternity leave from work may receive statutory maternity pay for up to 39 weeks. This is 90% of your average weekly earnings (before tax) for the first 6 weeks and then 151.97 or 90% of your average weekly earnings (whichever is lower) for the next 33 weeks.

Women who are ineligible for statutory maternity pay can receive maternity allowance. This is £151.97 a week or 90% of your average weekly earnings (whichever is less) for 39 weeks, from £27 to £151.97 a week for 39 weeks - how much you get increases with each Class 2 National Insurance contribution you make or £27 a week for 14 weeks.

**Source:** [UK Government](#)

<https://www.gov.uk/maternity-allowance/what-youll-get>

### Type of work

Women represent 57% of those on zero hour contracts, and workers on zero hour contracts are more likely to work in low-paid, low-skilled, part-time work. To qualify for statutory maternity pay women need to earn on average £120 a week, if an employer drops their hours before they are due to go on leave, they may no longer qualify for maternity pay.

**Source:** [Close the Gap](#)

## Socio-Economic Disadvantage - Marriage and Civil Partnership

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### Marital Status

In 2017-20, the relative poverty rate after housing costs was highest for single adults (27%, 260,000 adults each year) and divorced (or separated) adults (27%, 100,000). Married adults were the least likely to be in poverty (13%, 260,000), and widowed and cohabiting adults were in the middle (19% and 19%; 60,000 and 120,000).

Poverty among widowed and divorced/separated adults largely decreased over the long term, whereas the trend for singles, cohabiting and married adults was broadly flat over time.

**Source:** [Scottish Government](#)

### Universal Credit

Although Universal Credit does not depend on marriage or civil partnership status, it does depend on whether or not an individual is single or in a couple. This is defined as members of the same household who live together as if they were married/ in a civil partnership.

This is important because it determines what an individual is entitled to. An individual who loses their job or is unable to work may not be eligible for any support of their partner is earning over a certain amount or has savings over £16,000.

This payment is also generally given to one person. The single payment element of Universal Credit sees payments going to one member of a couple, contrasting previous benefit payments where both members of a couple could receive individual payments. In exceptional circumstances, such as domestic or financial abuse, Universal Credit may be split between couples but disclosing this to get a split payment may put the individual at risk. This can have a detrimental effect on an individual by making them reliant on their partner for access to funds.

**Source:** [UK Government](#)

## Socio-Economic Disadvantage - Fairer Scotland Duty

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### Impacts of Covid

The pandemic has impacted everyone in some way but there are differences across socioeconomic backgrounds. For example, those who have made a new claim for benefits since the start of the COVID-19 pandemic tend to be from working backgrounds of a higher professional status than existing claimants. Overall, new claimants are more likely to come from those in managerial, administrative and professional occupations: 26% compared to 15% of existing claimants.

Additionally, new claimants tend to have higher educational qualifications. Almost a third (32%) of new claimants had a university diploma or above, compared to 26% of existing claimants. In part this is driven by the younger age profile of new claimants who are more likely to be university graduates. However, this is also evident when focusing exclusively on those aged 18-39. Amongst this age group, 41% of new claimants hold a university diploma or above, compared to 28% of existing claimants.

**Source:** [Economic and Social Research Council](#)

## Transport - Age

### Types and Frequency of Travel

- In 2019 in Scotland, around three quarters (74%) of adults travelled the previous day. This was little changed from 73% in 2018, but a slight decrease from 77% in 2009. As in previous years, older people were less likely to have travelled the previous day than younger age groups.
- Around half of children (52%) walked to school, 19% travelled by bus and around a quarter (25%) travelled by car in Scotland in 2019.
- People aged 16 to 19 are most likely to have used the bus in the last month (57%), while people aged 50 to 59 were least likely to have used the bus the bus in the last month (29%).

Source : [Transport Scotland](#)

### Active Travel

Sustrans is a charity that aims to make active forms of travel, such as cycling and walking, easier. They have suggested ways to try and make cycling more inclusive, particularly focusing on women, disabled people and the over 65s -

- Older people tend to make fewer journeys and may be more reliant on public transport, or destinations that are accessible by foot than other age groups.
- Older people felt transport had become harder in cities as car use and populations have grown.
- Older people are reluctant to travel during the rush hour as it gets too busy. Walking was popular for local journeys.
- Older people were very positive about having access to a free bus pass, although views about local bus services varied depending on coverage, frequency and reliability of buses. There was a sense that privatisation of bus services hasn't helped
- 7% of people aged 65 or over cycle at least once a week, in comparison to 18% of 16-64 year olds
- Two-thirds of older people do not cycle and do not want to cycle, although 15% would like to start cycling
- Older people are far less likely to cycle for work

Source: [Sustrans](#)

### Travelling in to the City Centre

| % travelling to the city centre at least once a week in Glasgow in 2018 |          |         |
|---|----------|---------|
| Age   | Day time | Evening |
| 16-24   | 63       | 40      |
| 25-34   | 55       | 36      |
| 35-54   | 47       | 24      |
| 55-64   | 41       | 16      |
| 65 and over   | 42       | 8       |

Source: [Glasgow Household Survey](#)

## Transport - Disability

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### Scotland's Accessible Travel Framework 2019-2020

Street design and clear pathways are a key responsibility of local authorities, who design and maintain all of the non-trunk road network and (equating to 93% of all Scottish roads), walking and cycling ways and footpaths i.e. more local authorities are using existing powers in new ways to support disabled people, Edinburgh Council banned mobile advertising boards on pavements in 2018. This helps people with visual and mobility impairments navigate the street environment more easily

Source: [Transport Scotland](#)

### Active Travel

Shifting towards Active Travel is not only beneficial on reducing the impact transport has on the climate but is also a positive way to encourage physical activity and have a positive impact on people's health. It is essential that this shift is inclusive to all.

- An estimated 84% of disabled people living in the UK's biggest cities never cycle for local journeys, yet one third (33%) say they would like to start cycling.
- In the UK, only 7% of disabled people cycle at least once a week, in comparison to 19% of non-disabled people. 84% of disabled people never cycle
- In the UK, one third of disabled people (33%) currently do not cycle but would like to
- 66% of disabled people agree their city would be a better place to live if more people cycle
- On local streets where protected space is impossible we must reduce car volume and speed and create zones which prioritise people. We need to go beyond routes in and out of the city centre and create a dense joined up network for cycling which links where people live with everyday destinations across our cities and towns, including cycle parking. This must be fully accessible for all types of cycles.
- Plan routes based on the potential benefits to users, not just the number of people likely to use them.
- Not everyone is in employment and we need to make the excellent Cycle to Work scheme accessible for people who may be in education, unemployed or retired.
- Increase access for people to electric cycles and adapted cycles, starting with extending the Motability Scheme to include cycles
- Provide support and training for women, disabled people and older people to build their confidence in cycling.
- Promote cycling as an inclusive activity open to everyone.

Source: [Sustrans](#)

[The Disability Justice Project](#) has lots of useful information about public transport and the [Equality Act 2010](#). The Equality Act 2010 says that companies that provide public transport services, such as buses, trains, the underground and taxis cannot discriminate against Disabled people and requires them to take steps to make their services accessible for Disabled people.

These steps include:

- ensuring there is physical access, for example operating a ramp, or stopping the bus so it is safe for you to exit
- having priority spaces and seats for Disabled people and taking some steps to ensure those are freed for Disabled passengers when needed
- ensuring you know or can find out where you are and when your stop is.
- the ability to book assistance on a train journey

Source: [Disability Justice Project](#)

## Transport - Ethnicity

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### Active Travel

In Glasgow, black and minority ethnic communities are under represented when it comes to riding a bike.

Source: [Sustrans](#)

In Scotland in 2019, White other British (81%) and White Scottish (72%) people were more likely to hold a driving licence than other ethnic groups.

White Scottish and White other British people were more likely to drive than other ethnic groups and less likely to take the bus.

Source: [Transport and Travel in Scotland 2019](#)

### Harassment and Discrimination

UK data between 2009 and 2016 shows that public transport is a leading location for ethnic and racial harassment which may influence how people use public transport.

Source: [UK Household Longitudinal Study](#)

## Transport - Gender

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### Types of Transport

- In 2019 in Scotland, men were slightly more likely than women to have travelled the previous day, 74% compared to 73%.
- Women tended to use buses more frequently than men (26% of women used the bus at least once a week compared to 23% of men).

Source: [Transport Scotland](#)

- In Scotland in 2019, women were more likely than men to walk to work. Men were more likely to cycle to work.
- In Scotland in 2019, men were more likely to hold a driving licence than women, with seventy-seven of men aged 17+ having one, compared to 66 per cent of women.
- Women tended to use buses more frequently than men (26% of women used the bus at least once a week compared to 23% of men)

Source: [Transport and Travel in Scotland 2019](#)

### Active Travel

Shifting towards Active Travel is not only beneficial on reducing the impact transport has on the climate but is also a positive way to encourage physical activity and have a positive impact on people's health. It is essential that this shift is inclusive to all.

Sustrans, a charity that aims to make active forms of travel, such as cycling and walking, easier. They have suggested ways to try and make cycling more inclusive, particularly focusing on women, disabled people and the over 65s.

· Sustrans suggest that most new cycling routes are based on where people want to go, (i.e. maximising their use) rather than who would use them (i.e. diversifying their user base).

· Building a new radial cycle route to the city centre may be good for increasing the numbers of people cycling but most people using it are likely to be men commuting. These routes may ignore the more complex journeys undertaken by women, or the fact that most people over the age of 65 are retired.

· Women's journeys around cities are typically shorter than men's. Women are more likely to use different modes of transport and involve 'trip-chaining' (multi-stop journeys) which tend to be for a balance of child care, work and household responsibilities. The root causes of these journey differences are largely structural - they are a result of the roles and responsibilities played by men and women, as well as learned behaviours or preferences that may be mediated by gender.

- Women are also more likely to be worried about personal safety and experience anti-social behaviour whilst travelling
- 73% of women do not cycle
- 32% of women who currently do not cycle would like to

Source: [Sustrans](#)

In 2018 Sustrans did a survey in Glasgow on travel. It found that in Glasgow men are three times more likely to cycle than women in the city. Although there are some commonalities in terms of barriers to active e.g. weather, there are some barriers that are more specific to women. Lack of time, complex schedules, personal safety can prevent walking and cycling becoming a part of women's daily routine. 70% of all the women who were surveyed who had at least one child, agreed that having children strongly influence how they travelled. A further 39% of these respondents agreed that they walked and cycled less because they have children

A well-used, defined cycle network that allows trip-chaining, and enables more women to cycle with children, will potentially improve perceptions of personal safety, will save women time and help embed physical activity into an everyday activity. Planning and in some cases prioritising trip-chaining, personal and road safety through infrastructure design is not only beneficial to women but does not compromise men's ability to walk and cycle. A way to help ensure this happens is to include women in the decision and planning stages of developing transport systems.

The women in the study in Glasgow felt that they could save a lot of money by swapping their car or public transport journeys for active travel. Many of the participants commented that public transport and parking in Glasgow is too costly, and that by choosing to travel actively they could save money on travel expenses. Women often mentioned how physical appearance and expectation to look a certain way upon arrival at their destination often deterred them from travelling by bike or on foot. This was most commonly mentioned in relation to cycling to work. Image, personal appearance and constructs of femininity are likely to be a deterrent for women and it is often cited in countries with lower levels of cycling. In Denmark, Germany and the Netherlands where there are higher levels of cycling in their major cities, images of cycling are concurrent with travelling with children, travelling in work clothes and essentially 'normalised'. These cities also have a strategic network of dedicated cycling infrastructure. Many of the women in Glasgow perceived the roads as busy and chaotic, making them reluctant to cycle on the roads among the traffic, or walk around the city.

Source: [Sustrans](#)



## Transport - Religion

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Information is not currently available in this section.

## Transport - Sexual Orientation

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In the UK in 2018, the most common places where cisgender respondents had avoided being open about their sexual orientation were on public transport (65%) and in the workplace (56%).

Source: [National LGBT Survey](#)

## Transport - Pregnancy and Maternity

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### Air Pollution

- Certain groups are more vulnerable to the impact of poor air quality than others, such as those with existing health conditions, children, older people and pregnant people.
- In pregnancy, epidemiological studies suggest a link between air pollution exposure and premature birth. The Royal College of Physicians finds that 'the strongest evidence from epidemiological studies of pregnancy outcomes is that air pollution affects foetal growth and birth weight'

Source: [Scottish Government](#)

## Transport - Marriage and Civil Partnership

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Information is not currently available in this section.

## Transport - Fairer Scotland Duty

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### Types of Transport

Glasgow has the highest traffic volume of any local authority, despite car ownership being lower in Glasgow than the rest of Scotland. Car ownership is lowest in the most deprived areas where there is a greater reliance on buses for travel.

Source: [Glasgow Centre for Population Health](#)

In 2019 in Scotland, 68% of people travelled to work by car or van, 12% by walking and 10% by bus. However, this varied with income. Those in households with incomes under £15,000 were more likely to take the bus or walk than those on higher incomes. People from households with incomes over £50,000 were the most frequent car users.

Source: [Transport Scotland](#)

- In Scotland in 2019, cycling is used as a means of transport most often by households with incomes over £50,000 (7% at least once a month), and least often by those with incomes below £10,000 (2%).
- In 2019, households with incomes over £50,000 walked most often for transport each month (71%), and those earning between £15,000 and £20,000 least (61%).
- Train use was higher in higher income households. Forty three per cent of those interviewed with a household income of over £50,000 had used the train in the last month, compared to between 21 and 23 per cent for the categories up to £20,000
- Household access to bikes increased with household income and household size; 62% of households with an income of £50,000 or more have access to one or more bikes, compared to 19% of households with an income up to £10,000, and 18% with an income of £10,000 to £15,000.

Source: [Transport and Travel in Scotland 2019](#)

### **Driving Licence**

In Scotland in 2019, driving licence possession increased with net annual household income (50% for adults in households with less than £10,000 of income compared to 91% in households with an income over £50,000).

Source: [Transport and Travel in Scotland 2019](#)

### **Cost of Transport**

The cost of public transport can be a massive barrier to those with a low-income. Where multiple service providers operate separately, this can result in additional costs when switching between providers.

The cost of public transport has been reported as a barrier for parents in enabling their children to take part in extracurricular activities, leisure, social occasions, and other key events.

Source: [Transport Scotland and the Poverty Alliance](#)

### **Transport and access to employment**

In 2018 the Joseph Rowntree Foundation conducted research looking at transport issues facing the out of work residents in Port Glasgow and Castlemilk and found that transport was a significant barrier to work. Low income households may find the cost of purchasing and running their own car unaffordable meaning they are dependent on public transport. Unreliability of both bus and train services make it difficult for users to guarantee punctuality when travelling long distances for work. Often, the kind of work residents were going for were often insecure and had a very competitive nature which meant that poor productivity as a result of delays in transport could easily result in a loss of hours or even loss of employment. To add to this issue, there is a disconnect between the location of jobs and low-income neighbourhoods which is constraining people's ability to seize job opportunities when they arise. Manual employment in sectors like manufacturing or warehousing are often available out of town in peripheral locations that are poorly serviced by public transport. The report makes the following recommendations:

- New bus franchising powers are used to improve the availability, affordability and reliability of services, to make it easier for people on low incomes to access employment.
- Planning processes are improved to make sure that new housing and employment developments are well served by public transport.
- Transport and employment policy are better integrated, so employment support providers can help clients to understand travel choices available to them.

Source: [Joseph Rowntree Foundation](#)

In 2018, nearly one in ten (9%) respondents said they had had been unable to apply for, or accept, a job whilst living in Glasgow because it would have been difficult to get to or from the place the job was based. In terms of the specific factors that would have made it difficult to get to or from the place the job was based, these most commonly related to public transport; in particular, a lack of services suited to the working hours (33%); a basic absence of services (30%); or insufficient services (17%). Journey time (19%) was another factor cited by almost one in five respondents.

3% of respondents had to give up a job while living in Glasgow because of difficulties getting to/from their place of work. In most such cases, the main difficulties encountered again related to public transport and specifically to an absence of services, a lack of services suited to the working hours, or infrequent or unreliable services

Source: [Glasgow Household Survey](#)

# OFFICIAL

## What are our human rights?

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The rights below are taken from the **European Convention on Human Rights**. The human rights set out in the European Convention on Human Rights are incorporated into the law of Scotland through the Human Rights Act and the Scotland Act.

- Article 2: Right to life
- Article 3: Freedom from torture and inhuman or degrading treatment
- Article 4: Freedom from slavery and forced labour
- Article 5: Right to liberty and security
- Article 6: Right to a fair trial
- Article 7: No punishment without law
- Article 8: Respect for your private and family life, home and correspondence
- Article 9: Freedom of thought, belief and religion
- Article 10: Freedom of expression
- Article 11: Freedom of assembly and association
- Article 12: Right to marry and start a family
- Article 14: Protection from discrimination in respect of these rights and freedoms
- Protocol 1, Article 1: Right to peaceful enjoyment of your property
- Protocol 1, Article 2: Right to education
- Protocol 1, Article 3: Right to participate in free elections
- Protocol 13, Article 1: Abolition of the death penalty

More information on each of these can be found at the Equality and Human Rights Commission [website](#).

There is also the **Universal Declaration of Human Rights**, which was proclaimed in 1948 and was the first time fundamental human rights were universally set out to be protected.

- Article 1: All human beings are born free and equal in dignity and rights.
- Article 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration.
- Article 3: Everyone has the right to life, liberty and security of person.
- Article 4: No one shall be held in slavery or servitude
- Article 5: No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.
- Article 6: Everyone has the right to recognition everywhere as a person before the law.
- Article 7: All are equal before the law and are entitled without any discrimination to equal protection of the law
- Article 8: Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.
- Article 9: No one shall be subjected to arbitrary arrest, detention or exile.
- Article 10: Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal
- Article 11: The right to be presumed innocent in proven guilty
- Article 12: No one shall be subjected to arbitrary interference with their privacy, family, home or correspondence, nor to attacks upon their honour and reputation
- Article 13: The right to freedom of movement
- Article 14: The right to seek asylum
- Article 15: Everyone has the right to a nationality
- Article 16: The right to marry and found a family
- Article 17: The right to own property
- Article 18: The right to freedom of thought, conscience and religion
- Article 19: Everyone has the right to freedom of opinion and expression
- Article 20: Everyone has the right to freedom of peaceful assembly and association
- Article 21: Everyone has the right to take part in the government of their country, directly or through freely chosen representatives.
- Article 22: Everyone, as a member of society, has the right to social security
- Article 23: Everyone has the right to work
- Article 24: Everyone has the right to rest and leisure
- Article 25: Everyone has the right to a standard of living adequate for the health and well-being
- Article 26: The right to education
- Article 27: Everyone has the right freely to participate in the cultural life of the community
- Article 28: Everyone is entitled to a social and international order
- Article 29: Everyone has duties to the community in which alone the free and full development of their personality is possible

A more detailed list can be found on the Scottish Human Rights Commission [website](#).

# OFFICIAL

## How are our human rights used?

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All human rights are important but there are different types of rights in the Convention. In particular, there are **absolute rights** and **qualified rights**, and some rights are **limited**.

Some rights are **absolute**. This means that there is no circumstance where this may be infringed. This includes the right to life and the right not to be subjected to torture or to inhuman or degrading treatment or punishment.

Some rights can be **limited**, for example there are certain defined limited circumstances when you can legitimately be deprived of your right to liberty.

There are also **qualified rights**, which means they can be restricted in some circumstances and within limits. These include the right for private and family life, home and correspondence, freedom of thought, conscience and religion, freedom of assembly and association and protection of property. Restricting rights which are qualified must be justified.

## Where rights may be restricted

There may be situations where people's rights are in some way infringed or restricted. It's important to ensure that these are not **absolute rights**. When it is identified that rights may be restricted, these actions need to be justified and that has to have been consideration of the issue. The kind of questions that need to be considered include:

- Is there a legal basis for the restriction of the right?
- Is there a legitimate aim or justification for the restriction, such as the protection of other people's human rights?
- Is the action proportionate - is it the minimum necessary restriction of the right?

When considering whether or not an action is proportionate consider-

- Why are a person's rights being restricted?
- What is the problem being addressed by the restriction on someone's rights?
- Will the restriction lead to a reduction in the problem?
- Do safeguards exist against error or abuse
- Does a less restrictive alternative exist?
- Has sufficient regard been paid to the rights and interests of those affected?

# OFFICIAL

## Human rights and local authorities

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These rights have been highlighted as having particular links to local authorities. Local authorities have a duty to protect and respect these rights.

### Article 3 - Right not to be subjected to inhuman or degrading treatment or punishment

Vulnerable people, such as children, people with a mental illness or people in care must be protected from physical or psychological abuse, not only by staff or officials, but also by others who are responsible for their care. Therefore local authorities may have an obligation where they are aware of serious and immediate risk to children to remove them from the care of their parents to prevent serious neglect or abuse.

### Article 4 - Prohibition of slavery and forced labour

This article includes an obligation to put in place effective measures to protect victims of trafficking. Migrants in particular may be vulnerable to exploitation, and this includes women and children, as well as men. Local authorities have a general duty to safeguard and promote the welfare of children and young people in need, and should therefore be aware that where children in particular are at risk of trafficking, there is an obligation to protect them, regardless of immigration status or nationality.

### Article 5 - Right to liberty and security

Local authorities should be aware that any detention of vulnerable people, including those with learning disabilities, children and older people with psychiatric illness, may well mean that Article 5 is relevant. They should therefore ensure that the process for deciding whether or not such vulnerable people should be detained considers each individual's circumstances, and sets out adequate reasons for any decision to deprive an individual of their liberty.

### Article 6: Right to a fair hearing

This right includes not only criminal cases, but also processes which determine civil rights. Officials who are involved with decision-making procedures, for example in planning or child-care or those who award permits or licences, must ensure that their procedures meet these requirements. This may require appeals to be in place, and that the appeal process is clear and easy to understand, that appellants are given adequate time and facilities to prepare, access to interpreter if necessary and are entitled to reasons for the decision.

### Article 8: Right to private and family life

Officials should be aware that their policies or actions might interfere with an individual's right to privacy, and should try to ensure that their decisions do not interfere with these rights, or at least if it is necessary to do so, that they can justify their actions or decision as being no more than is required to meet one of the legitimate aims.

This right may well be relevant for officials who are involved in providing or managing housing, who are involved in investigation or monitoring who might make searches or homes or use covert surveillance or CCTV, who deal with families or children, especially where there is a risk that a family might be separated, who provide medical treatment or social care, recognising where people might have the right to refuse medical treatment.

This right will be particularly relevant for local authorities as employers, for example in respecting employee's privacy when monitoring e-mails and internet usage; when imposing dress codes or drug testing at work; in respecting the privacy of transgender and gay and lesbian people.

### Article 9 - Freedom of thought, conscience and religion

Officials must be aware that their decisions or actions might interfere with a person's right to manifest their religion or belief. Where circumstances mean that it is necessary to restrict that right, they can only do so to the extent that is necessary to meet one of the stated aims. This requires a balance to be struck between the rights of the individual and others.

This right may be particularly relevant for local authorities as employers and as providers of education. Consideration requires to be given, when drawing up or changing policies or practices, to whether these might conflict with someone's religious belief, such as timetabling an examination or training course on a religious holiday or setting dress codes.

### Article 10 - Freedom of expression

This Article will be relevant for media and press work, writing speeches and speaking in public, regulating demonstrations and restricting or regulating communications through the internet.

When drawing up policies and practices, consideration should be given to whether these will interfere with a person's right to freedom of expression. If so, restrictions may be justified to balance the rights of others, but would need to be the minimum necessary to meet the aims. A balance also needs to be struck between one person's freedom of expression and another's right to privacy.

### Article 11 - Freedom of assembly and association

Local authorities must be aware that their actions might interfere with a person's right to freedom of association or assembly and should seek to ensure that their policies and decisions conform with these provisions. Where it is necessary to restrict the right to assemble or association, then that should only be to the minimum extent necessary, and in order to meet one of the legitimate aims of protecting national security, public safety, health and morals or the rights of others, or for the prevention of crime. Thus a balancing exercise will require to be undertaken.

This will be particularly relevant for officials who are involved in making decisions about public protests and demonstrations, and in relation to the rights of employees.

### Article 14 - Right not to be discriminated against

When any of the other Conventions rights are relevant for decisions or policies, then local authorities must be careful to ensure that they are not discriminating against one or more of the protected groups.

Where local authorities take special measures to redress an existing situation of inequality, local authorities will require to justify it by reference to particular disadvantage, and to show that it is a proportionate means of achieving a legitimate aim.

### Right to education

This article may be relevant for those working in school or education departments, and those involved in education policy. Consideration should be given to this Article in relation to issues such as exclusions, punishment and uniforms. Local authorities will need to ensure that all pupils have access to education which conforms to parents' religious and philosophical convictions. Local authorities should always be able to produce reasons for their decisions.

### Right to protection of property

Local authorities must not deprive people of their property. Where they have a legal right to do so, any removal of property or interference with a person's use of property must be justified and to the minimum extent necessary to protect the public interest. Officials who work in an area where they can deprive people of their property or possessions, such as those working in planning or licensing, must ensure they have an objective justification for any removal or interference, and should be able to give reasons.

# OFFICIAL

## Human rights in different contexts

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### Community Empowerment/Neighbourhoods

- Everyone has the right to freedom of thought, conscience and religion, including either alone or in community with others - for this to be realised, services and goods need to be accessible and available and give people opportunities without discrimination. When this is restricted, restrictions must be justified and balanced
- Everyone has the right freely to participate in the cultural life of the communities - for this to be realised, services and goods need to be accessible and available and give people opportunities without discrimination. When this is restricted, restrictions must be justified and balanced.

### Culture and Communities

- Everyone has the right to freedom of thought, conscience and religion - for this to be realised, services and goods need to be accessible and available and give people opportunities without discrimination.
- Everyone has the right freely to participate in the cultural life of the communities - for this to be realised, services and goods need to be accessible and available and give people opportunities without discrimination.

### Climate

- The right to life - climate-related disasters pose a real threat to life so reducing this impact helps realise this right. This is an absolute right so can not be restricted.
- The right to a standard of living adequate for the health and well-being - reducing the impact of climate change helps ensure that food systems are maintained. This includes improving the conditions of the environment, such as improving air quality.

### COVID-19 Restrictions

- The right to respect for their private and family life - this right includes the right for personal development so the restrictions on people's access to work, education and cultural and social environments can impact this. Similarly, if people have to share their health status to gain entry, this can be a breach of confidentiality.
- The right to an adequate standard of living-where entry to food banks, soup kitchens, supermarkets, cafes and restaurants is limited, this can reduce people's access to food.

### Equality and Discrimination

- The right not to be discriminated against - this can be realised by ensuring that policies are fair and do not discriminate against those with protected characteristics. Similarly, action must be taken to redress existing inequalities.

### Safety / Crime and Justice

- No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment - for this to be realised those in a position of power must ensure that individuals rights are being met and that vulnerable individuals in the care of officials must be protected from harm. This is an absolute right so in no circumstance can this be restricted.
- All are equal before the law and are entitled without any discrimination to equal protection of the law
- No one shall be subjected to arbitrary arrest, detention or exile.

### Education / Skills / Learning

- Everyone has the right to education - educational institutions and programmes need to be accessible to everyone without discrimination.
- Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
- Parents have a prior right to choose the kind of education that shall be given to their children.

### Employment / Labour Market

- Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment - access to employment should be without discrimination
- Everyone, without any discrimination, has the right to equal pay for equal work.
- Everyone has the right to form and to join trade unions for the protection of their interests.

### Health / Social Care / Sport

- The right to an adequate standard of living - by providing adequate access to health care and giving people an environment where they can live healthy lives. Any restriction to this must be justified and balanced.
- The right not to be subjected to inhuman or degrading treatment - ensuring that the care people receive is dignified and that they are able to participate in the decisions made about their care will help this to be realised. This is an absolute right so can not be restricted.
- The right to liberty - this can be infringed where people are placed in a setting with inappropriate levels of security due to lack of beds in an appropriate setting, where people are not able to be discharged into the community due to a lack of suitable accommodation or support packages and where staff shortages result in greater restrictions on individuals' freedoms. When individuals are detained or restricted, is justified and proportionate.
- The right to privacy and family life - this can be infringed where people are placed out of an area and away from their social support networks, where people are denied privacy and personal space and where family contact is not facilitated. When this is in any way restricted, it must be justified.

### Housing / Neighbourhoods

- The right to an adequate standard of living - this means supporting people in to appropriate housing to their needs are met and they can have a standard of living adequate for their health and well-being. Where this is restricted, actions must be proportionate and justified.

### Socioeconomic status

- The right to an adequate standard of living - supporting people in accessing adequate food, clothing, housing and medical care and necessary social services and social security all help support people achieve a better standard of living. Where this is restricted in any way, the actions must be proportionate and justified
- The right to education - ensuring everyone has access to education, regardless of their socioeconomic background. This may include consideration around exclusions and uniform policy.
- The right to work - ensuring everyone has access and opportunities to employment, regardless of socioeconomic background.

### Transport

- The right to an adequate standard of living - by connecting/disconnecting people to the services and communities they need. This can also be impacted by transport actions that reduce pollution and improve air quality by making a better environment for people.
- The right to education - transport can be linked to education by connecting/disconnecting people to places of education.
- The right to work - transport can be linked to people's right to work by connecting/disconnecting people to employment. This is especially true when there are limited transport options.

## Assessing human rights impact

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Questions to consider when thinking about the impact on rights include:

- What human rights are relevant to this proposal?
- What impact does this proposal have on these rights?
- Can this proposal give better or further effect to human rights?
- Where negative impact is taking place, what options have been considered to mitigate this impact and how has this been justified?

### Case Studies and Examples

#### Housing in Leith (Project)

In this example, social housing residents in Leith came forward about the poor standard of housing that was being provided to them. The project, which was supported by the Scottish Human Rights Commission, the Practice of Rights project and the Edinburgh Tenants Federation, ran from June 2015 to June 2019. It included a survey about living conditions, human rights training for council officers, introducing rights-based indicators, engagement between residents and officers, investment in the properties and a follow up survey. Key lessons for duty bearers, such as local authorities, that can be learnt from this project include welcoming accountability and engagement, recognising the power that is held, recognising the importance of the expert knowledge of rights holders and being open to different ways of doing things.

Report: <https://www.scottishhumanrights.com/media/2029/housin-project-report-vfinal-may-2020.pdf>

Film: <https://www.youtube.com/watch?v=dU44dIGsaA>

#### Forensic Mental Health Review (Briefing)

This example looks into the delivery of Forensic Mental Health Services and identifies a wide range of complex issues around rights. It takes key human rights standards and lists recommendations to ensure these rights are upheld.

Report: <https://www.scottishhumanrights.com/media/2154/forensic-mental-health-review-hr-framework.pdf>

#### Human Rights in Mental Health Services (Good Practice Guide)

This example is an extensive guide to human rights in mental health services. It highlights different rights at different stages of care and gives suggestions of good practice.

Report: [https://www.mwscot.org.uk/sites/default/files/2019-06/human\\_rights\\_in\\_mental\\_health\\_services.pdf](https://www.mwscot.org.uk/sites/default/files/2019-06/human_rights_in_mental_health_services.pdf)

#### Human Rights and the Environment (Report)

This report puts human rights in the context of the environment. It includes examining human rights obligations in relation to climate change, the rights of future generations and the impact of the EU withdrawal on environmental rights. Page 29 gives a particularly helpful illustration of climate change and the enjoyment of human rights.

Report: <https://sp-bpr-en-prod-cdneq.azureedge.net/published/2019/11/22/Human-Rights-and-the-Environment-1/SB%2019-76.pdf?platform=hootsuite>

#### COVID-19 Status Certificates (Briefing)

This briefing by the Scottish Human Rights Commission is a good example of how a potential policy/action is scrutinised from a human rights perspective. It breaks down the action and aligns it with different rights to show where infringements may occur.

Report: [https://www.scottishhumanrights.com/media/2176/21\\_04\\_28\\_-covid-certificates-and-human-rights-vfinal.pdf](https://www.scottishhumanrights.com/media/2176/21_04_28_-covid-certificates-and-human-rights-vfinal.pdf)