

Grampian Assessor & Electoral Registration Officer



Equalities Mainstreaming and Outcomes 2019 Report

On behalf of the Grampian Valuation Joint Board

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1. Introduction

The Grampian Valuation Joint Board (the Board) and the Assessor for the Grampian Valuation Joint Board (the Assessor) are fully committed to embracing and implementing the principle and ethos of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

By fully adopting the principles and ethos of the Equality Act 2010, the Board will provide to all electors, rate payers, council tax payers and to its own staff a service provision, culture and working environment which is free from unlawful discrimination, harassment and victimisation and where all members of our community have equal opportunities and treat each other with dignity and respect.

2. Grampian Assessor & Electoral Registration Officer

The Grampian Assessor and Electoral Registration Officer (ERO) is an independent statutory official appointed and funded by the Grampian Valuation Joint Board to value non-domestic properties for rating purposes, allocate dwellings to council tax valuation bands and provide an electoral registration service for the Aberdeen, Aberdeenshire and Moray council areas. These councils lie in the North East of Scotland and their collective area is known as Grampian. The local councils collect non-domestic rates and council tax and their Returning Officers are usually responsible for conducting any elections. The Assessor & ERO has a workforce of approximately 80 staff distributed between offices in Aberdeen, Banff & Elgin.

3. The Grampian Valuation Joint Board

The Grampian Valuation Joint Board is the statutory valuation authority established by the Valuation Joint Boards (Scotland) Order 1995. The Board comprises 15 members; Aberdeen City Council appoints six Members, Aberdeenshire Council appoints six Members and The Moray Council appoints three Members. The three councils fund the Board on a pro-rata basis.

The role of the valuation authority is to appoint the Assessor and deposes as necessary for the purposes of the Valuation Acts. The Assessor and any deposes must be chartered surveyors and the Valuation Acts place the duty to assess properties on the Assessor rather than the Board thus ensuring that the assessments are arrived at in an independent manner. Through local arrangements, the Board appointed the Assessor as Electoral Registration Officer to the three councils.

Given the respective roles of the Board and the Assessor & ERO, the Assessor & ERO reports on behalf of the Board.

4. The Legal Context

The Equality Act 2010 and the General Equality Duty

The General Equality Duty replaces the previous race, disability and gender equality duties, which aimed to mainstream equality into public sector culture. These principles continue to apply to the public sector under the Equality Act 2010. This Act increased the number of equality groups from three to eight. These groups are called protected characteristics in the Equality Act:

- Age
- Disability
- Gender
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sexual Orientation

The General Equality Duty also covers Marriage and Civil Partnerships, with regard to eliminating unlawful discrimination in employment.

The General Equality Duty as set out in the Equality Act 2010 requires public authorities to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The Act makes clear that having due regard to advancing equality involves:

- removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

- taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The Specific Equality Duties

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 place particular legal requirements on specified public authorities to assist them meet the requirements of the General Equality Duty. Valuation Joint Boards are specified in the regulations. The legal duties for the Grampian Valuation Joint Board are to:

- Report on mainstreaming equality
- Publish equality outcomes and report on progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay, including occupational segregation information
- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible to the public

The Specific Duties required public authorities in Scotland to publish a Mainstreaming Report and a set of Equality Outcomes by 30 April 2013. There is an ongoing duty to provide two yearly update reports and to refresh equality outcomes every four years. Accordingly, having

published its first mainstreaming report in 2013 and two yearly update reports in 2015 and 2017, this is the Board's fourth report since the 2012 Regulations came into force.

A number of listed public authorities are required to publish the gender composition of their board members and to report on current and planned work towards board diversity. The Grampian Valuation Joint Board is not a listed authority under the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016.

5. The operational context

Neither the Board nor the Assessor & ERO operate in a vacuum albeit that the remit has a very narrow and statutory foundation. It is important to recognise that the functions are restricted but also that the impact of the functions is fundamental – providing access to the democratic process and an independent assessment service for local taxation.

Partnership working is however a key aspect of the service, with partnerships between the Scottish Assessors Association (SAA) and the 13 other individual and independent lands valuation assessors, the SAA Electoral Registration Committee and the 14 other electoral registration officers in Scotland, the Electoral Commission, the Electoral Management Board for Scotland, the Association of Electoral Administrators, the Royal Institution of Chartered Surveyors and the Institute of Revenues Rating and Valuation. Through these partnerships, the service is able to benefit from the synergies of joint working. The benefits of sharing resources, research and expertise enables the Assessor & ERO to deliver cost effective but specialist and comprehensive outcomes to the local area.

Operational partnerships with the three local councils responsible for the levy and collection of non-domestic rates and council tax, along with their electoral services offices that support the returning officers appointed for particular elections also prevail. Joint working at this local level ensures that the equalities themes flow across services and measures to advance the interests of those with protected characteristics are implemented in a coordinated manner.

Through their local and national joint working arrangements it is considered that Assessors & EROs provide one of the best examples of joint working within the Scottish public sector, where the focus is on service delivery without disproportionate overheads of a structural or organisational nature.

Local and national partners also have an important role in providing feedback as to performance.

The service's strategic position is as follows:

- Electoral Registration has been subject to a fundamental shift from household registration to individual registration brought about by the Electoral Registration and Administration Act 2013. The regime has been subject to a series of initiatives that have made a substantial impact on the service and citizens. There are some 440,000 electors currently registered to vote in Grampian, which amounts to approximately 10% of the Scottish electorate and 1% of the UK electorate. As a result of its importance in the oil and gas sector, Grampian has experienced high levels of employment and migration from other parts of the UK and overseas. Since 2002 there has been a large increase in national insurance registrations to non-UK nationals. Since the Scottish

Independence Referendum there has been a requirement to register 14 and 15 year olds. The area has a significant student population. In view of all of the above and as a result of the necessity to make contact with every elector, electoral registration is a priority area for equalities.

- Rating – the rating revaluation of non-domestic properties that was due to be held in 2015 came into effect from 1 April 2017. The Assessor is responsible for assessing the values of some 29,700 non-domestic properties across Grampian that currently have a total rateable value of £1,020M. The service is currently dealing with large volumes of appeals arising from both the Revaluation and challenging local economic conditions. A timetable for disposal of all Revaluation appeals by 31 December 2020 has been agreed with the independent Valuation Appeal Committee and resolution is on target with approximately 50% resolved to date. The organisation is now preparing for the challenge of the move from 5 yearly to 3 yearly revaluations brought about by the Scottish Government's response to the Barclay Review of Non-Domestic Rates.
- The Council Tax regime is currently a stable function, with a valuation list of some 283,000 dwellings allocated to council tax bands and around 3,000 new dwellings being added each year. The Scottish Government chose to retain Council Tax with minimal disturbance following the 2016 election. However, the prospect of a revaluation or a replacement system is increasing in view of the problems associated with the continued existence of a system based on values that are now out of date by over 28 years.

Appendix 1 to this report provides the characteristics of the employees as at 31 March 2019. The Assessor & ERO service establishment comprises 75 full time posts. There are currently 76 full and part-time employees that represent 70 full time equivalents. Staff turnover has decreased over the last two years and 7 out of the 11 leavers during the period did so as a result of reaching their chosen retirement age. Whilst the nature of the vacated posts has not provided the best opportunities to address one of our published outcomes, i.e. to maximise the recruitment of young people, there will be a clear opportunity to do so going forward in view of the additional requirement, arising from the implications of the Barclay Review mentioned above, to take on and train a number of graduate trainee valuers.

6. Mainstreaming

Mainstreaming simply means integrating equality into the day-to-day operations of the service – considering equality in everything that is done as an employer and when planning and providing services. Senior managers must provide clear and consistent messages with the equality duties embedded within all strategy. Co-workers should be able to recognise the relevance of the equality duties to their own role and should consider it in carrying out their work. Equality therefore becomes fully integrated within structures, behaviours and culture rather than an adjunct to these aspects of the service.

Evidence is an important aspect of mainstreaming and includes monitoring service users and service activity as regards all of the protected characteristics and then analysing outcomes. Monitoring and annual reporting on workforce composition, recruitment, development

and retention of its employees with respect to protected characteristics also assists the mainstreaming process. See appendices 1 & 2.

6.1 Progress in mainstreaming in the workplace

Workforce monitoring demonstrates that there have been some changes in the overall balance of the workforce since 31 March 2019 – see comments under Equal Pay Statement below.

The Board is committed to ensuring that recruitment and selection incorporates the principles of equality and fair treatment of all job applicants and that the workforce reflects as far as possible minority groups within the local community where this contributes to facilitating the delivery of continually improving, efficient and effective services.

During the last two years the service has continued to accommodate requests to move to part-time working or to change the pattern of part-time working in order to allow the workforce to meet their out-of-employment social and family responsibilities. In addition, the flexibility of the Board's Flexible Working Hours scheme has been extended to permit up to two full days or four half days leave within each four week period where the exigencies of the service allow,

6.2 Progress in mainstreaming in our services

Equalities is now a standing agenda item for Management Team meetings to help ensure that our duty to advance equality is meaningful and ongoing.

The Assessor and ERO service has had an extremely busy two year period. Following the local government elections of May 2017 the main

focus of a relatively new senior administration team was to specify, procure and commission a new electoral registration management system to replace the existing in-house system. The principal task of the valuation and technical teams was dealing with a significant response from service users, in terms of both informal enquiries and formal appeal numbers, in respect of the 2017 non-domestic rating revaluation, the timing of which was unfortunate in regard to the challenges faced by ratepayers engaged in business in the changing economic situation in the North-East. Nevertheless progress has been made in regard to mainstreaming and the identified equality outcomes (see Section 7 below for detail.)

7. Equality Outcomes

Equality Outcome 1

Maximise the opportunities for young citizens to register to vote and therefore enable them to participate in the democratic process

The registration of young voters (under 18) for the referendum will mirror the demographic profile of Grampian. Registration statistics will demonstrate progress against census outputs and other sources of young person data. In turn, the early engagement with young citizens should prove beneficial in assisting to establish a culture of engagement in mid-late teens that may be maintained into adulthood.

Activities

- Consult with partner authorities and education providers
- Canvass and publicity plan

- Integration of the equalities element with the Electoral Commission performance standards regime
- Engagement with individual equalities groups to ensure removal of barriers to registration

Measurement

- Registration rates compared to census outputs
- Number of registration corrections and complaints

Progress to April 2019

Registration and voter engagement activities took place in advance of the 2016 Scottish Parliamentary and 2017 local government elections. These activities included providing presentations to Modern Studies teacher groups and school librarians, holding registration campaigns, running a promotional banner and leaflet design competition for school students and collaboration with local authorities including participation in mock elections in schools and manning stalls at engagement events.

Specific work was conducted in partnership with the three local authorities to ensure that children in care, known as looked after children, had the opportunity to register to vote and were given the necessary guidance and assistance. The service also facilitated young voters with anonymous registration where personal safety, or that of another member of the household, was an issue.

There were 12,519 under 18 year olds registered to vote at the date relevant date for the May 2017 Local Government Election. The number registered at 31 March 2019 has fallen to 11,319 and this is no doubt due to the lack of electoral events over the intervening two year period.

Similarly the number of students registered in student accommodation has fallen slightly from 579 to 533 over the period.

Post April 2019 priorities

We will continue to pursue and monitor this outcome. Although there has been a marginal decrease in numbers since the 2017 Local Government Election we will continue to work with the local education authorities and universities to ensure that young people are given every encouragement to register.

Equality Outcome 2

Maximise registration amongst high mobility citizens such as occupiers of houses in multiple occupation and tenanted dwellings.

Research has shown that high mobility citizens and citizens in tenanted dwellings are under-represented in terms of electoral registration. Ethnicity and nationality may be influencing this under-registration.

Activities

- Consult with partner authorities and housing providers
- Canvass and publicity plan
- Integration of the equalities element with the Electoral Commission performance standards regime
- Engagement with individual equalities groups to ensure removal of barriers to registration
- Focus on improved materials using straightforward language tested by relevant groups in partnership with other EROs and the Electoral Commission.

Measurement

- Registration rates compared to census outputs
- Number of registration corrections and complaints

Progress to April 2019

Since April 2017 the service has continued to focus on students and the tenanted housing sector to deliver this outcome. However, the allocation of resources to a critical requirement to procure a new Electoral Management System to replace an existing in-house system that would be problematic to support in the future meant that the level of activity on this outcome was not as originally planned.

Nevertheless the service has continued to work with student associations and tertiary education providers in order to promote registration.

With regard to the tenanted housing sector work began towards the end of the period on a Cabinet Office funded pilot exercise to research the potential benefits of using private sector tenancy deposit scheme data. This research sought to use of data from external agencies to establish whether we can improve canvass outcomes and subsequent registration levels. Our engagement with tenancy deposit scheme operators led to the possibility of a national initiative in promoting registration to new tenants, but unfortunately Cabinet Office resources were directed elsewhere and this aspiration remains unfulfilled at national level.

Post April 2019 Priorities

The online functionality of individual electoral registration provides an ideal opportunity to integrate registration with online student enrolment or information systems and the service is keen to work with tertiary education providers in order to link registration with these services.

The potential of using other data sources will also be considered.

We will continue to identify and engage with under-represented groups.

Equalities Outcome 3

To maximise opportunities for young people to enter the workforce

Youth employment is a key national priority, with the low percentage of employees recruited directly from school identified as a key issue. Whilst the service relies on a significant number of individuals who are required to have tertiary education and be working towards professional qualifications, analysis confirms that Under 25 year olds are under-represented in the service's workforce. Notwithstanding that recruitment is fairly minimal the opportunity nevertheless exists to enhance opportunities for young citizens.

Activities

- Promote work experience opportunities for Under 25 year olds
- Review recruitment advertising media
- Promote career progression schemes to encourage young people to make the service an employer of choice.

Measurement

- Annual workforce monitoring
- Annual work-experience monitoring

Progress to April 2019

Staff turnover has decreased over the last two years and 7 out of the 11 leavers during the period did so as a result of reaching their chosen retirement age. The nature of the vacated posts has not provided the best opportunities to address this outcome.

Recruitment advertising has been reviewed and all employment opportunities are now advertised online.

Post April 2019 Priorities

Continue to pursue and monitor this outcome.

The Barclay Review of Non-Domestic Rates has led to Scottish Government funding that will allow the recruitment and training of four part-time Graduate Trainee Valuers from July 2019 leading to four full time posts from 1 April 2020.

Work experience continues to be made available to Under 25s through our work with education authorities.

8. New Outcomes

Equalities Outcome 4

Our services meet the needs of all service users in our community.

Activities

- Monitor customer satisfaction across all service areas by the protected characteristics.

Measurement

- Detailed analysis of customer satisfaction surveys.

Equalities Outcome 5

The Board is seen as an equal opportunities employer where diversity is welcomed and all staff feel valued and respected.

Activities

- Issue and monitor regular staff questionnaires by the protected characteristics

Measurement

- Detailed analysis of staff questionnaires.

Progress to April 2019

The operational context described in detail at section 5. above, in particular the response to the 2017 Revaluation and the requirement to commission a new electoral registration management system, has led to our aspirations in respect of the two additional outcomes reported in 2017 being unfulfilled to date.

Post April 2019 Priorities

Design, issue and analyse questionnaires to demonstrate progress in achieving equality outcomes 4 & 5.

9. Policies and Practices

Policy and practice reviews are carried out within the terms of section 149(1) of the Equality Act 2010.

The Board employs the Human Resources expertise of the Moray Council, one of its three constituent authorities, and the majority of policies are reviewed by them on a regular programme in line with the terms of the Equality Act and the Council's own policies.

Other policies and practices are reviewed on a regular basis through a rota of quarterly meetings of the Assessor's Management Team, Administration Group and Technical Group.

10. Gender Pay Gap

In view of employee numbers the Grampian Valuation Joint Board has a duty to publish information on the percentage difference among its

employees between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime).

The following information is based on the employees who were in post on 31 March 2019.

GVJB has 33 male employees with an average hourly rate of pay of £22.36 and 43 female employees with an average hourly pay of £14.22.

The mean (average) gender pay gap is therefore:

$$(22.36 - 14.22) / 22.36 \times 100 = 36.41\%$$

The median gender pay gap is obtained by arranging the hourly rates in descending order for both male and female employees and selecting the mid-point of each range.

The median gender pay gap calculation is:

$$(19.73 - 10.95) / 19.73 \times 100 = 44.50\%$$

Full time gender pay gap (28 female and 32 male employees): 33.09%

Part time gender pay gap (15 female and 1 male employee): 25.90%

Full time men/part time women pay gap (15 female and 33 male employees): 40.45%

Permanent staff gender pay gap (41 female and 32 male employees): 36.55%

Temporary staff gender pay gap (2 female and 1 male employees):
4.39%

On all bar one of the average measures detailed above it is pleasing to note that the organisation's gender pay gap shows a reduction from that reported two years ago. The temporary staff gender pay gap is very low but has increased slightly because the sole male employee is on the highest point on the salary scale due to greater time served in the role.

11. Equal Pay Statement

The Grampian Valuation Joint Board is committed to the principle of equal opportunities for all, in every aspect of employment. This means all employees should receive equal pay for doing the same or broadly similar work within the organisation.

As at 31 March 2019, the Board had 76 employees. 44 of these are employed in professional and technical posts and are predominantly male (65.91% an improvement from 70.45% two years ago). 33 employees are in clerical and administration posts and are predominantly female (87.88%). 78.79% of the administration and clerical posts are in Grades 1 & 2 whereas 97.73% of the professional and technical posts are on Grade 3 and above. Nevertheless it is pleasing to report that the mean gender pay gap has been reduced since April 2017.

The difference in male and female pay is largely due to the degree of occupational segregation that exists in the organisation. The gender pay gap is higher than the national average. This is due in part to the predominance of Chartered Surveyors within higher grade posts. The surveying profession has traditionally been male dominated with only

8,000 out of 100,000 members being female as recently as 1999 according to RICS figures. The average age of our surveyors is 48 and 6 out of 24 (25%) are female. However the percentage is rising as 4 out of 6 (66.7%) of the organisation's surveyors under 40 and 3 out of 4 (75%) under 35 are female.

In relation to Technical posts figures there is a similar trend with the number of female employees having increased from 4 (26.67%) to 6 (40.0%). It is also worth noting that 100% of the organisations IT Analysts are female.

12. Procurement

Regulation 9 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, imposes a duty on public bodies when considering award criteria and conditions in relation to public procurement, to have due regard to whether the award criteria should include considerations which will help it meet its Equality Duty. Any such award criteria should be related to and proportionate to the subject matter of the proposed agreement.

Currently the Board enters into very few procurement contracts directly. Contracts of any substance are normally procured on behalf of the Board by the Moray Council and are subject to their procurement procedures and in accordance with current procurement legislation. Any contracts that the Board does enter into directly are generally small in terms of the service procured and the monetary value of that service. Notwithstanding, the Board will have due regard to whether the award criteria should include considerations to enable us to better perform the Equality duty.

13. Conclusion

The Board will continue to support the Assessor & ERO in mainstreaming equalities throughout the service and monitor progress on an annual basis in relation to the protected characteristics and the specific equality outcomes identified above.

The Board will publish a fresh mainstreaming report and formally report on the progress made to achieve the equality outcomes by 30 April 2021.

Fresh equality outcomes will be identified and reported by 30 April 2023.

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Appendix 1:

Workforce Monitoring Statistics for 2 years to 31 March 2019

	<i>Workforce Profile*</i>	<i>Promotion</i>	<i>Leavers</i>
Total	76	9	11
Gender:			
Male	43.4%	66.7%	63.6%
Female	56.6%	33.3%	36.4%
Married/Civil Partnership:			
Yes	38.2%	-	-
No	23.7%	-	-
Prefer not to say	1.3%	-	-
DNA	36.8%	-	-
Sexual Orientation:			
Bisexual	-	-	-
Heterosexual	48.7%	-	-
Gay Woman/ Lesbian	-	-	-
Gay man	-	-	-
Prefer not to Say	2.6%	-	-
DNA	48.7%	-	-
Age:			
16-24	-	-	9.1%
25-29	5.3%	-	9.1%
30-34	9.2%	11.1%	-
35-39	5.3%	11.1%	-
40-44	1.3%	-	-
45-49	10.5%	11.1%	9.1%
50-54	30.2%	33.3%	9.1%
55-59	22.4%	11.1%	9.1%
60-64	15.8%	22.2%	36.4%
65+	-	-	9.1%
Disability:			
Yes	-	-	-
No	43.4%	100%	100%
DNA	56.6%	-	-
Religion:			
C of S	2.6%	-	-
Roman Catholic	2.6%	-	-
Protestant	-	-	-
Christian	25.0%	-	-
No Religion	19.7%	-	-
Other	1.3%	-	-
Prefer not to say	-	-	-
DNA	48.7%	-	-
Ethnicity:			
White			

Scottish	43.4%	-	-
English	-	-	-
British	9.2%	-	-
Welsh	-	-	-
Irish	-	-	-
Northern Irish	-	-	-
Polish	-	-	-
Scottish/ Polish	-	-	-
Any other	-	-	-
<i>Mixed</i>			
Any mixed background	-	-	-
<i>Asian</i>			
Indian	-	-	-
Pakistani	-	-	-
Bangladesh	-	-	-
Chinese	1.3%	-	-
Any other	-	-	-
<i>Black</i>			
Caribbean	-	-	-
African	1.3%	-	-
Any other	-	-	-
Any Other Ethnic	-	-	-
Unidentified	5.3%	-	-
DNA	39.5%	-	-
Gender Reassignment:			
Yes	-	-	-
No	6.6%	-	-
DNA	93.4%	-	-

Appendix 2:

Workforce recruitment monitoring Statistics for 2 year period to 31 March 2019

	<i>Applied (number)</i>	<i>Applied (%)</i>	<i>Shortlisted (Number)</i>	<i>Shortlisted (%)</i>	<i>Appointed (Number)</i>	<i>Appointed (%)</i>
Total	77	100	62	100	31	100
Gender:						
Male	26	33.77	22	35.48	10	32.26
Female	51	66.23	40	64.52	21	67.74
Married/Civil Partnership:						
Yes	39	50.65	30	48.39	15	48.39
No	15	19.48	13	20.97	6	19.35
Prefer not to Say	1	1.30	0	0	0	0
DNA	22	28.57	19	30.65	10	32.26
Sexual Orientation:						
Bisexual	0	0	0	0		
Heterosexual	63	81.82	49	79.03	25	80.65
Gay Woman/ Lesbian	1	1.30	1	1.61	1	3.22
Gay man	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0
DNA	13	16.88	12	19.35	5	16.13
Age:						
16-24	3	3.90	2	3.23	1	3.23
25-29	3	3.90	3	4.84	2	6.45
30-34	6	7.79	5	8.06	3	9.68
35-39	7	9.09	4	6.45	2	6.45
40-44	10	12.99	7	11.29	5	16.13
45-49	12	15.58	10	16.13	6	19.35
50-54	10	12.99	8	12.90	4	12.90
55-59	6	7.79	5	8.06	1	3.23
60-64	3	3.90	2	3.23	0	0
65+	3	3.90	3	4.84	3	9.68
Prefer not to say	3	3.90	3	4.84	1	3.23
DNA	11	14.29	10	16.13	3	9.68
Disability:						
Yes	3	3.90	3	4.84	1	3.22
No	62	80.52	48	77.42	25	80.65
DNA	12	15.58	11	17.74	5	16.13
Religion:						
Ch. of Scotland	0	0	0	0	0	0
Roman Catholic	0	0	0	0	0	0
Protestant	0	0	0	0	0	0
Christian	29	37.66	23	37.10	11	35.48
No Religion	28	36.37	21	33.87	12	38.71
Other	4	5.19	4	6.45	3	9.68
Prefer not to Say	16	20.78	14	22.58	5	16.13
Ethnicity:						
White						

Scottish	30	38.96	23	37.10	11	35.48
English	9	11.69	7	11.29	2	6.45
British	12	15.58	9	14.52	6	19.35
Welsh	0	0	0	0	0	0
Irish	0	0	0	0	0	0
Northern Irish	1	1.30	1	1.61	0	0
Polish	0	0	0	0	0	0
Scottish/ Polish	0	0	0	0		0
Any other	4	5.19	2	3.23	2	6.45
<i>Mixed</i>						0
Any mixed background	0	0	0	0	0	0
<i>Asian</i>				0		0
Indian	2	2.60	2	3.23	2	6.45
Pakistani	0	0	0	0	0	0
Bangladesh	0	0	0	0	0	0
Chinese	0	0	0	0	0	0
Any other	0	0	0	0	0	0
<i>Black</i>						0
Caribbean	0	0	0	0		0
African	6	7.79	6	9.68	3	9.68
Any other	0	0	0	0	0	0
Any Other Ethnic	0	0	0	0	0	0
Unidentified	13	16.88	12	19.35	5	16.13

