



General Register Office for Scotland
information about Scotland's people

**Race Equality Scheme
Annual Report**

30 November 2010

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1. FOREWORD BY DUNCAN MACNIVEN, REGISTRAR GENERAL FOR SCOTLAND

I am pleased to introduce the Race Equality Annual Report 2010 for the General Register Office for Scotland (GROS).

Our commitment to Race Equality is again best demonstrated in our continuing preparatory work for the 2011 Census and also in the statistics we provide about Scotland's people, which are published in "[Scotland's Population 2009 - The Registrar General's Annual Review of Demographic Trends](#)".

We await the outcome of The Scottish Government's consultation, which ends on 26 November 2010, on its proposals for draft regulations that will cover the specific duties.

2. INTRODUCTION

This report describes our commitment to Race Equality under the following headings:

- Preparatory work for the 2011 Census
- Publication of statistics
- Employment of Staff

3. PREPARATORY WORK FOR THE 2011 CENSUS

3.1 Census Order

The Census (Scotland) Order 2010 is now in force and provides the Registrar General with the power to undertake a census in 2011. The Census Order includes details of the census questions to be contained within the census questionnaire. The questions were tested successfully in the 2009 Rehearsal following a thorough consultation with users and stakeholder groups.

3.2 Census Questionnaire

During the parliamentary approval process, MSPs raised concerns about the content of certain census questions, including the ethnicity question which was subsequently amended. The revised wording replaces the 'African, Caribbean or Black' category with two separate categories - 'African' and 'Caribbean or Black'. In the 'White' category, an 'Other British' tick box also replaces separate tick boxes for English/Welsh/Northern Irish, although people can use the 'Other, please write in' box if they wish to specify, for example, English ethnicity.

3.3 Census Recruitment

The 2011 Census Regulations have also been approved by Parliament. This provides the power to recruit field staff to carry out the census enumeration. Recruitment has commenced and 22 Census Regional Managers and 175 District Managers have now been employed. Recruitment of around 500 Census Team Leaders is well advanced and appointments will be made in early January 2011. Recruitment of around 5,800 Enumerators (to deliver the census questionnaires) will commence on 18 November 2010. As part of a 'fair and open' recruitment policy, GROS try to ensure that members of all communities are aware of census employment opportunities. These are advertised in the national and local press and also on the BEMIS (Black and Ethnic Minority Infrastructure in Scotland) website.

Both our community liaison team and our field managers have been making contact with a wide range of local organisations. This included meeting with various ethnic groups at our census headquarters in October, which the Registrar General attended.

Further recruitment opportunities, to carry out follow-up census surveys (Census Coverage and Census Quality surveys) will also be available. The same 'fair and open' recruitment policy will be followed as for the main census field staff recruitment campaigns.

Once recruited, both the main Census field staff and the survey staff will be provided with appropriate training to be able to fully accommodate any diversity requirements that may arise.

3.4 Census Website

The Scotland's Census website (www.scotlandscensus.gov.uk) went live in October 2010. This provides translations of the census questions in 11 ethnic languages (Arabic, Bengali, Cantonese, Farsi, French, Hindi, Polish, Punjabi, Tagalog, Turkish and Urdu).

3.5 Consultation

The purpose of the census is to provide a rich source of information (census data) about Scotland's people. To ensure we accurately capture user requirements for census data, a series of Outputs workshops were held throughout Scotland in Spring 2010. Various community representatives (including BEMIS) were present and further consultation on census data outputs is proposed for 2011.

The aim is to release as much detail in the 2011 Census results as possible, including on ethnicity and religion, subject to ensuring that the statistics are anonymised.

Details of our consultation process and formal consultation documents can be found on our website at:

www.gro-scotland.gov.uk/census/censushm2011/preparations/consultation-and-research/index.html

4. PUBLICATION OF STATISTICS

4.1 Population Statistics

The statistics that GROS provides, support and inform policy development for Scotland. We continue to link our strategic objectives to the [Government Economic Strategy](#) which sets a target for population growth:

“to match average European (EU-15) population growth over the period from 2007 to 2017, supported by increased healthy life expectancy in Scotland over this period.”

[“The Registrar General's Annual Review of Demographic Trends”](#) contributes to this target by providing and publishing statistics on Scotland's population.

Statistics published in the 2009 Annual Review highlight that, despite the economic recession, people are finding Scotland an attractive place to live and to have a family. The population of Scotland grew by 25,500 in the period 1 July 2008 to 30 June 2009 and this was mainly due to:

- 21,700 more people coming to Scotland than leaving; and
- 4,585 more births and deaths

4.2 Migration Statistics

Since the early 2000s and, especially since Eastern European countries joined the EU in 2004, migration has played a larger part in Scotland's demographic change

than in the previous decade. In the year to 30 June 2009, around 45,400 people came to Scotland from England, Wales and Northern Ireland and around 41,300 left Scotland for the rest of the UK. During the same period, about 42,700 people came to Scotland from overseas and around 25,200 left Scotland to go overseas.

4.3 Life Expectancy

Mortality rates in Scotland have generally fallen more slowly than in the rest of the UK and Europe. However, the improvements are still considerable and the impact is demonstrated in the steady rising expectation of life over the last 25 years, increasing from 69.1 years to 75.3 years in men since 1981 and 75.4 to 80.1 for women.

The full range of statistics that we provide can be found on our website at:
www.gro-scotland.gov.uk/statistics/index.html

5. EMPLOYMENT OF STAFF

5.1 Terms & Conditions

GROS is an Associated Department of the Scottish Government (SG) which means that all staff in GROS have the same terms and conditions of employment as staff in SG. Staff in GROS have access to the SG intranet site "Saltire" which enables them to keep up to date with news and an the opportunity to participate in a variety of events, including a competition to win entry tickets for the Edinburgh Mela Festival, which was one by a GROS member of staff.

6. CONCLUSION

We will commence work on our Single Equality Scheme after the completion of The Scottish Government's consultation on its proposals for draft regulations that will cover the specific duties.