



# **A Fairer Highland** **Gàidhealtachd nas** **Cothromaiche**

**Highland Council's Equality Plan**  
**Plana Co-ionannachd Chomhairle na**  
**Gàidhealtachd**

**Equalities Profile**  
**Geàrr-thuairisgeul Co-ionannachd**

# Introduction

## Ro-ràdh

Despite over 30 years of equality legislation and some significant progress, some groups of people still face significant levels of inequality, discrimination and harassment and do not enjoy the same life opportunities as everybody else. For example, in the UK and Scotland, we know that:

- In 2007 people aged 65+ out-numbered children for the first time.<sup>i</sup>
- More than 6 out of 10 lesbian and gay schoolchildren experience homophobic bullying.<sup>ii</sup>
- Only 50% of disabled people of working age are in work compared with 80% of non-disabled people.<sup>iii</sup>
- Only 59% of ethnic minorities are employed, compared with 73% of the general population.<sup>iv</sup>
- Only 29% of Muslim women are economically active.<sup>v</sup>
- 62% of transgender people experienced harassment in public places.<sup>vi</sup>
- Gypsies' / Travellers' life expectancy is 10 years below the national average.<sup>vii</sup>
- Only a third of senior managers in the Scottish civil service are women.<sup>viii</sup>
- In Scotland women are paid 12% less than men in full time work.<sup>ix</sup>
- One in three Scots believe Eastern Europeans are taking "Scots" jobs.<sup>x</sup>

The specific equality duties are the steps that public bodies have to take to help them to meet the general duties. This includes publishing schemes which show how they will gather information on how their work affects different racial groups, disabled people and men and women, including transgender men and women.

The Council has arrangements in place to gather information on employment and equalities monitoring. During 2006 and 2007, employees were sent an Equal Opportunities monitoring form and asked to verify information. Employees, and applicants for posts, are asked to self-report using the council's equality monitoring form. This allows for the collection and analysis of information on recruitment, training and retention of disabled employees. This will include monitoring of Education staff.

At national level, work has been undertaken to improve, develop and harmonise statistical data relevant to equality issues, including Scottish Government high level equality statistics, the development of the Census 2011, and the Equality Measurement Framework.

There remain many challenges with the use of equalities data. While information is readily available by age and gender, there is no single measure or estimate of prevalence of disability and equalities monitoring of disability is not widely carried out beyond employment; information on sexual identity is not routinely collected and data is scarce although information now available on the numbers of civil partnerships. The main measure of ethnicity is the Census which is carried out every ten years and so becomes quickly out of date; at local level many population levels are too small to provide robust data. Information on religion and belief is also collected primarily through the Census.

This information source provides a profile of equality in Highland. This is a complementary document to the single equality scheme. It is important to develop a clearer picture of equality groups in our community in order to establish a baseline for improving performance and setting realistic targets.

As outlined above, there are limitations to this data, but it provides a comprehensive picture equalities information that can be used by staff and communities alike.

The information is from a wide range of sources, some owned directly by the Council and others from nationally published sources. The data will therefore be updated when information becomes available.

The document is set out in three key sections:

- General Population Profile
- People Using Highland Council Services
- Highland Council Workforce Profile

Full details of the components of each section can be found in the index on page four.

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# General Population Equalities Profile

## GEÀRR-THUAIRISGEUL CO-IONANNACHD A' PHOBAIL CHOITCHINN

The Highland Council has a population of over 221,000, with nearly 102,000 households in a land area of 26,484 km<sup>2</sup>. At around a third of the total area of Scotland, geographically it is the largest Local Authority in the UK. The overall population density for the Highlands sits at 8 people per square kilometre, in comparison with 66 across Scotland as a whole. Half of the region's population is found in the inner Moray Firth area. Only 25% of the population live in settlements of over 10,000 people and 40% in settlements of over 1,000 people. The nature of rural living in Highland is also characterised by the extent of remoteness experienced by a significant proportion of the population:

- 37% live in Remote Rural data zones, defined as settlements of less than 3,000 people and with a drive time of over 30 minutes to a settlement of 10,000 people or more;<sup>1</sup>
- 26% live in Super Sparse areas, defined as anywhere which is more than 40km (25 miles) by road from any settlement with a population of 7,000 and over.

## DEMOGRAPHICS

### Gender

Like the rest of Scotland, the gender balance of the Highlands has been reasonably stable with women making up around 51% of the population and men 49%, as opposed to 52% and 48% respectively in the rest of Scotland. Since 1981 there have been around 8% more women than men in Scotland generally, in Highland there are around 4% more.

**Table 1: Population of Highland by Sex, Selected Years from 1971 to 2010**

Year	Both Sexes	Males	Females	% Males	% Females	Excess % of women to men
1971	175,473	87,314	88,159	49.8	50.2	1.0
1981	187,004	91,929	95,075	49.2	50.8	3.4
1986	198,850	97,580	101,270	49.1	50.9	3.8
1991	203,790	99,798	103,992	49.0	51.0	4.2
1996	208,650	101,988	106,662	48.9	51.1	4.6
2001	208,920	102,281	106,639	49.0	51.0	4.3
2002	208,140	101,891	106,249	49.0	51.0	4.3
2003	209,080	102,279	106,801	48.9	51.1	4.4
2004	211,340	103,334	108,006	48.9	51.1	4.5
2005	213,590	104,423	109,167	48.9	51.1	4.5
2006	215,310	105,285	110,025	48.9	51.1	4.5
2007	217,440	106,453	110,987	49.0	51.0	4.3
2008	219,400	107,636	111,764	49.1	50.9	3.8
2009	220,490	108,166	112,324	49.1	50.9	3.8
2010	221,630	108,735	112,895	49.1	50.9	3.8

Source: NRS Mid Year Estimates

<sup>1</sup> Scottish Executive's "Urban Rural Classification" – the most rural classification is "Remote Rural".  
<http://www.scotland.gov.uk/library5/rural/seurc-00.asp>

The population of Highland is expected to continue to grow and the excess proportion of women to men is projected to increase slightly over the next 20 years from 3.8% to 2.4%. The ratio of men to women generally declines with age, more rapidly from age 60 onwards.

**Table 2: Projected population of Highland by sex, selected years: 2010-2030**

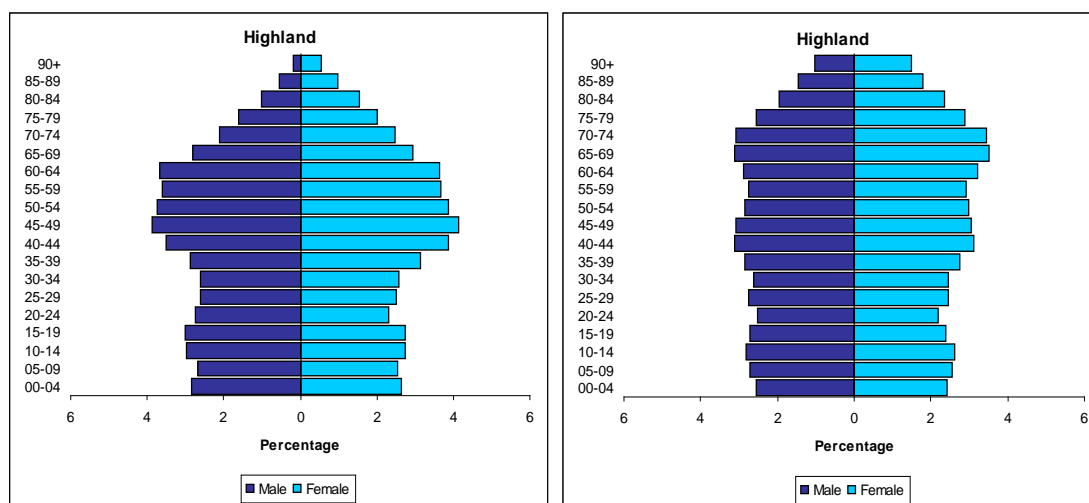
	2010	2015	2020	2025	2030
<b>All</b>	221,630	230,010	237,325	244,234	250,293
<b>Males</b>	108,735	113,272	117,082	120,596	123,633
<b>Females</b>	112,895	116,738	120,243	123,638	126,660
<b>Excess % of women to men</b>	3.8	3.1	2.7	2.5	2.4

Source: NRS 2010 Based Population Projections

## Age

There are peaks of people of both sexes in their mid-50s and over 40 years of age as a result of elevated birth rates after the Second World War and in the 1960s. The recent decline in births is reflected in the tapering of the pyramid at younger ages. The “waisted” appearance in the population aged 20 to 39 is a result of net migration loss of young adults as they leave Highland to pursue further or higher education, or find work. Many of these young adults return to Highland in later life: more women leave than men and there is evidence that they return at different stages of their life.

*Chart 1: Percentage of the Total Population in each Age Group, by sex, 2010 and 2035*



Again reflecting Scottish figures, there are more men in the younger age groups and more females than males in the older age groups.

**Table 3: Gender balance of the estimated population by age groups, 2010**

Age Group	Highland			Scotland		
	Males	Females	Ratio M/F	Males	Females	Ratio M/F
<b>0to15</b>	20,217	18,854	1.07	466,592	445,202	1.05
<b>16to44</b>	37,114	36,734	1.01	1,000,657	1,010,521	0.99
<b>45to64</b>	32,998	34,035	0.97	687,894	731,742	0.94
<b>65to74</b>	10,942	12,006	0.91	220,113	253,744	0.87
<b>75+</b>	7,464	11,266	0.66	155,059	250,576	0.62
<b>All Ages</b>	108,735	112,895	0.96	2,530,315	2,691,785	0.94

Source: GROS Mid Year Estimates 2010



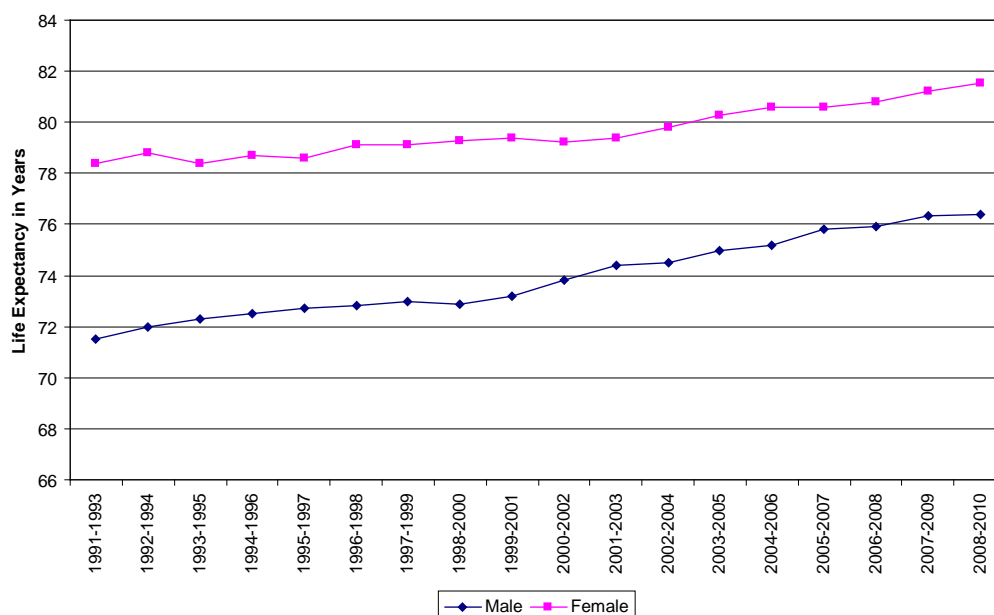
There is a slightly longer life expectancy for both women and men in Highland than in Scotland as a whole and there have been significant increases in the life expectancy of both men and women since 1981, although the gap has narrowed for around 7seven years to five years.

**Table 4: Life expectancy, by sex and age, 2008-10**

Life expectancy at age	Highland		Scotland	
	Males (yrs)	Females (yrs)	Males (yrs)	Females (yrs)
0	76.4	81.5	75.8	80.4
1	75.7	80.8	75.2	79.7
5	71.8	76.9	71.2	75.8
10	66.9	71.9	66.3	70.8
15	61.9	67.0	61.3	65.8
20	57.2	62.1	56.5	60.9
25	52.6	57.2	51.7	56.0
30	47.9	52.4	47.0	51.2
35	43.3	47.6	42.4	46.3
40	38.7	42.8	37.8	41.5
45	34.1	38.0	33.3	36.8
50	29.6	33.3	28.8	32.2
55	25.3	28.7	24.6	27.7
60	21.4	24.4	20.5	23.4
65	17.5	20.1	16.8	19.3
70	14.1	16.3	13.4	15.5
75	11.0	12.7	10.4	12.0
80	8.3	9.5	7.8	9.1
85	6.5	7.2	6.0	6.7

Source: GROS 2010

**Chart 2: Change in Life Expectancy Through Time, by sex, 1991-93 to 2008-10**



## **Ethnicity**

Ethnicity refers to a shared cultural and social background and has been defined as including a common language, a common religion and shared ancestry and geographical origin. Table 5 is taken from the 2001 census and the detail is limited by the categories defined at the time.

**Table 5: Population in Highland and Scotland by Ethnic Group and Sex**

	Highland			Scotland		
	Male	Female	Total	Male	Female	Total
<b>ALL PEOPLE</b>	<b>102,297</b>	<b>106,617</b>	<b>208,914</b>	<b>5,062,011</b>	<b>2,432,494</b>	<b>2,629,517</b>
	<b>Percentage of Population</b>					
White Scottish	84.9	84.2	84.5	88.1	87.9	88.3
Other white British	12.5	12.8	12.7	7.4	7.5	7.2
White Irish	0.6	0.6	0.6	1.0	1.0	1.0
Other White	1.2	1.6	1.4	1.5	1.5	1.6
<b>White</b>	<b>99.2</b>	<b>99.2</b>	<b>99.2</b>	<b>98</b>	<b>97.9</b>	<b>98.1</b>
Indian	0.09	0.07	0.08	0.30	0.33	0.27
Pakistani	0.08	0.05	0.06	0.63	0.67	0.59
Bangladeshi	0.08	0.05	0.06	0.04	0.05	0.03
Other South Asian	0.06	0.06	0.06	0.12	0.14	0.10
Chinese	0.13	0.13	0.13	0.32	0.33	0.31
Caribbean	0.04	0.05	0.04	0.04	0.04	0.03
African	0.04	0.04	0.04	0.10	0.11	0.09
Black Scottish or other Black	0.01	0.02	0.02	0.02	0.02	0.02
Any Mixed Background	0.21	0.21	0.21	0.25	0.25	0.25
Other Ethnic Group	0.07	0.13	0.10	0.19	0.19	0.19
	<b>Number</b>					
<b>Minority Ethnic Groups</b>	<b>823</b>	<b>848</b>	<b>1,671</b>	<b>101,677</b>	<b>51,908</b>	<b>49,769</b>
	<b>Percentage of Population</b>					
<b>Minority Ethnic Groups</b>	<b>0.8</b>	<b>0.8</b>	<b>0.8</b>	<b>2.00</b>	<b>2.10</b>	<b>1.90</b>

Source: General Register Office for Scotland (GROS) - 2001 Census

While, there were proportionately significant increases in minority ethnic communities between the 1991 and 2001 Census, communities are still characterised by relatively small populations and numbers of households. However, there is evidence of increasing diversity. Changing demographics, low unemployment, shifting population patterns, and year-round tourism all result in people from a range of nationalities and ethnic backgrounds living and visiting the Highlands.

At the time of the 2001 Census the minority ethnic population of Highland was 1,671, 0.8% of the total population (compared with 2.01% in Scotland overall). This was an increase of 564 from the 1991 figure of 1,107 (0.5% of the 1991 Highland population).

The largest minority ethnic group was people of a mixed background (26%), followed by Chinese and Indian and Asian people made up just under half of our minority ethnic population.

Highland has a lower percentage of white Scottish people than Scotland overall, and only 0.8 percent of people from minority ethnic backgrounds compared with 1.9 percent in Scotland overall. There are more men than women from India, Pakistan and Bangladesh but for other ethnic backgrounds there is a general balance between men and women.

The minority ethnic groups are made up equally of men and women. Highland has an ageing population and males from minority ethnic groups have a younger age distribution than white ethnic groups. In general, females from minority ethnic groups also follow this trend although there are fewer young women in the Caribbean and other ethnic groups.

The minority ethnic population is younger overall than the white population but there are fewer women in the 16 to 24 age group and more in the 25 to 44 age group. This is comparable with the national situation where 82% of the minority ethnic population is younger than 45 years old.

**Table 6: Sex and Age by Ethnic Group in Highland**

Highland	ALL PEOPLE	White	Indian	Pakistani and other South Asian	Chinese	Other
<b>Male Population</b>	<b>102,297</b>	<b>101,474</b>	<b>90</b>	<b>224</b>	<b>128</b>	<b>381</b>
	Percentage of Population in Age Group					
<b>0 to 15</b>	19.4	19.3	17.8	29.0	21.9	40.9
<b>16 to 24</b>	11.5	11.5	13.3	14.3	15.6	17.1
<b>25 to 44</b>	27.3	27.3	35.6	35.7	29.7	24.4
<b>45 to 64</b>	27.6	27.6	25.6	13.4	25.0	12.3
<b>65 to 74</b>	8.9	8.9	5.6	6.7	3.1	2.9
<b>75+</b>	5.4	5.4	2.2	0.9	4.7	2.4
<b>Female population</b>	<b>106,617</b>	<b>105,769</b>	<b>75</b>	<b>164</b>	<b>143</b>	<b>466</b>
	Percentage of Population in Age Group					
<b>0 to 15</b>	17.2	17.1	22.7	31.7	22.4	31.3
<b>16 to 24</b>	9.7	9.7	4.0	11.6	11.2	9.0
<b>25 to 44</b>	27.6	27.5	44.0	36.0	41.3	31.3
<b>45 to 64</b>	26.7	26.7	22.7	14.0	18.9	21.0
<b>65 to 74</b>	9.7	9.8	5.3	3.7	1.4	4.7
<b>75+</b>	9.1	9.2	1.3	3.0	4.9	2.6

Source: 2001 Census

## Gypsies and Travellers

The generic term Gypsy/Travellers is used to apply to 5 main groupings of Travellers:

- Gypsy/Travellers whose membership is dictated by birth and occasionally marriage. This ethnic minority group has strong cultural ties, extended families and clans and consists of sub-groups of English, Welsh, Irish and Scottish Travellers.
- Roma (Gypsies) who originate from Europe.
- Show and Fairground Travellers sometimes referred to as Occupational Travellers, who consider themselves a business community. Membership of this group can be by birth however it is possible for newcomers to become part of this group. Fairground Travellers consider themselves a commercial/business group rather than an ethnic group.

- Bargees and other groups living in boats.
- New Age Travellers who are a diverse grouping with varying beliefs and backgrounds who may live a nomadic lifestyle.

The Scottish Government and the Equality and Human Rights Commission (EHRC) maintain that Scottish Gypsy / Travellers are a separate racial group and should be treated within the terms of general and specific statutory equalities duties.

The Council acknowledges that Gypsy/Traveller communities have specific requirements and require the same level of protection from discrimination and abuse in common with all of Scotland's minority ethnic communities.

#### *Gypsies/Travellers in Highland*

There are a number of Gypsy /Traveller families living throughout the Highlands.

There are 4 Council owned Gypsy / Traveller sites in Highland consisting of 47 permanent pitches, representing 10% of national permanent pitch provision.

The sites are located in:

- Spean Bridge, **Lochaber**
- Kentallen, **Lochaber**
- Longman, **Inverness**
- Newtonmore, **Badenoch & Strathspey**

Occupancy and demand of each site is reported in the Gypsy/Traveller Accommodation Needs Assessment and the Update Report.

#### *Unauthorised Camping in Highland*

There is evidence in Highland that unauthorised camping is generally an activity of households who are in settled accommodation and as such demonstrates cultural expression rather than accommodation need.

The Council recognises that unauthorised camping, or camping temporarily on land without seeking permission, has been a way of life for centuries.

Details of the geographic and seasonal pattern of reported unauthorised encampment activity in Highland during 2010 / 2011 is reported in the Gypsy / Traveller Update Report 2011.

#### *Authorised Camping in Highland*

The cost and benefit of providing serviced temporary encampment sites is being explored. Potential sites will be considered by area local development plan arrangements, within the context of the Council's Gypsy / Traveller Planning Policy.

The current sources of information about Gypsy / Travellers in Highland are:-

- **The Council's Gypsy / Traveller Accommodation Needs Assessment 2010**  
<http://www.highland.gov.uk/NR/rdonlyres/5A4D4C86-60B4-4466-9D5F-DB0635B87B3D/0/GTAccommodationNeedsAssessmentMarch2010.pdf>
- **The Council's Gypsy / Traveller Update Report 2011**  
<http://www.highland.gov.uk/NR/rdonlyres/A3C4D836-F663-44B9-A343-48621A1DD4F5/0/Item16HSW5811.pdf>

## **In-migration**

As outlined above, the 2001 Census gives the basis for a reasonably comprehensive understanding of our Minority Ethnic Groups at that time but is out of date and there have been significant changes in the interim. The recent influx of migrant workers has focused attention on eastern Europeans as a group, but no detailed information on this grouping is available. We estimate (Highland Council Briefing Note 15xi) that the number of workers moving into Highland and either staying or returning regularly was between 3,000 and 3,500 at March 2006. 51% of these were men and 49% were women, the majority were aged between 18 and 34, and nearly half were from Poland. Recent experience suggests that this population base is stable and we hope to have a better understanding of the community when detailed results from the 2011 Census are released in mid 2013. Recent figures show that around 4,500 people move into Highland each year from the rest of the UK outwith Scotland and it is likely that the percentage of other white British has increased since the Census.

The UK Government acknowledges that our sources of information are inadequate and has established a task force to recommend a way forward. Until changes are made, our formal quantitative knowledge is limited to data from National Insurance Number Registrations (NINO). All overseas nationals who want to work in the UK must register for a NINO and the date of registration is recorded together with their country of origin, gender, age, and address of first residence in the UK. Some people registering for a NINO go on to claim benefits rather than find work, but the percentage is low.

Information is also collected from Home Office Registration Schemes: All non EU Nationals who want to work in the UK must register under one of two current Schemes. Highly skilled workers from outside the EU taking up specific vacancies must apply for a Work Permit before they enter the UK.

Workers from the Accession States were required to register under the Workers Registration Scheme (WRS) as soon as they start work, and register any changes of employment during their first 12 months in the UK. This Scheme closed at the end of April 2011 and workers from the Accession states now have same freedom of movement and employment as those from the other EU States.

The Sector Based Scheme operated for low skilled workers between 2002 and 2006 and accounted for relatively small numbers (around 400) of workers in agricultural processing and hospitality who were expected to return home at the end of their period of work.

### *National Insurance Number Registrations*

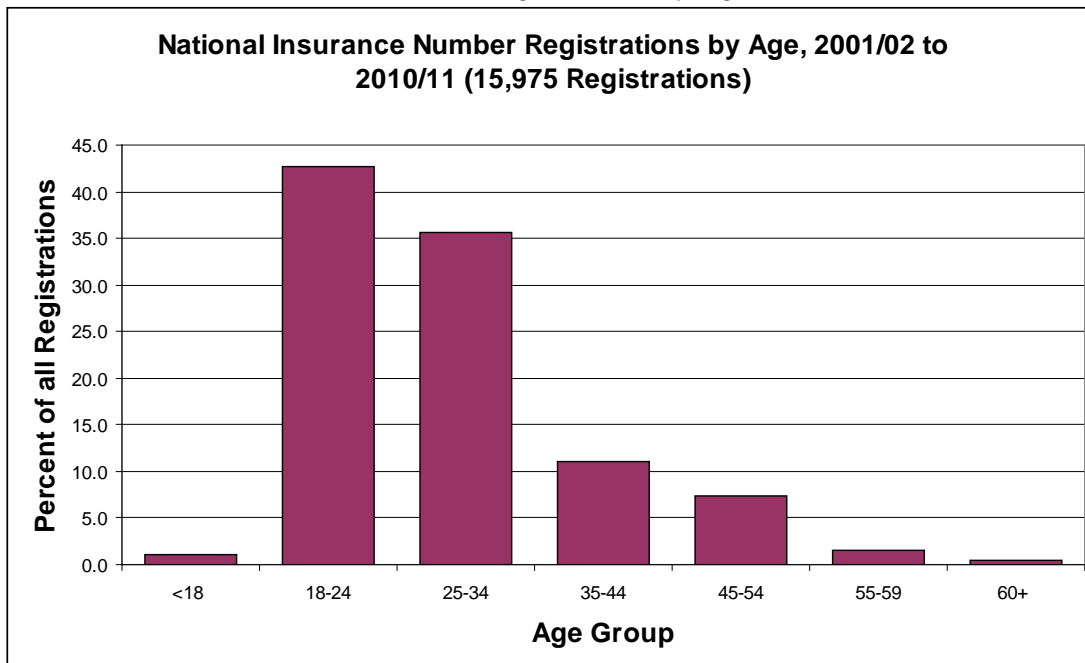
Table 7 below shows the number of NINO registrations between April 2001 and March 2011. They record the country of origin rather than the ethnic background and show that nearly 16,000 people moved from overseas into Highland to find work between the 2001 Census and March 2011. No record is kept when a worker returns home so the residual population must be estimated on the basis of judgement and any available information and intelligence. One feature of this information is that no record is kept of dependents (apart from a partial record under the WRS) so that our knowledge of children, partners and spouses is particularly weak.

**Table 7: Number of people registering for National Insurance Numbers 2001-2009**

Number of people Registering for National Insurance Numbers and Giving an Address in Highland, April 2001 to September 2009									
	Africa	Asia & Middle East	Accession States	Australasia and Oceania	EU (Excluding Accession States)	Other European	The Americas	All Regions	All Regions Excluding Accession States
2001/02	25	20	0	60	105	5	35	255	255
2002/03	40	50	10	110	240	30	60	540	530
2003/04	40	100	80	80	240	50	70	660	580
2004/05	50	120	830	90	220	70	80	1,460	630
2005/06	80	150	1,830	130	240	50	90	2,590	760
2006/07	50	50	2,020	50	230	30	60	2,620	600
2007/08	30	90	2,050	100	170	70	80	2,710	660
2008/09	60	120	1,480	90	210	20	90	2,070	590
2009/10	30	100	880	60	180	20	40	1,320	440
2010/11	30	60	930	60	200	20	50	1,350	420
<b>Total</b>	<b>435</b>	<b>860</b>	<b>10,110</b>	<b>830</b>	<b>2,035</b>	<b>365</b>	<b>655</b>	<b>15,575</b>	<b>5,465</b>

Source: DWP National Insurance Number Registrations

The only other information for which systematic information is available regularly as part of NINO registration is the address of the workplace and gender: 53% of the above registrations were to males and 47% to females. More detailed information is available through WRS on workers from the A8 states (see below).

**Chart 3: National Insurance Number Registrations By Age**

Source: DWP National Insurance Number Registrations

Chart 3 highlights that the number of people registering for a national insurance number between 2001/02 and 2010/11. The majority were under the age of 34, with 44% under the age of 24.

Highland Council [Briefing Note no15 Overseas Migrant Workers in Highland](#)<sup>xii</sup> summarises the information which was available at that time. Both DWP (NINO registrations) and the Home Office (Work Permits and WRS) were able to provide detailed information on the occupation and address of workers showing that:

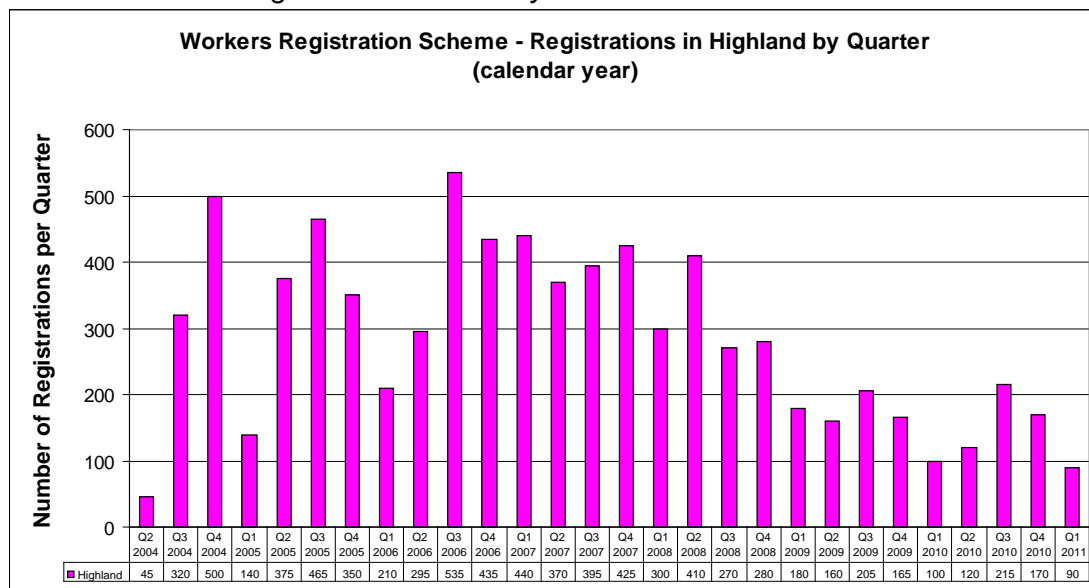
- Workers were distributed throughout Highland (including our remote rural areas) with concentrations in and around Inverness, Fort William and Aviemore;
- A8 nationals registered under WRS were employed mainly in processing & factory work, hospitality and the building trade; and
- Workers from outside the EU applying for Work Permits were employed mainly in health work and hospitality.

DWP and the Home Office published quarterly figures on the Workers Registration Scheme. They were unable to make the same level of detail available as they supplied in 2006 but there was no evidence to suggest that there had been any substantial change from the general picture painted in Briefing Note 15.

#### *Workers Registration Scheme (WRS)*

Data collected as part of the WRS is generally consistent with that derived from NINO registrations.

Chart 4: Workers Registration Scheme by Year

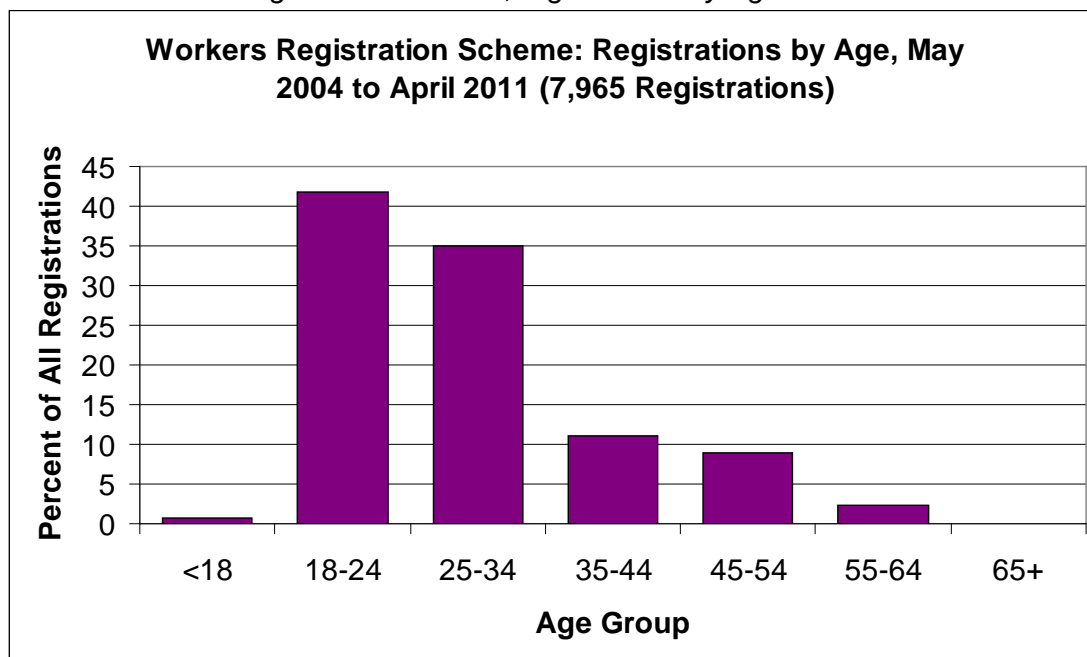


Source: DWP National Insurance Number Registrations

The Institute for Public Policy Research publication, *Floodgates or Turnstiles*,<sup>xiii</sup> attempted to quantify the number of workers from the A8 states in terms “current stock” and concluded that Highland has 16 A8 workers per 1,000 residents, around 3,400 remaining out of the 5,290 who registered between May 2004 and December 2007. A table in the report shows that only 38 other authorities in the UK have a higher proportion, and ours is the highest proportion in Scotland. We might take issue with some of the assumptions used in this report - in particular,

we probably have a higher percentage of workers who stay for a long time and a lower percentage of workers not registering - but the bottom line figure is reasonable.

Chart 5: Workers Registration Scheme, registrations by Age

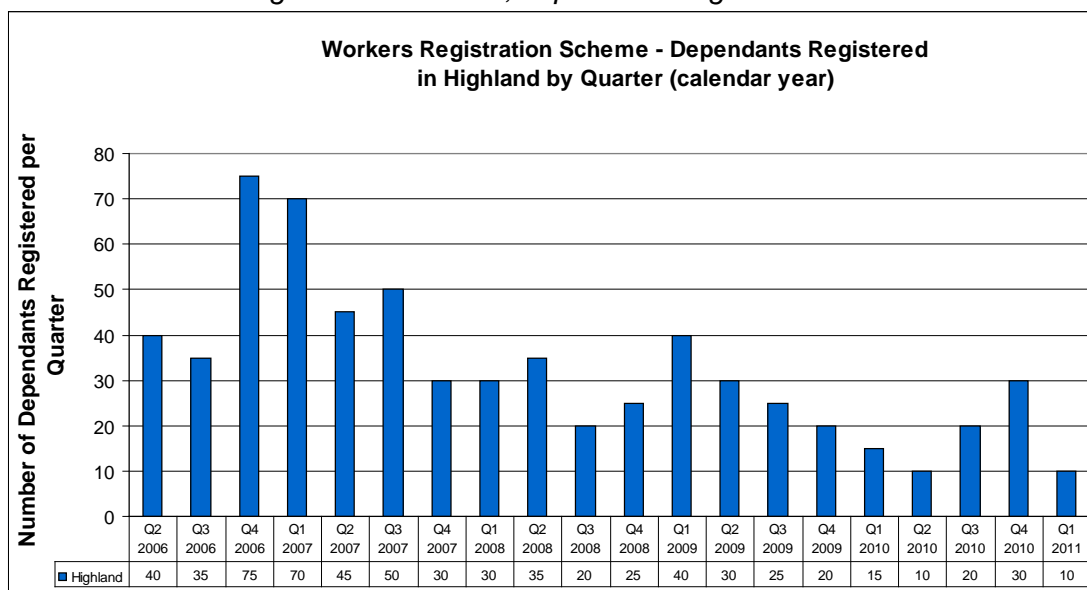


Source: DWP National Insurance Number Registrations

As with the National Insurance registrations, the majority of those registering under the Workers Registration Scheme were under the age of 34 and 42% under the age of 24.

Around one in ten of people registering under WRS also report a dependant at the time of registration, although this is generally considered to be an underestimate as many dependants are believed to move across once the main wage earner has become established.

Chart 6: Workers Registration Scheme, dependants registered



Source: DWP National Insurance Number Registrations



### Births

Strong evidence is emerging that a significant number of workers are planning a long-term future in Highland. The latest figures available show that the number of births in Highland to mothers from the rest of Europe has increased steadily since 2001. In general terms the rate of births in Highland to mothers from the European Union is lower than that in other parts of Scotland with high numbers of migrant workers, such as Edinburgh, Glasgow and Aberdeen.

**Table 8: Live births in Highland by Country of Birth Mother 2001-2012**

Live Births in Highland by Country of Birth of Mother, 2001 to 2010							
	All Countries of Birth	United Kingdom, Isle of Man, Channel Islands	Irish Republic Including Ireland, Part not Stated	Other European Union	Commonwealth	Other Countries	Not Stated
2001	2,131	2,027	7	31	41	16	4
2002	1,977	1,855	7	35	50	18	7
2003	2,085	1,970	7	19	46	16	8
2004	2,175	2,024	11	48	66	26	9
2005	2,233	2,070	9	53	60	25	11
2006	2,159	1,956	11	80	65	17	12
2007	2,332	2,091	16	122	54	22	11
2008	2,482	2,221	7	156	64	21	16
2009	2,374	2,073	7	188	61	16	19
2010	2,467	2,155	8	187	63	18	15

Source: GROS Vital Events Reference Table Series, table 3.9

The majority of workers from the Accession States have come from Poland and the table below shows that the number of births to mothers from Poland has increased from 5 in 2005 to 118 in 2009 and 111 in 2010.

**Table 9: Births in Highland to Mothers born in EU Accession States**

Highland Council births to mothers born in EU accession states (1)							
Mother's Place of Birth	Registration Year						
	2004	2005	2006	2007	2008	2009	2010
Cyprus	2	2	2	2	1		1
Czech Republic			1	1	6	6	4
Estonia		1					
Hungary					1	4	1
Latvia		3	5	5	11	11	19
Lithuania	1	2	1	4	3	6	1
Malta	1		2	1	1		1
<b>Poland</b>	<b>1</b>	<b>5</b>	<b>33</b>	<b>64</b>	<b>89</b>	<b>118</b>	<b>111</b>
Slovakia				3	4	2	7
Bulgaria	1	3		2	4	1	
Romania	1	3		1	4	2	7
<b>Total</b>	<b>7</b>	<b>19</b>	<b>44</b>	<b>83</b>	<b>124</b>	<b>150</b>	<b>152</b>

Data Source: NHS Highland based on GRO(S) Vital events files.

1) Mother resident in Highland at time of birth

The hospital in which the baby was born is not an absolute guide to the home of the mother, but the vast majority of births to mothers from Poland have been in Raigmore Hospital (Inverness) suggesting that their families live in the inner Moray Firth area and may be contemplating a long term stay in the area.

**Table 10: Births in Highland Hospitals to Mothers of Polish Birth**

<b>Births in Highland Hospitals to mothers of Polish birth</b>							
	<b>Registration Year</b>						
	<b>2004</b>	2005	2006	2007	2008	2009	<b>2010</b>
Caithness General (Wick)			1	4	8		2
Raigmore Hospital (Inverness)	1	5	31	57	78	116	108
Belford Hospital (Fort William)			1	1	2	1	1
Mackinnon Memorial Hospital (Broadford, Skye)				1			
<b>Total</b>	<b>1</b>	<b>5</b>	<b>33</b>	<b>63</b>	<b>88</b>	<b>117</b>	<b>111</b>

Data Source: NHS Highland based on GRO(S) Vital events files.

# Disability

Different estimates of the disabled population are collated for different reasons and it is not possible to point to one definitive source to estimate numbers of disabled people. Along with Community Planning Partners, the Council aims to draw together existing information on disability to provide a baseline data to develop and improve policy and services.

It is estimated that 2% of the working age UK population becomes disabled every year – 78% acquire their impairment aged 16 or older. Approximately one in five people in Scotland have a disability (0.9 million) and 45% of adults aged 75 or over have a disability. Specifically:

- One in four people are likely to be affected by mental illness
- One in seven Scots have some form of hearing loss, deafness or is a Deaf person
- 180,000 people in Scotland have a serious sight problem.<sup>xiv</sup>

The 2001 Census figures are recognised as a key indicator of disability, but the definition is not the same as the Equality Act definition, it is not precise and is self-defining.

**Table 11: Long-term Limiting Illness**

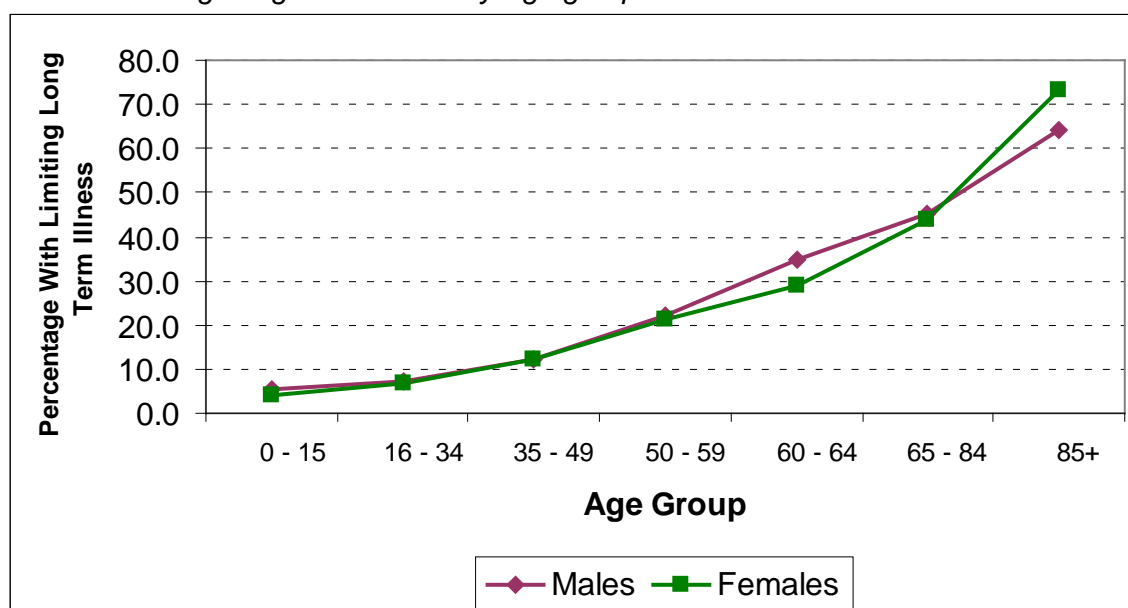
	<b>Total population</b>	<b>Population reporting a LLTI</b>	<b>% of population with LLTI</b>
<b>Highland</b>	208,914	38045	18%
<b>Scotland</b>	5,062,011	978376	20%

Source: 2001 Census

Compared to other Local Authority areas, Highland has a lower than average percentage of reported long term limiting illness. There are local variations, for example the percentage of people reporting a LLTI in Badenoch and Strathspey is 17% but rises to 21% in Sutherland.

There is strong evidence of the age-related link to disability. Around 1 in 20 children are disabled, compared to around one in seven working age adults and almost one in two people over state pension age.<sup>xv</sup> In Highland while 5% of the 0 -5 age group has a reported LLTI it rises to 49% of the 65+ age group and 53% of the same age group in Scotland. Of those of working age (16 – 64) 15% in Highland are reported having a LLTI and 16% across Scotland.

*Chart 7: Limiting Long Term Illness by Age group and Sex at Census 2001*



Source: 2001 Census

The response to this simple question in the 2001 Census is one of the best measures we have of whether people suffer from a significant medical condition. The likelihood of having a LLTI increases with advancing age: men are more likely to suffer from a LLTI in late middle age but the position is reversed in the oldest age groups.

Of the Highland population living with a limiting long term illness, 24% are found in the most deprived areas compared to 13% in those considered least deprived. In adults of working age those in our most deprived areas are 3 times more likely to have a limiting illness than those in the least.

The minority ethnic population in Highland has a lower rate of self reported limiting long-term illness than the overall population. The relatively low number of people from minority ethnic backgrounds within each age band means that the figures must be interpreted with caution, but the general trend is for younger people to report levels of LLTI similar to, or slightly lower than, the Highland average and for older people to report higher levels.

**Table 12: Long Term Limiting illness by Ethnic Group**

<b>Proportion of People in Highland Reporting a Long Term Limiting Illness by Ethnic Group and Age, 2001</b>							
	<b>0 - 15</b>	<b>16 - 24</b>	<b>25 - 34</b>	<b>35 – 59</b>	<b>60+</b>	<b>All Ages</b>	<b>base</b>
<b>ALL PEOPLE</b>	4.6	6.0	8.5	16.1	44.9	18.4	208,914
<b>White Scottish</b>	4.5	5.9	8.4	15.8	44.6	17.8	176,611
<b>Other white British</b>	5.5	8.3	9.8	17.7	46.3	22.7	26,477
<b>White Irish</b>	4.7	4.4	10.4	20.3	52.1	26.4	1,176
<b>Other White</b>	5.3	3.8	6.2	14.3	43.2	16.6	2,979
<b>Indian</b>	3.0	6.7	8.9	16.7	61.1	15.8	165
<b>Pakistani</b>	2.3	0.0	6.3	25.0	38.9	14.3	133
<b>Bangladeshi</b>	5.9	0.0	13.3	5.9	0.0	7.0	128
<b>Other South Asian</b>	2.8	0.0	23.5	2.4	54.5	14.2	127
<b>Chinese</b>	5.8	0.0	5.1	12.0	53.6	12.5	271
<b>Caribbean</b>	0.0	12.5	12.5	22.9	30.8	15.6	90
<b>African</b>	10.5	0.0	7.1	6.7	33.3	8.8	80
<b>Black Scottish or other Black</b>	9.1	0.0	0.0	40.0	80.0	27.3	33
<b>Any Mixed Background</b>	5.0	12.2	13.0	29.3	51.4	15.3	432
<b>Other Ethnic Group</b>	2.3	0.0	4.3	12.4	21.4	8.0	212
<b>All Minority Ethnic Population</b>	<b>4.6</b>	<b>4.7</b>	<b>9.5</b>	<b>16.1</b>	<b>47.2</b>	<b>13.1</b>	<b>1,671</b>

Source: General Register Office for Scotland (GROS) - 2001 Census

## **Sensory Impairment**

### *Visual Impairment*

According to the Scottish Government National Statistics for 2010, the number of people estimated to be registered as blind or partially sighted is 34,492. Registration is voluntary and while registration provides access to a number of benefits and concessions there remain a large number of people who meet the criteria but are not registered. Research studies suggest that between a quarter and a third of visually impaired people are in fact registered

with Local Authorities. In 2010 75% of those registered were over the age of 65. Children are seldom registered.

In 2010 just under three-quarters of registered blind persons were over the age of 65, with approximately two-thirds being over 75. Currently 90% of blind and partially sighted people are aged 60 and over; one in five people over 75 has a sight problem. There are significantly more women registered blind (61%) than men (39%).

**Table 13: People Registered Blind or Partially Sighted**

	Highland	2008 figs.	Registered Blind per 1,000 Pop	Scotland	2008 figs	Registered Blind per 1,000 Pop
Registered Blind	687	709	3.1	18,924	19,959	3.6
Registered partially sighted	553	528	2.5	15,550	15,957	3.0
<b>Total Registered visually impaired</b>	<b>1240</b>	<b>1237</b>	<b>5.6</b>	<b>34,492</b>	<b>35,916</b>	<b>6.6</b>

Source: Registered Blind and Partially Sighted Persons, Oct 2010

There has been a slight increase in Highland of people registered with a visual impairment, although there has been a decrease nationally over the same time period. Some of the changes can be explained by improvements to registration procedures.

#### *Deaf and Hard of Hearing*

Although accurate figures are unclear, research gives some information about people with hearing impairments. It is known that the number of people with more moderate degrees of loss is far greater than those with more severe losses. It is estimated that 1 in 7 of the general population has some degree of hearing loss. The most common is age-related deafness with more than 50% of people over the age of 60 with some hearing loss. Action on Hearing Loss figures suggest around 758,000 adults have some degree of hearing loss in Scotland and around 3,000 children are deaf.

**Table 14: Estimated Number of Deaf and Hard of Hearing People In Scotland**

Level of deafness	16 to 60 years old	Over 60 years old	Total
Mild/moderate deafness	203,000	498,000	701,000
Severe/profound deafness	9,000	48,000	57,000
All degrees of deafness	212,000	546,000	758,000

Source: Action on Hearing Loss

In 2011 Highland Council, NHS Highland, and HIE, commissioned a study to scope the projected need over the next ten to fifteen years for the provision of sustainable communication support services for Deaf users of British Sign Language (BSL), deafened, deafblind and hard of hearing people in Highland (referred to as the D/deaf population). The following is derived from that study which was carried out by Rock Solid Social Research of Glasgow.

The estimates for current populations are based on prevalence rates by age group and levels of deafness developed by RNID<sup>xvi</sup> (see table 15).<sup>xvii</sup> These are based on national prevalence rates applied to the General Registrar's Office population estimates for 2010. This equates to an estimated 40,000 adults in total (36,939 adults who have mild to moderate deafness, and 3,257 adults with severe to profound deafness). This is an increase from previous estimates for the Highland area<sup>xviii</sup>.

**Table 15: Estimates of D/deaf population in Highland area, 2008**

<b>Highland</b>	<b>16-60 years</b>	<b>61-80 years</b>	<b>81+ years</b>	<b>Total</b>
Mild deafness	5,735	13,256	1,970	20961
Moderate deafness	1,995	7,784	6,199	15978
Severe deafness	249	896	1,413	2558
Profound deafness	125	189	385	699
All degrees of deafness <sup>xxi</sup>	<b>8,104</b>	<b>22,125</b>	<b>9,967</b>	<b>40196</b>

**Source: Rock Solid Research Report 2011**

The prevalence rate for BSL users in Highland is based on Scottish estimates which vary from 4,000 to 6,000.<sup>xx</sup> This would be equivalent to between 177 and 255 BSL users in Highland.<sup>xxi</sup> Furthermore 48% of people with a learning disability also have a hearing loss which goes undetected.<sup>xxii</sup>

NDCS estimates that 2.6 in every 1000 children and young people have some form of deafness, which equates to 101 in Highland. However this seems to be an under-estimate, as Highland Deaf Education report that there are currently 180 children and young people with hearing aids attending schools in Highland and a further group of children with cochlear implants.<sup>2</sup>

The overall population of Highland area is estimated to increase by 11.5% between 2008 and 2023, and by 17.6% by 2033.<sup>xxiii</sup> As hearing loss increases with age, and also visual impairment, this will mean a marked increase in this population, and therefore demand for communication support services. Current estimates of prevalence rates by Action for Hearing Loss suggests that 55% of over 60 year old patients have a hearing loss, and 90% of patients over 80. Based on an estimated retired population of 40,000 which will increase by 52% by 2023, the D/deaf population in this age group can be expected to increase by approximately 16,700 in the next 15 years, with 91% in the mild to moderate range, and 9% in the severe to profound range (see table 2). This means that 7% of the growth in the retired population will be pensioners with severe to profound hearing loss and 73% with mild to moderate hearing loss.

**Table 16: Estimates of growth in D/deaf population in Highland area 2008/2023**

<b>Estimated D/Deaf pop</b>	<b>2008</b>	<b>2023</b>	<b>Growth 2008/2023</b>
<b>Age Group</b>	<b>16-64</b>	<b>16-64</b>	
<i>Mild/moderate</i>	7730	7860	<b>1.7%</b>
<i>Severe/profound</i>	374	380	<b>1.6%</b>
<b>Age Group</b>	<b>65+</b>	<b>65+</b>	
<i>Mild/moderate</i>	29209	44411	<b>52%</b>
<i>Severe/profound</i>	2883	4383	<b>52%</b>

**Source: Rock Solid Research Report 2011**

### *Deafblindness*

In terms of dual sensory impairment, Scottish Deafblind Scotland estimates that there are approximately 580 people who are deafblind in Highland, of which 89 will be severely deafblind, and 18 are members of Deafblind Scotland<sup>xxiv</sup>. Most are over 60 and it is estimated that 11% use BSL as their first language.

“Deafblind people are a minority group with high needs. Older people form the majority of this group. Precise figures for the incidence of deafblindness in Highland are not easy to obtain but a total of 200 has been indicated – this is probably an underestimate. The provision of services is challenged by small numbers scattered over a wide geographical area.

Highland Single Sensory Strategy 2005”

## **Mental Health**

The mental health statistics we have at the moment do not give a complete picture of mental ill-health within the Highlands. Estimates in 2003<sup>xxv</sup> suggest that between 40,000 and 50,000 adults within Highland are likely to suffer mental health difficulties at some point in their lives, about three-quarters of whom will consult their GP.

To put this in perspective from a community care point of view, Community Mental Health Services carry a current caseload of about 2500. In addition, Community Care Teams have about 1000 cases involving people with dementia aged over 65. The referral rate to mental health services generally (even without counting dementia) is about double what it was 10 years ago, and is continuing to rise.

## **Learning Disability**

The Scottish Consortium for Learning Disability eSAY team<sup>xxvi</sup> has collected learning disability statistics on behalf of the Scottish Government since 2008. Anonymised individual records are provided by local authorities for each adult known to them.

Local authorities provided information on 27,391 adults with a learning disability in Scotland in 2010. This compares with 25,252 adults with learning disabilities who were known to the 32 local authorities in Scotland in 2008.

However, across Scotland, there was a decrease in the number of people with a learning disability per 1,000 population between 2009 and 2010. Nationally there are now 6.4 people per 1,000 population with a known learning disability compared to 6.5 per 1,000 population in 2009. This slight decrease is a result of some local authorities carrying out quality control checks which resulted in a net decrease in known adults with a learning disability. In Highland, there was a 1.7% decrease (-302) with 5.8% (1050) adults per 1,000 population with a known learning disability.

Since 2008 there has been an overall steady increase in the number of adults receiving learning disability services that are known to have been diagnosed with classic autism (36% increase) and Asperger’s Syndrome (53% increase), while the number of adults recorded as having an “other” ASD classification has more than doubled (234% increase). In Highland, 10% of adults with a known learning disability were estimated to have an ASD diagnosis.

## **Faith**

The Census is the most reliable source of data regarding religion. This tells us that in Highland 67.9% of people reported belonging to one form of religious group. This was slightly higher amongst women than men.

**Table 17: Current Religion by Gender %**

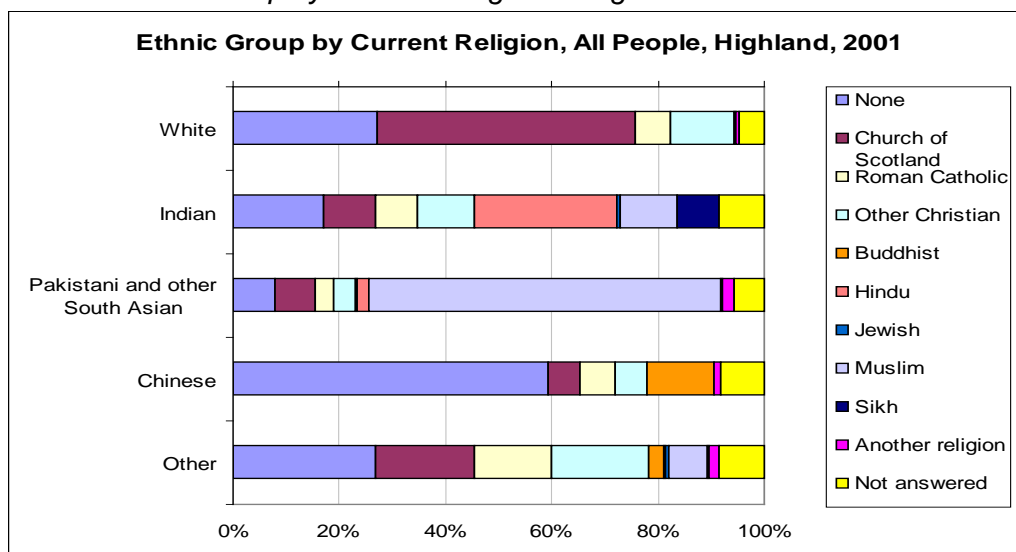
Religion	Scotland	Highland	Highland	
			Male	Female
None	27.6	27.2	29.9	24.6
Church of Scotland	42.4	48.1	46.3	49.9
Roman Catholic	15.9	6.8	6.5	7.0
Other Christian	6.8	12.0	10.9	13.1
Buddhist	0.13	0.13	0.12	0.13
Hindu	0.1	0.03	0.03	0.03
Jewish	0.1	0.04	0.04	0.04
Muslim	0.8	0.19	0.23	0.15
Sikh	0.1	0.02	0.02	0.01
Another Religion	0.5	0.55	0.67	0.45
Not Answered	5.5	4.9	5.2	4.6

Source: 2001 Census

Standard published Census data is only available for Highland with ethnic group assigned to one of five high level categories. Virtually all people whose religious affiliation is to the Christian religions are from a white background, and also Jewish people. The Hindu, Muslim and Sikh religions are the most ethnically diverse.

People from minority ethnic groups tend to retain a fairly strong affiliation to the religions of their home country with 26.7% of people of people from an Indian background reporting Hindu as their current religion and 66.2% of people from a Pakistani or other South Asian background reporting Muslims as their current religion. The majority of people (59.4%) from a Chinese background report that they have no religion and the commonest current religion is Buddhist (12.5%). People from an "Other" background have the broadest range of religious beliefs.

**Chart 8: Ethnic Group by Current Religion in Highland**



Source: General Register Office for Scotland (GROS) - 2001 Census



## **Sexual Orientation**

There is very limited data regarding sexual orientation in Scotland. Stonewall Scotland estimates that there are 300,000 gay people in Scotland, 6% of the population. The Office for National Statistics asked about sexual orientation for the first time in its general household survey in 2010. The results suggest that just 1.5% of the population are willing to be identified as lesbian, gay or bisexual. Other agencies have quoted a figure of 10% based on the work of Alfred Kinsey(1948).

Stonewall Scotland have compiled facts and figures on various aspects of Scottish life for LGBT people:

- 57% of young LGBT people believe Scotland is a good place to live but 90% believe homophobia and transphobia is still a problem (LGBT Youth Scotland 2007)
- A 2009 Stonewall study of Scottish LGBT migration patterns in 2009 suggests that LGBT people leave rural areas for the city.
- Before they moved, nearly nine out of ten either weren't out at all or were only out to family and friends in their home town.

A proxy of sexual orientation is the number of registered civil partnerships. 4.3% of all civil partnerships in Scotland in 2010 were undertaken in Highland. This was a slight fall from 5% of partnerships in 2009. The number of civil partnerships has decreased considerably since 2006, this picture is mirrored at Scotland and UK level.

**Table 18: Civil Partnerships in Highland and Scotland**

Year	Highland			Scotland		
	Total	Male	Female	Total	Male	Female
2010	20	8	12	465	197	268
2009	23	9	14	498	219	279
2008	14	8	6	525	245	280
2007	18	3	15	688	339	349
2006	54	25	29	1047	580	546

Source: General Registrar's Office of Scotland

## ECONOMIC PROFILE

### **Employment and Economic Activity**

Like the rest of Scotland, Highland has seen changing patterns in the participation of both men and women in the labour market. The credit crunch starting in 2007 and subsequent recession and prolonged economic downturn have been widely reported as having a disproportionate impact on young people and women. In general, the early 2000s saw a steady increase in the participation rates of both men and women, albeit with year on year fluctuations. In Highland the activity rate of women rose from 80.4% to 94.4% before falling to 76.1% and that of men from 86.2% to 90.4% before falling to 86.8%. At some stages we saw a slight increase in the proportion of women in the workplace although the proportion declined during the decade overall. These trends are similar to those for Scotland.

**Table 19: Economic activity and economic inactivity rates, 2001-2010**

Year	Economic activity Age 16-59/64 Rate % (age 64/64 from 2009 on)			
	Highland		Scotland	
	Females	Males	Females	Males
2001	80.4	86.2	73.6	82.8
2002	84.4	87.2	75	82.2
2003	81.3	87.4	73.8	82.1
2004	81.5	90.4	74.9	82.9
2005	82.7	84.8	75.5	82.8
2006	79.4	85.1	76.3	83.5
2007	79.2	88.4	76.1	83.4
2008	79	88.2	75.9	83.1
2009	78.7	89.4	72.3	82.8
2010	76.1	86.8	71.9	82.3

Source: NOMIS Annual Population Survey / Annual Labour Force Survey

Economic activity rates in Highland are higher than the Scottish average when examined by age. Across most age groups, economic activity is higher than across Scotland as a whole, particularly in relation to the 20-24 age group, but lower in the 16 to 19 age group although this is well within the margin of sample error.

**Table 20: Economic Activity rate by Age 2010**

Economic Activity Rate by Age 2010 (%)		
Age Group	Highland	Scotland
16 to 19	55.8	56.1
20 to 24	85.3	77.3
25 to 34	88.1	85.5
35 to 49	91.6	86
50 to 64	74.7	66.9
65+	10.4	6.8
<b>Working Age (16 to 64)</b>	<b>81.4</b>	<b>77</b>

Source: NOMIS / Annual Population Survey 2010

Employment rates (showing the proportion of people in employment in relation to the population of working age) reflected the economic activity rates described above, with women appearing to suffer a disproportionate impact. Again the general trends are similar to those for Scotland overall.

**Table 21: Employment rates, 2001 – 2010**

<b>Employment Age 16-59/64 Rate % (age 64/64 from 2009 on)</b>				
	<b>Highland</b>		<b>Scotland</b>	
<b>Year</b>	<b>Females</b>	<b>Males</b>	<b>Females</b>	<b>Males</b>
<b>2001</b>	76.7	80.6	69.6	76.2
<b>2002</b>	81.6	82.1	70.8	76.1
<b>2003</b>	77.7	83.2	70.3	76.4
<b>2004</b>	78.7	86.5	71.5	77.8
<b>2005</b>	80.7	85.4	72.2	77.6
<b>2006</b>	77.9	81.8	73.1	78.3
<b>2007</b>	78.2	85.4	72.7	79.1
<b>2008</b>	76.1	87	72.3	78.7
<b>2009</b>	76.1	87.4	68	76
<b>2010</b>	74.8	83.8	67.4	74.8

Source: NOMIS Annual Population Survey / Annual Labour Force Survey

Employment rates in Highland are consistently higher than the Scottish average when examined by age. Across all age bandings, the number of people in relation to the working age population is higher.

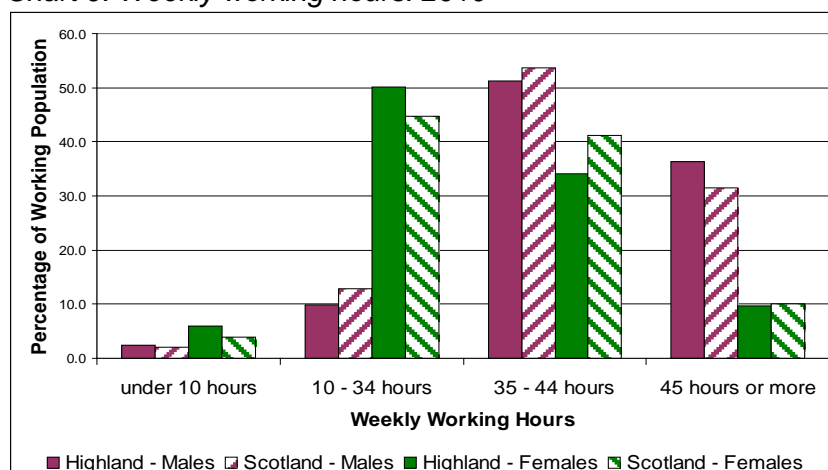
**Table 22: Employment Rate by Age 2010**

	<b>Highland</b>	<b>Scotland</b>
<b>16 to 19</b>	48	42
<b>20 to 24</b>	80	66
<b>25 to 34</b>	86	78
<b>35 to 49</b>	91	82
<b>50 to 64</b>	73	64
<b>65+</b>	10	7
<b>Working Age (16 to 64)</b>	79	71

Source: NOMIS / Annual Population Survey 2010

The pattern of working hours in Scotland and Highland in 2010 was broadly similar, with men tending to work longer hours and many more women working between 10 and 34 hours a week reflecting flexible and part time working.

Chart 9: Weekly working hours: 2010



Source NOMIS / Annual Population Survey

The former Annual Business Inquiry (ABI) gave a breakdown of employees by gender but the current Business Register and Employment Survey, which replaced ABI in 2008, does not have a gender split. The historic ABI data is given below as it gives a useful insight into the percentage of employees by industry, and changes through time. The percentage of female employees in each industry in Highland was very similar to Scotland overall. There were changes over time in the proportion of women in different sectors. During the decade, the percentage of female workers increased in Public Administration, Education & Health and other services, and decreased in Energy & Water Supply, Banking, Finance and Insurance. This fits with the population of the Highland Council where 73% of the workforce are female.

Table 23: Percentage of female employees by industry, 1999 to 2008

	Highland							Scotland
	2002	2003	2004	2005	2006	2007	2008	2008
<b>Agriculture, Forestry, Fishing</b>	22	22	24	23	19	17	25	24
<b>Energy and Water supply</b>	47	20	19	19	23	14	16	19
<b>Manufacturing</b>	25	28	27	24	27	28	26	25
<b>Construction</b>	12	9	12	14	12	12	13	13
<b>Distribution, Hotel Catering, Repairs</b>	56	58	59	57	55	54	54	53
<b>Transport and Communication</b>	23	25	28	21	24	25	29	25
<b>Banking, Finance and Insurance</b>	49	49	52	44	46	44	45	47
<b>Public Admin Education, Health</b>	77	78	75	77	74	75	74	73
<b>Other services</b>	49	52	49	53	52	53	52	53
<b>All Jobs</b>	<b>53</b>	<b>52</b>	<b>53</b>	<b>54</b>	<b>54</b>	<b>53</b>	<b>52</b>	<b>52</b>
<b>Total Jobs – Female</b>	48,570	47,013	50,407	50,150	51,410	54,071	54,722	1,228,695
<b>Total Jobs – Male</b>	43,278	43,369	44,193	41,915	44,666	48,795	50,788	1,191,744

Source: NOMIS / Annual Business Inquiry

The gender occupation profile in Highland was similar to that of Scotland overall with fewer women working as managers & senior officials, in skilled trade occupations, and as process plant & machine operatives and more in administrative & secretarial and personal services.

**Table 24: Employment by Occupation 2010**

Employment Occupation	Highland		Scotland	
	males	females	males	females
1: managers and senior officials	15.2	4.6	11.1	6
2: professional occupations	13.7	19.3	16.9	19.4
3: associate prof & tech occupations	13.4	6.6	13.9	11.3
4: administrative and secretarial occupations	3.9	21.6	4.4	18.5
5: skilled trades occupations	26.5	3.7	23.1	2.1
6: personal service occupations	3.7	19.2	3.4	16.9
7: sales and customer service occupations	3.7	14.4	5.9	12.9
8: process, plant and machine operatives	12.3	2.1	11.6	1.7
9: elementary occupations	9.9	8.3	11.7	11

Source: NOMIS / Annual Population Survey

Highland has a higher percentage of self-employed people than Scotland overall. Within Highland, men are twice as likely to be self-employed than men, but the percentage of women who are self-employed is significantly higher than in Scotland overall.

**Table 25: % of Working Age People Who are Self Employed, 2010**

	Highland	Scotland
<b>Men</b>	14.1	10.4
<b>Women</b>	7.3	4.6

Source: NOMIS / Annual Population Survey 2010

In Highland, using Census 2001 data, minority ethnic groups represent 0.8% (1671) of the population, therefore it is problematic to produce robust information and come to firm conclusions. The available figures show lower employment rates for Pakistani and other South Asian men but not a comparable rise in unemployment rates. There is a similar pattern for Pakistani and South Asian women with a very marked difference between the proportion working full and part time compared to all other ethnic groups.

**Table 26: Employment by ethnic group, 2001: people aged 16-74**

	In employment		Employment rate	Unemployment rate
	% full-time	% part-time		
Women				
White	56	44	50	3
Indian	83	17	42	2
Pakistani & Other South Asian	33	67	48	1
Chinese	65	35	38	2
Other	51	49	40	5
All ethnic minorities	53	47	41	3
All aged 16-74	56	44	50	3
Men				
White	94	6	53	6
Indian	94	6	49	1
Pakistani & Other South Asian	59	41	38	3
Chinese	89	11	42	2
Other	91	9	56	5
All ethnic minorities	84	16	47	3
All aged 16-74	94	6	53	6

Source: 2001 census

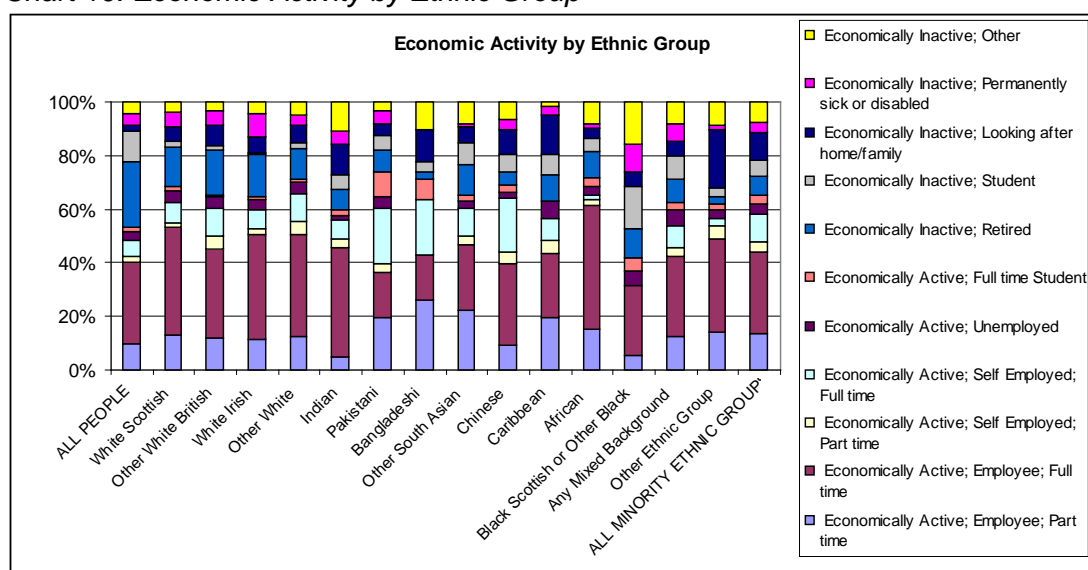
The Annual Population Survey shows that, for Scotland as a whole, people from minority ethnic backgrounds are more likely to be economically inactive than the population as a whole: in 2011, 35% of working age people from Ethnic Minority groups were economically inactive compared with 20% for all people. The small sample size in APS makes the equivalent figures for Highland unreliable.

Both employment and economic activity rates in Highland are higher than the Scottish average (consistent with the pattern for the population overall).

Equivalent information is available from the 2001 Census. It shows that activity rates for the overall population ((68.6%) and all Minority Ethnic Populations (65.1%) are fairly similar. However, there are some differences between individual groups and activity rates are above the Highland average (68.1%) for people from Pakistani (73.9%), Bangladeshi (71.4%) and African (71.7%) backgrounds but below average for those from Indian (59.7%) and Black Scottish (42.1%) backgrounds: the latter two also have correspondingly high rates of inactivity (40.3% and 57.9% respectively compared with the Highland average of 31.9%).

People from Pakistani, Bangladeshi and Chinese backgrounds are almost twice as likely to be self employed than the Highland average, and people from Pakistani, Bangladeshi and other South Asian backgrounds are also much more likely to work part time.

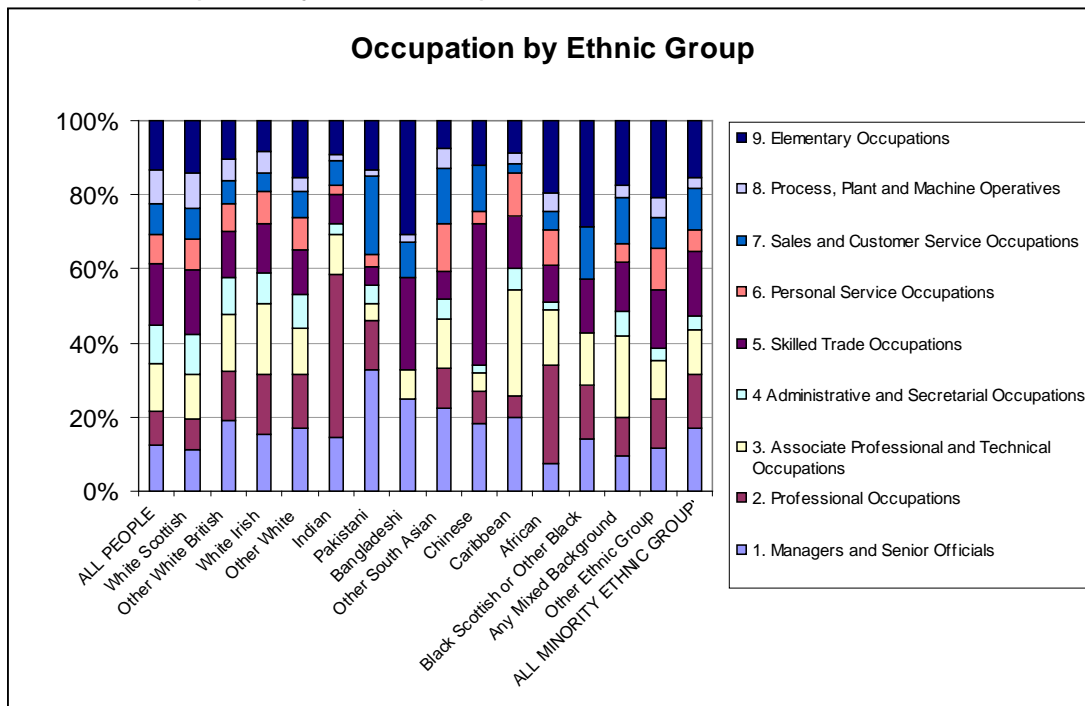
Chart 10: Economic Activity by Ethnic Group



Source: Census 2001

Chart 10 sets out occupation for each ethnic group. Although the numbers are small, people from a Pakistani background are more likely to be occupied as managers or senior officials, whilst people of an Indian background more likely to be in professional occupations. Bangladeshi's are more likely to be employed in elementary occupations whilst those of a Chinese background in skilled trade occupations.

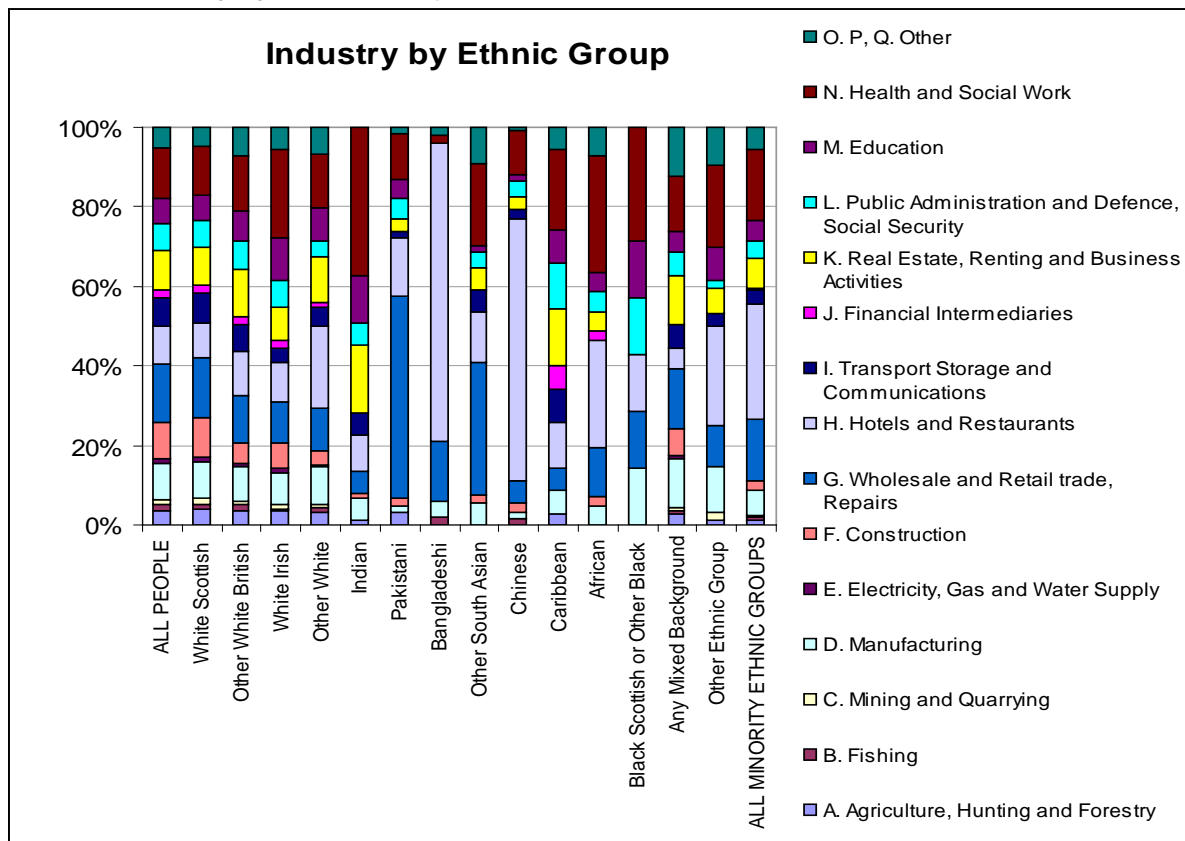
Chart 11: Occupation by Ethnic Group



Source: Census 2001

Chart 11 provides information about industry employment by ethnic grouping. Both Bangladeshi and Chinese backgrounds are most likely to be employed in hotels and restaurants whilst those of Pakistani origin employed in wholesale and retail trade and repairs.

Chart 12: Industry by Ethnic Group



Source: Census 2001

In all areas of economic activity, there are more people of both sexes in Highland with a Limiting Long Term Illness who are economically active than in Scotland as a whole. This is reflected in lower percentages of economically inactive people and lower rates of Permanently Sick or Disabled people in Highland. Unemployment rates and Retired rates are broadly similar. In Highland, 24% of women with a Long Term Limiting Illness were economically active and 33% of men, compared to 69% of women without a LLLI and 85% of men without a LLLI.

**Table 27: Economic activity by sex and Limiting Long Term Illness (%) people aged 16 to 74**

Highland	Highland (%)				
	Total	Female No LLTI	Female LLTI	Male No LLTI	Male LLTI
<b>Economically active:</b>	68	69	24	85	33
<b>Employed</b>	62	64	22	77	27
<b>Part-time</b>	15	28	11	5	5
<b>Full-time</b>	47	36	10	71	22
<b>Unemployed</b>	4	3	2	6	5
<b>Full-time student</b>	2	2	0	2	0
<b>Economically inactive:</b>	32	31	76	15	67
<b>Retired</b>	15	13	33	9	26
<b>Student</b>	2	3	1	3	1
<b>Looking after home/family</b>	6	11	9	1	1
<b>Permanently sick or disabled</b>	6	0	27	0	33
<b>Other</b>	4	3	7	3	6
<b>Total</b>	100	100	100	100	100
<b>All people (Number)</b>	152,684	63,690	13,484	61,771	13,739
<b>Scotland</b>					
<b>Economically active:</b>	65	69	18	83	26
<b>Employed</b>	58	62	16	74	21
<b>Part-time</b>	13	24	8	4	3
<b>Full-time</b>	45	38	8	70	18
<b>Unemployed</b>	4	3	2	6	4
<b>Full-time student</b>	3	4	1	3	1
<b>Economically inactive:</b>	35	31	82	17	74
<b>Retired</b>	14	12	33	8	25
<b>Student</b>	4	5	1	5	2
<b>Looking after home/family</b>	6	10	8	1	1
<b>Permanently sick or disabled</b>	7	0	32	0	39
<b>Other</b>	4	3	7	3	7
<b>Total</b>	100	100	100	100	100
<b>All people (Number)</b>	3,731,079	1,536,839	385,294	1,447,992	360,954

Source: 2001 Census



It is estimated that only 50% of disabled people of working age in the UK are in work compared with 80% of non-disabled people. In 2010, only 3 other councils had a higher employment rate for disabled people. Estimates show 65.3% of working age people in Highland with a disability were in employment, compared with a national rate of 52.6%. The employment rate estimate for people with a disability living in the 15% most deprived areas in Scotland was 28% in 2005; nearly half that for the rest of Scotland (51%). Men with a disability were more likely to be in employment than women at both a Highland and Scottish level.

**Table 28: Employment Level of Individuals with a Disability 2010**

	<b>Disabled (working age) %</b>		<b>Not Disabled (working age) %</b>	
	<b>Proportion</b>	<b>Level</b>	<b>Proportion</b>	<b>Level</b>
Scotland	52.6	391,400	83.8	2,225,600
Highland	65.3	17,900	85.4	95,600

Source: The Annual Population Survey in Scotland 2010

**Table 29: Employment Level of Individuals with a Disability, by Gender 2010**

	<b>Male</b>	<b>Female</b>
Scotland	56.1	49.7
Highland	69.5	61.4

Source: The Annual Population Survey in Scotland 2010

## **Qualifications**

The level of qualification attained in Highland is higher than the Scottish average, bar the attainment at 'O' Grade or equivalent. A fifth women and just under a fifth of men in Highland have no form of qualification at level 1-4.

**Table 30: Qualifications, 2009/10**

Qualification level	Highland		Scotland	
	Male	Female	Male	Female
Level 1 - 'O' Grade or equiv.	18	18	20	19
Level 2 - 'H' grade/A level or equiv.	20	15	18	14
Level 3 - HNC/HND or equiv.	11	11	10	9
Level 4 - Degree or professional qualification or higher	29	29	26	27
Other qualification/unknown	5	7	6	8
None of these	17	20	21	23

Scottish Household Survey 2009-10

**Table 31: Qualification by Age Group 2010**

Qualification (as NVQ or equivalent) by Age Group, Highland and Scotland, 2010, %								
	Age Group	NVQ4+	NVQ3	Trade Apprenticeships	NVQ2	NVQ1	Other Qualifi.	No Qualif.
Highland	16 to 19	!	28	!	52	12	!	5
	20 to 24	20	24	!	36	7	!	!
	25 to 29	38	!	11	36	!	!	!
	30 to 39	45	13	8	16	9	6	4
	40 to 49	38	17	9	14	13	6	4
	50 to 64	34	13	10	12	10	10	12
Scotland	16 to 19	4	28	1	39	15	3	10
	20 to 24	31	24	3	20	9	6	7
	25 to 29	45	15	4	17	7	7	7
	30 to 39	47	12	4	12	9	8	7
	40 to 49	38	14	6	10	12	8	12
	50 to 64	31	13	9	10	9	10	20

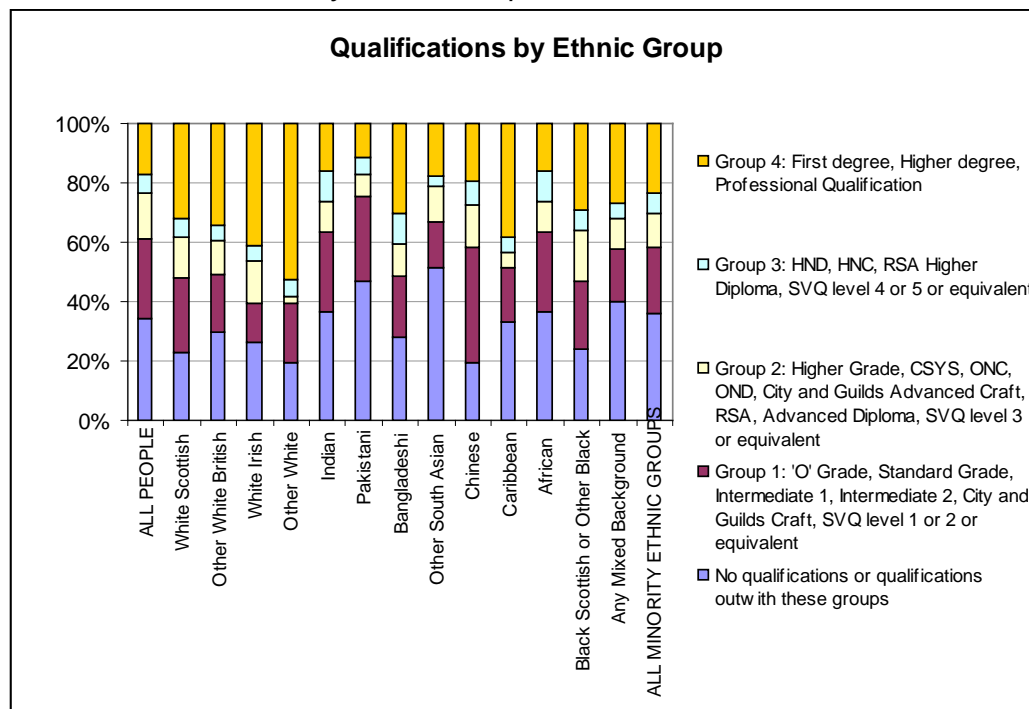
! Sample is zero or disclosive

Source: NOMIS / Annual Population Survey 2010 (note rows do not sum to 100% due to rounding / suppressed information)

The highest level of qualifications achieved by all people from Minority Ethnic Groups is generally similar to the level of achievement for all people in Highland, except that a higher percentage of people have the highest level Group 4 qualifications (23.5% compared with 16.9% for Highland overall) with a slightly lower percentage in the lower range Groups 1 and 2.

People from a Pakistani or Other South Asian background are more likely to have no qualifications, and people from Bangladeshi or Caribbean backgrounds are more likely to have the highest level Group 4 qualifications.

Chart 13: Qualifications by Ethnic Group



Source: 2001 Census

## **Income**

Across Highland, while employment rates are relatively high, for those in paid employment incomes tend to be below national and regional averages. In 2011 the average income from all jobs in Highland (both full and part time) was £22,376; 93% of the Scottish average (£24,060) and 88% of the UK average (£23,355). The differentials for full time jobs are similar with the Highland income of £27,555 being 93% of the Scotland average (£29,630) and 89% of the UK average (£31,127). The gap between Highland and the UK has narrowed by four percentage points during the last decade, and by two percentage points between Highland and the rest of Scotland. Women earn less than men: the gender gap in Highland is similar to that for the rest of Scotland although it tends to be lower than for the UK overall.

Taken overall, women in Highland earn almost £200 a week less than men. There are fewer women in full time work than men, and they earn £70 less a week than men. There are over five times as many women than men in part time employment but their average earnings are similar to men. Women in Highland in full time work worked over two hours a week less than men (37.5 and 39.9 hours respectively) but those in part time work worked similar hours (18.4 and 18.5 hours respectively).

*Chart 14: Average Weekly Earnings by Gender 2011*

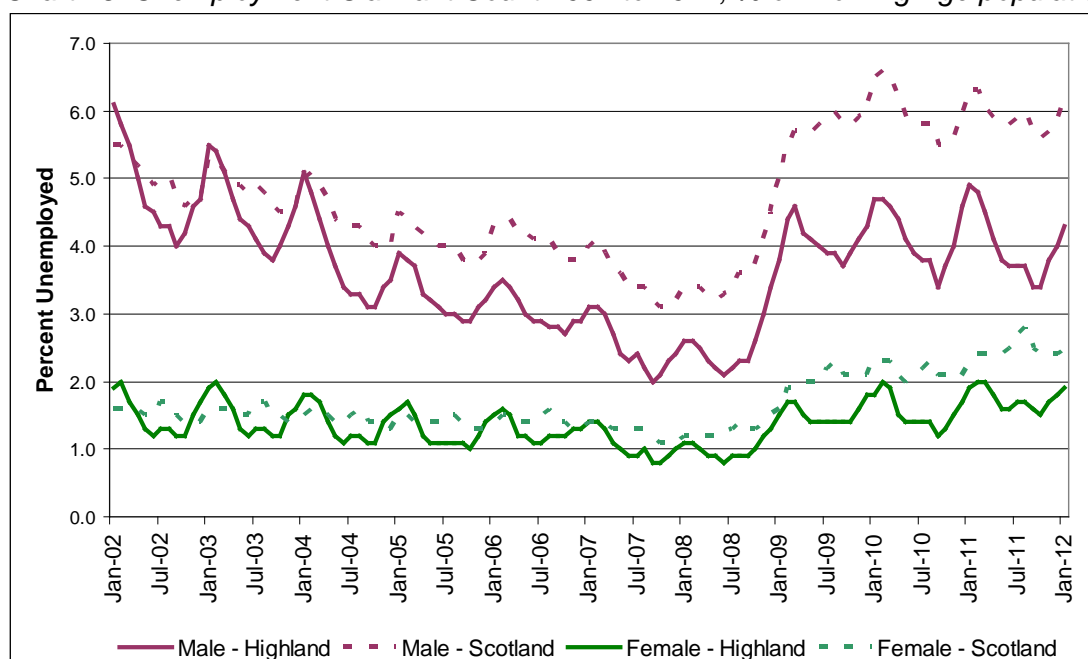


Source: NOMIS / Annual Survey of Hours and Earnings 2011 (provisional results)

## Unemployment

Job Seekers Allowance claimant counts in Highland declined steadily during most of the last decade before increasing as a result of the credit crunch and subsequent recession. The claimant count for women was similar to that for Scotland overall (after allowing for greater seasonal variation in Highland) until 2008 but from that date onwards the increase in female claimants in Highland has been lower than for Scotland overall. The change in the female rate is not entirely consistent with the economic activity rates quoted earlier. Taken together, the two suggest that some women may have been leaving the labour market on losing their jobs rather than claim Job Seekers Allowance. For men, the claimant count at the start of the decade was similar to Scotland overall, but it fell at a higher rate and has remained significantly lower in during the economic downturn. The gap in Highland between men and women narrowed slightly during the decade.

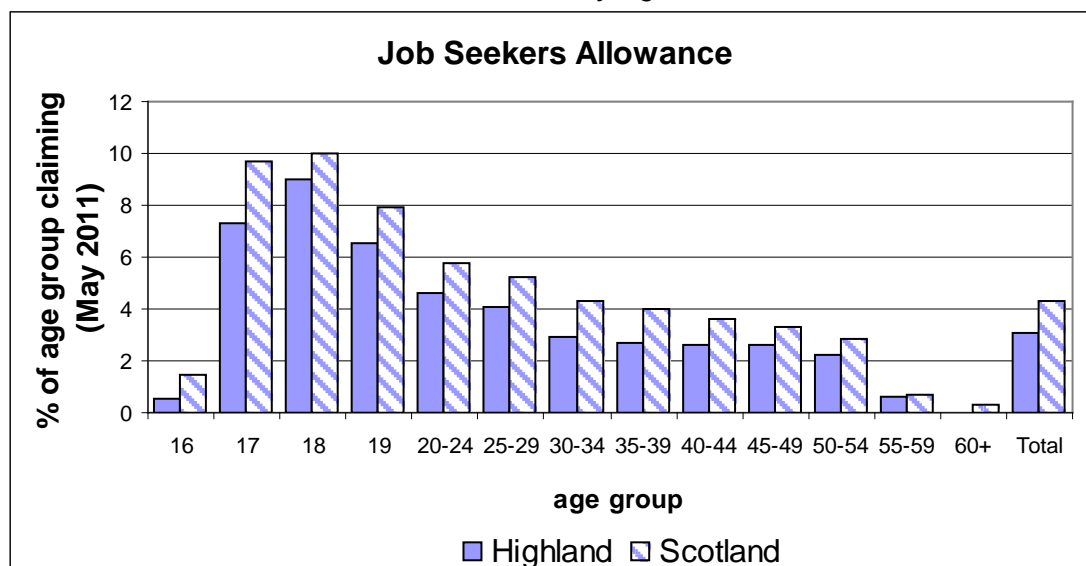
Chart 15: Unemployment Claimant Count 2002 to 2012, % of Working Age population



Source NOMIS / DWP

In January 2012, 3.1% of working age people in Highland claimed JSA compared with 4.3% for Scotland overall. The percentage of the population receiving the benefit falls steadily in the 17 to 29 age range (from 9% to 4% in Highland) before falling more gradually from 30 onwards. The low rates in the older age groups are influenced by the increasing uptake of Incapacity Benefit and ESA later in life, and possibly also lifestyle choices resulting in a exit from the labour market. Young people have been disproportionately affected by the credit crunch and recession between 2008 and 2012 and this is partially responsible for the high rates in the younger age groups.

Chart 16: Job Seekers Allowance Claimants by Age



Source: NOMIS Claimant Count January 2012

Disability Living Allowance is a tax free benefit for children and adults who need help with personal care or have walking difficulties because they are physically or mentally disabled. Attendance Allowance is a tax free benefit for people aged 65+ who need help with personal care because they are physically or mentally disabled. The headline claim rates in Highland for both benefits is less than the Scottish average, reflecting generally lower disability prevalence rates in Highland. One in five disabled people in the UK are unemployed but want to work compared to one in 15 of non-disabled people.

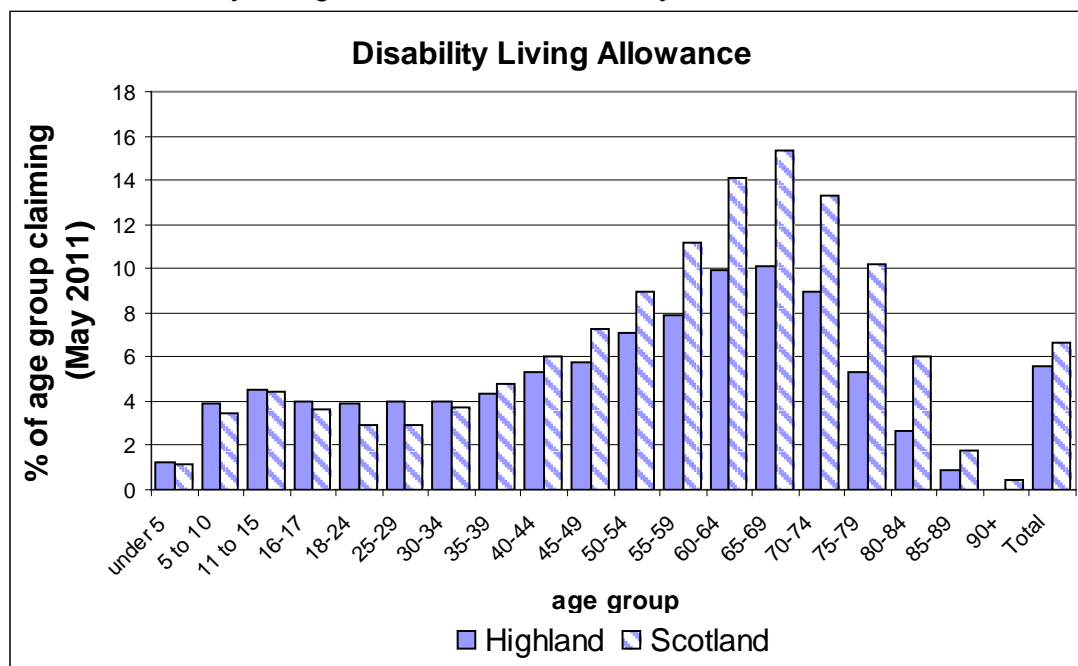
Table 32: Attendance Allowance Claimants May 2011

	Attendance Allowance	
	Recipients (to nearest 100)	% of relevant population
Highland	6,580	11.4
Scotland	164,810	13.7

Source: Department of Work and Pensions, May 2011

Although benefit claim rates in Highland are generally significantly lower than in Scotland overall, this is no longer true for all age groups and rates for both Incapacity Benefit and Disability Living Allowance are higher in the under 34 age groups. For children aged under 15 this is consistent with anecdotal evidence from our schools that some parents with disabled children move to Highland because they believe they will receive a better standard of care (and perhaps suffer less discrimination). Claim rates in Highland are significantly lower in the 50 to 84 age group reflecting the greater healthy life expectancy in Highland.

Chart 17: Disability Living Allowance Claimants May 2011



Source: Nomis DWP Benefits, May 2011

Table 33 categorises the recipients of IB and SDA by condition. In general the conditions for which IB and SDA are claimed in Highland are similar to Scotland overall.

The most common conditions individuals in receipt of IB/SDA have are related to Mental and Behavioural disorders, at 2.11% of the Highland population.

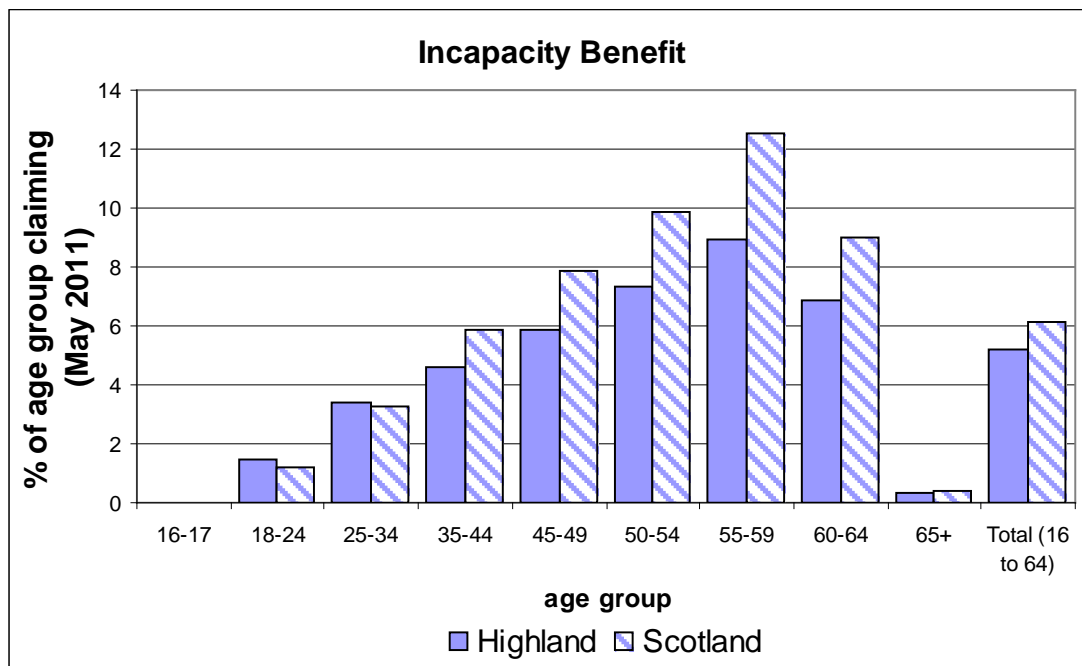
**Table 33: Incapacity Benefit/Severe Disablement Allowance; Department of Work and Pensions, May 2011**

	Highland		Scotland	
	Recipients	% 16 - 64 pop	Recipients	% 16 - 64 pop
All Conditions	7,330	5.20	211,160	6.15
Mental and behavioural disorders (F00-F99)	2,970	2.11	98,010	2.86
Symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified (R00-R99)	1,150	0.82	26,620	0.78
Diseases of the musculoskeletal system and connective tissue (M00-M99)	1,110	0.79	30,450	0.89
Diseases of the nervous system (G00-G99)	650	0.46	14,600	0.43
Injury, poisoning and certain other consequences of external causes(S00-U23)	330	0.23	8,400	0.24
Diseases of the circulatory system (I00-I99)	310	0.22	9,700	0.28
Factors influencing health status and contact with health services (Z00-Z99)	130	0.09	3,240	0.09
Diseases of the respiratory system (J00-J99)	110	0.08	4,040	0.12
Diseases of the digestive system (K00-K99)	110	0.08	3,180	0.09
Congenital malformations, deformations and chromosomal abnormalities (Q00-Q99)	100	0.07	2,220	0.06
Endocrine, nutritional and metabolic diseases (E00-E90)	80	0.06	2,350	0.07
Neoplasms (C00-D48)	70	0.05	2,050	0.06
Diseases of the eye and adnexa (H00-H59)	50	0.04	1,300	0.04
Diseases of the skin and subcutaneous system (L00-L99)	50	0.04	1,390	0.04
Diseases of the genitourinary system (N00-N99)	40	0.03	1,300	0.04
Certain infectious parasitic diseases (A00-B99)	30	0.02	1,160	0.03
Diseases of the ear and mastoid process (H60-H95)	20	0.01	740	0.02
Diseases of the blood and blood forming organs and certain diseases involving the immune mechanism (D50-D89)	10	0.01	270	0.01
Pregnancy, childbirth and the puerperium (O00-O99)	0	0.00	130	0.00
Certain conditions originating in the perinatal period (P00-P96)	0	0.00	0	0.00
Claimants without any diagnosis	0	0.00	10	0.00



The percentage of the population claiming Incapacity benefit increases roughly linearly between the ages of 16 and 59, with the gap between Highland and Scotland overall widening with increasing age, again reflecting generally greater healthy life expectancy in Highland.

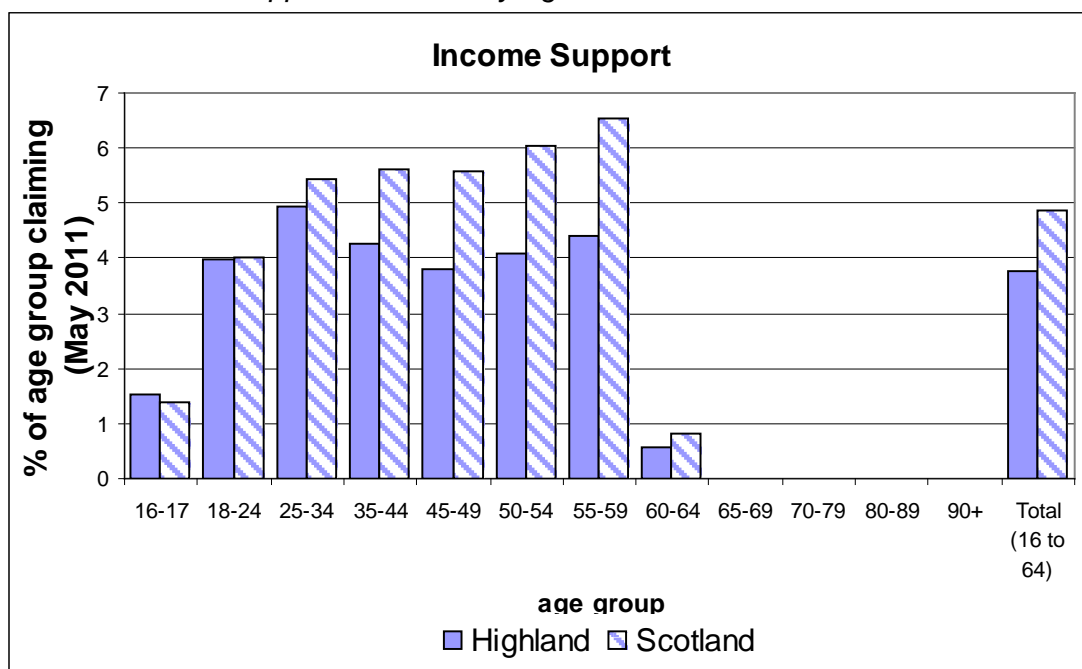
Chart 18: Incapacity benefit Claimants by Age



Source: Nomis DWP Benefits, May 2011

The percentage of the Highland population claiming Income Support is lower than for Scotland overall. The claim rate is fairly consistent across the age groups apart from a higher claim rate between 16 and 24.

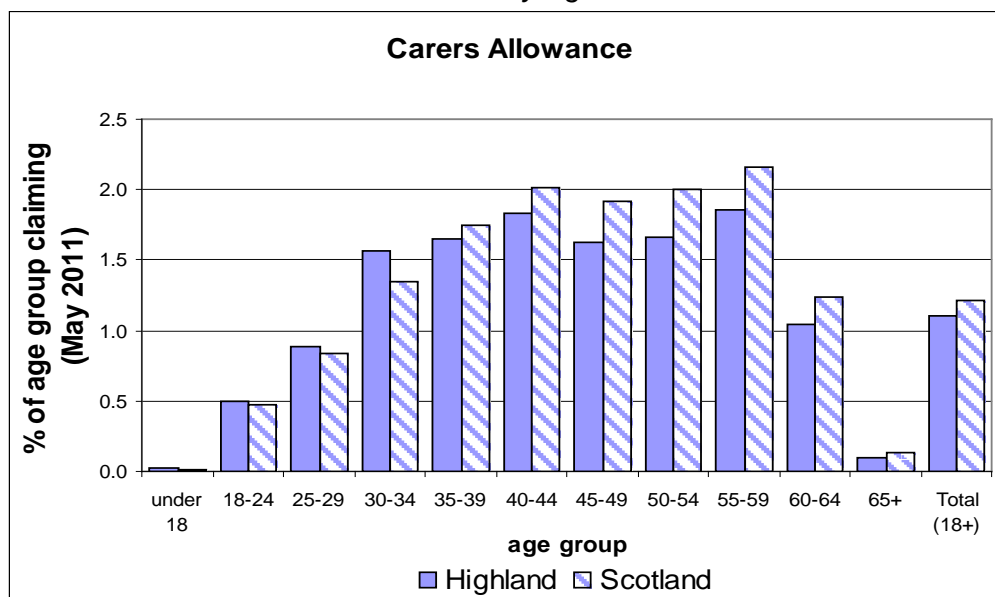
Chart 19: Income Support Claimants by Age



Source: Nomis DWP Benefits, May 2011

1.0% of people in Highland aged over 16 receive carers allowance, slightly higher than the figure of 1.1% for Scotland overall. This pattern is consistent across all age groups, except that the rate is higher in Highland in the 18 to 34 age group. The percentage of the population receiving the benefit is fairly consistent throughout the 35 to 59 age range.

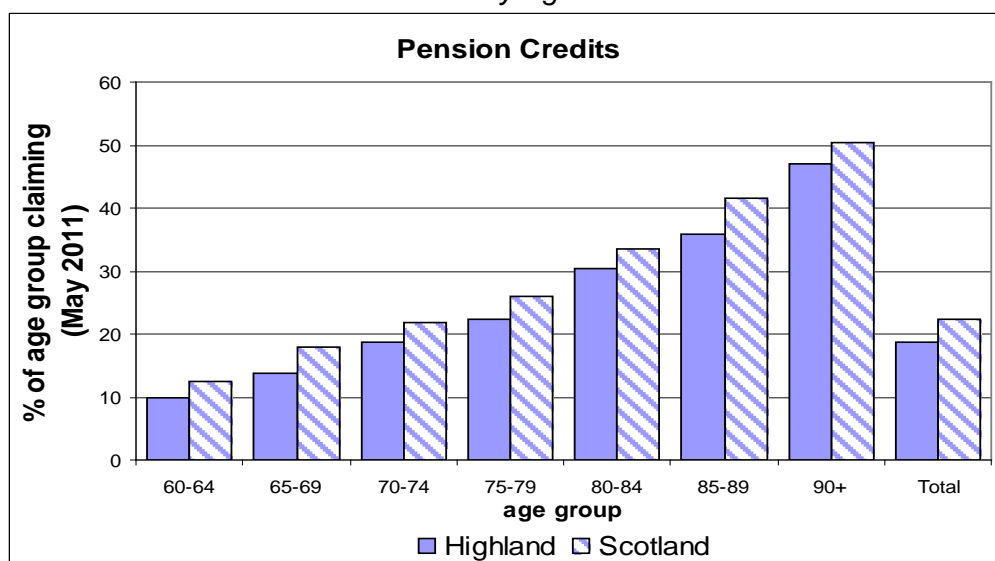
Chart 20: Carers Allowance Claimants by Age



Source: Nomis DWP Benefits, May 2011

19% of pensioners in Highland receive pension credit compared with 22% for Scotland overall, despite average incomes in Highland being lower. There is a significant increase in the percentage receiving the benefit in the older age groups, rising in Highland from 10% in the 60 to 64 age group to 48% in the 90+ age groups. This is believed to be due to younger retired people being more likely to have an occupational pension (as well as a state pension) and more likely to retain some form of part time work. Older retired people are less likely to have significant savings (PC is means tested on savings and income but not the capital estate) and the age group is from a generation where women tended not to work, and relied more on their husband's occupational pension.

Chart 21: Pension Credits Claimants by Age



Source: Nomis DWP Benefits, August May 2011

## **Poverty and Deprivation**

Scottish Index of Multiple Deprivation has been designed to identify the most deprived areas across Scotland. It uses statistical information across a range of domains which indicates deprivation at household level. The SIMD measures deprivation at small area level called datazones. There are 6505 datazones in Scotland and 292 in Highland.

The data is collated to show deprivation within each of the above topic areas and then weighted and combined to indicate multiple deprivation for each datazone across Scotland. The datazones are then ranked to highlight those areas with the highest deprivation levels. Deprivation of each datazone is therefore relative to all others and not absolute.

In the 2009 Index, Highland has 16 datazones within the top 15% deprived in Scotland. 1.6% of Highland's datazones can be found in the top 15% in Scotland and this equates to 5.5% of all datazones in Highland. 12 of the 16 data zones of concentrated multiple deprivation, which are within the 15% most deprived data zones in Scotland, are found in the Inner Moray Firth area, with the other 4 in Wick. 11,200 people live in these areas (SIMD 2009).

The income and employment deprived population are not confined to areas of concentrated multiple deprivation; indeed 85% of people who are income deprived and 87% of people who are employment deprived in Highland are found out with the areas of concentrated multiple deprivation (SIMD 2009).

There is no evidence that people from minority ethnic groups live in particularly deprived areas and only 126 people from minority ethnic backgrounds live in our 17 deprived datazones: 1.01% of the total population compared with 0.8% in Highland overall. The three deprived datazones with the highest percentage of people from minority ethnic groups are Inverness Central and Longman (3.0%), Alness Kirkside (2.2%) and Inverness Hilton West (2.0%).

People from minority ethnic backgrounds are well dispersed throughout Highland with the highest proportion in our accessible small towns (Dingwall, Nairn & Culloden etc) and the lowest in remote rural areas (0.56%).

**Table 34: Individuals of Minority Ethnic Background and Deprivation**

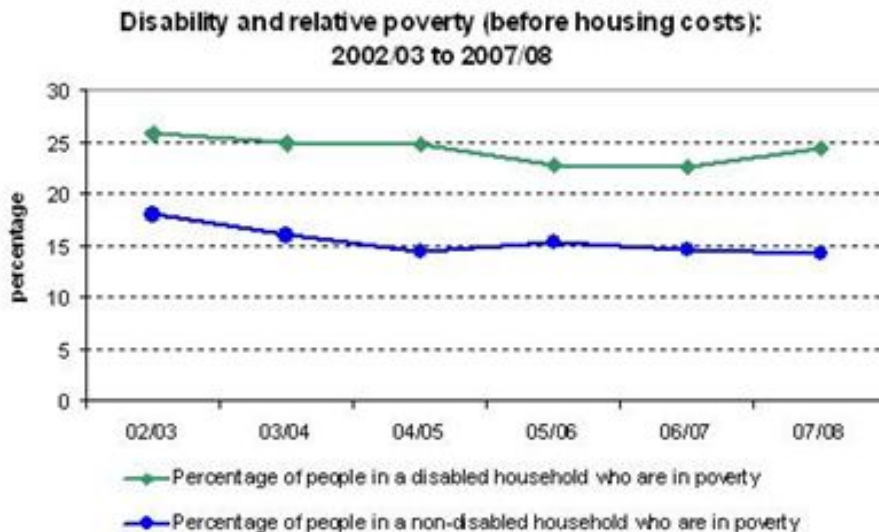
Type of Area in Highland	All People	All Minority Ethnic Groups (Number)	All Minority Ethnic Groups (Percent)
Deprived Areas	12,457	126	1.01
Other Urban Areas (Inverness)	42,842	487	1.14
Accessible Small Towns	21,339	251	1.18
Remote Small Towns	36,538	272	0.74
Accessible Rural	29,989	224	0.75
Remote Rural	78,206	437	0.56
<b>Highland</b>	<b>208,914</b>	<b>1,671</b>	<b>0.80</b>

Source: General Register Office for Scotland (GROS) - 2001 Census and Scottish Government 6-Fold Urban / Rural Classification 2004.

The chart below shows the proportion of individuals in disabled families (households in Scotland containing a disabled adult) who are in relative poverty (before housing costs)<sup>xxvii</sup>.

- Between 2002/03 and 2007/08 the proportion of individuals in relative poverty (before housing costs) was higher in disabled than in non-disabled households.
- In 2007/08 24% of individuals in disabled households were in poverty. For non-disabled households the figure was 14%.

Chart 22: Disability and Relative Poverty



Source: Scottish Government Poverty Analysis 2007/8

The employment rate estimate for people with a disability living in the 15% most deprived areas in Scotland was 28% in 2005; nearly half that for the rest of Scotland (51%).

## SOCIAL PROFILE

### Housing

The Scottish Household Survey shows that the percentage of working age men and women living alone in Scotland is the same but in Highland working age women are more likely to live alone than men. Men live more often in a small adult households in Highland and Scotland. Women are far more likely to live in single parent households. Above working age, women are far more likely than men to live alone. This is influenced both by women's greater life expectancy and because women tend to marry older men.

**Table 35: Household type by gender of highest income householder (2009-10) %**

	Male		Female		All	
	Highland	Scotland	Highland	Scotland	Highland	Scotland
Single adult	14	19	19	19	16	19
Small adult	21	21	17	17	20	19
Single parent	1	1	10	11	4	5
Small family	15	15	6	9	12	13
Large family	9	8	4	4	7	6
Large adult	11	12	8	8	10	10
Older smaller	22	19	9	7	17	14
Single pensioner	7	6	26	26	14	14
<i>Base</i>	<i>761</i>	<i>16,763</i>	<i>472</i>	<i>11,641</i>	<i>1233</i>	<i>28,404</i>

Data Source: Scottish Household Survey 2009-10

The Scottish Household Survey also shows that men are more likely to be the highest income earner in households which have a loan or mortgage, but women are more likely to be the highest income earner in homes rented from local authorities and housing associations.

*Chart 23: Housing Tenure and Gender*



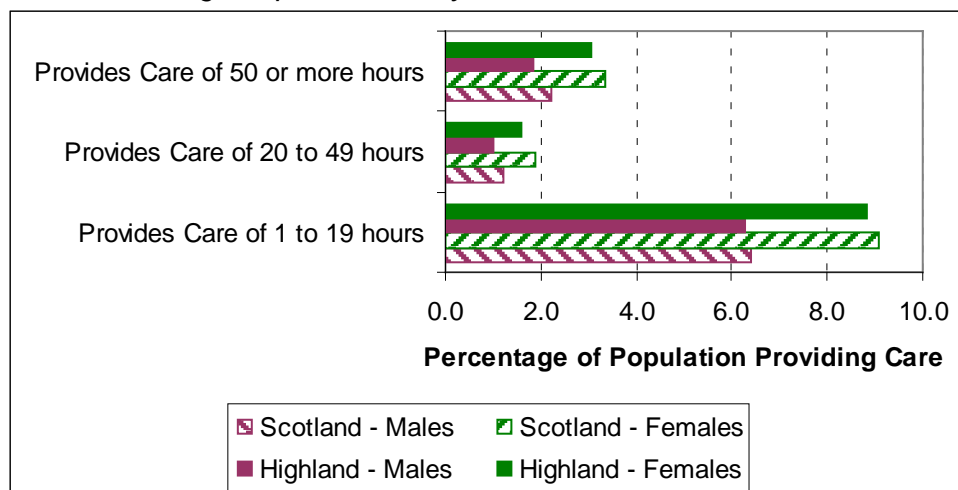
Source: Scottish Household Survey 2009-10

## **Caring Responsibilities**

Caring of the very young, elderly, sick and disabled is not shared equally between men and women, with 9.1% of men in Highland providing some level of care compared with 13.5% of women: figures for Scotland are 9.8% and 14.3% respectively.

The imbalance becomes slightly more pronounced when care is provided for more than 50 hours a week.

*Chart 24: Caring Responsibilities by Gender*

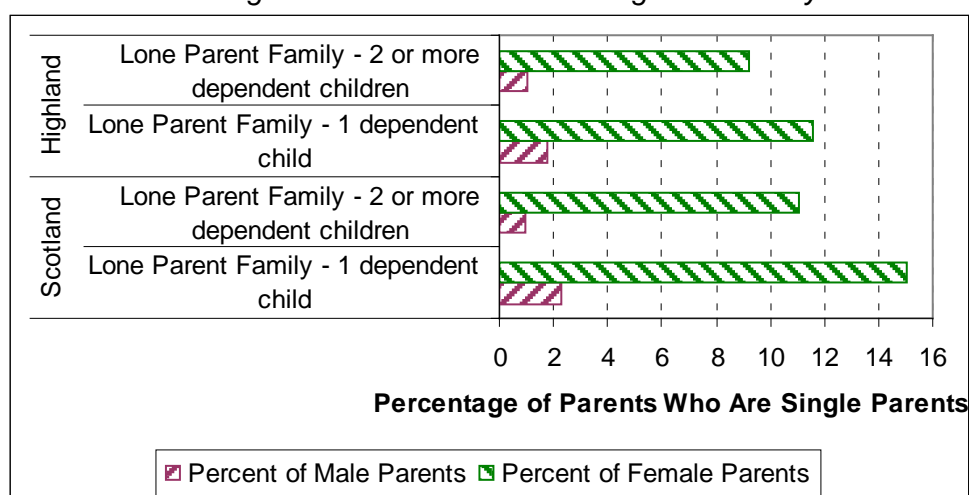


Source: 2001 Census

## **Single Parents**

Women in Highland are more likely than men to be single parents. 11.6% of all female parents are single parents with one dependent child and 9.2% have two or more dependent children: the figures for men are 1.8% and 1.0% respectively. Both men and women in Highland are less likely to be single parents than their counterparts in Scotland as a whole.

*Chart 25: Percentage of All Parents Who are Single Parents by Gender*



Source: 2001 Census

## **Feeling Safe in Your Community**

### **Violence Against Women**

Violence against women is a key concern and the Council works closely with its Community Planning partners, including the voluntary sector, at strategic and operational levels to tackle this issue.

There are recognised limitations to identifying the scale of violence against women in Highland, including underreporting, the definition of violence and the recording of statistics. To promote the cultural change required, information on attitudes to gender equality and personal experiences need to be explored further.

**Table 36: Incident and Crimes of Domestic Abuse in Highland**

<b>SOA outcome</b>	<b>2006 - 2007</b>	<b>2007 - 2008</b>	<b>2008 - 2009</b>	<b>2009 - 2010</b>	<b>2010 - 2011</b>
Incidents of domestic abuse	1236	1158	1214	1138	1571
Crimes of domestic abuse	1064	998	1056	1174	950

Source: Northern Constabulary

Incidents of domestic abuse have increased compared with the previous year, however this increase is attributable to changes in recording processes and not an actual increase in reported incidents. The MARAC pilot in Ross-Shire has evidenced good working practices for the risk assessment and logging of Domestic Abuse incidents. The MARAC process provides a multi-agency forum for sharing relevant information and taking actions that are appropriate, proportionate and timely in order to reduce future harm to very high/high risk victims of domestic abuse. Partnership working is currently ongoing with a view to extending the MARAC process across the Highlands.

Crimes of domestic abuse in Highland have decreased by 224 crimes (from 1174 to 950) during 2010/11 compared with 2009/10. The vast majority of these crimes relate to the crimes of Breach of the Peace and Minor Assault. It is currently unknown if this is an actual decreasing trend, as domestic incidents and crimes are widely under-reported due to victims being fearful to report incidents to police.

### **Hate crimes and incidents**

Across the UK as a whole, individuals from equalities groups are more likely to be victims of crimes, including hate crimes:

- Disabled people in the UK are four times more likely to be victims of crime compared to non-disabled people
- 71% of people with mental health conditions experience hate crimes, harassment and abuse in their communities

Within Highland, the number of hate crimes and incidents are monitored by Northern Constabulary.

**Table 37: Hate Crimes and Racist Incidents**

<b>SOA outcome</b>	<b>2006 - 2007</b>	<b>2007 - 2008</b>	<b>2008 - 2009</b>	<b>2009 - 2010</b>	<b>2010 - 2011</b>
Reduce the number of recorded hate crimes and incidents	65 Hate Crimes (2006/07) NC	69 Hate Crimes	89 Hate Crimes	75 Hate Crimes	67 Hate Crimes
Reduce the number of recorded hate crimes and incidents	106 Racism Incidents (2006/07) NC	124 Racism Incidents	135 Racism Incidents	104 Racism Incidents	89 Racist Incidents
Reduce the number of recorded hate crimes and incidents	6 Other Hate incidents (2006/07) NC	14 Other Hate incidents	29 Other Hate incidents	11 Other Hate incidents	12 Other hate Incidents

Source: Northern Constabulary

The number of hate crimes/incidents are at similar levels as in the previous year. It is expected that there will be an increase in the number of such crimes and incidents in the future as it is assessed that they are currently under reported. Since being introduced in May 2009, the Hate Free Highland campaign has continued to assist third party reporting of hate/racist incidents. Trained individuals in organisations other than Police deal with reports of incidents and then forward information to the police on behalf of a victim or witness, often acting as a link between the two parties.

### ***Identity based incidents In Highland Schools***

Since 2001, schools have recorded reports of racist incidents as part of their monitoring of incidences of bullying. More recently, the procedures have been reviewed to include more comprehensive guidelines for investigating, reporting and recording incidents and to extend these to cover other areas of equality.

Incidents primarily involve verbal abuse. They are investigated by interviewing the pupils involved, other pupils and staff. Parents or carers of the victims and perpetrators are contacted. Appropriate action is taken, including the support of victims in keeping with the guidelines.

**Table 38: Number of identity based incidents: Primary (P) and Secondary (S) schools**

	2010-11			2011 - May 2012		
	Total	P	S	Total	P	S
Race	11	8	3	8	5	3
Religion	2	2				
Race/Religion				1	1	
Disability				1	1	
Sexual orientation	2	1	1	1		1

Source: Highland Education Authority



## ***Perceptions of community safety***

The Council's Performance Survey asks residents a series of questions about community life and safety within the community.

In 2011, residents were asked about whether they feel their community is a safe place to live in. The vast majority of respondents feel that the community in which they live is a safe place for themselves, their families and for other groups.

The people respondents feel are most safe within their community are they themselves. With 96% of respondents believing that their community is a safe place - to at least some extent - for them to be.

The two groups that are giving the lowest equal net safety rating are: adults at risk of harm (68%); and ethnic minorities (68%). Note that while around 2 in 3 respondents (66%) feel safe themselves "to a great extent" within their own community, in their opinion that same sense of safety for ethnic minorities and adults at risk of harm is lacking. Only just over 1 in 3 (36%) of all respondents state that they feel their community is a safe places "to a great extent" for ethnic minorities. And for adults at risk of harm the comparable figure is just marginally higher at 38%.

Residents were also asked about how they rate their area as a place to live. 93% rate their community as a very or fairly good place to live. This varies though across respondents:

- 67% of respondents aged 65 + classified their neighbourhood as being "very good" to live in compared with 45% of those aged 25-44 and 57% of those aged 45-64.
- 65% of those who are retired rated their neighbourhood as "very good" to live in – almost double the 33% return from those who are unable to work. Amongst respondents who are unemployed it is 48% and for those who are employed the figure is 56%.

## ***Attitudes to Discrimination***

Individuals from equalities groupings are more likely to experience discrimination and abuse than individuals in the general population:

### ***Disability***

- Disabled people are significantly more likely to experience unfair treatment at work than non-disabled people. In 2008, 19% of disabled people experienced unfair treatment at work compared to 13% of non-disabled people.
- Around a third of disabled people experience difficulties related to their impairment in accessing public, commercial and leisure goods and services
- 25% of disabled people have experienced some form of harassment or abuse.

### ***Sexual orientation***

- 67% of LGBT people have experience of verbal abuse – 80% never reported it to the police (stonewall facts and figures)
- 68% of young Scottish LGB people have been homophobically bullied at school
- Discriminatory attitudes were quite frequently expressed towards both gay men and lesbians but appear to have declined in recent years so far as gay men and lesbians are concerned,

### ***Race***

- The total number of racist incidents recorded by police in Scotland decreased by 4% in 2009/10.
- Nationally across the UK, the number of race discrimination claims went down in 2010/11 to 5,000 claims from 5,700 in 2009/10.

Public attitudes and satisfaction with Council services are surveyed by written questionnaire every year using the Council's Citizens' Panel. In 2011:

- Survey responses were analysed by age, gender and disability to see if views varied according to certain characteristics.
- In addition, new questions aligned to the [Scottish Social Attitudes Survey "Attitudes to Discrimination and Positive Action"](#) were included in the annual survey to the Panel to offer comparative insights.

The full report on attitudes to equality in Highland is available [here](#).

Nine questions from the Scottish Social Attitudes Survey: Attitudes to Discrimination and Positive Action (SSAS)<sup>xxviii</sup> were adapted for use in the written survey of the Citizens' Panel and were also used in the focus groups. The results were compared with responses to corresponding questions in the SSAS to give valuable insights to attitudes in Highland and Scotland.

In general, the pattern of responses to equivalent questions between the two surveys (Scotland and Highland) is similar, although there are some notable differences. In general, responses in Highland tended to be slightly less positive about diversity.

- A significant minority of adults in Highland (33%) felt there was sometimes good reason to be prejudiced, the figure for Scotland was 28%.
- A majority of adults in Highland (53%) would prefer to live in an area where most people were similar to them (47% would prefer to live in an area with lots of different kinds of people).
- In Highland older people, men and those resident for 10 years + more likely to express discriminatory views.
- Discriminatory attitudes were more likely to be made about Black and Asian people, Muslims, lesbian and gay people, cross dressing people and gypsy travellers
- Those knowing people with certain characteristics, women and younger people less likely to express discriminatory views.

Views in Highland were more positive about inward migration than for Scotland as a whole. More adults in Highland disagreed than agreed that people from ethnic minorities and Eastern Europe take jobs away from local people. For Scotland more people agreed than disagreed that Eastern Europeans take jobs away (37% holding this view compared to 30% in the Highlands).

Further details of responses are outlined below by protected characteristic.

#### *Age*

- Older people, men and those resident for 10 years + more likely to express discriminatory views when asked about attitudes to discrimination.

#### *Race*

- Respondents were asked about feelings if a close relative or friend married or formed a long-term relationship with someone from a list of different groups. Percentages of people in each survey indicating they would be unhappy with such a relationship were (by group):

- Black or Asian: In Highland, 13%, in Scotland 9%
  - Muslim: In Highland 30%, in Scotland 22%
  - Gypsy/Traveller: In Highland 41%, in Scotland 37%
- The Highland public tended to be more positive about diversity from the questions on immigration. The respective surveys asked respondents if Scotland or Highland would begin to lose their identity if more people from certain groups came to live in the area. The groups mentioned were Muslim people, Black or Asian people or Eastern European. Agreeing with this statement suggests anxiety about the potential cultural impact of immigration. In each case, this was less marked in Highland. However, in both Highland and Scotland, more people agreed (46% and 49% respectively) that there would be a loss of identity if more Muslims came into the area compared to the other two groups.
- Respondents to the Highland survey appear to be less likely than those responding to the Scottish survey to feel that people from Ethnic Minorities or from people from Eastern Europe take jobs away from other people in either area.
  - People from ethnic minorities take jobs away: Strongly agree/agree -24% Highland, 31% Scotland
  - People from Eastern Europe take jobs away: Strongly agree/agree -30% Highland, 37% Scotland
- While overall a minority of people hold views that could be described as discriminatory, the attitudinal surveys highlight that certain groups (especially Black and Asian people, Muslims, lesbian and gay people, cross dressing people and gypsy travellers) appear to be more likely to be the subject of more widespread discriminatory attitudes and this appears to be more marked in Highland than for Scotland as a whole.

#### *Disability*

- 67% agreed that business premises should be forced to make access easier for disabled people, even if this leads to higher prices” while in Scotland 76% of respondents agreed with his statement.
- When respondents were asked if they personally knew anyone from a range of diverse groups?” in most cases respondents in Highland were more likely to answer “no”. The one exception to this was that respondents in Highland were slightly more likely to know someone with a learning disability or difficulty.

#### *Gender*

- In Highland, 17% of respondents felt attempts to promote equal opportunities for women had “not gone far enough”, but in Scotland 38% of respondents felt this.

#### *Sexual Orientation*

- 20% thought the attempts made to give equal opportunities to gay men and lesbians had “gone too far” or “gone much too far”. In Highland, 35% thought this.
- In Highland, 53% agreed that “Gay or lesbian couples should have the right to marry one another if they want” and 25% disagreed with the statement. In Scotland, 61% agreed with the same statement, and 19% disagreed.
- Respondents reported that were asked about feelings if a close relative or friend married or formed a long-term relationship with someone from a list of different groups. Percentages of people in each survey indicating they would be unhappy with such a relationship were (by group):
  - Same sex relationship: In Highland 34%, in Scotland 30%.
  - Transgender: In both Highland and Scotland 55%

## **Transport**

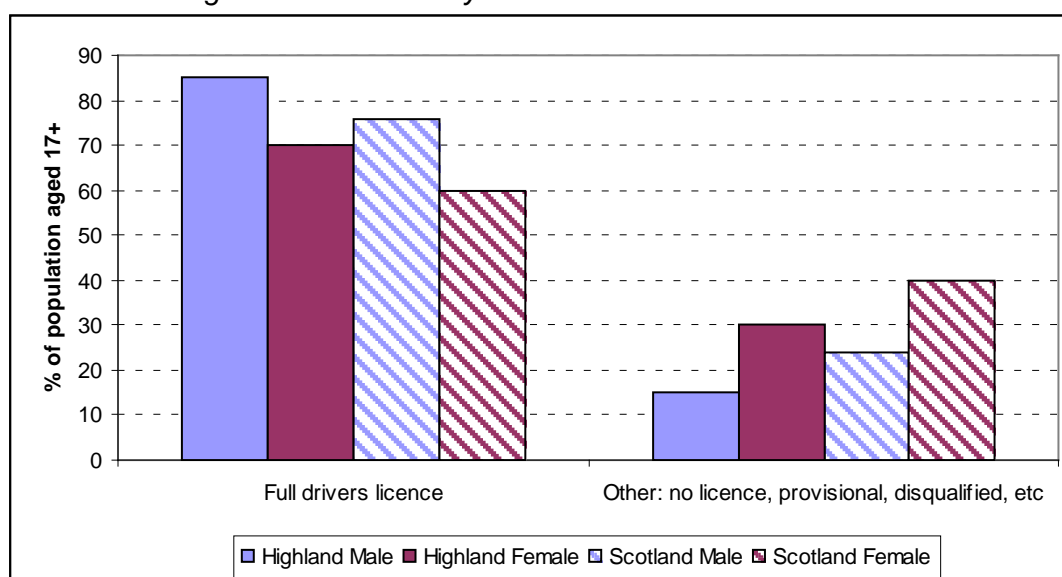
As women often have the primary care and domestic responsibilities reflected in work patterns, they have different time use patterns of transport from men. These factors influence the journeys they make and the times at which they travel in different ways to those of men.

Transport disadvantage is a main perceived drawback of rural living. A 2000 Scottish Executive study provides an insight into the problems faced by women living in isolated and remote locations. Car dependency was found to be 'stark' in such areas, especially for access to employment and essential services. These problems are exacerbated for the most vulnerable women in rural areas:

*The high cost, infrequency and gaps in provision were highlighted by a number of respondents and once again pointed to the problems for women who experience domestic abuse in rural areas and their limited options to allow them to escape. Lone parents living in rural areas were also identified as a group who may experience exclusion from, for example, access to education, employment, and childcare.*

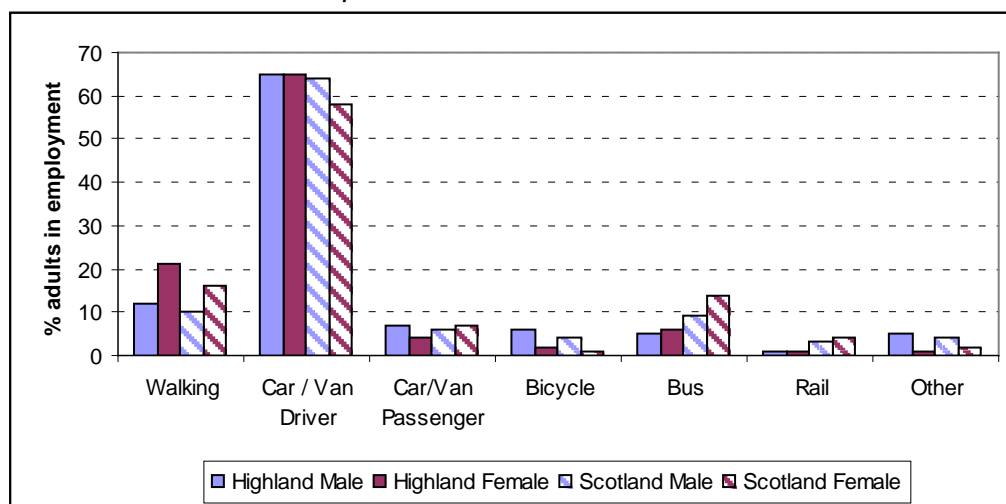
Source: Reid-Howie Associates (2000) Women and Transport: Moving Forward, Scottish Executive. <http://www.scotland.gov.uk/cru/kd01/blue/transport-00.htm>

Chart 26: Driving Licence Holders by Gender



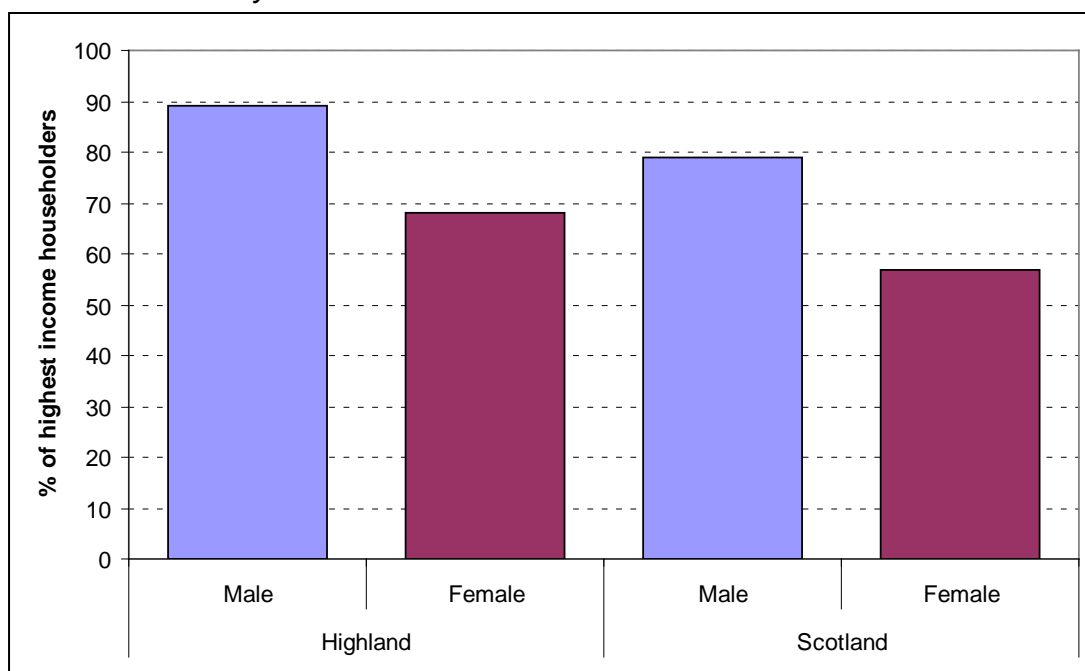
Source: Scottish Household Survey 2009-10

Chart 27: Method of Transport to Work



Source: Scottish Household Survey 2009-10

Chart 28: Availability of Cars for Private Use



Source: Scottish Household Survey 2009-10

## PARTICIPATION IN POLITICAL LIFE

### MSPs

The first Scottish Parliamentary session in 1999 saw 48 female MSPs returned (37% of MSPs). This number increased to 51 or 39.5% of all MSPs after the 2003 election. This figure compares to the 128 women elected at the UK General Election making up 19.8% of the House of Commons. However the proportion of women MSPs has fallen in the last two elections to 33% in 2007 and 34% in 2011. There is a higher proportion of women MSPs elected on regional lists (44.6%) than through constituency seats 27.4%

In the Highlands and Islands 20% of MSPs are women, all eight constituency MSPs are men and three of the seven list MSPs are women. The number of female MSP's by Party in Scotland is as follows:

**Table 39: Gender Profile of MSPs 2011**

Party	MSPs	Female	Percentage %
SNP	69	19	27.5
Labour	37	17	45.9
Conservative	15	6	40
Lib Dem	5	1	20
Green	2	1	50
Independent	1	1	100
Total	129	45	34.8

### Local Government Elections Scotland 2007

In 2003, 21.8% of elected council Members in Scotland were women<sup>xxix</sup>, dropping very slightly to 21.6% in 2007.

**Table 40: Gender Profile of Candidates and Elected Members May 2007**

	% Women Candidates	% Women Elected
2003	27.7	21.8
2007	22.5	21.6

In Highland, 37 (20%) of 182 candidates in the 2007 local government elections were women. Of the 80 Members elected, 20 (25%) are women, a slight drop from 2003 when there were 21 elected women Members (26%).

Prior to the May 2007 elections, in Highland Council women held approximately 33% of senior full Council and strategic Committee positions, but if Select Committees, Working groups and Joint Boards etc are included, this figure dropped to 21%. Following the 2007 and elections

and restructuring which has resulted in fewer committees, the new Council has appointed women to 25% of the Council's senior and strategic committee positions. Again, this figure increases slightly to 26% when the Planning and Review, Inverness, and Gaelic committees, Licensing Boards and Joint Boards are included.<sup>xxx</sup>

The average age of a Highland Councillor is 55. 95% of Councillors are over the age of 45 and 62% over the age of 55.

Across Scotland as a whole prior to the election in 2007, the average age of a Councillor was 55 with only one councillor under the age of 30. Post election, 28 councillors are under 30 in Scotland, 68% in the 45-64 age group and 15% over 65.

9 councillors out of 1222 in Scotland, 0.7%, are from the BME community.

# People Using Highland Council Services

## DAOINE A' CLEACHDADH SEIRBHEISEAN CHOMHAIRLE NA GÀIDHEALTACHD

### PUBLIC VIEW OF COUNCIL SERVICES

Public attitudes and satisfaction with Council services are surveyed by written questionnaire every year using the Council's Citizens' Panel. In 2011:

- Survey responses were analysed by age, gender and disability to see if views varied according to certain characteristics. There were generally high levels of satisfaction with a range of Council Services and the Council is viewed positively. There were however some notable differences in relation to age (in what services are seen as important), gender (men are more likely to complain and to be less satisfied with the outcome of their complaint) and disability (disabled people appear to be less satisfied across a range of services).

Further details are available in a [report to Council](#) and the full survey report is available [here](#).

- Recognising that the survey methodology had limitations for people with disabilities and without English as a first language, focus groups were commissioned to explore how key equality groups felt about Council services and to gauge their views on attitudes to equal opportunities and discrimination. The focus groups identified suggestions for action and improvement particularly in relation to service reviews and changes, styles of communication and languages, information about council services, service delivery, and improving public attitudes and awareness.

The full focus group report is available [here](#).

Further details of responses are outlined below by protected characteristic.

#### *Age*

When responding to the Council's performance survey:

- Older people were more likely to place libraries, street cleaning, pavement maintenance, public conveniences in their top 5 most important services;

#### *Race*

Focus group participants discussing the Council's Performance Survey reported:

- Language and communication barriers were cited as an issue when accessing services.
- Communication problems were associated with levels of literacy in English and some participants found Council leaflets and application forms complex to understand.

#### *Disability*

Individuals with disabilities reported their experience of Council services both through responses to the Performance Survey and focus groups:

- According to responses to the Citizens' Panel survey, people with disabilities were more likely to make contact with the Council by visiting an office or Service Point. The



focus groups participants were less likely to use the internet as a means of contacting the Council, preferring face-to-face or telephone contact, or the use of intermediaries.

- Focus group participants generally found Council staff to be friendly and helpful. In the survey responses disabled people did find staff to be helpful too, although at a lower level than for those not disabled (a net satisfaction score of 66% good compared to 77%).
- In the Citizens' Panel, disabled people generally expressed lower levels of satisfaction with contact made with the Council. This resonates closely with many of the areas for improvement identified by the focus groups participants. For example:
  - Disabled people were 6 times more likely to be dissatisfied with how their complaint is handled. Focus group participants were not always sure about the Council's complaints process and were put off by form filling and finding out who to complain to.
  - The survey showed disabled people as less likely to view the Council as being aware of people's needs or listening to local people than people who did not identify as disabled. Focus group participants highlighted a lack of awareness and understanding of issues that affect them. Some groups noted feelings of "invisibility", and a feeling of being "bottom of the pile".

Respondents identified areas for improvement:

- Use of SMS (a regular request from Deaf community) and the use of BSL on the web site
- More staff to have undertaken the Deaf Awareness Course run by the Deaf Communication Project (DCP)
- Consider the needs of individuals with sight impairments in the run up to elections e.g. to develop general and specific information on how to fill in forms prior to polling day.
- The impact upon people with sight impairment on changes to service provision e.g. street lighting trials, frequency of line painting.

### *Gender*

When responding to the Council's performance survey:

- A higher proportion of men (16%) than women (11%) contacted the Council to make a complaint, with men four times more likely than women to be dissatisfied with how their complaint was handled.
- Men are less likely to feel that the Council represents their views than women (a 7% difference).

## EDUCATION SERVICES

### **Summary**

The following summarises key messages arising from gender analysis of information from Highland schools:

#### **5-14 Attainment:**

- The gap between male and female attainment in Reading and Writing at primary school is apparent from primary two upwards. The gap widens as pupils progress up primary school and into early secondary school beginning at around 5-10% points and increasing up to between 15-20% points.
- The gap between male and female attainment in Maths at primary schools is fairly small in comparison with attainment in reading and writing and although it increases as pupils progress up the school and into the early years of secondary school the gap remains small.

#### **SCQF Attainment:**

- At the lowest SCQF attainment level, level 3, the attainment gap between males and females is very small and in recent years boys have moved slightly ahead of girls. This is the opposite of Highland's comparator authorities and the national averages.
- This picture alters as the attainment levels increase. At attainment levels 4 and 5 the gap in attainment between males and females increases and this is mirrored across Highland's comparator authorities and at a national level.
- Attainment at SCQF level 6, 'Higher' award level, is slightly different. The gap in attainment levels between males and females is fairly pronounced when examining attainment of one or more higher award. As the number of awards increases – as the attainment level increases – the gap in attainment decreases. At the highest SCQF award level, although a gap between male and female attainment still remains, this is far smaller.

#### **Exclusions:**

- There is a marked contrast in the number of exclusions between males and females in Highland's primary and secondary schools. At primary level females make up around 5-7% of exclusions with virtually none at the lower end of primary school. At secondary level this increases however females still only account for between 23 and 27% of exclusions, with the gap increasing in 2005/6.

#### **School Leavers:**

- Female school leavers were found to be more likely to enter further or higher education than males.
- Around two thirds of individuals entering training were found to be males, as were around 60% of those entering employment.
- Equal proportions of males were found to enter both further or higher education and employment whereas the majority of females were found to go on to further or higher education.

Source: Highland Council, Education Service

## **Demographics**

The largest ethnic grouping of school pupils in Highland and in Scotland is White - UK making up 93.7% and 89.7% of the total school population respectively. Excluding pupils whose ethnicity is not know or has not been disclosed the next largest ethnic grouping is White - Other in Highland – this will include European - and Asian in Scotland as a whole.

**Table 41: Ethnicity from the School Pupil Census Highland**

Ethnic Background	2010		2009		2008	
	No Pupils	% of total school population	No Pupils	% of total school population	No Pupils	% of total school population
White-UK	29362	93.8%	29905	94.3%	30110	94.5%
White-Other	888	2.8%	812	2.6%	752	2.4%
Asian	229	0.7%	233	0.7%	214	0.7%
Black	42	0.1%	40	0.1%	49	0.2%
Mixed	290	0.9%	293	0.9%	271	0.9%
Gypsy/Traveller	39	0.1%	31	0.1%	33	0.1%
Other	46	0.1%	46	0.1%	68	0.2%
Not Disclosed/Not Known	421	1.3%	346	1.1%	379	1.2%
Total	31317	100.0%	31706	100.0%	31876	100.0%

Source: Scottish Government, Pupil Census

**Table 42: Ethnicity from the School Pupil Census Scotland**

Ethnic Background	2010		2009		2008	
	No Pupils	% of total school population	No Pupils	% of total school population	No Pupils	% of total school population
White - UK	603,802	89.7%	610,706	90.3%	618,829	90.8%
White - Other	17,566	2.6%	15,937	2.4%	14,401	2.1%
Mixed	7,097	1.1%	6,665	1.0%	6,146	0.9%
Asian Total	19,603	2.9%	18880	2.8%	18,213	2.7%
Black Total	4,026	0.6%	3730	0.6%	3401	0.5%
Gypsy/Traveller Total	814	0.1%	810	0.1%	815	0.1%
Other	3,203	0.5%	3437	0.5%	3,005	0.4%
Not known / not disclosed	16,766	2.5%	16293	2.4%	16,467	2.4%
Total	672,877	100.0%	676,458	100.0%	681,277	100.0%

Source: Scottish Government, Pupil Census

The most common three home languages, other than English, reported in Highland have remained the same for the last 2 years: Polish, followed by Gaelic(Scottish) and Latvian. The numbers of pupils with home language of Polish has risen from 351 in 2009 to 435 in 2011, and in 2011 accounted for 41% of the total number of pupils with a home language other than English. The number reporting Gaelic as home language is currently 116; Latvian has risen over the years from 48 in 2009 to 65 in 2011. The number reporting Tagalog/Filipino has decreased over the last two years.

**Table 43: Main Home Language in Highland Schools**

Most Common Home Languages				
In Highland Schools	2011-12	2010-11	2009-10	2008-09
	English	English	English	English
	Polish	Polish	Polish	Polish
	Gaelic	Gaelic	Gaelic (Scottish)	Gaelic (Scottish)
	Latvian	Latvian	Tagalog/Filipino	Tagalog/Filipino

Source: Scottish Government, Pupil Census

In 2011 the most common home language after English, of pupils in publicly funded schools in Scotland, was Polish followed by Urdu and Punjabi. Polish was the second most common main home language after English in 23 of the 32 authorities in Scotland. The numbers of pupils nationally, with home language of Polish has risen from 5460 in 2009 to 7054 in 2011(a 29% increase); Punjabi has decreased over this period from 4531 (2009) to 4320 (2011); and Urdu risen slightly from 4345 in 2009 to 4752 in 2011.

**Table 44: Main Home Language in Scottish Schools**

Nationally in Scottish Schools	2011-12	2010-11	2009-10	2008-09
	English	English	English	English
	Polish	Polish	Polish	Polish
	Urdu	Urdu	Punjabi	Punjabi
	Punjabi	Punjabi	Urdu	Urdu

Source: Scottish Government, Pupil Census

At local authority level the pupil census publishes only the total number of disabled pupils (across all sectors), the rate per 1,000 pupils and the numbers requiring adaptation of school provision by type. We do not report centrally attainment in special schools.

**Table 45: Pupils who are assessed or declared as disabled in publicly funded schools\***

Year		Assessed as disabled	Declared as disabled but not assessed	Type of adaptation assessed as required			Rate assessed and/or declared as disabled per 1,000 pupils
				Physical	Curriculum	Communication	
2011	Highland	790	142	143	507	243	30
	Scotland	11232	3207	2129	6234	3374	21.6
2010	Highland	Not published in 2010.					
	Scotland						
2009	Highland	640	82	177	507	303	22.8
	Scotland	8,303	3,031	2,219	6,526	3,373	16.8
2008	Highland	626	78	174	507	270	22.1
	Scotland	8,081	2,928	2,098	6,560	3,220	16.2
2007	Highland	650	72	178	539	274	22.4
	Scotland	8,376	2,550	2,049	6,809	3,060	15.8
2006	Highland	669	62	172	548	280	22.5
	Scotland	8,598	2,322	2,015	7,263	3,007	15.6

Source: Scottish Government, Pupil Census

\*Does not include grant aided schools.

There are wide variations in the extent to which disabled pupils have been identified in different local authorities and the information should not be considered complete. Data may be subject to a small amount of data-swapping for disclosure purposes.

## **Attainment**

At primary stage a larger proportion of females than males achieve at the appropriate 5-14 assessment level for their age. However the difference in the percentages attaining between the genders in Mathematics is very small. In Reading and Writing there is a greater differential between the genders.

In S2 similar pattern as at primary can be seen with more females achieving in Reading and Writing than males. However in Mathematics proportion achieving has varied over the last five years and the differential is as with primary much smaller.

5-14 attainment statistics are not produced at a national level and 2009-10 was the last year these were undertaken locally.

**Table 46: 5-14 Attainment - Highland Maths**

Year	Female		Male	
	Pri Agg	S2	Pri Agg	S2
2009-10	83.3	66.3	81.7	64.3
2008-09	85.7	68.2	84.1	66.7
2007-08	85	67.3	82.9	67.4
2006-07	84.9	69.2	83.4	64.1
2005-06	85.7	65.7	84.4	64.3
2004-05	85	64.7	84	60.1

**Table 47: 5-14 Attainment - Highland Reading**

Year	Female		Male	
	Pri Agg	S2	Pri Agg	S2
2009-10	83.3	75	75.8	63.9
2008-09	85.2	77.3	77.9	67.6
2007-08	85.4	74.5	76.7	68
2006-07	84	76.2	76.6	63.6
2005-06	85.1	74.8	76.8	65.9
2004-05	84.3	71.2	76	59.3

**Table 48: 5-14 Attainment - Highland Writing**

Year	Female		Male	
	Pri Agg	S2	Pri Agg	S2
2009-10	78.1	68.3	64.5	49.1
2008-09	81.9	68.1	67.7	48.6
2007-08	81.8	69.3	68.3	53.9
2006-07	81.1	70.4	68.7	49.3
2005-06	82.2	69.5	70.2	50.8
2004-05	81.9	65.4	69.4	47.7

*Pri Agg is calculated from the number of pupils achieving at stages P3, P4, P6 and P7*  
Source: Highland Council, Education Service

There is very little difference between the proportion of females and males attaining English and Maths at SCQF Level 3 by the end of S6. At SCQF Levels 4 and 5 the difference between the genders attainment does increase, with a larger percentage of females attaining qualifications at these levels than males. Again, a larger proportion of the S4 roll of females attain a pass(es) at Higher Grade level, however the differential with males reduces. This should be viewed in conjunction with the Staying on Rates below as fewer males are staying on to S5 and S6 when Higher Grades are studied.

In the main, Highland attainment at all SCQF Levels noted above compares favourably with the equivalent national measure

**Table 49: Percentage of pupils attaining qualifications at SCQF levels by the end of the selected stage (S6) based on the S4 roll**

SCQF Level	Gender	Highland or National	2011	2010	2009	2008
			%	%	%	%
English and Maths at Level 3	Female	Highland	<b>96</b>	<b>94</b>	95	95
	Male	Highland	<b>94</b>	<b>95</b>	92	95
	Female	National	95	94	93	93
	Male	National	93	92	92	92
5 Qualifications at Level 4	Female	Highland	<b>87</b>	<b>86</b>	87	85
	Male	Highland	<b>84</b>	<b>82</b>	81	82
	Female	National	83	82	81	82
	Male	National	79	77	75	76
5 Qualifications at Level 5	Female	Highland	<b>63</b>	<b>61</b>	60	59
	Male	Highland	<b>52</b>	<b>52</b>	47	48
	Female	National	57	55	52	53
	Male	National	49	46	44	44
1 Qualification at Level 6	Female	Highland	<b>60</b>	<b>56</b>	55	53
	Male	Highland	<b>47</b>	<b>46</b>	44	42
	Female	National	54	51	48	47
	Male	National	45	42	39	38
5 Qualifications at Level 6	Female	Highland	<b>30</b>	<b>29</b>	25	27
	Male	Highland	<b>22</b>	<b>21</b>	19	19
	Female	National	27	25	23	22
	Male	National	20	19	17	17

*SCQF Level 3 equates to a Foundation pass at Standard Grade*

*SCQF Level 4 equates to a General pass at Standard Grade*

*SCQF Level 5 equates to a Credit pass at Standard Grade*

*SCQF Level 6 equates to a Higher Grade pass*

## **Exclusions**

Exclusions within primary schools in Highland are generally lower than the national average but have been higher in primary one in the previous two years. The number of exclusions per 1000 increases throughout primary school from less than 2 per 1000 to 20 per 1000 in primary seven. Exclusion rates have gradually been decreasing in recent years.

**Table 50: Primary Cases of Exclusions per 1,000 pupil by stage**

		2010/11	2009/10	2008/09	2007/08	2006/07
P1	Highland	1.7	2.1	3.6	8.6	0.4
	Scotland	2.7	3.3	2.6	3.0	3.0
P2	Highland	3.7	4.4	3.6	1.7	0.0
	Scotland	4.1	4.9	4.9	4.4	5.8
P3	Highland	6.2	12.3	6.0	1.3	0.9
	Scotland	7.4	6.9	6.6	7.6	7.5
P4	Highland	13.6	8.6	9.1	6.3	0.8
	Scotland	10.6	10.9	10.9	11.0	11.8
P5	Highland	9.3	6.2	11.7	11.6	4.3
	Scotland	14.9	14.5	15.4	17.5	18.8
P6	Highland	6.2	21.1	18.1	12.7	21.0
	Scotland	17.8	18.1	21.2	24.2	27.1
P7	Highland	19.9	22.2	25.6	23.1	17.0
	Scotland	23.2	25.1	29.9	34.1	33.2

The stages where the largest proportion of pupils are excluded at secondary level are S2, S3 and S4, this occurs at a Highland level and nationally. In S5 and S6 the rate of exclusions per 1,000 of the stage reduce significantly.

### **Secondary Schools**

**Table 51: Cases of Exclusions per 1,000 pupil by stage**

		2010/11	2009/10	2008/09	2007/08	2006/07
S1	Highland	23.6	40.9	33.2	27.0	32.5
	Scotland	63.9	72.3	83.4	90.7	109.6
S2	Highland	64	64.4	68.6	55.0	61.1
	Scotland	102.5	117.6	125.3	151.1	169.1
S3	Highland	69.1	52	70.5	66.0	73.2
	Scotland	130.2	144.2	157.2	184.6	204.5
S4	Highland	43.4	39.9	75.3	59.3	49.9
	Scotland	80.6	88.1	102.2	119.5	124.2
S5	Highland	7.3	10.9	8.0	11.3	13.5
	Scotland	13	14.7	15.4	16.8	20.9
S6	Highland	3.7	6.7	5.9	4.2	5.2
	Scotland	4	5.1	5.1	4.7	6.5

Within Highland and nationally: a larger proportion of male pupils are excluded from school than female pupils. This is true at both primary and secondary levels. A larger proportion of the secondary school population are excluded than in the primary sector.

**Table 52: Primary School exclusions per 1,000 pupils by gender**

	2010-11		2009-10		2008-09		2007-08	
	Male	Female	Male	Female	Male	Female	Male	Female
Highland	15.0	2.0	19.9	2.0	18.9	3.7	18.9	11.6
National	20.5	2.1	21.5	2.2	25.0	2.3	25.0	28.3

**Table 53: Secondary School exclusions per 1,000 pupils by gender**

	2010-11		2009-10		2008-09		2007-08	
	Male	Female	Male	Female	Male	Female	Male	Female
Highland	54.6	20.8	57.7	18.8	73.6	22.3	56.5	25.5
National	106.6	37.3	122.3	40.6	137.6	44.8	161.7	51.3

## **Staying On Rates and Leaver Destinations**

A larger proportion of female students stay on at school beyond S4 than male students. The percentage of females that stayed on to S5 in 2011 was 88 and for males 83 in Highland. This pattern continued, 71% of the female S5 roll remained at school for S6 whereas 64% of the male S5 roll did in Highland in 2011. When comparing Highland with the National average staying on rates by gender a larger proportion of Highland female and male students stay on beyond S4 for S5 and S6. There was an increase in staying on rates in both male and female students from 2010 onwards.

**Table 54: Staying on Rates by Stage in Highland**

Year	Female	Male	Female	Male	Female	Male
	S5 Sep	S5 Sep	S5 Jan	S5 Jan	S6	S6
2011	88	83	88	83	71	64
2010	86	84	80	75	72	65
2009	85	80	78	73	67	60
2008	86	78	77	68	64	60
2007	85	76	76	66	64	59
2006	84	78	74	65	62	60
2005	83	78	76	68	68	60

**Table 55: Staying on Rates by Stage in Scotland**

Year	Female	Male	Female	Male	Female	Male
	S5 Sep	S5 Sep	S5 Jan	S5 Jan	S6	S6
2011	84	79	76	70	67	63
2010	84	80	76	71	68	63
2009	82	76	73	66	63	58
2008	82	76	71	64	63	56
2007	82	76	71	63	62	56
2006	82	75	70	62	61	56
2005	82	75	70	62	61	56

*School roll data are based on September school census returns. There is an additional value for S5 which comes from the January School Leaver Survey and excludes Christmas leavers. S5 Staying-on rates are based on the relevant S4 roll and S6 Staying-on rate uses the relevant S5 roll.*

With respect to gender two trends are apparent at a national (Scotland) and Highland level: a larger percentage of female school leavers have a destination of Higher or Further Education than males; and, the destinations of Training and Employment show a larger proportion of male school leavers entering. When looking over the time period displayed the proportion of females and males entering employment on leaving school has been reducing and those entering Higher Education has been increasing nationally and in Highland.



**Table 56: % of School Leavers from publicly funded schools by destination and gender: 2006/7 to 2010/11 Highland**

Year	Gender	Higher Education	Further Education	Training	Employment	Voluntary Work	Unemployed and Seeking Employment or Training	Unemployed and Not Seeking Employment or Training	Destination Unknown
2010/11	Male	29.4%	22.0%	2.4%	32.3%	0.0%	9.1%	1.6%	1.2%
	Female	37.1%	22.7%	1.6%	26.0%	0.9%	6.3%	2.0%	1.0%
2009/10	Male	28.6%	21.7%	1.6%	33.5%	0.2%	11.2%	1.3%	1.9%
	Female	38.7%	21.8%	1.8%	24.9%	0.6%	8.2%	2.5%	1.5%
2008/09	Male	26.8%	21.6%	2.7%	31.8%	0.2%	12.3%	2.1%	2.4%
	Female	36.3%	23.5%	1.2%	25.8%	0.2%	7.4%	3.7%	1.9%
2007/08	Male	26.5%	17.7%	2.0%	41.6%	0.1%	8.7%	1.4%	2.1%
	Female	34.2%	22.9%	1.4%	29.1%	0.6%	8.1%	1.6%	2.1%
2006/07	Male	25.4%	13.8%	2.3%	46.4%	0.0%	8.2%	0.7%	3.2%
	Female	33.0%	22.5%	1.5%	30.8%	0.4%	6.4%	2.3%	3.1%

*Percentages may not total 100% due to rounding*

**Table 57: % of School Leavers from publicly funded schools by destination and gender: 2006/7 to 2010/11 Scotland**

Year	Gender	Higher Education	Further Education	Training	Employment	Voluntary Work	Unemployed & Seeking Employment or Training	Unemployed & Not Seeking Employment or Training	Destination Unknown
2010/11	Male	32.1%	25.1%	6.7%	22.6%	0.4%	11.4%	0.8%	0.3%
	Female	39.7%	29.2%	4.4%	15.9%	0.6%	7.7%	1.6%	0.3%
2009/10	Male	32.0%	24.9%	6.6%	21.6%	0.3%	13.2%	0.7%	0.6%
	Female	39.4%	29.3%	3.8%	15.3%	0.4%	9.4%	1.8%	0.6%
2008/09	Male	31.6%	24.5%	6.3%	21.7%	0.2%	13.3%	1.1%	1.3%
	Female	38.3%	29.6%	4.0%	15.0%	0.3%	9.8%	2.0%	1.1%
2007/08	Male	27.8%	21.3%	6.0%	29.7%	0.2%	12.8%	1.0%	1.1%
	Female	34.5%	28.4%	3.7%	20.9%	0.3%	9.0%	2.0%	1.2%
2006/07	Male	25.9%	19.5%	6.2%	33.7%	0.3%	12.3%	0.8%	1.4%
	Female	33.6%	27.2%	4.0%	22.7%	0.3%	9.2%	1.7%	1.3%

## HOUSING SERVICES

### **Homelessness Applications**

In 2010/11, 2090 people applied to the Highland Council to be considered as homeless: 1435, 69% were accepted as priority cases.

**Table 58: Homelessness Applications**

Type of Application	2008/9	2009/10	2010/11
Total Applications	2379	2376	2090
Accepted – Priority	1534	1510	1435

Source: Highland Council Scottish Government Return

Assessing the applications by gender shows that in 2010/11, slightly more men than women applied as homeless.

**Table 59: Homelessness Applications by Gender**

Gender	2008/9		2009/10		2010/11	
	Total Applications	%	Total Applications	%	Total Applications	%
Male	1302	55%	1244	54%	1068	51
Female	1076	45%	1070	46%	1022	49
All	2378	100%	2314	100%	2090	

Source: Highland Council Scottish Government Return

A third of all applicants were under the age of 25. This has been a consistent pattern over the last few years. The majority of applicants are within the 25-59 age bracket.

**Table 60: Homelessness Applications by Age**

Age	2008/9		2009/10		2010/11	
	Total Applications	%	Total Applications	%	Total Applications	%
16 – 17	177	7.4%	175	7.6%	163	8
18 – 25	717	30.2%	747	32.3%	657	31
26 – 59	1369	57.6%	1308	56.5%	1159	56
60+	115	4.8%	84	3.6%	111	5
All	2378		2314		2090	

Source: Highland Council Scottish Government Return

Over the last three years, there has been little change in the ethnicity of applicants to the Council's homelessness service and table 59 demonstrates this is also the case when examining applications from EU nationals.

**Table 61: Homelessness Applications by Ethnicity**

Ethnicity	2008/9		2009/10		2010/11	
	Total Applications	%	Total Applications	%	Total Applications	%
White: Scottish	1859	78.2%	1863	80.5%	1684	80.7
White: Other British	325	13.7%	294	12.7%	261	12.5
White: Irish	19	0.8%	9	0.4%	6	00.3
White: Other	130	5.5%	119	5.1%	117	5.6
Black: African	4	0.2%	*	0.0%	1	00.05
Black: Caribbean	0	0.0%	*	0.1%	0	0
Black: Other	*	0.0%	0	0.0%	0	0
Asian: Indian	7	0.3%	*	0.1%	3	00.1
Asian: Pakistani	*	0.1%	*	0.1%	0	0
Asian: Bangladeshi	*	0.0%	*	0.1%	2	00.1
Asian: Chinese	*	0.1%	0	0.0%	1	00.05
Asian: Other	0	0.0%	*	0.1%	2	0.1
Mixed	5	0.2%	*	0.1%	2	0.1
Other	19	0.8%	10	0.4%	9	0.4
Not Known	*	0.0%	0	0.0%	1	0.05
Refused	*	0.0%	*	0.0%	1	0.05
All	2378		2314		2090	

*\*applications less than 5*

Source: Highland Council Scottish Government Return

**Table 62: Applications from EU Nationals**

EU Applications	2008/9		2009/10		2010/11	
	Total Applications	%	Total Applications	%	Total Applications	%
British, EEA, pre EU expansion in 2004, Swiss	2249	94.6%	2203	95.2%	1979	94.7
A8, A2 or joined the EU since then	101	4.2%	87	3.8%	84	4
Lawfully present	21	0.9%	22	1.0%	15	0.7
Not eligible	7	0.3%	2	0.1%	12	0.6
All	2378		2314		2090	

Source: Highland Council Scottish Government Return

# Highland Council Staff Equalities Profile

## GEÀRR-CHUNNTAS CO-IONANNACHD LUCHD-OBACH CHOMHAIRLE NA GÀIDHEALTACHD

With over 12,000 employees, The Highland Council is the largest employer in the Highland area. To provide a wide range of services we employ a diverse workforce including civil engineers, building workers, environmental health officers, social workers, teachers, grave diggers, sports and leisure assistants, architects, solicitors and nursery nurses.

This section will be completed during 2012 – 13 and will include:

- Workforce Profile
- Profile of Applicants for Jobs

### STAFF WORKFORCE PROFILE

#### General Staff

The number and percentage of the highest paid 2% and 5% earners among Council employees that are women

Table 63: Highest 2% and 5% earners in the Council that are women

	Number of employees in top earners		% of these post that are held by women	
	2009/10	2010/11	2009/10	2010/11
In top 2% of all employees	272	205	32.4	34.5
In top 5% of all employees	525	604	40.8	45.7

#### Teaching Staff

The age and gender profile of teaching staff in Highland is a statutory monitoring responsibility. The Highland Council runs 29 secondary schools and 184 primary schools across the area. The Council employed 2,360 teachers in 2011. At primary level, only 9% of teaching staff are male. This has been a consistent trend and is comparable with national figures. Men hold a larger proportion of promoted posts in primary schools with just over a fifth of head and deputy head teachers being male.

**Table 64: Primary Teaching Staff by Gender**

<b>FTE Primary</b>		<b>All Grades</b>		<b>Head teachers and Depute head Teachers</b>	
		<b>%Female</b>	<b>%Male</b>	<b>%Female</b>	<b>%Male</b>
2011	Highland	91%	9%	79%	21%
	National	92%	8%	87%	13%
2010	Highland	91%	9%	78%	22%
	National	92%	8%	87%	13%
2009	Highland	92%	8%	81%	19%
	National	92%	8%	87%	13%
2008	Highland	91%	9%	81%	19%
	National	92%	8%	86%	14%
2007	Highland	91%	9%	81%	19%
	National	92%	8%	86%	14%
2006	Highland	91%	9%	81%	19%
	National	92%	8%	86%	14%
2005	Highland	92%	8%	82%	18%
	National	93%	7%	85%	15%

At secondary level, 58% of teaching staff are female however women hold only 37% of promoted posts compared to 63% of men. Although this has increased it remains lower than the national average.

**Table 65: Secondary Teaching Staff by Gender**

<b>FTE Secondary</b>		<b>All Grades</b>		<b>Head teachers and Depute head Teachers</b>	
		<b>%Female</b>	<b>%Male</b>	<b>%Female</b>	<b>%Male</b>
2011	Highland	58%	42%	37%	63%
	National	62%	38%	48%	52%
2010	Highland	58%	42%	36%	64%
	National	61%	39%	45%	55%
2009	Highland	58%	42%	37%	63%
	National	61%	39%	43%	57%
2008	Highland	58%	42%	37%	63%
	National	60%	40%	42%	58%
2007	Highland	58%	42%	36%	64%
	National	60%	40%	40%	60%
2006	Highland	58%	42%	35%	65%
	National	59%	41%	38%	62%
2005	Highland	58%	42%	34%	66%
	National	59%	41%	36%	64%

The age of teaching staff in Highland is an area requiring workforce continuity planning. 24% of teaching are currently over 55 and 41% over the age of 50. This is higher than the national average.

Chart 29: Highland Teachers by Age

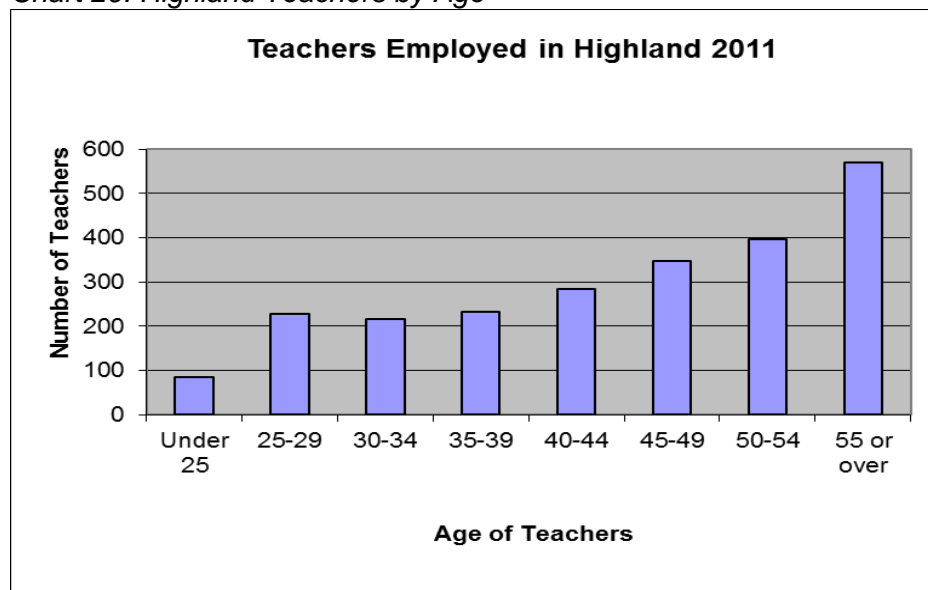


Table 66: Highland Teaching Staff by Age

Year		Under 25	25-29	30-39	40-49	50-54	55 >	Total
2011	Highland	4%	10%	19%	27%	17%	24%	2360
	National	5%	13%	23%	26%	15%	20%	49534
2010	Highland	4%	10%	18%	26%	19%	24%	2426
	National	5%	13%	22%	23%	16%	21%	50478
2009	Highland	4%	10%	18%	26%	18%	25%	2516
	National	4%	13%	21%	22%	18%	21%	51679
2008	Highland	7%	9%	19%	30%	21%	14%	2438
	National	10%	12%	20%	26%	20%	12%	51751
2007	Highland	3%	8%	18%	28%	21%	22%	2449
	National	5%	12%	20%	24%	20%	19%	52828
2006	Highland	4%	7%	18%	28%	23%	21%	2456
	National	5%	11%	18%	24%	22%	18%	52655

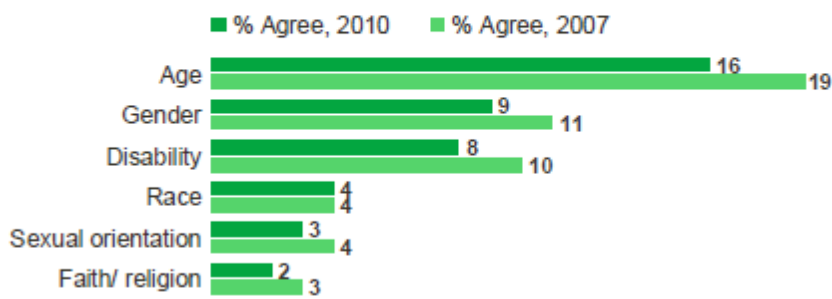
## STAFF VIEWS AND EXPERIENCE

A survey of Highland Council employees is undertaken every three years. This is an independent survey conducted by Ipsos MORI to identify the issues that are important to staff. In 2010 the survey enquired about perceived and actual experience of disadvantage on account of age, gender, disability, sexual orientation, race or ethnicity, and faith or religion. Chart 29 presents the results concerning perceived discrimination.

Chart 30: Perceptions of discrimination

Figure 2.11: Perceptions of discrimination

*Q8. Thinking about the Council as an employer, how strongly do you agree or disagree that people face barriers to employment or development opportunities on the basis of the characteristics below?*



Base: All respondents (4,416)

Source: Ipsos MORI

Source: Ipsos MORI

Base: All respondents (4,416)

Further details of staff perceptions and experience of disadvantage are outlined below by protected characteristic.

### Age

- Analysis of the Highland Council's Equal Opportunities monitoring information shows that 11.4% of Council employees are under 30. 40.7% are over 50 and within this group, 8.9% are over 60.
- From the employee survey, few staff perceived barriers impeding employment or development opportunities to exist, the factor most likely to be considered an issue is age; 16% of staff felt age is a barrier to employment or development opportunities within the Council. Older staff are more likely to hold this view; 21% of staff aged 60 and over, compared to 16% of employees aged 29 or under.
- 7% of staff reported they have suffered disadvantage on account of their age
- As in 2007, male staff and those in the youngest and oldest age groups are particularly likely to feel they have been discriminated against because of their age; 17% of those aged up to 29 years old and 13% of those aged 60 years or over feel they have been discriminated against, compared with 3% of those aged between 30 and 49 years old.
- Compared to other Services, a greater proportion of staff in Housing & Property believe they have been discriminated against on the basis of their age, but this is likely to be

due to the greater proportion of the service's staff in the youngest and oldest age bands

- Teachers are particularly likely to feel they have been discriminated against on the basis of their age (10%, compared with 7% of The Highland Council employees overall).

### ***Race***

- Around one in twenty white staff view race or ethnicity as a barrier to advancement, the figure rises to around one in five among minority ethnic employees.
- 1% feel they have suffered disadvantage on account of race or ethnicity

### ***Disability***

- Analysis of the Highland Council's Equal Opportunities monitoring information shows that just over 1% of staff identify as having a disability.
- The employee survey found that 2% feel they have suffered disadvantage on account of their disability.

The employee survey found that around one in ten staff considered disability to be a barrier to employment or development opportunities. Staff with a disability are considerably more likely to view disability as a barrier (28% of staff with a disability), compared with 7% of those with no disability.

### ***Faith***

- 1% feel they have suffered disadvantage on account of their faith or religion,

### ***Gender***

- Analysis of the Highland Council's Equal Opportunities monitoring information shows that 73% of the Council's workforce is female and 27% is male. 49% of the Council's employees are employed on a full-time basis while 51% work on a part-time basis.
- Widespread occupational segregation in Scotland is reflected in the Council's workforce, with over-representation in clerical and administrative roles, teaching and caring roles.
- Highland Council is in the third quartile of Councils for women managers as top 2% of earners.
- 75% of elected Council Members are men.
- Highland Council staff reported in the employee survey that around one in ten view gender as a barrier to employment or development opportunities, female staff are slightly more likely than males staff to perceive gender as a barrier (10% of females, compared with 7% of males).
- 4% feel they have suffered disadvantage on account of their gender
- Male staff are more likely than female staff to feel they have been discriminated against on the basis of their age. However, views between the sexes have become slightly more balanced; in 2007, 11% of males and 7% of females felt they had been discriminated against on the basis of their age. The corresponding figures in 2010 are 9% and 7% respectively.
- Reports of actual experience of discrimination are reasonably in-line across services, grades, and areas. However Management & Professional staff are particularly likely to feel they have been discriminated against on the basis their gender (7%, compared with 4% of The Highland Council employees overall).

### ***Sexual Orientation***

- Less than one per cent felt they have been disadvantaged on account of their sexual orientation.



## STAFF TRAINING

All Council employees have opportunities to attend training. When applying, all are asked to complete an equalities monitoring form. People may prefer not to answer.

An analysis of access to internal training courses by gender has been carried out. Taking into account the gender profile of the Council's workforce, there is no evidence of any gender based barriers. Of all employees who attended training courses during 2009/10 67% were female and 33% male. This changed slightly in 2010/11 with 71% of those attending training being female and 29% male.

Within services, the majority of women attending training are from Social Work and Education, Culture and Sport services. These are the largest of the services with a high proportion of female employees.

**Table 67: Attendance at Training by Gender**

Service	2009/10			2010/11		
	Female	Male	Total	Female	Male	Total
Chief Executive's	7.5%	7.0%	7.4%	10.3%	12.5%	10.9%
Education, Culture & Sport	20.1%	16.4%	18.9%	22.3%	17.0%	20.8%
Finance	5.0%	5.6%	5.2%	5.8%	10.4%	7.1%
Housing & Property	6.4%	22.6%	11.9%	5.0%	20.4%	9.3%
Members	0.9%	2.8%	1.5%	0.3%	1.6%	0.7%
Planning & Development	3.1%	7.2%	4.5%	2.7%	5.6%	3.5%
Social Work	53.3%	16.9%	41.2%	50.3%	16.8%	40.8%
TECs	3.6%	21.5%	9.6%	3.3%	15.8%	6.8%
<b>Total</b>	100%	100%	100%	100.0%	100.0%	100.0%

Table 65 highlights those attending training by ethnic origin. This is reflective of the population as a whole and similar for both 2009/10 and 2010/11.

**Table 68: Attendance at Training by Ethnic Origin**

Ethnic Origin	2008/9	2009/10	2010/11
Asian Chinese	0.0%	0.0%	0.03%
Asian Indian	0.1%	0.1%	0.1%
Black African	0.1%	0.3%	0.2%
Black Caribbean	0.0%	0.0%	0.0%
Mixed Background	0.4%	0.4%	0.3%
Other Asian Background	0.1%	0.2%	0.2%
Other Black Background	0.0%	0.0%	0.0%
Other Ethnic Background	0.2%	0.3%	0.1%
Other White Background	2.9%	2.2%	2.3%
White Irish	0.9%	0.8%	1.0%
White other British	14.9%	15.3%	13.5%
White Scottish	80.3%	80.4%	82.2%
<b>Total</b>	2755	3070	2874

Only 1% of those attending training indicated that they had a disability in both 2009/10 and 2010/11. In both years, more female employees attending training reported that they had a disability than male staff members.

**Table 69: Attendance at Training by Disability and Gender**

Service	Disability					
	2008/9			2009/10		
	Female	Male	Total	Female	Male	Total
Chief Executive's	7.4%		5.6%	16.7%	28.6%	21.1%
Education, Culture & Sport	40.7%		30.6%	33.3%	28.6%	31.6%
Finance	3.7%		2.8%	8.3%		5.3%
Housing & Property	3.7%	33.3%	11.1%	16.7%		10.5%
Planning & Development						
Social Work	44.4%	44.4%	44.4%	25%	42.9%	31.6%
TECs		22.2%	5.6%			
<b>Total</b>	100%	100%	100%	100%	100%	100%

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- <sup>i</sup> [Creating an age-friendly society](#), Government Equality Office 2009
- <sup>ii</sup> [The School Report: the experiences of young gay people in Britain's schools](#), Ruth Hunt and Johan Jensen, Stonewall Publication 2007.
- <sup>iii</sup> Office for National Statistics Labour Force Survey, Jan–March 2009.
- <sup>iv</sup> Labour Force Survey, second quarter 2009
- <sup>v</sup> Census 2001
- <sup>vi</sup> Morton, J. (2008), *Transgender Experiences in Scotland: Research Summary*, Scottish Transgender Alliance.
- <sup>vii</sup> ['Inequalities Experienced by Gypsy and Traveller Communities'](#), a literature review 2009
- <sup>viii</sup> [Sex and Power in Scotland 2011](#), EHRC
- <sup>ix</sup> Full-time gender pay gaps in mean hourly earnings, UK nations,. Source: Annual Survey of Hours and Earnings (ASHE) 2010.
- <sup>x</sup> [Scottish Social Attitudes Survey 2010: Attitudes to discrimination and positive action](#)
- <sup>xi</sup> <http://www.highland.gov.uk/yourcouncil/highlandfactsandfigures/publications/papersandbriefingnotes.htm>
- <sup>xii</sup> <http://www.highland.gov.uk/yourcouncil/highlandfactsandfigures/publications/papersandbriefingnotes.htm>
- <sup>xiii</sup> <http://www.ippr.org/publicationsandreports/publication.asp?id=603>
- <sup>xiv</sup> Disability Rights Commission, Key Facts in Scotland, 2004
- <sup>xv</sup> The office for Disability Issues(ODI) Disability key facts and figures  
<http://odi.dwp.gov.uk/disability-statistics-and-research/disability-facts-and-figures.php>
- <sup>xvi</sup> RNID is now called Action for Hearing Loss
- <sup>xvii</sup> Although based on dated UK estimates this is the accepted proxy method for calculation of prevalence rates in the absence of alternative data.
- <sup>xviii</sup> Highland Council Strategic Working Group on Sensory Issues (2004)'Talking Sense in the Highlands: A Single Strategy for Sensory Needs'.
- <sup>xix</sup> This includes people who are deafblind and are affected by dual sensory impairment.
- <sup>xx</sup> Estimated range of 0.0008% to 0.0015% based on 2010 estimated population by age group and sex for Highland and Scotland published by National Records of Scotland.
- <sup>xxi</sup> For the purposes of this study we have used the lower figure of 4,000 for calculating take-up of BSL/English interpreting services delivered by Deaf Action. The estimate by Deaf Services and Hearing Support team is between 50 – 70. This however may not include people who use BSL as well as other forms of communication support, who are not known to the Deaf community or to Deaf services, or who are family or siblings of known D/deaf users.
- <sup>xxii</sup> Talking Sense in the Highlands (2004)
- <sup>xxiii</sup> Source: National Records of Scotland, May 2011. <http://www.gro-scotland.gov.uk/files2/stats/council-area-data-sheets/highland-factsheet.pdf>
- <sup>xxiv</sup> 4:10,000 of the population
- <sup>xxv</sup> Mental Health (Care and Treatment) (Scotland) Act 2003, Highland Council and Highland NHS Board, Joint Implementation Plan
- <sup>xxvi</sup> <http://www.sclld.org.uk/sclld-projects/esay/esay-statistics-releases>
- <sup>xxvii</sup> Scottish Government [Poverty analysis 2007/08](#)
- <sup>xxviii</sup> [Scottish Social Attitudes Survey 2010: Attitudes to discrimination and positive action](#)
- <sup>xxix</sup> Scotland's Councillors 2003  
<http://www.cosla.gov.uk/attachments/publications/cllrsurvey2003.pdf>
- <sup>xxx</sup> The Highland Council