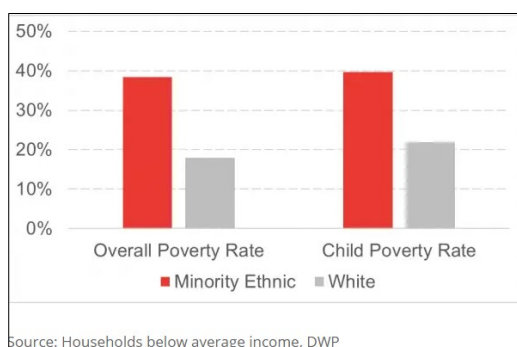


1 – Poverty and Ethnicity in Edinburgh - context

The social and economic disadvantages faced by those from ethnically diverse backgrounds are both longstanding and structurally ingrained.

Inequalities and poverty experienced by ethnically diverse communities were exacerbated by COVID-19. The adverse impact on physical, psychological, social and economic well-being were well documented.

In Scotland, 38% of ethnically diverse population and 40% ethnically diverse children live in poverty, double the average for white population:



<https://fraserofallander.org/economic-outcomes-for-minority-ethnic-groups-in-scotland/>

In fact, when relative and absolute poverty are delineated, ethnic minority families fair worse out of all priority family groups:

Percentage of children in poverty after housing costs 2016-2019

	Relative poverty	Absolute poverty	Low income + material deprivation
Disabled person in household	30%	27%	20%
3+ children in household	31%	28%	18%
Baby aged under 1 in household	32%	30%	13%
Minority ethnic household	44%	41%	23%
Lone parent household	39%	34%	27%
All children	24%	21%	12%

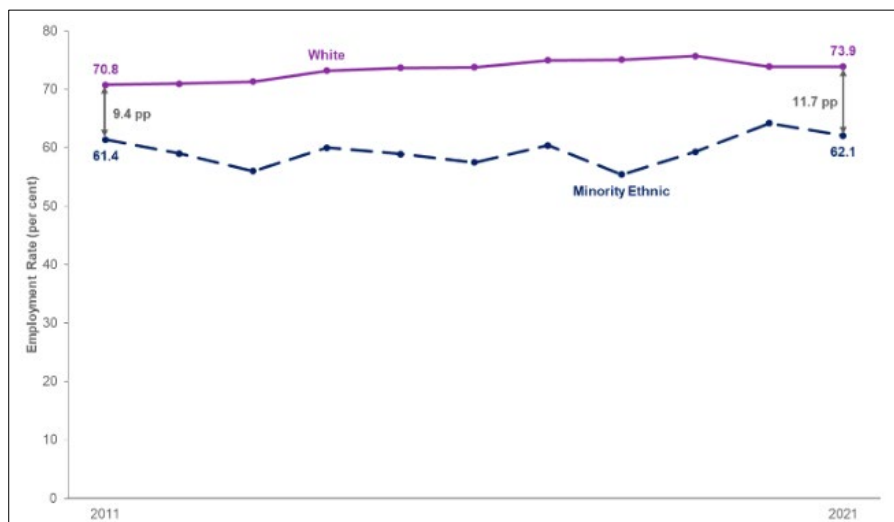
<https://www.gov.scot/publications/tackling-child-poverty-delivery-plan-second-year-progress-report-2019-20/documents/>

More recent analysis by the Scottish Government puts the figure of relative poverty as high as 42% but as it is based on surveys conducted on small samples the data is unreliable. Overall, data on the ethnic breakdown of smaller areas in Scotland is “incomplete” and “poor-quality” - an ongoing issue within ethnic reporting. [For example, in 2021 only 54% of UC claimants declared their ethnicity.](#)

It is difficult, therefore, to get a clear understanding of levels of poverty within ethnic minority groups and communities in smaller geographical areas, particularly as there is likely to be significant demographic variation since the last published census in 2011.

In terms of employment, we know that the ethnic employment rate gap is a determinant of poverty in ethnic minority households. As Scottish Government analysis shows the gap has been widening over the last decade.

Employment rate for minority ethnic and white groups aged 16 to 64, Scotland, 2011 to 2021



<https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2022/09/scotlands-labour-market-people-places-regions-protected-characteristics-statistics-annual-population-survey-2021>

In the context of Edinburgh, in 2020, Edinburgh’s local authority schools reported that 31% of students were from Black, Asian or Minority Ethnic groups. This is a significant increase from 2014 when it was 23% (CEC 2021). Should the employment rate gap for ethnically diverse population continue to be as stubbornly high as the current level, it will have a detrimental impact on the city's social and economic outputs and outcomes.

2. Engagement and Employment Outcomes by Ethnicity 2022-2023 – what can the data tell us?

Capital City Partnership have undertaken the following analysis of participation in council-funded employability programmes by people from ethnic minorities. We expect this to form a baseline so that impact of programmes designed for and by people from diverse ethnic backgrounds can be measured. We have used anonymised data from the Helix system, more detail on this system is available [here](#)

The reporting period is 1st April 2022-31st March 2023. All data presented in this 2023 report are clients on Helix from 1st April 2022- 31st March 2023 who:

- Had an Edinburgh address,
- Had started with a provider since 1st April 2022 or had started prior to that date but had an active engagement on the 31st March 2023.
- Had achieved and verified an outcome between 1st April 2022 and 31st March 2023.

Overall, there were 6,071 engagement records (Figure 1) and 3,239 (Figure 2) outcome records that fell within these parameters.

	Count	Percentage	2011 Census
White Scottish	2565	42%	70.20%
Other British	483	8%	11.70%
Irish	33	0.5%	1.80%
Other White	684	11%	7.90%
TOTAL WHITE	3765	61.50%	91.70%
Asian	511	8.5%	5.50%
African	329	5.5%	0.90%
Arab	98	2%	
Caribbean/Black	86	1.5%	0.20%
Mixed/Multiple	70	1%	0.80%
Other Non-White	145	2%	0.80%
TOTAL NON-	1239	20.50%	8.20%
Not Known	968	16%	
Prefer not to say	99	2%	
All	6071	100%	

(Figure 1-Breakdown of Service Users by Ethnicity-2023)

Employability and Ethnicity in Edinburgh – synopsis of data October 2023

Row Labels	All Clients		White		Non-White		Ethnicity Not Known/ Blank	
	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio
Achieved John Muir Award	4	1518	4	941	0		0	
Completed Vocational Training	19	319	17	221	1	1239	1	968
Employability Training	80	76	54	70	14	89	12	81
Ended Work Placement/ Experience	247	25	198	19	37	33	12	81
Gained ISCED Level 2	2	3036	1	3765	0		1	968
Gained ISCED Level 3	1	6071	1	3765	0		0	
In Work Progression	24	253	18	209	5	248	1	968
Job Start -FT	380	16	296	13	66	19	18	54
Job Start -MA	49	124	42	90	3	413	4	242
Job Start -PT	190	32	130	29	48	26	12	81
Job Start -Self-Employment	2	3036	2	1882	0		0	
Job Start -Unknown Hours	17	357	13	290	1	1239	3	323
Progressed Along Employability Pipeline	3	2024	2	1882	1	1239	0	
Progression: Education Full-Tim	160	38	114	33	15	83	31	31
Progression: Education Part-Time	109	56	63	60	44	28	2	484
Progression: Other	28	217	21	179	4	310	3	323
Progression: Vocational Training	628	10	566	7	56	22	6	161
Qualification Gained	817	7	652	6	111	11	54	18
Re-Engage with Education	23	264	16	235	1	1239	6	161
Retained Employment	29	209	25	151	3	413	1	968
Started Training Course	13	467	8	471	5	248	0	
Started Vocational Training	99	61	94	40	5	248	0	
Started Volunteering	128	47	88	43	21	59	19	51
Started Work Placement/Experience	187	32	137	27	32	39	18	54
Grand Total	3239	2	2562	1.5	473	3	204	5

(Figure 2-Verified Outcomes by Ethnicity 2023)

Analysis Methods

The analysis was undertaken in comparison with data reported by Capital City Partnership in 2021¹, which is served as a baseline for tracking changes in service accessibility and outcomes. There are three key points to note in terms of the analysis: 1) the data presented in 2021 report covers 18 months period for the duration of April 2019 to September 2020, whilst data in this report covers 12 months period for the duration of April 2022 to March 2023. The comparison in this report is therefore based on proportional method, in terms of percentage and ratio comparison, instead of actual numbers. 2) Data presented in 2021 report was collated from Caselink, whilst data in this report was collated from our new management information system, Helix. As outcomes data are categorised differently in some areas on these two systems, ratio comparisons for this report are only undertaken for key categories that are recorded in the same categories (see Figure 5). 3) Ratio is calculated to look at the probabilities to achieve certain outcomes by ethnicity, which allows to compare outcomes for certain given client groups. The higher the ratio number is, the less probability that outcomes are achieved within certain client groups. For instance, if ratio is 3, it means 1 out of 3 people have the probability to achieve certain outcomes. If ratio is 19, it means 1 out of 19 people have the probability to achieve certain outcomes.

Findings:

- 1) In this reporting period, 20.50% of service users are from non-white background, which is around 2.5 times higher than non-white population in Edinburgh². In comparison to the overall breakdown of service users by ethnicity³ in the 2021 report, the Figure below shows an increase of total non-white service users by 4%. This breakdowns into a 2.5% increase for both Asian and African service users, but a decrease of 1.5% for Caribbean/ Black and a decrease of 2% for other non-white service users.

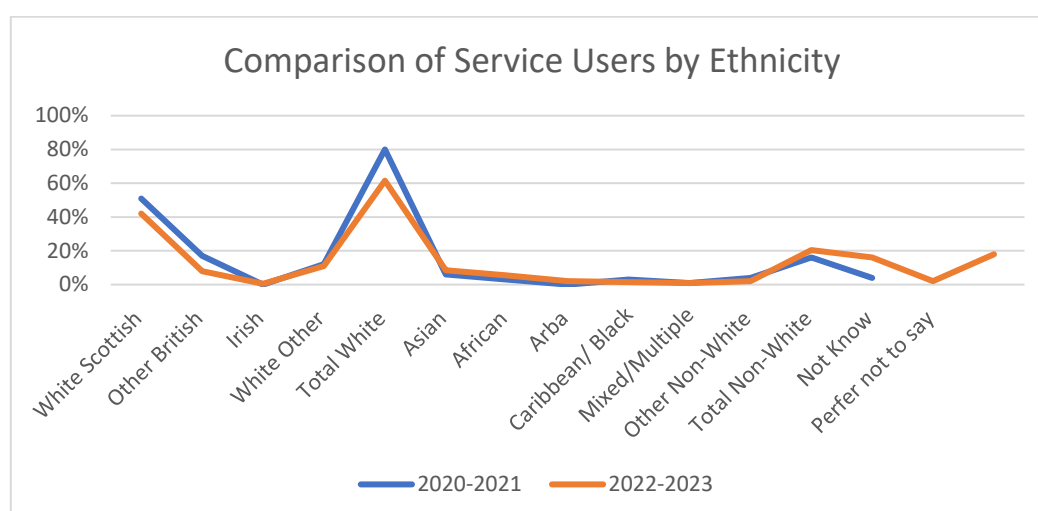


Figure 3 -Comparison of Service Users by Ethnicity

¹ Occasional Research Papers, Capital City Partnership 2021

² 2011 Census in Edinburgh. See Figure 1.

³ Appendix I

2) In this reporting period, 473 individuals from a non-white background have achieved intended outcomes⁴. This translates into 1 out of 3 non-white service users have secured positive outcomes. In comparison to ratio of verified outcomes by ethnicity⁵ in 2021 report, the figure below shows that there is no change for non-white service users. Ratio of outcomes for non-white population remains 3, whilst there is an improvement for white service user, 1.5 compared to ratio rate 2 in 2021. Whilst the ratio gap has increased from 1 to 1.5 between non-white service users and their white counterparts in this reporting period, this can be explained by the increased number of non-white service users during this reporting period. It often takes time to see the increased number of service access reflected in outcomes.

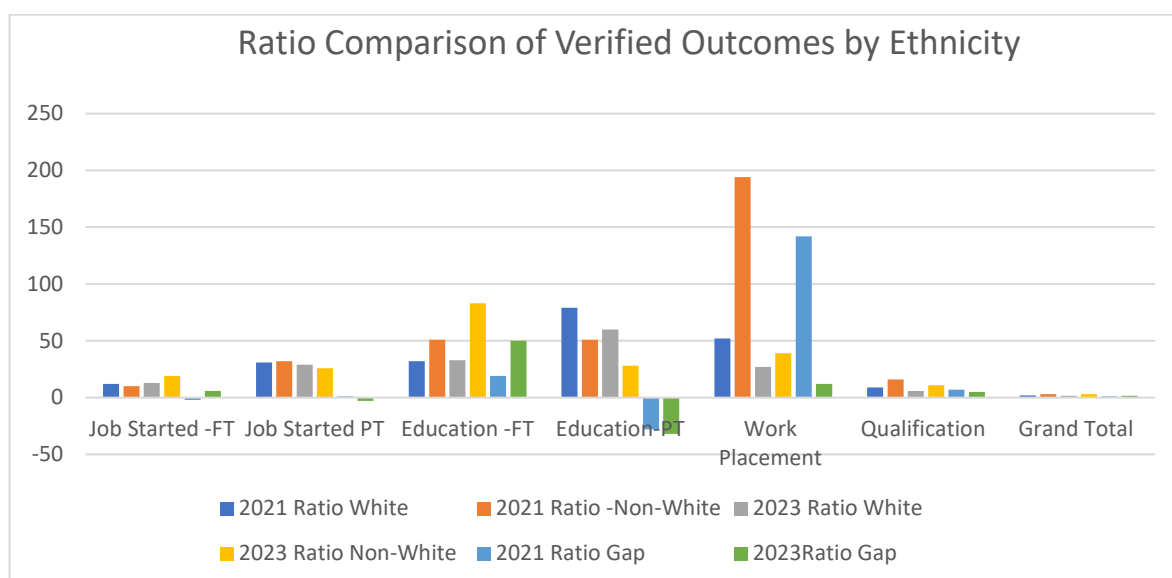


Figure 4-Ratio Comparison of Verified Outcomes by Ethnicity

3) Figure 5 below shows that ratio gaps in relation to verified outcomes is being narrowed in some areas between non-white service users and their white counterparts, particularly in areas of Job Started -Part time, Education-Part time, Qualification Gained. A significant ratio gap is being closed in the area of work placement.

⁴ Figure 2

⁵ Appendix II

Outcomes	2021 Ratio-White	2021 Ratio-Non-White	2023 Ratio-White	2023 Ratio Non-White	2021 Ratio Gap	2023 Ratio Gap
Job Started -FT	12	10	13	19	-2	6
Job Started -PT	31	32	29	26	1	-3
Education-FT	32	51	33	83	19	50
Education-PT	79	51	60	28	-28	-32
Work placement	52	194	27	39	142	12
Qualification Gained	9	16	6	11	7	5
Grand Total	2	3	1.5	3	1	1.5

Figure 5- Ratio Comparison of Verified Outcomes by Ethnicity

- 4) It should be noted that tracking job outcomes is a very complex area, which requires further data analysis to understand the intersectional cause why certain outcomes are achieved or not achieved by certain client group, for instance, age, gender, individual education/ work experience background. Ethnicity alone is not enough to understand the complexity. As every individual's background is different, the intended outcomes will be different for each individual. In addition, for an ethnically diverse population, the immigration status adds another layer to the complexity, as it means some individuals can access employability services but are unable to convert progress into employment.

- 5) Overall, it is promising to see an increased percentage of non-white service users during this reporting period, and the ratio gaps of verified outcomes between non-white service users and their white counter parts are being narrowed in many areas.

Additional data tables – Appendix 1 & 2

Appendix I Breakdown of All Service Users by Ethnicity -2021 Report, CCP

	Count	Percentage	2011 Census for Edinburgh
White Scottish	3187	51%	70.20%
Other British	1047	17%	11.70%
Irish	31	0%	1.80%
Other White	717	12%	7.90%
TOTAL WHITE	4982	80%	91.70%
Asian	344	6%	5.50%
African	163	3%	0.90%
Caribbean/Black	165	3%	0.20%
Mixed/Multiple	60	1%	0.80%
Other Non-White	239	4%	0.80%
TOTAL NON-	971	16%	8.20%
Not Known	265	4%	
All	6218	100%	

Appendix II Verified Outcomes by Ethnicity 2021

Row Labels	All Clients		White		Non White		Ethnicity Not Known/ Blank	
	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio
Employability Training	230	27	198	25	28	35	4	66
In Work Progression	84	74	66	75	18	54		
Job Entry Full Time	525	12	427	12	93	10	5	53
Job Entry Part Time	194	32	161	31	30	32	3	88
Activity Agreement	70	89	68	73	1	971	1	265
Education Full-Time	183	34	157	32	19	51	7	38
Education Part-Time	83	75	63	79	19	51	1	265
Other	61	102	46	108	11	88	4	66
Vocational Training	582	11	522	10	54	18	6	44
Volunteering	106	59	85	59	20	49	1	265
Work Placement	100	62	95	52	5	194		
Qualification	637	10	554	9	59	16	24	11
Re-Engage with Education	103	60	84	59	8	121	11	24
Retained Employment	109	57	95	52	14	69		
Self-Employed Outcome	13	478	12	415	1	971		
Supported Employment	1	6218	1	4982				
Grand Total	3081	2	2634	2	380	3	67	4