



THE COMMON GUILD

Annual Diversity Report 2020

	SCOTTISH CENSUS	GLASGOW CENSUS	BOARD		CONTRACTUAL & FREELANCE STAFF		FULL & PART-TIME STAFF ¹		ARTISTS, SPEAKERS, WRITERS	
	2011	2011	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20	2018-19	2019-20
Population size	5,295,403	593,245	8	7	8	14	6	3	13	14
ETHNICITY ²										
African, African Scottish, African British	0.6%	2.1%								
Arab, Arab Scottish, Arab British	0.2%	0.4%		14.3%						14.3%
Asian	2.7%	8.1%								
<i>Pakistani, Indian, Bangladeshi, Pakistani Scottish/British, Indian Scottish/British, Bangladeshi Scottish/British</i>	1.6%	5.3%								
<i>Chinese, Chinese Scottish, Chinese British & Other Asian</i>	1.0%	2.7%								
Caribbean, Caribbean Scottish, Caribbean British, Black, Black Scottish, Black British	0.1%	0.3%			12.5%					7.1%
Mixed or multiple ethnic groups ³	0.4%	0.5%	12.5%		37.5%	14.3%			7.7%	7.1%
<i>Hong Kong & Ireland</i>						7.1%				7.1%
<i>Mixed Black & White Caribbean</i>			12.5%		37.5%	7.1%			7.7%	
<i>Did not self-describe</i>										
Unspecified ethnic groups	0.1%	0.2%								
White Scottish, British, Irish, Gypsy/Traveller, Polish & White Other	96.0%	88.4%	75.0%	71.4%	50.0%	85.7%	100.0%	100.0%	84.6%	71.4%
Prefer not to say			12.5%	14.3%					7.7%	
GENDER IDENTITY										
Female	51.5%	51.8%	25.0%	28.6%	75.0%	71.4%	83.3%	100.0%	69.2%	35.7%
Male	48.5%	48.2%	50.0%	57.1%	12.5%	21.4%	16.7%		15.4%	57.1%
Non-binary			12.5%	14.3%	12.5%	7.1%			7.7%	7.1%
Prefer not to say			12.5%						7.7%	
Self-describe										
DISABILITY AND/OR LONG-TERM HEALTH CONDITION										
No	80.4%	77.3%	87.5%	85.7%	75.0%	64.3%	83.3%	100.0%	76.9%	50.0%
Prefer not to say									7.7%	35.7%
Yes	19.6%	22.7%	12.5%	14.3%	25.0%	35.7%	16.7%		15.4%	14.3%

Notes:

¹ 'Full & Part-Time Staff' - figures provided indicate the number of individuals. Staffing at March 2020 is 2.6 FTE.

² 'Ethnicity' - Categories are those used in Scottish Census and by Scottish Government bodies, including Creative Scotland.

³ 'Mixed or multiple ethnic groups' - descriptions provided by respondents are used