



Background:

Equality in Fife: Summary

Fife Centre for Equalities publishes every six months updated equality statistics to support organisations in their 'due regard' for advancing equality by fostering openness and transparency about known and enduring patterns of inequality. The points below are highlights of some equality issues we are noticing and bringing attention to. For more details, you can find the latest version of the full report online at:

[Fife Equality Statistics](https://centreforequalities.org.uk/fife-equality-statistics/)
<https://centreforequalities.org.uk/fife-equality-statistics/>

Disclaimer: We recognise that this report is limited in depth and we are also aware of several data gaps¹ in equality evidence. We [welcome and encourage](#) contributions to improve accuracy, raise awareness and understanding of issues not presented here. If you would like to tell us about your experiences of barriers to equality, tell us through our [Community Concerns Register](#).

¹ FCE (May 2018) Report - Equality Evidence: Identifying Data Gaps in Fife. (available on request)





AGE

Age is not defined by the Equality Act as a specific age group. It could be narrow or wide, or it could be relative, for example 'younger than me' can be a particular age or can be persons of a specific age (for example 40-year olds) or those belonging to a specific age group (for example 0-15 or 16-64-year-olds).

Across all age groups

- **Diminishing community cohesion**

There was an overall drop across all age groups in the proportion of people reporting to belong 'Very Strongly' to their community in Fife recorded by the Scottish Household Survey of 13%, from 34% in 2016 to 21% in 2017. Most people belong 'Fairly Strongly, mainly within the 40-59 age group (61%).

Source: [Scottish Household Survey \(2017\) LA Tables - Annual Report Table 4.13 \[01 Nov 2018\]](#)

FCE note: the Scottish Household Survey relies on a relatively small sample at local level, which makes it difficult to gauge the actual lived experience in across Fife's communities. In our experience of working with local protected characteristic groups, we recognise that several individuals report being more isolated and diminishing community involvement.

- **Lower crime overall, except for sexual crimes and discrimination in working age**

The rate of recorded crime in Fife tends to be lower than the national level across all types of crime, with the exception of Sexual Crimes, which is at a rate of 30 recorded per 10000 population (vs 23 nationally). There was also an increase in reported experiences of discrimination in the 16-39 age group from 9% in 2016 to 14% in 2017

Source: [Scottish Government \(25 September 2018\) Recorded Crime in Scotland 2017-18 Table 15](#)

FCE note: it is known that changes in records of crime and it does not always reflect lived experience. Spikes in recorded crime can originate in improved reporting mechanisms and we are also aware that hate crimes and incidents are not monitored systematically across services and areas. The rise of Sexual Crimes, and response in services is detailed in the national and local



Equally Safe strategy.

An additional 11% of Fife households managing less well financially

Fife households report to be managing less well than last year (54% now, compared to 65% in 2016), with the 65+ age group remaining the most better off (69% compared to 67% nationally) but this also dropped from 78% in 2016.

Source: [Scottish Household Survey \(2017\) LA Tables - Annual Report Table 6.2 \[01 Nov 2018\]](#)

FCE note: As those figures also come the Scottish Household Survey, they also rely on a relatively small sample at local level, which makes it difficult to gauge the actual financial health of Fife's communities.

Children and Young People

- **Child poverty gap at 30.9%**

The child poverty gap between the 10% most deprived and 10% least deprived areas in Fife is at -30.9%, dropping from 31.1% last year. This level is comparable to the national child poverty gap of -32.3%.

Source: [Improvement Service \(2018\) Community Planning Outcomes Profile \(May 2018\)](#)

- **Access to health and dental care**

Untreated dental decay is a persisting issue in Fife with 24% of P1 children with current decay in 2018, which is slightly above the national average. Data for P7 children is also consistent for this, with 32.72% of children inspected requiring to seek dental care in the near future due to history of tooth decay (i.e. receiving B letters from the NHS board). This compares with 2017 when across Scotland, 9.5% of P7 children had untreated decay, with the lowest being 1.6% in NHS Orkney to the highest being 14.4% in NHS Fife.

Source: [ISD National Dental Inspection Programme \(NDIP\) 2018](#)

- **Ongoing issue in employment of younger people**

Despite being the most highly educated generation in history, young people still systemically struggle in the labour market. This is a consistent pattern in Fife and at the national level². The claimant count is high locally across all age groups, but this is higher for those aged 18-21 (5.8%) and also in to the 18-24 age group (5.5%).

Source: [Nomis: Labour Market Profile – Fife](#)

- **Increase in Fifers of the 16-39 age group reporting experiencing discrimination**

There was an increase in reported experiences of discrimination in the 16-39

² Scottish government (2017) The Life Chances of Young People in Scotland



age group from 9% in 2016 to 14% in 2017.

Source: [Scottish Household Survey \(2017\) LA Tables - Annual Report Table 4.13 \[01 Nov 2018\]](#)

Working Age

- **Increase in Fifers of the 16-39 age group reporting experiencing discrimination**

There was an increase in reported experiences of discrimination in the 16-39 age group from 9% in 2016 to 14% in 2017. Across other age groups this has adjusted to meet the lower national average, e.g. 40-59 age group reported in 2016 a lower experience of discrimination and harassment than Scotland on average (2% vs 7%) and by 2017 this was identical at 6%.

Source: [Scottish Household Survey \(2017\) LA Tables - Annual Report Table 4.13 \[01 Nov 2018\]](#)

- **Wages increasing slowly for full-time workers**

By end 2018, people of working age who live in Fife were paid on average £543.40 per week for full time workers, less than Scotland's average of £562.70 per week. A higher proportion in Fife of 18-24-year-olds are claiming benefits (5.5% vs 3.8% at Scotland level) and also 5.5% of 18-21 year-olds, increasing from May 2018.

Source: [Nomis: Labour Market Profile – Fife \(November 2018\)](#)

- **Financial insecurity during working age**

The 16-39 bracket was more likely to 'get by' (46%) or not manage well (10%), compared to households of older (65+) people, of which 69% managed well financially.

Source: [Scottish Household Survey \(2017\) LA Tables \(12 December 2018\) Table 6.2](#)

- **Diminishing community cohesion**

There was an overall drop across all age groups in the proportion of people reporting to belong 'Very Strongly' to their community in Fife recorded by the Scottish Household Survey of 13%, from 34% in 2016 to 21% in 2017. Most people report to belong 'Fairly Strongly, mainly within the 40-59 age group (61%).

Source: [Scottish Household Survey \(2017\) LA Tables - Annual Report Table 4.17 \[01 Nov 2018\]](#)

Older People

- **Health Inequality in older age by SIMD**

There is also a marked difference in the number of emergency admissions of

*Working with Partners and Communities to make Fife a fair,
equal and inclusive place to live, work and study.*



65+ year olds, with 10,745 fewer admissions in 2015 in the 10% least deprived households in Fife compared to the most deprived.

Source: [Improvement Service \(2018\) Community Planning Outcomes Profile](#)

- **Services responding to older people's needs despite cuts**

People that are 65+ on average tend to report local services positively and that the local authority provides services designed for needs and does its best with money available; with lower scores for people in the 16-39 and 40-64 age groups.

Source: [Scottish Household Survey \(2017\) LA Tables - Annual Report Table 9.3 \[01 Nov 2018\]](#)

- **Diminishing financial security for older people**

In 2017, 69% of households in Fife for which the age highest income householder was 65+ managed well financially, which is higher than the national average (67%) but is a considerable drop from 78% in 2016. Gender effects are present in this distribution with 60% of males managing well vs 46% of females.

Source: [Scottish Household Survey \(2017\) LA Tables \(12 December 2018\) Table 6.2](#)

- **More care hours but fewer recipients**

Home care clients receive on average more hours of care in Fife, at 17.1 compared to 11.7 in Scotland. However, the proportion of people aged 65+ receiving care is lower at 12.3 per 1000 in Fife compared 16.9 nationally.

Source: [Social Care Survey 2017 \(19 Dec 2017\)](#)





The Equality Act defines **disability** as a physical or a mental condition which has a long-term impact on your ability to do normal day to day activities. It is known that **Disability** tends to increase with age, however disability is more common than thought as it is not always visible. Approximately 1 in 5 Fifers across all ages have their day-to-day activities limited, and after the age of 50, this becomes 1 in 4 people (26%). For those over 85, this becomes 4 out of 5 people. About 1 in 3 Fifers have one or more long-term conditions which may or may not be recognised as a disability.

Also, we do not have at this time the detailed breakdown of attainment or destinations of disabled young people in Fife's schools. It is however well-known that there is a gap reaching positive destinations after secondary school, with 87.2% of disabled young people across Scotland in 2015-2016, compared to 93.1% of all school leavers. This gap improved by 3% over the previous year cycle.

- **Participation of young disabled people improving but with a gap of 8.8%**
The average participation of young people aged 16-19 identified as disabled has improved and is at 81.3%, still lower than the mainstream average of 90.1%.

Source: [SDS \(28 August 2018\) Annual Participation Measure – Interactive Tables](#) [[SDS Annual Participation Measure](#)]

- **More disabled people moving onto work**
Fife has a slightly higher employment rate for people with a disability than Scotland as a whole (42.1% vs 41.9%). In 2017 17,200 disabled people were employed in Fife, equivalent to an **additional 7,000** employees and representing a rate rise of +11.9% from 2016³. There has also been recorded a marked drop in economic inactivity of people aged 16-64 with a disability in the same time period, of -13.9% and giving a figure of 41.6%. This is also significantly lower than the national average of 49.2%.

Source: [Local Authority web tables from the Regional Employment Patterns in](#)

³ Please note that introduction of Universal Credit has a major impact on these figures as more claimants are required to look for work than under Jobseeker's Allowance. The number of people recorded as being on the Claimant Count therefore would rise.



[Scotland: Statistics from the Annual Population Survey \(22 May 2018\) 1.5 & 3.5](#)

- **Increase in people with learning disability in employment, but fewer young people**

Up to 1060 people with learning disability were not in employment between 2017- 2018 in Fife, compared to 1070 in 2016-2017. Employment opportunities for people with learning disability was higher in Fife in 2016-2017, being at 7.6% compared to 4.2% nationally. There are some noticeable patterns across age groups such as the increase employment rate of Equality Act disabled people in the 35-49 (+5.6%) and 50-64 (+3.6%) age groups, and a more marked drop (-6.9%) the 25-34 age group.

Source: [Scotlands Labour Market Tables and Charts - December 2018](#)

- **Higher proportion of people with learning disability in Fife with Personal Living Plans**

In Fife in the past year (2018), 89.1% of adults with Learning Disability had a Personal Living Plan, well above the national average of 64.7%.

Source: [Scottish Commission for Learning Disability \(18 December 2018\) B7](#)

- **High proportion of people with autism spectrum disorder in Fife diagnosed with Asperger's Syndrome**

For people diagnosed with Autism Spectrum Disorder in Fife, 26.02% are diagnosed with Asperger's Syndrome (vs 14.35% national average).

Source: [Scottish Commission for Learning Disability \(18 December 2018\)](#)

- **Over twice the use of advocacy services in Fife for adults with learning disabilities**

Advocacy is used by 13.1% of adults with learning disability in Fife, which is noticeably higher than the national average of 5.4%.

Source: [Scottish Commission for Learning Disability \(18 December 2018\) B8](#)

- **Higher usage of day centres and lower usage of local area coordination for adults with learning disabilities**

Adults with a learning disability in Fife also have a slightly higher attendance rate at day centres for this group at 24.2% (vs 17.3% nationally). In parallel, there was an increase (from 1.7% in 2016) level of use of Local Area Coordination to 2%, compared to 17.7% across Scotland.

Fife also performs over twice as well as the national average (76.5% vs 29.5%) in finding alternative opportunities and further education places (10.0% vs 4.4%) for adults with learning difficulties.

Source: [Pupil census 2017 \(29 Mar 2018\) 6.13, 7.9 & 8.10](#)

- **Disability hate crime reporting remains constant**

*Working with Partners and Communities to make Fife a fair,
equal and inclusive place to live, work and study.*



In Fife, partial data shows that there were 18 charges reported for disability aggravated crime (7 in Dunfermline, 11 in Kirkcaldy) in 2017-2018, a slight increase from the previous year (14). Across Scotland this has increased overall, from 40 in 2010 to 284 in 2017, nearly an additional 100 charges from the previous year. The number of people convicted with disability aggravations decreased in the previous year 2016-2017 by 21%.

Source: [Charges reported, 2010-11 to 2017-18, by Procurator Fiscal Office Table 5](#)





GENDER REASSIGNMENT

A person has the protected characteristic of **Gender Reassignment** if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. The terms 'gender reassignment' and 'transsexual' are used in the Equality Act 2010, however following the Women and Equalities Committee 2016, the preferred term is trans.

This is an umbrella term for people whose gender identity and/or gender expression differs from their birth sex, including transsexual people, transvestite / cross-dressing people (those who wear clothing traditionally associated with the other gender either occasionally or more regularly), androgyne / polygender people (those who have non-binary gender identities and do not identify as male or female), and others who define as gender variant.

- **Underreporting of hate crime and incidents**

In Fife, transgender aggravated crime has remained low other the past 10 years, while across Scotland it has increased overall. Only 2 charges were reported in 2017-2018 in Kirkcaldy, while 49 were reported nationally.

Source: [Charges reported, 2010-11 to 2017-18, by Procurator Fiscal Office Table 5](#)

- **There is a larger number of gender variant people than the numbers reported by gender reassignment statistics**

There is no clear data on how many trans people live, work or study in Fife, we know that approximately 1 in 100 people may be experiencing some degree of gender variance and that around 1 in 500 may undergo transition. With Fife's population, this means that between 740 and 3710 people may be gender variant with in-between 150 and 740 who may consider transition. In any year, between 20 and 90 people might approach their doctor to discuss transition and that between 2 to 11 people may commence the process. It is important to note these are rough estimates.

Source: [GIRES 2011-2014](#)





MARRIAGE AND CIVIL PARTNERSHIPS

The Equality Act defines the protected characteristic of **Marriage & Civil partnership** as applying to people who are legally married or who are in a civil partnership. This does not cover single people, divorcees, fiancés, cohabitees, and so on⁴.

Marriage is legally recognised between partners of different sex (e.g. a man and a woman) or of the same sex. Civil partnership is between partners of the same sex. In Scotland, the Scottish Parliament has legislated to allow same-sex marriages (see Marriage and Civil Partnership (Scotland) Act 2014).

Marriage and civil partnership discrimination applies to workplace discrimination. If you are treated unfairly outside the workplace because you're married or in a civil partnership, it is not categorised as unlawful discrimination under the Equality Act. Marriages have been decreasing in Scotland (almost by a third over the past 40 years). Following the 2014 Marriage and Civil Partnership Act, the uptake of civil partnerships has levelled at around 70 per year in Scotland.

- **Most people and households in Fife are married / in civil partnerships**
The majority of people in Fife are married or in a civil partnership (49%) and married or civil-partnership households make up 34.2% of households in Fife.
- **Opposite sex and same-sex marriages are increasing, civil partnerships remain low**
In 2017, 1,568 opposite sex marriages, 47 same sex marriages and 1 Male Civil Partnership took place in Fife.

[Source: NRS: Marriages and Civil Partnerships Scotland and Fife, 2017](#)

⁴ EHRC (March 2017) Equality Act 2010 – Handbook for Advisors [Scotland] p8





PREGNANCY AND MATERNITY

Pregnancy is the condition of being pregnant. **Maternity** refers to the period after the birth and is linked to maternity leave in the employment context. The protected period covers in non-work cases the whole of a woman's pregnancy as well as 26 weeks following the birth (or stillbirth after more than 24 weeks of pregnancy).

In work cases, the protected period commences when a woman becomes pregnant and ends either two weeks after the end of the pregnancy or, if entitled to ordinary and additional maternity leave, at the end of that period or when she returns to work if that is earlier⁵. Maternity discrimination includes treating a woman unfavourably because she is breastfeeding.

- **More male new-borns than female new-borns**

There were 3465 live births reported in Fife in 2017 of which 1788 were male and 1677 female.

- **Birth rate continues to fall**

Fife has a slightly higher birth-rate than Scotland as a whole (10.2 vs 10.1 per 1000). Fife had a rate of teenage pregnancy of 36.5, which was still higher than the national average (32.4) and a marked reduction over a period of 10 years from a high figure of 66.9 in 2007.

Source: [NRS \(June 2018\) Births by Council Area in Scotland](#)

⁵ EHRC (March 2017) Equality Act 2010 – Handbook for Advisors [Scotland] p8





RACE

Race is a group of people defined by their race, colour, nationality (including citizenship) or ethnic or national origins refers⁶. Data used in monitoring tends to be based on Office of National Statistics questions for ethnicity and therefore is often referred to as ‘Ethnicity’.

There are many aspects to race, including ethnic and racial groups – an individual can belong to one or many racial groups, such as British Asians and/or British Sikhs, or British Irish and/or Romany Gypsies / Irish Traveller.

The Scottish Government’s Race Equality Framework for Scotland⁷ recognises that people from minority ethnic communities tends to face poorer outcomes than average across generations, this includes lower employment rates, higher risk of poverty, under-representation in public life and day-to-day experiences of racism that may also involve hate crime or incident.

- **Low proportion of non-British Fifers**

Estimates from 2018 indicate that around 11000 Fifers are non-British (3% of the population), of which around 7000 are from the EU (1.9%) and 4000 are non-EU nationals (1.1%). This is consistently less than half the Scottish averages of 6.7% being non-British, of which 4.2% are EU nationals and 2.5% non-EU.

Source: [NRS \(29 November 2018\) Population by Country of Birth and Nationality, Scotland, 2017 3b](#)

- **Asian ethnicity the most common non-white ethnic group in Fife**

81.9% of Fife’s population ethnicity being ‘White Scottish’ (compared to 78.1% nationally) and consistently lower proportions for other groups. Of note is the Asian ethnicity increased to 2.5% nationally and 1.9% in Fife, becoming the most common (non-white) minority ethnic group. Only 2.9% of Fifers use a language other than English at home.

Source: [Scotland’s Census 2011 - Ethnic group : Table KS201SC](#)

- **Continued high levels of educational participation for minority ethnic**

⁶ EHRC (March 2017) Equality Act 2010 – Handbook for Advisors [Scotland] p8

⁷ Scottish Government (2016) Race Equality Framework for Scotland 2016-2030



young people

The average participation of 16-19 year olds in Fife in 2018 was 90.1%, and tends to be higher for young people of Mixed or multiple, Asian, African, Caribbean or Black ethnicity at 94.2% and lower for White ethnicity.

Source: [SDS \(28 August 2018\) Annual Participation Measure – Interactive Tables](#) [[SDS Annual Participation Measure](#)]

- **Low levels MA starts for minority ethnic young people**

Modern Apprenticeships starts in the previous year in Fife who self-identified as being from a Mixed or Multiple; Asian; African; Caribbean or Black; and Other ethnic group is 0.6%

Source: [SDS \(28 August 2018\) Annual Participation Measure – Interactive Tables](#) [[SDS Annual Participation Measure](#)]

- **Falling employment of ethnic minority groups**

Employment rate statistics for ethnic minorities in the Mid Scotland and Fife region show a fall of -13% in the period 2015 to 2016 which was the highest change across Scotland. This is then followed by a fall of -3.1% in 2016-2017 to 53.1%.

Source: [Statistics from the Annual Population Survey 2017](#) [22 May 2018]

- **Increase in racially related hate crime and incidents**

In Fife, partial data shows that there were 202 charges reported for racially aggravated crime (83 in Dunfermline, 119 in Kirkcaldy) in 2017-2018, increasing from the previous year (190). Across Scotland this has decreased from the highest in 2011 (4547) to 3,249 in 2017.

Source: [Charges reported, 2010-11 to 2017-18, by Procurator Fiscal Office Table 5](#)

- **Over 1/3rd of refugees in Fife are children**

In May 2018, there were 97 refugees in total in Fife, 37 of which were children and 6 were born in Scotland.

Source: [Charges reported, 2010-11 to 2017-18, by Procurator Fiscal Office Table 5](#)





RELIGION AND BELIEF

Religion has the meaning usually given to it and includes lack of religion, and **Belief** includes religious and philosophical beliefs (such as humanism) and includes lack of belief⁸.

Generally, a belief should affect one's life choices or the way that one lives for it to be included in the definition. The Equality Act also points out that a belief must also be worthy of respect in a democratic society and not affect other people's fundamental rights.

- **Diversity of religious communities**

Religions in Fife include Christianity (Church of Scotland, Roman Catholic, other Christian), Islam, Buddhism, Hinduism, Sikhism, Baha'i and Judaism.

- **Increasing secularity**

The 2011 census showed that, as across Scotland and the UK, Fife has seen a decrease in the proportion of people who said that they belonged to a Christian denomination in the last ten years – from 56% in 2001 to 45.3% in 2011. People in Fife who said that they had “No Religion” increased from 35.4% in 2001 to 46.3% in 2011. Those who stated that they had “No religion”, were most common for all age groups up to 50-54, with the highest concentrations in the 0-9 and 25-34 age groups.

Source: Census 2011

- **Recurring religious Hate crimes and incidents**

In Scotland, the number of people convicted with religious aggravations increased in 2016-2017 by 12%. In Fife, partial data shows that there were 29 charges reported for religiously aggravated crime (18 in Dunfermline, 11 in Kirkcaldy) in 2017-2018, a marked increase on the previous year (18). Across Scotland this has decreased from a high in 2011 (896) to 642 in 2017. The number of people convicted with religious aggravations increased in 2016-2017 by 12%.

Source: [Charges reported, 2010-11 to 2017-18, by Procurator Fiscal Office Table 5](#)

⁸ EHRC (March 2017) Equality Act 2010 – Handbook for Advisors [Scotland] p8





SEX (GENDER)

This characteristic in terms of the Equality Act refers to a man or a woman⁹. In survey data, this characteristic is often self-defined and allows transgender people to self-identify according to their gender and not their biological sex.

In several surveys, this biological characteristic however is still referred to as 'Gender'. Gender and sex do not mean the same thing. The Scottish Government distinguishes this as:

- **Sex** refers to the biological characteristics, which distinguish people as male or female. These relate to the reproductive system.
- **Gender** refers to the quality of being male or female. It is about what we expect of women and men. This is not biology, although some gender differences stem from biological differences. To put it simply, men and women are made (by the society they live in), not born¹⁰.

Also, please note that in several sections below, the data referred to is extracted from existing surveys that have not yet incorporated the categories of Intersex and Non-Binary.

- **Gender and life expectancy differences**
51.5% of Fifers are female and 48.5% are male. The median age of females is 42 and that of males is 41. In Fife, life expectancy at birth was higher for females (81.2 years) than for males (77.6 years) in 2014-16. In Fife, life expectancy at birth is higher than at Scotland level for both females and males.

Source: [NRS \(June 2018\) Fife Profile](#)

- **Older women living up to 2 years longer than men in poor health**
Men in Fife are expected to live an average of 13.6 years in a 'not healthy' condition, similar to Scotland's average of 13.5 years and women in Fife are expected to live an average of 15.7 years in a 'not healthy' condition, similar to Scotland's average of 15.6 years.

Source: [NRS \(June 2018\) Fife Profile](#)

⁹ [EHRC \(March 2017\) Equality Act 2010 - Handbook for Advisors \[Scotland\] p9](#)

¹⁰ [Scottish Government \(2010\) What does gender have to do with violence against women?](#)



- **Higher participation of younger females and unemployment of younger males**

Across young people aged 16-19 in Scotland, females are more likely to be participating compared to males (92.5% vs 91.2% for males), despite a higher count of males in this age bracket. A similar pattern can be seen in Fife, with females participating more than males and this has been consistent over the past two years. In November 2018, there was a higher proportion of male claimants in Fife (4.7%) than females (2.0%). To note is that under Universal Credit there is a broader span of claimants are required to look for work than under Jobseeker's Allowance. As Universal Credit Full Service was rolled out in Fife, the number of people recorded as being on the Claimant Count also rose.

Source: [SDS \(28 August 2018\) Annual Participation Measure – Supplementary Tables](#)

- **Persistent Gender Paygaps**

People of working age in Fife are paid on average £482.4 per week, which is somewhat less than Scotland's average of £530.0 per week, however gross weekly pay has increased by 4.9% compared to 2.6% nationally in the past year. The highest increase was for female part-time employees, with a change of +9.7%. Figures for part-time male employees were too low to be measured reliably. Those figures indicate a gender paygap between male and female workers at national level to be £198.1 weekly (£10301.20 per year before tax) and in Fife of £156.60 weekly (£8143.2 per year before tax), when comparing all types of employment. For full-time employment, the paygap in Fife is £77.6 per week (£4035.20) per year, and £115.5 nationally (£6006 per year). For part-time employment, there is a pay advantage (i.e. women earn on average more than men) of £36.5 weekly (£1898 per year).

Source: [ONS \(25 October 2018\) - Earnings and hours worked, place of work by local authority: ASHE Table 7](#)

- **Consistent levels of gender-based violence and sexual crimes**

In Fife in 2017/2018 there were 4418 domestic abuse incidents recorded by the police, with 411 high risk cases were discussed at MARAC. This compares to 2016/2017 in Fife, 4,425 domestic abuse incidents were reported to the Police. Out of 302 case discussions at MARAC for the highest risk domestic abuse cases, 301 involved female victims, 3 same sex partners / ex-partners (2 female and 1 male). 571 involved children, with 66 child protection concerns noted (including 17 unborn babies).

Source: [MARAC Fife Annual Report 2016/2017](#)





SEXUAL ORIENTATION

The Equality Act defines sexual orientation as including how you choose to express your sexual orientation, such as through your appearance or the cultural and social activities you choose, such as places you visit. Protection from discrimination relates to feelings as well as actions and manifestations (e.g. appearance, dress, social life etc)¹¹. Sexual orientation described as being towards people of the same sex, the opposite sex or of either sex.

Data used in monitoring this usually based on allowing respondents to self-define as belonging to one of the following categories: Heterosexual or straight; Gay or Lesbian; Bisexual or Other.

- **Public surveys still report low proportions of people reporting as LGB & other**

The SSCQ 2018 estimate reports 1.8% people identifying as LGB & other and 95.36% identifying reporting as Heterosexual nationally. In Fife, this was 1.6% (a +0.3% increase, giving an approximate figure of number of 4900) and 96.2% as heterosexual.

Source: [Scottish Surveys Core Questions 2016 \(9 Apr 2018\) 4.4](#)

- **More likely estimates indicate 5%~7% of the population**

More recent estimates from the NRS population and the Stonewall and Scottish Government LGBT estimates, gives an approximate LGBT population in Fife as being between 18570 and 26000 people.

Source: [ONS \(2006\) Sexual Orientation and the 2011 Census](#)

- **Sexual orientation aggravated crime is the second most common type of hate crime.** The number of charges reported increased by 3% in 2017-18 to 1,112.

Source: [COPFS \(2017\) Hate Crime in Scotland 2017-2018](#)

¹¹ EHRC (March 2017) Equality Act 2010 – Handbook for Advisors [Scotland] p9



If you have any concerns or difficulties in accessing to Universal Credit and think this may be due to a protected characteristic, do not hesitate to contact us.

Contact us:

Fife Centre for Equalities

New Volunteer House, 16 East Fergus Place, Kirkcaldy, KY1 1XT

Telephone: 01592 645 310

Email: info@centreforequalities.org.uk

Opening Hours:

Monday-Friday, 09:00 – 17:00

Tell us about your community concern online at:

<https://centreforequalities.org.uk/support-and-advice/community-concerns/>



[Attribution-NonCommercial 4.0 International \(CC BY-NC 4.0\)](https://creativecommons.org/licenses/by-nc/4.0/)

The license is also available in the following languages:

Bahasa Indonesia , Deutsch , français , hrvatski , italiano, Nederlands, norsk , polski,
suomeksi, svenska, te reo Māori, Türkçe, українська, العربية, 日本語.



www.centreforequalities.org.uk

Fife Centre for Equalities is a Company Limited by Guarantee, registered in Scotland No. 536028 and registered Scottish Charity No. SC046683.

*Working with Partners and Communities to make Fife a fair,
equal and inclusive place to live, work and study.*

