



THE COMMON GUILD Annual Diversity Report 2023

	SCOTTISH CENSUS ¹	GLASGOW CENSUS ¹	BOARD			CONTRACTUAL & FREELANCE STAFF			FULL & PART-TIME STAFF ¹			ARTISTS, SPEAKERS, WRITERS		
	2011	2011	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23	2020-21	2021-22	2022-23
Population size	5,295,403	593,245	7	7	7	4	12	11	4	4	4	15	17	12
ETHNICITY ²														
African, African Scottish, African British	0.6%	2.1%						9.1%						16.7%
Arab, Arab Scottish, Arab British	0.2%	0.4%	14.3%	14.3%	14.3%						25.0%	6.7%	11.8%	16.7%
Asian	2.7%	8.1%					8.3%					13.3%		8.3%
Pakistani, Indian, Bangladeshi, Pakistani Scottish/British, Indian Scottish/British, Bangladeshi Scottish/British	1.6%	5.3%												8.3%
Chinese, Chinese Scottish, Chinese British & Other Asian	1.0%	2.7%					8.3%					13.3%		
Caribbean, Caribbean Scottish, Caribbean British, Black, Black Scottish, Black British	0.1%	0.3%										13.3%	5.9%	
Mixed or multiple ethnic groups ³	0.4%	0.5%					8.3%		25.0%	25.0%		6.7%	17.6%	
Unspecified ethnic groups	0.1%	0.2%												
White Scottish, British, Irish, Gypsy/Traveller, Polish & White Other	96.0%	88.4%	85.7%	85.7%	85.7%	100.0%	83.3%	90.9%	75.0%	75.0%	75.0%	60.0%	64.7%	50.0%
Prefer not to say														8.3%
GENDER IDENTITY														
Female	51.5%	51.8%	42.9%	42.9%	42.9%	50.0%	58.3%	45.5%	75.0%	100.0%	100.0%	40.0%	47.1%	58.3%
Male	48.5%	48.2%	42.9%	42.9%	42.9%	50.0%	16.7%	27.3%	25.0%			46.7%	35.3%	16.7%
Non-binary			14.3%	14.3%	14.3%		8.3%	18.2%				6.7%	11.8%	
Prefer not to say							8.3%							25.0%
Self-describe		2011 Census offered options Male or Female					8.3%	9.1%				6.7%	5.9%	
DISABILITY AND/OR LONG-TERM HEALTH CONDITION														
No	80.4%	77.3%	85.7%	85.7%	85.7%	50.0%	66.7%	63.6%	75.0%	50.0%	50.0%	80.0%	58.8%	41.7%
Prefer not to say							16.7%	9.1%		25.0%	25.0%		17.6%	16.7%
Yes	19.6%	22.7%	14.3%	14.3%	14.3%	50.0%	16.7%	27.3%	25.0%	25.0%	25.0%	20.0%	23.5%	41.7%

Notes:

1 'Full & Part-Time Staff' - figures provided indicate the number of individuals. Staffing at March 2023 is 2.9FTE (2022: 3.0 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.

Berber/Welsh
Hong Kong & Ireland
Nigerian/Scottish/Irish
Scottish/North African
White Greek, Middle Eastern and Eastern European
Did not self-describe

													5.9%	
									25.0%					
													5.9%	
							8.3%							
												6.7%		
										25.0%			5.9%	

4 Scottish Census statistics are the most recent available data. The results of the 2022 Census will be published in 2024.