



EQUALITY IN FIFE

Interim Report - Fife Centre for Equalities

FEBRUARY 2023

Overview

About this report

This document is designed to assist organisations of any sector in their commitment to promoting equality of opportunity and fulfilling their responsibilities under the Equality Act (2010) and Fairer Scotland Duty, Part 1 of the Equality Act 2010. This is an **interim** report, with updated statistics based on more recent sources of information than the Census 2011, which remains the best source of data for protected characteristics.



- [National Records of Scotland – Fife Council Area Profile](#)
- [Office for National Statistics – Fife Labour Market Profile](#)
- [Education and Children’s Services Sub-Committee - Directorate Improvement Plan – Priorities 2021-23](#)
- [Scottish Government - Pupil census 2021 supplementary statistics](#)
- [Children's Social Work Statistics Scotland 2020-21 Additional Tables](#)
- [National Records of Scotland - Mid-Year Population Estimates time series data](#)
- [The Scottish household survey 2019](#)
- [Crown Office and Procurator Fiscal Service – Hate Crime in Scotland 2021-2022](#)
- [Public Health Scotland – Births in Scotland – Year ending 31 March 2022](#)
- [Public Health Scotland – Teenage Pregnancies -Year of Conception ending 31 December 2020](#)
- [National Records of Scotland - Population by Country of Birth and Nationality, Scotland, July 2020 to June 2021](#)
- [KnowFife: Scottish Index of Multiple Deprivation 2020](#)
- [Fife Child Poverty Action Report 2021/22](#)

Public, private or voluntary organisations receiving public funding and/or carrying out public functions¹ are further subject to the general equality duty and must have **due regard** to the need to:

- **Eliminate unlawful discrimination**, harassment and victimisation and other conduct prohibited by the Act.
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
- **Foster good relations** between people who share a protected characteristic and those who do not.

‘Due regard’ involves a range of actions such as:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

¹ Where a private or voluntary organisation provides a ‘public function’ it is then subject to the general equality duty. Public function are carried out on behalf of the State are not similar in kind to services that could be performed by private people or by private or voluntary organisations. Examples include when a private company manages a prison or when a voluntary organisation takes on responsibilities for child protection. Further duties towards equality exist for certain public bodies (see [Appendix 3](#)).

- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The [protected characteristics](#) or 'equality groups'² that are referred to are:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race**
- **Religion and belief**
- **Sex**
- **Sexual orientation.**

The Fairer Scotland Duty, Part 1 of the Equality Act 2010 came into force in Scotland, April 2018. This places a legal responsibility on particular public bodies in Scotland to actively consider ('pay due regard' to) how they can **reduce inequalities of outcome** caused by **socio-economic disadvantage**, when making strategic decisions.

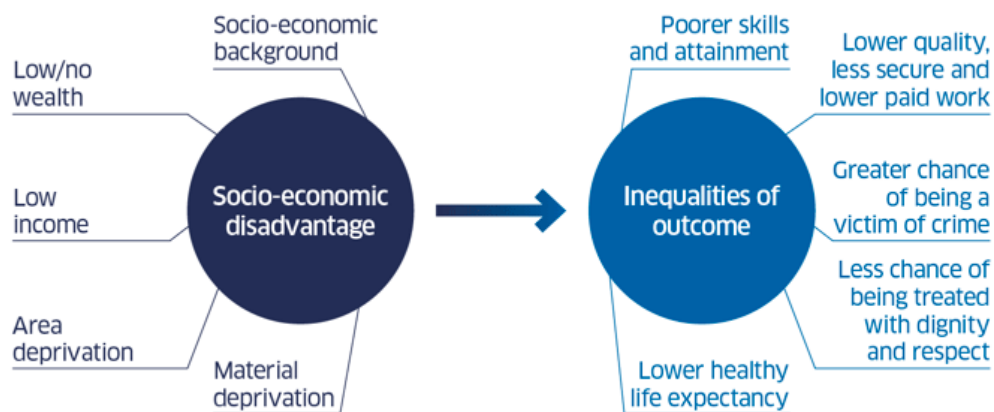


Figure 1 Socio-economic disadvantage and inequalities of outcome

Source: [Scottish Government \(27 Mar 2018\) - Fairer Scotland Duty: interim guidance](#)

The Fairer Scotland Duty does not cover decisions made before 1 April 2018 and does not override other considerations such as equality or best value. However, the new Duty gives an opportunity to do things differently and to put **tackling inequality genuinely at the heart of key decision-making**, with the **key requirement in each case** for public bodies:

- to actively consider how they could reduce inequalities of outcome in any major strategic decision they make; and
- to publish a written assessment, showing how they've done this.

² An equality group is a group of individuals who share the same protected characteristics.

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1. Age and Population



The population of Fife on 30/06/2021 was 374,730 - an increase of 0.2% from the previous year. The population of Fife is expected to decrease over the coming years with projected population of 371,430 in 2028.ⁱ

The migration in Fife for 2020-2021 was +1,760 people with 13,320 people coming in Fife and 11,560 leaving Fife.ⁱ

For the period July 2021- June 2022 68.7% of the population in Fife was in employment. The Scottish average had increased with 1.5% (to 74.4%) and the British average had increased with 0.9% (to 75.5%) compared to the previous year. Unfortunately, Fife's population in employment has decreased by 1.5% than its previous level, making the gap between national and local employment levels even larger than before.ⁱⁱ

From all economically inactive individuals in Fife in 2021-2022 19.2% expressed they would like to have a job. While this is close to the Scottish (19.3%) and higher than the British (18.5%) it is a drop of 3.4% from the Fife levels in the previous year.ⁱⁱ

2. Children and young people



There were 63,680 people aged 0–15-year-old in 2021, which was 17% of the population in Fife at the time. Even though this was higher than the Scottish 16.6% the numbers and percentage of this age group keep on decreasing every year and the projected Fife population in this group for in 2028 is 58,610.ⁱ

The number of births in Fife has also been decreasing in the last decade, with 3,157 births in 2021. The birth of male babies has consistently stayed higher than the birth of female babies.ⁱ

The Fife Council Education and children's services Sub-Committee published their Directorate Improvement Plan – Priorities 2021-2023 in May 2021. In it they spoke about the evidence of the negative impact of the Covid-19 pandemic on our children and young people and shared that “Mental health and emotional wellbeing are a significant cause for concern.”ⁱⁱⁱ

Data from the latest Pupil Census shows that in 2021 18.1% of the primary pupils and 39.1% of the secondary pupils in Fife were known to have an Additional Support Need (ASN).

Amongst the 5,044 primary pupils with ASN the largest proportion of pupils needed support because of English as an Additional Language (21.9%) and Social, Emotional and Behavioural Difficulty (also 21.9%). These are followed by 12.0% because of Language or Speech Disorder and 11.5% because of Dyslexia.

For the 8,655 secondary pupils with ASN the largest proportion of support was needed because of Social, Emotional and Behavioural Difficulty (26.3%) and Dyslexia (24.8%), while 1 in 10 pupils required the support as they had English as an Additional Language



(10.4%).

The Scottish Social Work Statistics^{iv} show that in July 2021 1.1% of the 0-17 population in Fife^v were looked after children.

The data reveals that 53% of the looked after children were male and 47% female. It also points that 22% were under 5 years of age, 8% were 16 years or over and 1% were minority ethnic children. None of the children were known to have disability. From all of the looked after Young People eligible for after care service 28% received such.^{iv}

3. Working age adults



Fife had 231,635 people in the Working Adults age group in 2021 – this was 61.8% of the Fife population and lower than the Scottish average for this age group (63.8%.) The future projection is that the numbers are going to fall to 222,731 working age adults in Fife in 2028.ⁱ

The highest in-migration in 2020-2021 in Fife was once again in the 15–19-year-olds age group (+746 people).

The highest out-migration in Fife was, as before, in the 20-24 year olds age group (-1200 people), but this number has doubled compared to the 2019-2020 numbers (-637).ⁱ

The job density in Fife (0.65) is considerably lower than the Scottish average (0.81), meaning that there were less available job opportunities per working age adult in Fife in 2021, than there were on average in Scotland.ⁱⁱ

The percentage of working age adults claiming benefits (Universal Credit or Job seekers Allowance) in Fife was 3.4% of the population. In our local authority males are more likely to be the claimants with 4.3% of males and 2.6% of females being recorded as claimants in 2022. For comparison in Scotland 3.9% of males and 2.4% of females were claimants, while in Great Britain the levels were 4.2% of males and 3.1% of females.ⁱⁱ

4. Older People



In 2021 there were 79,415 older people in Fife and the proportion of this age group continues to increase locally and nationally. The 21.2 % representation in Fife of this group is higher than the 19.6% Scottish average. There is an expectation of significant increase in the population in this age group and projected 90,089 older people in Fife in 2028.ⁱ

5. Disability



The Scottish Household survey 2019 shows that Fife has significantly higher percentage of households with members with long-term physical or mental health condition (34%) than the Scottish average (24%) and this tendency has been the case for the last three years.^{vi}



19,300 people in Fife were economically inactive due to long-term illness in 2021-2022. This is 31.3% of the Fife population, slightly lower than the Scottish 31.9% but considerably higher compared to the Great Britain average 25.4%.ⁱⁱ

The reported charges of disability aggravated crime in Fife have been increasing over the last 5 years with 27 charges reported in 2021/22 financial year.^{vii}

6. Gender reassignment



The reporting of charges of transgender aggravated crime has been extremely low in Fife, like all other local authorities in Scotland.

Over a 10-year period there have been a total of 15 transgender aggravated crime charges reported in Fife, and only 2 reported during the 2021/22 financial year period.^{vii}

7. Marriage and Civil partnership



The Scottish Household Survey 2019 shows that the breakdown of the marital status of adults in Fife for the last decade has stayed quite consistent. Majority of the adults were married or in a civil partnership (47%) followed by the single/never married/never been in civil partnership group (33%). The survey indicated that 12% of adults were divorced/separated and 8% were widowed/bereaved civil partner. There is no significant difference in the data from our local area and the national averages.^{vi}

Since June 2021 mixed-sex couples have been able to form a civil partnership, which resulted in 16.5 times more civil partnerships registered in Fife compared to 2020. In 2021 a total of 33 civil partnerships were registered in Fife with 1 of those being same-sex and the other 32 being mixed-sex couples.ⁱ

8. Pregnancy and maternity



Over the last 20 years we have observed a considerable change in the age at which mothers in Fife give birth. While majority of the mothers are 25 to 34 years old, there is an increasing trend of women giving birth at an older age. In 2021 there was an increase of 17.9% in the 35-39 age group and 85.51% increase in the 40 and over group compared to 2001 levels.ⁱ

For 2021-2022 records for Fife show that 80.2% of pregnant women are of White ethnicity, 1.6% are Asian, 0.3% Mixed and 0.9% Other ethnicity.^{viii}

Maternal obesity in Scotland continues to increase during 2021-2022 with highest recorded levels (56.9%) since reporting began and data shows that women from deprived areas are more likely to be overweight or obese.

In Fife, levels for both maternity groups are higher than the Scottish average - 29.8% are recorded as overweight (compared to 29.6% for Scotland) and 30.6% are recorded as obese (compared to 27.3% for Scotland).^{viii}



Teenage pregnancies in Fife

The level of teenage pregnancies in Fife continues to decrease by 69.7% with only 105 births to mums aged 19 or under in 2021, compared to 347 in 2001.ⁱ

In 2020 Fife was the sixth highest Local Authority with teenage pregnancies in Scotland with 28.9 per 1,000 women under 20 years of age.

Unfortunately, the 28.9 pregnancies per 1,000 teenage women places NHS Fife at the highest level of teenage pregnancies across all Scottish Health Boards, with the Scottish average per board at 23.9 per 1,000 teenage women. NHS Fife Health Board also leads with the highest level of teenage pregnancies living in the areas with the highest deprivation – 37 per 1,000 women in the SIMD 1 areas. The teenage pregnancies in Fife are over 6 times more likely to occur in the areas of highest deprivation, compared to the least deprived areas of Fife (5.9 per 1,000).^{ix}

9. Race



The Scottish Household survey data shows that in 2019 the proportion of White Scottish/British adults has been considerably higher in Fife at 94%, compared to 89% average in Scotland. On the other hand, the level of Asian/ Asian Scottish/ Asian British adults in Fife is considerably lower than the national average (1% vs 3%). There were also 5% Other White adults in Fife and less than half percent of adults have been in the African or mixed ethnicity groups.^{vi}

The National Records of Scotland's estimates show the following breakdown of the population on Fife (between July 2020 and June 2021) in regard to their country of birth - around 334,000 people were born in the UK, 13,000 born in the European Union, 9,000 born in Asia and another 9,000 have been born in a country from the rest of the world.^x

The nationality of the Fife population has also been estimated by the National Records of Scotland for the period July 2020 and June 2021 and shows that 6.6% of Fifer's did not have British nationality. This is lower than the Scottish average where estimated 7.4% of people living in Scotland are not British nationals. According to the data for Fife estimated 342,000 people were British, 11,000 were European Union nationals, 10,000 Asian nationals and around 4,000 nationals from the rest of the world.^x

The Pupil Census 2021 reveals that there have been 44,209 pupils from white British background and 5,395 pupils from minority ethnic groups. The number of not disclosed/unknown pupil ethnicity has been falling over the years and was 641 in 2021 - equalling to 1,3% of all the pupils.**Error! Bookmark not defined.**

The Scottish Social work Statistics 2020-2021 show that 1% from all looked after children in Fife were minority ethnic.^{iv}

By far the largest number of reported charges related to Hate crime from the Procurator Fiscal offices in Fife is connected to racially aggravated crime. The highest reported number in the last 10 years was in 2015/16 – total of 235. The number has since been falling with 156 reported cases in 2021/22, the same as for 2020/21 financial year.^{vii}



10. Religion and Belief



The Scottish Household survey 2019 shows that the majority of adults in Fife did not belong to a religion (60%), followed by 19% belonging to the Church of Scotland. The Roman Catholic and the Other Christian groups each represented 10% of the adults in Fife, and only 2% had another religion.^{vi}

There was a significant difference between the percentage of adults belonging to the Roman Catholic church, with lower representation at local level (10%) than at national (Scottish) level (13%) in 2019. This trend has been consistent over the past 10 years.^{vi}

The percentage of adults belonging to the Church of Scotland in Fife for the last decade, has followed the national pattern and noticeably reduced from 29% in 2009 to 19% in 2019.^{vi}

The reported charges of religiously aggravated crime in Fife have been typically low. The highest reported number of 29 was in the financial year 2017/18 and has been consistently falling to 12 (in 2020/21) and 10 in 2021/22.^{vii}

11. Sex



Population breakdown by age groups

The population in Fife was represented by 48.6% male and 51.4% female residents in 2021, and this proportion is expected to stay the same when looking into the projections for 2028.ⁱ

In 2021 there were 182,072 males in Fife respectively 51.3% of the children and young people, 48.9% of the working age adults and 45.5% of the older people in Fife. It is expected that in 2028 there will be slight decrease to 181,938 males in Fife.ⁱ

For the same year the females in Fife were 192,658 and this was 48.7% of the children and young people, 51.1% of the working age adults and 54.5% of the older people. The projection of 189,492 females in 2028 shows expected much higher decrease in the female population in Fife.ⁱ

Life expectancy and death rates

The life expectancy for all individuals at birth in Fife has been increasing over the past 20 years, although it has slightly decreased compared to the 2018-2020 data.ⁱ For males the life expectancy is a positive 3.1% in the 2019-2021 estimated data (average age of 76.8 years) compared to 2001-2003 estimated data (average age of 74.5 years).ⁱ

For females this is a positive 2.0% in the 2019-2021 estimated data (average age of 81.0 years) compared to 2001-2003 estimated data (average age of 79.4 years).ⁱ



There is no significant difference in the death rates in Fife by gender in 2021 with 2,283 male and 2,292 female registered deaths.ⁱ

The leading cause of death in 2021 in Fife for males was Ischaemic heart diseases (14.1%), followed by Dementia and Alzheimer Disease (7.3%), Malignant neoplasm of trachea, bronchus and lung (6.7%), Cerebrovascular disease (5.3%) and Chronic lower respiratory disease (4.1%).ⁱ

For Fife females, the leading cause of death in 2021 was Dementia and Alzheimer Disease (14.3%) with increase of 1.5% compared to the previous year). This was followed by Ischaemic heart diseases (8.4%), Cerebrovascular disease (7.6%), Malignant neoplasm of trachea, bronchus and lung (7.0%) and Chronic lower respiratory disease (4.0%).ⁱ

Migration

From the total +1,764 net migration in Fife in 2020-2021, there were 854 males and 910 females.ⁱ

Employment

For the period 2021-2022 74.5% of males and 68.2% of females in Fife were in employment. The proportion of self-employed males (9.1%) is almost double than that of self-employed females (4.6%). There has been a significant increase in the proportion of males who are self-employed compared to the previous year when this was 7.9%.ⁱⁱ

While for the previous year the proportion of females who were employees was higher than that for males, during 2021-2022 this has changed with 64.3% of males and 62.7% of females being employees.ⁱⁱ

The percentage of females in employment in Fife (68.2%) has fallen compared to 2020-2021 levels and is now below both the Scottish average (72.4%) and the British average (72.0%).ⁱⁱ

The percentage of males in Fife in employment has increased with 4.9% from the previous year to 74.5% in 2021-2022. While we are still under the Scottish average (76.5%) and the British average (79.2%) the difference is now smaller.ⁱⁱ

There is still £66.10 difference between the gross weekly earning of male versus female full-time workers in Fife in 2022. Average hourly pay for full-time males being £15.80 and £15.34 for full-time females. The full-time average hourly pay for males in Fife is considerably lower than the Scottish (£16.91) and British (£16.97) average. Females in full-time employment in Fife are far lower paid per hour than the Scottish female average (£16.29) but just under the British (£15.49) average.ⁱⁱ

12. Sexual Orientation



The Scottish Household survey 2019 shows that 98% of adults in Fife identified as heterosexual, and 1% identified as gay/lesbian. These levels were similar to the Scottish levels at 97% and 2% respectively.^{vi}



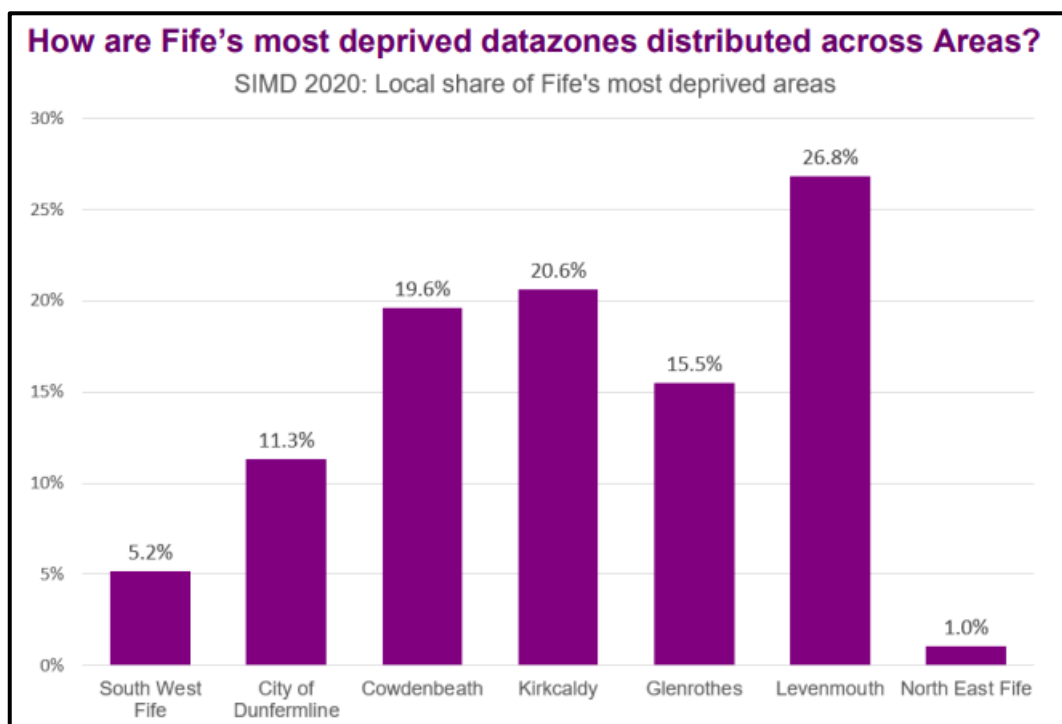
The number of reported charges of sexual orientation aggravated crime in Fife vary over the last 10 years, with higher figures recorded in the later years. For 2021/22 there were 93 cases, a sharp increase from the 58 cases reported in 2020/21. Kirkcaldy area tend to report overall higher numbers in comparison to Dunfermline. For the year 2021/22 two thirds of the reported cases were in Kirkcaldy, while one third were reported in Dunfermline.^{vii}

13. Socio-economic disadvantage and Poverty



The percentage of workless households in Fife in 2021 was 23.1%, which is considerably above the Scottish average 18.6% and British average 14.0%.ⁱⁱ

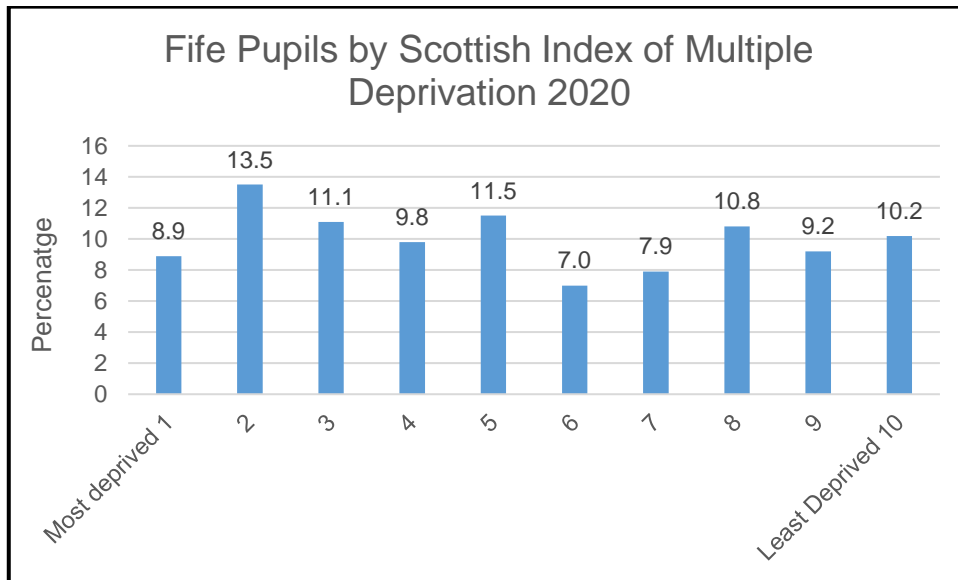
An article by Fife Council on the Scottish Index of Multiple Deprivation published June 2020 shows how the most deprived data zones were distributed across Fife in 2020.^{xi} (Graph 1)



Graph 1. [KnowFife: Scottish Index of Multiple Deprivation 2020](#)

The Pupil Census 2021 gives us information on where our pupils live considering the Scottish Index of Multiple Deprivation.**Error! Bookmark not defined.** (Graph 2)





Graph 2. [Pupil census 2021 - supplementary statistics](#)

The Fife Child Poverty Action Report 2021/22 reveals that 17.3% of Fife’s Children lived in relative poverty and 14.1% in absolute poverty, which is considerably higher than the Scottish 15.9% and 12.9% respectively. The Highest rate of children living in relative poverty in Fife was in Kirkcaldy Central (25.8%), whilst the lowest rate was in St Andrews (9.1%). Children registered for Free School Meals in Fife were 23.6% of P6- P7 pupils and 19.4% of the Secondary school pupils. In addition, 20% of Fife’s families with children lived in fuel poverty while 7% lived in extreme fuel poverty.^{xii}



What did we miss?

➤ Tell us about your experience of (in)Equality in Fife

[Fife Centre for Equalities](#) recognises that several aspects of inequality are not covered in this report and we invite interested parties and colleagues to work in partnership to increase knowledge and understanding of barriers faced by various equality groups.

We need diverse voices and we welcome qualitative data and personal stories to help us shape our work, as well as links to further reports. If you have any suggestion in how to improve equality evidence, please tell us.

If you live, work or study in Fife, please consider volunteering as an [EQUALITY FACTFINDER](#) to lead action research on barriers to equality faced in your community through consulting and engaging with a wide range of individuals, organisations and groups.

ACKNOWLEDGEMENTS

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APPENDIX 1: Keywords and themes

Protected Characteristics or 'Equality groups' referred to in this document are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

With the Fairer Scotland Duty (1 April 2018)

- Socio-economic deprivation

Additional related groups or characteristics of people at higher risk of harm, abuse, discrimination or disadvantage include:

- Children
- Young People
- Older People
- Very Old People
- Carers
- Homeless people
- Households in poverty
- Socio-economic groups, SIMD
- Migrants
- People in immigration detention or immigration removal centres
- Residents or detainees in prison, youth custody, or health and social care settings
- Refugees,



APPENDIX 2:

Public Authorities with Equality Act 2010 Specific Duties in Fife

Public authorities subject to the specific equality duties arising under section 149 of the Equality Act 2010, and specific duties which are imposed by The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (revised April 2016) have the requirements below in addition to the general equality duty:

- report on mainstreaming the equality duty
- publish equality outcomes and report progress
- assess and review policies and practices
- gather and use employee information
- publish information on board diversity and succession planning
- publish gender pay gap information
- publish statements on equal pay
- consider award criteria and conditions in relation to public procurement
- publish required information in a manner that is accessible.

Q: What authorities does this apply to in Fife?

[Fife]

- Fife College
- Fife Council
- Fife Health and Social Care Partnership
- Fife Education Authority
- Fife Licensing Board
- NHS Fife
- University of St Andrews

[National]

- Accountant in Bankruptcy
- Disclosure Scotland
- Education Scotland
- Police Scotland (Chief Constable of)
- Scottish Children's Reporter Administration
- Scottish Courts and Tribunals Service
- Scottish Criminal Cases Review Commission
- Scottish Prison Service
- Scottish Public Pensions Agency
- Scottish Enterprise
- Scottish Environment Protection Agency
- Scottish Fire and Rescue Service

- Scottish Fire and Rescue Service (Chief Officer of)
- Scottish Funding Council
- The Scottish Legal Aid Board
- Scottish Ministers
- Scottish Natural Heritage
- Scottish Police Authority
- Scottish Qualifications Authority
- Scottish Social Services Council
- Scottish Water
- Skills Development Scotland
- South-East of Scotland Transport Partnership (SESTRAN)
- SportScotland (Scottish Sports Council)
- State Hospitals Board for Scotland
- Student Awards Agency for Scotland
- Transport Scotland
- VisitScotland



Sources of information:

- i [National Records of Scotland – Fife Council Area Profile](#)
- ii [Office for National Statistics – Fife Labour Market Profile](#)
- iii [Education and Children’s Services Sub-Committee - Directorate Improvement Plan – Priorities 2021-23](#)
- iv [Children's Social Work Statistics Scotland 2020-21 Additional Tables](#)
- v [National Records of Scotland - Mid-Year Population Estimates time series data](#)
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