



Cabinet Office

How we collect information about employees' ethnicities



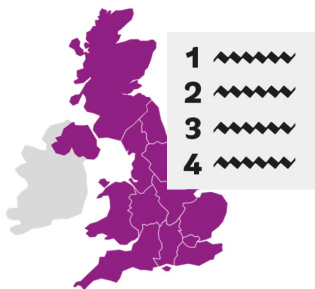
Easy read booklet

Changes we want to make to the law about pay. Booklet 4 of 4

What this booklet tells you



If employees report their ethnicities, they will need to choose their ethnicity from a government list of different ethnic groups.



These ethnic groups are different for England, Wales, Scotland and Northern Ireland.



This booklet tells you about the different ethnic groups employees will have to choose from.



We have another booklet called **Changes we want to make to the law about pay**.

- 1 ~~~~~
- 2 ~~~~~
- 3 ~~~~~
- 4 ~~~~~

Read this booklet first to understand why employees might need to use these lists.

What page to go to

4

If you live in England or Wales,
go to **page 4**.

7

If you live in Northern Ireland,
go to **page 7**.

8

If you live in Scotland,
go to **page 8**.

England and Wales



If you live in England or Wales, we want you to choose from 5 different ethnic groups.

These are

1. **White.**
2. **Mixed ethnicity.**
3. **Asian or Asian British.**
4. **Black, Black British, Caribbean or African.**
5. **Other Ethnic group.**

 **Asian**

You then need to choose your ethnicity from 1 of these groups.



On the next page we tell you the list of ethnicities under each ethnic group.

White



- English, Welsh, Scottish, Northern Irish, British.
- Irish.
- Gypsy or Irish Traveller.
- Roma.
- Any other White background.

Mixed ethnicity



- White and Black Caribbean.
- White and Black African.
- White and Asian.
- Any other Mixed or Multiple ethnic background.

Asian or Asian British



- Bangladeshi.
- Chinese.
- Indian.
- Pakistani.
- Any other Asian background.



Black, Black British, Caribbean or African

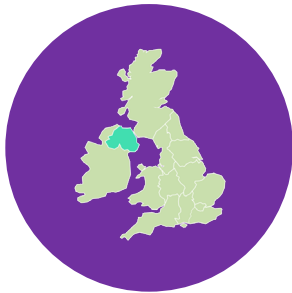
- Caribbean.
- African.
- Any other Black, Black British or Caribbean background.



Other Ethnic Groups

- Arab.
- Other Ethnic Group.
- I don't want to say.

Northern Ireland



If you live in Northern Ireland, we want you to choose from 10 different ethnic groups.

These are

1. **Black African.**
2. **Black Other.**
3. **Chinese.**
4. **Filipino.**
5. **Indian.**
6. **Irish Traveller.**
7. **Mixed ethnic group.**
8. **Roma.**
9. **White.**
10. **Any other ethnic group.**

Scotland



If you live in Scotland, we want you to choose from 6 different ethnic groups.

These are



1. **Asian, Scottish Asian or British Asian.**
2. **African, Scottish African or British African.**
3. **Caribbean or Black.**
4. **Mixed or Multiple ethnic group.**
5. **White.**
6. **Other ethnic group.**

 **White**

You then need to choose your ethnicity from 1 of these groups.



On the next page we tell you the list of ethnicities under each ethnic group.

Asian, Scottish Asian or British Asian



- Pakistani, Scottish Pakistani or British Pakistani.
- Indian, Scottish Indian or British Indian.
- Bangladeshi, Scottish Bangladeshi or British Bangladeshi.
- Chinese, Scottish Chinese or British Chinese.
- Other.

You will need to write your ethnicity if you are



- **African, Scottish African or British African.**
- **Caribbean or Black.**
- **Mixed ethnic group.**

You will need to write your ethnicity in a box like this



White and Asian



White

- Scottish.
- Other British.
- Irish.
- Polish.
- Gypsy or Traveller.
- Roma.
- Showman or Showwoman.
- Other.



Other ethnic group

- Arab, Scottish Arab or British Arab.
- Other, for example Sikh or Jewish.