



Orkney Community Planning Partnership  
Orkney Equality Forum

# Attitudes to Discrimination and Positive Action

## Survey Results

All our written information can be made available, on request, in a range of different formats and languages. If you would like this document in any other language or format please contact Marie Love, Policy Officer (Equalities) at Orkney Islands Council on 01856 873535, or email [marie.love@orkney.gov.uk](mailto:marie.love@orkney.gov.uk)

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# Attitudes to Discrimination and Positive Action

## Survey Results

In August 2011 the Scottish Government published the key findings from the section of the Scottish Social Attitudes Survey 2010 which looked at attitudes towards discrimination and positive action in Scotland. The document can be accessed at the following link:

<http://www.scotland.gov.uk/Publications/2011/08/11121400/0>

The report didn't make entirely positive reading. Although it was clear that the majority of people in Scotland did not hold discriminatory views and were increasingly accepting of diversity, it also showed that there were still groups in society who experienced discrimination and intolerance.

The Orkney Equality Forum wondered whether the results of the Scottish survey were reflective of views in Orkney and held its own version of the survey in the summer of 2012; this report provides the results.

The majority of the questions were taken from the Scottish survey and any significant differences to the questions or answer options have been highlighted.

As well as showing the Orkney results by percentage, the actual numbers who responded are shown in brackets. The answers with the highest percentage are highlighted in bold. The Scottish percentage results are also shown for comparison purposes. (It should be noted that not all of the Scottish percentage figures add up to 100%. Some people could not choose or did not answer some of the questions.)

A total of 254 people responded to the Orkney survey. Of these, 253 people completed the survey online, with one paper survey being received. The results of the Scottish survey are based on 1495 face-to-face interviews conducted with a representative probability sample of the Scottish population.

The responses to each question have been analysed and any significant differences in the responses by age group, gender etc have been highlighted. According to the main findings:

- More women responded to the survey (64.7% compared to 35.3% men) and women tended to have more positive views. For example, 82.8% of women thought that same sex relationships between adults are not wrong compared with 62.8% of men. Women were more likely than men to think Orkney should do everything it can to get rid of all kinds of prejudice (75.2% compared with 59.2% of men).
- In the Scottish survey only a minority of people in Scotland (28%) felt there was sometimes good reason to be prejudiced, while two-thirds (66%) felt Scotland should do everything it can to get rid of all kinds of prejudice. This was the result which had stimulated debate at the Orkney Equality Forum and members had wondered whether results in Orkney would be similar and decided to hold their own survey. The results were very similar. Again, only a minority of people who responded felt there was sometimes good reason to be prejudiced (31.3%) while 68.7% thought Orkney should do everything it can to get rid of all kinds of prejudice.

- A question which was unique to the Orkney survey was whether people thought the term 'incomer' was offensive. 60% of people who answered thought it was always or sometimes offensive, compared with only 36.6% who thought it was never offensive.
- None of the people who moved here less than 2 years ago thought this term was always offensive, although 33.3% thought it was sometimes offensive. 48.9% of people who were born in Orkney thought it was always or sometimes offensive, compared to 71% of people who had moved here 10-20 years ago.
- There were a number of conflicting results. Although 67.8% of people thought it was wrong to make someone retire because they'd reached a certain age, 38.4% felt that someone aged 70 was unsuitable to be a primary school teacher.
- While 82.4% of people felt mothers should be entitled to 6 months paid leave after they have a child, only 52.8% said the same for fathers.
- Only 11.7% of people felt that a bank should be allowed to ask an employee to remove a crucifix. This compares to 18.4% of people who thought that a bank should be allowed to ask a Sikh employee to remove a turban and 20.3% who thought a bank should be allowed to ask a Muslim woman to remove her headscarf.

A total of 80 comments were added at the end of the survey. Twenty expressed the view that there is prejudice and discrimination in Orkney, with eight of these making reference to prejudice and discrimination against English people.

A summary of the comments are appended to this report. A very small number have not been included as they contained information which identified individuals. Others have been redacted to allow them to be included.

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## Section 1

### About the Respondent

#### Question 1

What age group do you belong to?

Below are the Orkney results in percentages followed by the actual number of responses in brackets.

16 to 24 - 11.5% (29)

25 to 34 - 17% (43)

35 to 44 - 21.3% (54)

45 to 54 - **24.1%** (61)

55 to 64 - 19.4% (49)

65 or over - 6.7% (17)

The total who answered this question was 253.

The total who skipped this question was 1.

#### Question 2

How would you describe yourself?

Below are the Orkney results in percentages followed by the actual number of responses in brackets.

Male 35.3% (89)

Female **64.7%** (163)

In another way 0% (0)

The total who answered this question was 252.

The total who skipped this question was 2.

#### Question 3

How long have you lived in Orkney?

Below are the Orkney results in percentages followed by the actual number of responses in brackets.

Since birth **44.2%** (107)

Moved here less than 2 years ago 2.9% (7)

Moved here 2 to 9 years ago 23.6% (57)

Moved here 10 to 20 years ago 14% (34)

Moved here more than 20 years ago 14.5% (35)

I do not live in Orkney, I am visiting 0.8% (2)

Other 6% (13)

The total who answered this question was 242.

The total who skipped this question was 12.

## Question 4

Do you personally know anyone from the following groups?

Below are the Orkney results in percentages followed by the actual number of responses in brackets.

People with physical disabilities

No 8.9% (22)

Yes family member 21.9% (54)

Yes friend I know well 30.8% (76)

Yes someone I do not know very well **36%** (89)

Yes someone at work 14.6% (36)

Yes someone else 25.1% (62)

People with learning disabilities

No 14.6% (36)

Yes family member 15.8% (39)

Yes friend I know well 17.4% (43)

Yes someone I do not know very well **35.2%** (87)

Yes someone at work 12.6% (31)

Yes someone else 26.7% (66)

People from a different racial or ethnic background to you

No 11.2% (27)

Yes family member 8.7% (21)

Yes friend I know well **41.9%** (101)

Yes someone I do not know very well 34% (82)

Yes someone at work 15.4% (37)

Yes someone else 19.9% (48)

Gay or lesbian people

No 7.8% (19)

Yes family member 15.2% (37)

Yes friend I know well **44.9%** (109)

Yes someone I do not know very well 33.7% (82)

Yes someone at work 14% (34)

Yes someone else 18.1% (44)

People of a different religion or faith to you

No 6.1% (15)

Yes family member 20.5% (50)

Yes friend I know well **52.9%** (129)

Yes someone I do not know very well 30.3% (74)

Yes someone at work 20.9% (51)

Yes someone else 24.2% (59)

People with mental health problems

No 11.1% (27)

Yes family member 31.1% (76)

Yes friend I know well **38.9%** (95)

Yes someone I do not know very well 27.5% (67)

Yes someone at work 14.3% (35)

Yes someone else 22.5% (55)

The total who answered this question was 251.

The total who skipped this question was 3.

## Section 2

### Survey questions

#### Question 5

Do you think shops, banks and places of entertainment should do more to make it easier for people with disabilities to access their premises?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes **79.5%** (171) - Scottish **76%**

No 11.6% (25) – Scottish 7%

Do not know 8.8% (19) - Scottish 17%

The total who answered this question was 215.

The total who skipped this question was 39.

There was a noteworthy difference in the answers to this question when broken down by age groups. Only 50% of people in the 16-24 year old age group answered yes to this which was much lower than the other groups. The highest yes response was from the 35-44 age group at 91.3% with the 65 and older and 55-64 age groups both having a yes response of 85.7%. The 25-34 and 45-54 age groups also had fairly high yes responses of 80% and 75.5% respectively.

#### Question 6

Some people with learning disabilities find it difficult to read. 'Easy read' is designed to help them by making words simpler and using pictures. Do you think it is a good or a bad use of government money to provide information about public services in 'easy read' formats for people with learning disabilities?

Next are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Good **86.4%** (185) – Scottish **93%**  
Bad 2.3% (5) – Scottish 2%  
Do not know 11.2% (24) – Scottish 5%

The total who answered this question was 214.  
The total who skipped this question was 40.

100% of people in the 65 and older age group responded that this was a good use of government money.

## Question 7

Information about public services in Scotland is sometimes provided in other languages for people whose first language is not English. Do you think this is a good or a bad use of government money?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Good **59%** (125) – Scottish **47%**  
Bad 21.2% (45) – Scottish 33%  
Do not know 19.8% (42) – Scottish 19%

The total who answered this question was 212.  
The total who skipped this question was 42.

Women were more likely to think that this was a good use of government money (66.4% compared to 46.1% of men.)

## Question 8

Some organisations focus on helping particular groups of people find work, for example by helping them develop interview skills and building their confidence. Do you think giving money to these organisations is a good or a bad use of government money for the following groups?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Black and Asian people

Good **63.2%** (132) – Scottish **43%**  
Bad 19.1% (40) – Scottish 29%  
Do not know 17.7% (37) – Scottish 28%

People over 50

Good **75.7%** (156) – Scottish **75%**  
Bad 10.2% (21) – Scottish 9%  
Do not know 14.1% (29) – Scottish 17%

People under 25 <sup>1</sup>

Good **88%** (183)  
Bad 5.8% (12)  
Do not know 6.3% (13)

People of different religions or faiths (In the Scottish survey the answer option was Muslims)

Good **54.1%** (113) – Scottish **38%**  
Bad 23% (48) – Scottish 32%  
Do not know 23% (48) – Scottish 30%

People who experience depression from time to time

Good **78.1%** (164) – Scottish **74%**  
Bad 10.5% (22) – Scottish 7%  
Do not know 11.4% (24) – Scottish 19%

Gypsy/Travellers

Good **54.1%** (113) – Scottish 31%  
Bad 26.3% (55) – Scottish **42%**  
Do not know 19.6% (41) – Scottish 27%

Gay and lesbian people

Good **63.3%** (133) – Scottish **37%**  
Bad 20.5% (43) – Scottish 30%  
Do not know 16.2% (34) – Scottish 32%

Women (This was not an answer option in the Scottish survey)

Good **71.2%** (148)  
Bad 12% (25)  
Do not know 16.8% (35)

The total who answered this question was 211.  
The total who skipped this question was 43.

100% of people in the 65 and older age group answered that this was a good use of money in respect of the 'People under 25' and 'People who experience depression from time to time' groups. This compares to 85.7% and 78.3% respectively in respect of the same groups from the 16-24 age group. The only other difference of note was that 83.3% of women thought it was a good use of money in respect of 'People who experience depression from time to time' compared to 69.7% of men.

## Question 9

Do you think attempts to give equal opportunities to the following groups in Scotland have gone too far or not far enough?



Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

#### Women

Gone too far 10.1% (21) – Scottish 6%  
Been about right **55.1%** (114) – Scottish **51%**  
Not gone far enough 25.6% (53) – Scottish 39%  
Do not know 9.2% (19) – Scottish 4%

#### Black and Asian people

Gone too far 21.2% (44) – Scottish 23%  
Been about right **42.3%** (88) – Scottish **45%**  
Not gone far enough 22.1% (46) – Scottish 26%  
Do not know 14.4% (30) – Scottish 7%

#### Gay and lesbian people

Gone too far 20.9% (44) – Scottish 20%  
Been about right **44.1%** (93) – Scottish **45%**  
Not gone far enough 24.6% (52) – Scottish 22%  
Do not know 10.4% (22) – Scottish 13%

#### People with disabilities \*

Gone too far 11.9% (25)  
Been about right **39.5%** (83)  
Not gone far enough 38.1% (80)  
Do not know 10.5% (22)

#### Older people (This was not an answer option the Scottish survey)

Gone too far 3.8% (8)  
Been about right **43.3%** (91)  
Not gone far enough 38.1% (80)  
Do not know 14.8% (31)

#### Young people (This was not an answer option in the Scottish survey)

Gone too far 5.2% (11)  
Been about right **43.3%** (91)  
Not gone far enough 37.6% (79)  
Do not know 13.8% (29)

The total who answered this question was 211.  
The total who skipped this question was 43.

## Question 10

Do you think fathers should have the right to take up to six months paid time off work after their children are born?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes **52.8%** (112) – Scottish **46%**  
No 36.3% (77) – Scottish 41%  
Do not know 10.8% (23) – Scottish 12%

The total who answered this question was 212.  
The total who skipped this question was 42.

Women were more likely than men to agree that fathers should be able to take six months paid leave (58.3% compared with 43.6% of men).

Those aged 16-24 were much more likely as those aged 65 or older to support fathers' right to paid leave (78.3% compared with 28.5%).

## Question 11

Do you think mothers should have the right to take up to six months paid time off work after their children are born?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes **82.4%** (173) – Scottish **82%**  
No 14.3% (30) – Scottish 12%  
Do not know 3.3% (7) – Scottish 6%

The total who answered this question was 210.  
The total who skipped this question was 44.

Women were more likely than men to agree that mothers should be able to take six months paid leave (86.3% compared with 75.3% of males).

Those aged 16-24 were much more likely as those aged 65 or older to agree mothers should have six months paid leave (95.8% compared with 61.5%).

100% of people who moved here less than 2 years ago answered yes to this question, compared to 93.2% of those born in Orkney.

## Question 12

Do you think it is wrong to make people retire just because they have reached a certain age?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes **67.8%** (143) – Scottish **75%**  
No 27% (57) – Scottish 22%  
Do not know 5.2% (11) – Scottish 3%

The total who answered this question was 211.  
The total who skipped this question was 43.

## Question 13

Do you think gay or lesbian couples should have the right to marry one another if they want to?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes **69.7%** (147) – Scottish **61%**  
No 22.3% (47) – Scottish 19%  
Do not know 8.1% (17) – Scottish 20%

The total who answered this question was 211.  
The total who skipped this question was 43.

People in the 16-24 age group were much more likely than those in the 65 and older age group to agree that gay and lesbian couples should have the right to marry one another if they want (83.3% compared with 38.5%).

Women were also more likely than men to agree they should have the right to marry at 75% compared to 61%.

## Question 14

Do you think same sex relationships between adults are

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Wrong 12.6% (27) – Scottish 27%  
Sometimes wrong 8.9% (19) – Scottish 9%  
Not wrong **75.2%** (161) – Scottish **58%**  
Do not know 3.3% (7) – This was not an answer option in the Scottish survey

The total who answered this question was 214.  
The total who skipped this question was 40.

Only 61.5% of people in the 65 and older age group thought same sex relationships between adults are not wrong compared to 83.3% in the 16-24 age group.

Women were more likely than men to think that same sex relationships between adults are not wrong (82.8% compared with 62.8% of males).

The most marked difference was between people who were born in Orkney and people who had moved here less than 2 years ago at 66.3% and 33.3% respectively who thought same sex relationships between adults were not wrong.

## Question 15

Would you rather live in an area

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

With lots of different kinds of people **75.2%** (155) – Scottish 37%  
Where most people are similar to you 24.8% (51) – Scottish **43%**

The total who answered this question was 206.  
The total who skipped this question was 48.

Women were more likely than men to want to live in an area with lots of different kinds of people (80.6% compared with 66.7% of men).

People who moved here less than 2 years ago were also more likely to want to live in an area with lots of different kinds of people than people who were born here (75% compared to 64%) whereas people who moved here 10-20 years ago were 90% more likely to want to live in an area with lots of different kinds of people.

People in the 65 and older age group were less likely than those in other age groups to want to live in an area with different kinds of people (68.3% compared to 80.4% for the 35-44 age group and 82.1% for the 55-64 age groups.)

## Question 16

Do you think people from outside the UK who come to live in Orkney make the county a better place? (The Scottish survey question was, 'Do you think people from outside the UK who come to live in Scotland make the country a better place?')

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes **53.8%** (114) – Scottish 32%  
No 9.9% (21) – Scottish 26%  
Do not know 36.3% (77) – Scottish **41%**

The total who answered this question was 212.  
The total who skipped this question was 42.

People who moved here less than 2 years ago were more likely to think that people from outside the UK who come to live in Orkney make the county a better place compared to people who were born here (66.7% compared to 40.4%).

## Question 17

Do you think people from other parts of the UK who come to live in Orkney make the county a better place?

Below are the Orkney results in percentages followed by the actual number of responses in brackets.

Yes **48.6%** (103)

No 21.2% (45)

Do not know 30.2% (64)

The total who answered this question was 212.

The total who skipped this question was 42.

The Scottish survey did not have a comparable question.

Women were more likely than men to want to live in an area with lots of different kinds of people (80.6% compared with 66.7% of men).

People who moved here less than 2 years ago were more likely to think that people from other parts of the UK who come to live in Orkney make the county a better place compared to people who were born here (66.7% compared to 31.8%). The rate was much higher for people who had moved here 10-20 years ago at 80.6%.

People in the 65 and older age group were also more likely to answer yes to this at 58.3% compared with 39.1% in the 16-24 age group.

## Question 18

Do you think people who come here from Eastern Europe take jobs away from other people in Orkney? (The Scottish survey question was, 'Do you think people who come here from Eastern Europe take jobs away from other people in Scotland?')

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes 17.4% (37) – Scottish **37%**

No **68.5%** (146) – Scottish 34%

Do not know 14.1% (30) – Scottish 27%

The total who answered this question was 213.

The total who skipped this question was 41.

## Question 19

Do you think the term 'incomer' is

Below are the Orkney results in percentages followed by the actual number of responses in brackets.

Always offensive 12.2% (26)

Sometimes offensive **48.4%** (103)

Never offensive 36.6% (78)

Do not know 2.8% (6)

The total who answered this question was 213.

The total who skipped this question was 41.

None of the people who moved here less than 2 years ago thought this term was always offensive, although 33.3% thought it was sometimes offensive. 48.9% of people who were born in Orkney thought it was always or sometimes offensive, compared to 71% of people who had moved here 10-20 years ago.

The Scottish survey did not have a comparable question.

## Question 20

Which of these statements comes closest to your own view?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Orkney should do everything it can to get rid of all kinds of prejudice **68.7%** (145) –  
Scottish **66%**

Sometimes there is good reason for people to be prejudiced against certain groups 31.3%  
(66) – Scottish 28%

The total who answered this question was 211.

The total who skipped this question was 43.

The answer option in the Scottish survey was, 'Scotland should do everything it can to get rid of all kinds of prejudice'

Women were more likely than men to think Orkney should do everything it can to get rid of all kinds of prejudice (75.2% compared with 59.2% of men).

## Question 21

How would you feel if a close relative formed a long-term relationship with someone from one of the following groups?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes. ('Do not know' was not an answer option in the Scottish survey.)

Someone who is Black or Asian

Happy **53.7%** (115) – Scottish **58%**

Neither happy nor unhappy 33.6% (72) – Scottish 31%

Unhappy 7.9% (17) – Scottish 9%

Do not know 4.7% (10)

Someone of a different religion or faith to you <sup>2</sup>

Happy **47.9%** (102)

Neither happy nor unhappy 43.2% (92)

Unhappy 4.2% (9)

Do not know 4.7% (10)

Someone who experiences depression from time to time

Happy 35.8% (76) – Scottish **41%**  
Neither happy nor unhappy **46.7%** (99) – Scottish 35%  
Unhappy 10.4% (22) – Scottish 21%  
Do not know 7.1% (15)

A Gypsy/Traveller

Happy 30.5% (65) – Scottish 32%  
Neither happy nor unhappy **34.3%** (73) – Scottish 28%  
Unhappy 25.4% (54) – Scottish **37%**  
Do not know 9.9% (21)

Someone who has had a sex change operation

Happy 24.6% (52) – Scottish 22%  
Neither happy nor unhappy **33.6%** (71) – Scottish 26%  
Unhappy 25.6% (54) – Scottish **49%**  
Do not know 16.1% (34)

Someone of the same sex as themselves

Happy **42%** (89) – Scottish **37%**  
Neither happy nor unhappy 35.4% (75) – Scottish 31%  
Unhappy 15.6% (33) – Scottish 30%  
Do not know 7.1% (15)

Someone who cross dresses in public

Happy 17.8% (38) – Scottish 19%  
Neither happy nor unhappy 29.1% (62) – Scottish 24%  
Unhappy **34.3%** (73) – Scottish **55%**  
Do not know 18.8% (40)

The total who answered this question was 214.

The total who skipped this question was 40.

The Scottish survey did not give the answer option of, 'Someone of a different religion or faith to you'. The following is what was contained instead:

Muslim

Happy **47%**  
Neither happy nor unhappy 29%  
Unhappy 23%

Hindu

Happy **49%**  
Neither happy nor unhappy 32%

Unhappy 18%

Jewish

Happy **54%**

Neither happy nor unhappy 35%

Unhappy 9%

Christian

Happy **66%**

Neither happy nor unhappy 31%

Unhappy 2%

## Question 22

How well do you think people from the following groups would be suited to the job of being a primary school teacher?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes. ('Do not know' was not an answer option in the Scottish survey.)

Men

Suitable **92.5%** (197) – Scottish **85%**

Neither suitable nor unsuitable 6.6% (14) – Scottish 10%

Unsuitable 0.5% (1) – Scottish 1%

Do not know 0.5% (1)

Women

Suitable **93.9%** (200) – Scottish **90%**

Neither suitable nor unsuitable 5.6% (12) – Scottish 7%

Unsuitable 0% (0) – Scottish 0%

Do not know 0.5% (1)

Gay and lesbian people

Suitable **80.6%** (170) – Scottish **56%**

Neither suitable nor unsuitable 7.1% (15) – Scottish 20%

Unsuitable 11.4% (24) – Scottish 18%

Do not know 0.9% (2)

A Black or Asian person

Suitable **88.7%** (188) – Scottish **70%**

Neither suitable nor unsuitable 8.5% (18) – Scottish 18%

Unsuitable 1.9% (4) – Scottish 6%

Do not know 0.9% (2)

Someone aged 70



Suitable **38.4%** (81) – Scottish 31%  
Neither suitable nor unsuitable 24.2% (51) – Scottish 26%  
Unsuitable 27.5% (58) – Scottish **38%**  
Do not know 10% (21)

Someone who has had a sex change operation

Suitable **60.2%** (127) – Scottish **36%**  
Neither suitable nor unsuitable 19% (40) – Scottish 24%  
Unsuitable 15.6% (33) – Scottish 31%  
Do not know 5.2% (11)

Someone who experiences depression from time to time

Suitable **47.6%** (101) – Scottish 29%  
Neither suitable nor unsuitable 25.5% (54) – Scottish 24%  
Unsuitable 18.4% (39) – Scottish **41%**  
Do not know 8.5% (18)

A Gypsy/Traveller

Suitable **47.4%** (100) – Scottish 25%  
Neither suitable nor unsuitable 23.2% (49) – Scottish 23%  
Unsuitable 24.6% (52) – Scottish **46%**  
Do not know 4.7% (10)

The total who answered this question was 213.  
The total who skipped this question was 41.

Women were more likely than men to think that someone who had had a sex change operation would be suited to the job of being a primary school teacher (67.4% compared to 48.1% for men). They were also more likely to think that a gay or lesbian person was suited to the job (87.0% compared to 68.8% of men). They were much more likely than men to think that someone who had had a sex change operation was suited to the job (67.4% compared to 48.1% of men). However, only 53% of women felt that someone who experiences depression from time to time was suited to the job, although this is still higher than the 38.5% of men who thought they were suitable.

## Question 23

If a bank interviews a Sikh man for a job serving customers and the man wears a turban, should the bank be able to insist the man takes his turban off while he is at work?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes 18.4% (39) – Scottish 24%  
No **75.9%** (161) – Scottish **69%**  
Do not know 5.7% (12) – Scottish 7%

The total who answered this question was 212.

The total who skipped this question was 42.

Women were more likely than men to think that the bank should not be able to insist the man takes his turban off while he is at work (81.2% compared with 67.5% of men).

## Question 24

If a bank interviews a Christian woman for a job serving customers and the woman wears a crucifix which would be visible to customers, should the bank be able to insist the woman takes off her crucifix while she is at work?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes 11.7% (25) – Scottish 15%

No **83.6%** (178) – Scottish **80%**

Do not know 4.7% (10) – Scottish 5%

The total who answered this question was 213.

The total who skipped this question was 41.

Women were more likely than men to think that the bank should not be able to insist the man takes his turban off while he is at work (81.2% compared with 67.5% of men).

100% of people who moved here less than 2 years ago thought the woman should not have to remove her crucifix. This compares to 79.8% of people who were born here and 90.3% of people who moved here 10-20 years ago.

People in the 65 and older age group were more likely than people in the 16-24 age group to think that the bank should not be able to insist the woman takes off her crucifix off while she is at work (92.3% compared with 75%).

## Question 25

If a bank interviews a Muslim woman who wears a headscarf, should the bank be able to insist the woman takes off her headscarf while she is at work?

Below are the Orkney results in percentages followed by the actual number of responses in brackets and the Scottish percentages for comparison purposes.

Yes 20.3% (43) – Scottish 23%

No **71.2%** (151) – Scottish **72%**

Do not know 8.5% (18) – Scottish 6%

The total who answered this question was 212.

The total who skipped this question was 42.

Women were more likely than men to think that the bank should not be able to insist the woman takes her headscarf off while she is at work (76.5% compared with 62.8% of men).

83.3% of people who moved here less than 2 years ago thought the woman should not have to remove her headscarf. This is similar to the 80.6% response given by people who

moved here 10-20 years ago, but is much higher than that given by people who were born here at 55.7%

## Question 26

If a bank interviews someone who is wearing any other symbol of their religion or faith should the bank be able to insist they take it off while they are at work?

Below are the Orkney results in percentages followed by the actual number of responses in brackets.

Yes 12.3% (26)

No **72.6%** (154)

Do not know 15.1% (32)

The total who answered this question was 212.

The total who skipped this question was 42.

The Scottish survey did not have a comparable question

Women were more likely than men to think that the bank should not be able to insist the person takes off the symbol of their faith or religion while they are at work (77.4% compared with 63.6% of men).

76.9% of people in the 65 and older age group thought the bank should not be able to insist the person takes off the symbol of their faith or religion, compared with 65.2% in the 16-24 age group.

A number of comments were received in respect of this question. The majority of the comments suggested that people should have the freedom to wear symbols of their faith at work provided their face was not covered, the symbol did not pose a health and safety risk or was inflammatory (a swastika was mentioned specifically in a few comments).

## Appendix – Comments

1. Don't really understand why the term "incomer" could be deemed offensive - it's a statement of fact. There are many, many more derogatory words in common use that we should challenge before seeking reasons to be offended (I am an "incomer").
2. On the question of 'incomers'. My only concern is the loss of tradition and dialect not any issue of where a person comes from. As there are good and bad among us all!
3. What a waste of time and resources this is.
4. Does the OIC really need a Policy Officer (Equalities) ... I don't think so.
5. This survey does not address local prejudice and attitudes prevailing towards non Orcadians. Therefore, this survey does not provide any feedback in this area.
6. The questions within this survey are too restricted/limited to give any impression of my true views. With most of the questions asked it is not as simple as a yes or no answer. This survey will never convey the true feelings of anyone as there are times you can't agree with the question and, although you don't entirely disagree, the don't know option is poor. There should have been more fields where a comment was possible. It worries me that Orkney and Orcadians may be judged on the basis of this very flawed survey!
7. I am not English myself; but have noticed on many occasions very anti-English language and sentiments. I find this confusing in a place where the natives claim passionately that they are not 'Scottish' but 'Orkadian', then going on to say that they are more linked with Norway than Scotland. As Norway and indeed other Scandinavian nations, have never had the history of friction that England has had with the Welsh and Scots, I find it baffling that this anti-English sentiment is always lingering under the surface in Orkney culture. Even categorizing other non English 'Incomers' as preferable to English ones. There is the need to enlighten Orkney society that There are very little places left within Europe and indeed many other areas of the globe that can claim continuity of decent and racial purity, and that as all the other nations and communities in Europe; the community in Orkney is the result of large melting pot of invaders and settlers to Britain, from Brythonic and Gaelic Celt's, Romans, Saxon/Norse, Normans and the rest. The belief amongst many Orkney 'natives' that they have a purity of race and decent, is fundamentally clinging to the tattered remains of the ghost of a very misguided meta-narrative.
8. I have lived in Orkney [*text removed*] with my family having moved here from England whilst I would say it is a good place to live and my children have done very well in education here, we have all received prejudice from local Orcadian people at some time or another. We are termed 'incomers' in a mostly derogatory way. Some of my children have been bullied at school because they are English and incomers. ....
9. Orkney displays many insular & parochial attitudes. It is noticeably lacking in racial & religious diversity, which are seen by myself as strengths. [*text removed*]. Experience of diverse cultures has enriched my own life and attitudes. Orkney attitudes toward the less able I have found to be particularly disturbing. The level of social exclusion and abuse, both physical & verbal, that they & their families are exposed to is worrying.

There are an awful lot of ignorant and outdated attitudes here - even amongst professionals in the health and social care sectors and the police and justice system.

10. If the person is good at heart it does not matter about race or orientation. However, if they are bad then this should go against them. For teaching, stable personality is required. Mental health has to be sound for this job.
11. Orkney has a long way to go to stop intolerance towards gays. I have a gay friend who now lives south who will not admit being gay in Orkney for fear of persecution. Religion, specifically Christianity, have played a big part in peoples negative views of gays not just in Orkney but the whole world. However I think black and asian people here are treated fairly and with respect other than a few snide remarks. When i have answered i dont know i mean it depends on who the person is. For example this question 'Do you think people from other parts of the UK who come to live in Orkney make the county a better place?' it certainly depends. Orkney gets families from down south who do nothing but cause trouble and scrimp of the generosity of the orkney people. However there are equally people from south that cause great benefit to the community which i whole heartily welcome.
12. As an English woman I have witnessed some anti English feeling in the county mostly directed at others as I am assured that I am somehow not included in their attacks on non Orcadians -I don't mean you they say. Prejudice against so many people who are perceived as different is rife and shocking in Orkney. It disgusts me.
13. Orcadians can be very nice people but some cafes, restaurants pubs can be very offhand and rude to people who they think are visitors. As incomers we have noticed this many times as they think we are tourists, if we are with native orcadian friends it is completely different. Will dish up any old rubbish because they can't be bothered to serve you properly. Charge Edinburgh prices but quality of food and service can be very poor. Try telling them and they will deny it.
14. Some of the question there was not a clear answer to for instance i don't mind which parent has the six months home with the child but i don't think both should be entitled to it. As for outsiders coming to live in orkney many contribute greatly to the community and others don't just like orcadians.
15. Interesting survey but you have no questions on peoples personal experience of discrimination in Orkney. I have personally discriminated against because I am English and received abuse.
16. My wife has received abuse from being in a wheelchair.
17. Orkney is the most close minded place I have ever experienced. There is a lot of work to be done if people want to achieve a non-discriminative society in Orkney.
18. I feel that the lack of education in schools about different disabilities is shocking. There is a certain amount of prejudice towards those with learning/physical difficulties as most pupils know very little about the different disabilities. I feel that if children were educated from a young age then they would be far more accepting. I think that this would also work for all different minorities. If people are educated correctly then they should hopefully be more accepting, understanding and less prejudice.

19. I was born in Orkney, but my parents are English. I now have an Orcadian accent but I used to have an English accent. I suffered a lot of bullying and abuse as a direct result of my accent, sometimes even from teachers. I've lost count of the amount of times I've been called an "English B\*\*\*\*\*d", and been dismissed as an "incomer", even though I'm incredibly proud to be from Orkney and think of myself as Orcadian. *[text removed]* from experience I feel very strongly that there is a definite problem with discrimination in Orkney. Sometimes it's underlying, and harder to notice, and sometimes it's very blatant. Having witnessed the recent surge in incomers that are living in supported housing and causing problems, part of me can understand why locals might feel threatened and have the views they have.
20. Such a shame that discrimination rear's its ugly head here in Orkney, and I realise I have my own prejudices which I try to curtail.
21. In general Orkney is a welcoming, friendly and tolerant place. However any negative experiences I have had have not been as a 'incomer' but when I am seen as a 'tourist' in the summer months. The normally friendly welcome you get in cafes and restaurants in the winter can change to surely, rude behaviour. The change is definitely there and is an extension of the negative experiences we had when we were tourist visitors for nearly 40 years. I think that this attitude may be due to the huge influx of cruise liner passengers in the peak season, some of whom are perceived not to observe the same code of social behaviour and manners that apply to the resident population.
22. As an 'incomer' my experience has been extremely positive.
23. Orkney isn't a bad place but there are definitely people here (incomers and locals) because they do not like the diversity of life in other parts of the country. I think the world has become far more accessible from Orkney in the past 20 years- cheaper and easier connections allowing more to-ing and fro-ing and has broadened the horizons for many more people here-all good Q 4.. I think the money could be better spent on say mentoring a person- if the person hasn't learned the basics of getting up every day to go into work on time then interview skills are a waste of time.
24. I know there certainly is prejudice from Orcadians to people from south of Orkney having experienced it myself. A certain forum shows this very well and it is very distressing.
25. Orkney is a hotbed of racial discrimination to both UK national 'incomers' and those of other nationalities. I have been openly abused for being an incomer (despite not actually wanting to be here anyway) and have failed to get a number of jobs because of not being Orcadian.
26. This survey doesn't touch what I hear most with people here being highly intolerant of folk who move to Orkney and don't intend to work or be an active part of the community. This is encouraged by OIC social housing rules that can allocate houses in remote isles communities to people who know nothing of island life and who have completely different values to most orcadians or those incomers who make a conscious choice to be here for positive reasons.
27. every jobs has their own rules so if a incomer doesn't like it they shouldn't get a job there.

28. i think a person should have the job because they are fit for the purpose. i have known eastern european workers from food establishments whose hygiene levels are sub standard. It is not the trait of the individual but the culture they are from, standards there are not as high as ours. i believe that it doesn't matter who you are as long as you abide by the rules of the place you live. Making allowances because of faith/religion/creed or customs is unacceptable. If they wish to live here it is their choice, they should be the ones making allowances for the culture and populace they have moved to. Learning, mental and physical disabilities should have allowances made as it is not their fault as long as they show a willingness to help themselves as well.
29. I feel quite sure that there will be more responses to this survey from non-Orcadians than others.
30. There's an awful lot of black and white in here. Whilst I don't have a problem with most 'incomers' (your words) from the UK, everyone has to be judged on their own individual merits. Unfortunately there is a small contingent of the English (loud, bossy, obnoxious, spoilt) who have spoilt it for all English folk, and sadly it means that we tar them all with the same brush. I'm aware that I do it too, but some of my closest pals are English. That's true for Orcadians too, of course!
31. I genuinely believe that people should be treated as you find them, regardless of age, race, sex, sexuality or disability. However, spending pots of money on providing specialist training to so-called "minority" groups is going to far (with the exception of disabled folk). For example, if I went to live in Spain, it would be common decency to learn the language so that I might converse with folk. Well, folk who come to live in the UK, welcome as they are, should learn English (or, indeed, Gaelic if they move to the Western Isles, or Welsh if they move to North Wales - no-one in South Wales appears to speak Welsh!!) Orkney, along with the rest of the UK, is, I believe, a tolerant society. Whilst expressing one's personality, sexuality or faith should NEVER be restricted, folk should respect the customs and beliefs of the people who live in that country or county and not attempt to impose their beliefs or habits onto the general populace. Furthermore, they should make every effort to integrate into the larger community, especially in a place such as Orkney, where community is perhaps, more important than anything else. Well - that's what I think, anyway! Thanks for listening.
32. Some of the questions were leading Question 16 I left blank, because I agree with neither statement, but do understand why some groups bring prejudice upon themselves through their own actions. The question about the suitability of individuals to work as primary teachers needs some clarification - I stated that a gypsy or traveller would be unsuitable as a primary teacher, on the assumption that they were still continuing a nomadic lifestyle. If the question means is someone who identifies themselves as belonging to the ethnic group, but no longer follows the nomadic lifestyle, then they would, of course, be perfectly appropriate to employ as a primary teacher.
33. I think everyone should be treated the same regardless of race, colour, creed or sexual orientation, unfortunately Black, Asian and homosexuals are treated differently. Not that they are treated badly but quite the opposite, they have been lifted higher in society because of discrimination laws, they have been given the metaphorical 'get out of jail free' card because the police/courts/councils etc are frightened to act as they would with a caucasian/hetrosexual in case race/sexual discrimination rears it's ugly

head. It is very easy for people to shout discrimination and get a more lenient sentence or reprimand because of it. This must stop, discrimination must stop, but it works both ways. If non-indigenous people are allowed special rights not afforded to the indigenous population because of their religion or people of different sexual orientation are allowed privileges not given to heterosexual people then that is discrimination against the indigenous and heterosexual people. For example, it is unlawful for a indigenous British person, working as a qualified slaughterman, to cut the throat of any animal being killed for slaughter and must, by law, use a humane killer because cutting an animal's throat has been deemed inhumane and illegal in Britain. Yet a muslim, either of British birth or not, because of his religion as a halal slaughterman can legally cut the throat of an animal for slaughter in Britain. We now have an example of discrimination against the indigenous population, 1 rule for 1, 1 rule for another.

34. Some questions cannot simply be answered by a yes/no answer. I have no problem with people moving to Orkney if they are going to contribute to the economy. I notice your questionnaire does not refer to the unemployed or homeless but perhaps this does not come under equality? I think we need to be careful in this instance as Orkney is a small island community after all, not with never ending resources and we need to be able to prioritise for locals ie a Council/Housing association house should be made available in the first instance for local people (someone who has lived here for a number of years and is contributing to the community), rather than someone who has simply moved to Orkney registered unemployed/homeless and claiming the dole, as far as I can see at present these people seem to get to the 'top of the list'. I think this system needs to be reviewed. I am concerned that the Orkney way of life and dialect will be overcome by stronger, more overpowering accents and ways and this would be a shame. It is very important to keep tradition alive.
35. I often put "don't know" simply because all situations are not black and white. For example, a fit 70 year old may well be an excellent teacher but the job is tiring and therefore perhaps not suited to a less fit 70 year old. Similarly, a teacher suffering from bouts of depression may hamper the children's learning if taking extended periods of time off work for illness. Ultimately, I want to see people take full responsibility for themselves (where possible) in a work environment, not blame others or take advantage of the system which unfortunately DOES happen. This is regardless of social or racial category. I also put that public services should not have translated signage or information for those who do not speak English. Unfortunately, I think a fully competent adult should really make learning the language of the country their priority if they want to make a life here. *[text removed]* That said, perhaps the same money would be better used to provide free tuition in English, in an accessible way (for mothers who cannot leave young children for example). I do feel that discrimination is now borne more out of being forced to accept too many changes, rather than simply a fear of the unknown as it perhaps was historically. It does sometimes feel that we open our arms and offer so much help to those not from this country who have come to settle here (perhaps away from conflict or economic depression in their own countries). This in itself is fine, as long as they take responsibility for the move, and do what they can to assimilate into the culture here. I wouldn't want to see us facilitating a total disregard for our own language, culture and religions. Change and social variety should be embraced, but we must be careful to not make it the main focus.
36. Some of the questions are clearly designed to encourage the participant to answer the "politically correct" answer. Equality means treating all people as equal.... there are issues, however, where positive discrimination exists and people may be offered jobs



(for example) because they belong to a minority ethnic group. One of the questions focuses on the term incomer and whether it is offensive. This is frankly amusing as people who move into an area from another area is "an incomer" How can this offend any person as it suggests no level of disrespect whatsoever?

37. I do not believe that the state financed government should support people of ethnic backgrounds just for the backgrounds as such (that can be done by charities or NGOs). I don't think anyone's ethnic or religious background should matter when the jobs are assigned - that should be done purely based on people's skills. I believe that organising trainings for people of certain ethnic or religious backgrounds is almost something that could end up looking like they are being singled out. If the government wants to organise a scheme to teach people about confidence, everybody should be able to attend - not just Sikhs, or Poles, or Black people. After all, Polish confidence isn't any different from black or Sikh one, is it? :)
38. I have no problem with people moving Orkney provided they are willing to accept our culture and work in the community. However I don't like people who are in the benefits system who move here and take up local housing which could be used otherwise.
39. I think that some pre-conceived ideas exist for a reason and that sometimes something can happen that can reinforce a stereotype. This can bring the local/incomer line into greater relief. I find it is most often badly behaved incomers that stoke up tensions by making nuisances of themselves and behaving in a disrespectful and shameful way. I am an incomer.
40. Some of the questions are quite difficult to answer. You never know how you are going to feel about anything until you are facing it. Your response to any person may well be influenced by how they are as a person. I have tried to be as honest as I can be. Hope you get a lot of response.
41. Think many of these questions are too simplistic and I can think of too many alternatives for each answer. No questions on the experience of 'incomers' in Orkney/Scotland (particularly the 'English').
42. Many of these questions are impossible to answer honestly unless you have the experience. Also difficult given personality traits being so diverse.
43. Found some of the answers difficult to answer. The option 'bad' was a bit strong. Some questions needed some more options or room for extra comments. I felt I couldn't answer some accurately as none of the boxes reflected my opinion.
44. Suitability for jobs in teaching, or indeed any other profession, should be based on ability to do the job not their sex, ethnicity or sexual orientation. Similarly none of these are important factors in whether or not I would be happy if a family member chose them as a life partner - their happiness would always be the most important factor.
45. I think it is good for people from other parts of the UK to move to Orkney but only if they have the right attitude to being here, - as long as they want to contribute positively to life in Orkney and not destroy the good things that exist here, this, of course, applies to the people who have grown up here too. I'm not sure that the infrastructure of things here is well placed to properly manage much more greed and unruliness.

46. My main objection to people from another country working in Orkney is that lots of the money earned is spent away from Orkney and indeed away from Britain. This for me doesn't necessarily take away an "individual's" strengths and contributions to the county. I do sometimes think though that "equality" is jeopardised immediately the label man, woman, traveller, black person, gay/lesbian, etc is given to an individual or a group. I'd much rather people were treated as individuals without the above labels. That, for me, is what equality is about.
47. I think father's should have the right to take 6 months paid leave IF he is the only member of the household doing so. I think it should be available to one of the parents, mother or father.
48. If you talk about gypsies/travellers I see things different if this is a person who I have to accept to be away at times which would cause problems with jobs and possibly other commitments. How somebody lived in the past I do not mind. Similar issues apply if somebody has to be expected to be ill and off work at unplannable times whether from depression or for some other reason. Re interview skills: I think interviews as I have experienced them are rather useless for finding the best person. Money would probably better spend on advertising better methods of identifying good future staff. Re uniform/diverse community: There are more options which you did not provide, such as a uniform community with me the odd one out.
49. The primary teacher with depression might still be suitable if he/she get special help so that s/he can still cope with the class during periods of depression. As for the long-term relationships, I would be happy for my children to take up long-term relationship with anybody as long as it makes them happy. The reason for the "don't know" tick under "relationship with someone with depression" is that I would be happy about the person but sad that the person is experiencing depression. I am an "incomer" from a country outside of the UK, but feel very welcome here. I think it's easier to be a foreigner here than it is to be English here.
50. The facilities for Tennis in Orkney need to be re-introduced! I feel just because there is a new Grammar School being built that they shouldn't miss out a golden opportunity to put new tennis courts there as the school and the school grounds are now going to be bigger! Also I think there needs to be more entertainment and wedding venues etc in Orkney.
51. Some of these were hard to answer, for example the suitability of anyone to be a Primary School teacher would very much depend on the person, their attitude, their history etc. I would always look at the people themselves rather than their religion, age etc.
52. While I believe that Orkney should be a welcoming place for all, and that for Orkney to thrive as a community, we need the diversity that comes with folk moving here from other parts of the country/world, we must be careful to recognise and celebrate our customs and heritage and not forget the importance and uniqueness of our close-knit community.
53. A government which governs least governs best. Individual freedom is paramount - no institution has the right to tell someone how to dress (see the questions about people of different faiths working in a bank). However, government's role is to improve peoples' lives; if funding programmes to give minorities employment improves their lives and

makes society more vene then this is an excellent use of money. An equal society across class, gender and ethnicity is what Scotland should aspire to. That is the Scotland I want to live in.

54. It's worth bearing in mind that making special provisions for particular groups/categories, even for the best and most altruistic of reasons, is, in itself a form of discrimination which, unfortunately, can often raise the profile of the said groups/categories and lay them open to INCREASED stigmatism and discrimination.
55. I have put 'don't know' for all answers to 17 and 18 because I cannot possibly make a judgment based on someone's gender, ethnicity, sexuality or cultural background. I might be very happy or unhappy with the relationship or the person's abilities as a primary school teacher, but these are not the factors which would make me happy or unhappy!
56. I don't believe in racism or prejudice what i do have problems with are bad work ethics. Don't care if someone is white, black, green, purple, male, female, gay, straight, hemaphrodite, jew, muslum, christien, pagen or believes in the norse god thor what i do have a problem with are lazy people who cant be bothered, and political correctness my children will learn baa baa black sheep as a rhyme not the offensive slur some believe it to be.
57. There are no questions here about one of Scotland (and Orkney's) greatest discrimination issues - Protestant / Catholic sectarianism. Catholics are a small minority in Orkney and subjected to overt and subtle discrimination and prejudice in many areas of life.
58. It seems to me this is a rather blunt instrument, raising more questions than you may assume it is answering. Also, it's more about Scotland than Orkney, apart from a couple of questions - should be much more sensitively targeted to island concerns.
59. I believe in equality for all based on mutual respect. Although I was born in Orkney my parents are incomers and I was bullied at school because of this. But times have changed and I believe in general the Orcadian values of community and equality make for a good degree of acceptance. Of course there are always those who feel threatened by difference especially when it is outside their experience. Also some who move to Orkney do not appreciate that it takes compromise and tact to get along in a small community and do not respect the feelings of those already living here. So there are lessons to be learnt on both sides. But that I'm afraid is the challenge of human nature!
60. Good luck with the survey, hope you get lots of responses. It will be interesting to see the results.
61. I'm still undecided on same sex marriage: I agree that everyone should have the same rights to equality in personal relationships and to a civil partnership/ equal rights in terms of the law etc. But still not sure about marriage. My thoughts on this are more based a view that the church is diluting its approach to many things, (or possibly adapting to the times) and that marriage is specifically a union between a man and woman. However, I suspect that, in the end of the day, I will come down on the side of 'yes' to same sex marriage, as it makes sense in terms of people being treated equally and fairly.

62. I find q 17 a difficult one to answer as I can't say if I would be happy or unhappy until I'd met them. They might be a complete idiot who doesn't treat my family member right and lesbians/Asians etc etc are no more immune to being idiots than a white heterosexual male for example.
63. This survey is self-selecting, those with an interest in equalities issues will choose to participate, skewing the results. There are many bigoted people among those born in Orkney but ONLY through lack of exposure to other peoples and cultures. Schools in Orkney should do much more to teach children about global issues, my son has very stereotyped views about African peoples, for example and practically NO understanding of other world religions. We are good with sexuality issues in Orkney - we have a lot of gay and lesbian people in high profile positions and professions. There is still very strongly a concept of: Womens jobs and Mens jobs - a woman applying for a farmworkers job on the north isles for example would simply be laughed at. The only discriminatory views I hold are that I think the state should stop people claiming benefits who refuse to work, yet are physically and mentally capable of doing so. Unfortunately Orkney has had more than its fair share of the workshy and this is why "sometimes there is a good reason why people are prejudiced" - firms desperate for labour whilst men refuse to work and claim benefits. If society is paying their way they should be compelled to actively contribute - even those with a disability can do a desk job and get a lot more fulfilment than from playing on their computers and watching daytime TV. I don't believe this is bigoted view, but that everyone is afraid to say it out loud, we're so conditioned to be PC.
64. I believe everybody is an individual and suitability for a job or position should depend on their skills etc for the position and whether or not they can do the job well. I don't feel that their personal beliefs or gender should be a factor in deciding this.
65. Ensuring that secondary schools in Orkney teach that lgbt people exist - rather than allowing PSE teachers, in PSE lessons, to comment that they find the idea of two men kissing 'disgusting' - might be a start. Also encouraging teachers to stamp out the use of 'jokey' racist insults would be good.
66. Some of the questions were hard to answer because no explanation space was available to back up the answers given, e.g. someone over 70 might not be suitable as a primary school teacher because it requires quite a bit of physical agility and energy, however a fit 70 year old may well be up for the job! It shouldn't be assumed that I'm ageist because I think practically!!!
67. Whilst I don't have an issue with people from other places coming to live in Orkney/Britain, I do feel that it is an appropriate expectation that speakers of other languages should at least attempt to learn English as a language. I wouldn't consider going to live in another country without at least attempting to have a basic grasp on the native language as it can help to cut down barriers and help with integration into a new society.
68. Some of the questions do not allow to elaborate an answer, which is not always straight yes or no. Whom ever wishes to move to a different region or country, should fit in with the traditions and culture of where they are going. Whether that is someone speaking, learning to speak and understand English coming to the UK, or learning the language going to another country. Groups of people are not necessarily unsuitable for

specific jobs, it depends entirely on the individual. Question 11, my answer is based on 'people similar to me' as in having the same views, not whether they are white / black / gay etc. If everyone had the same view that they are equally responsible to fit in with the culture and traditions of where they have chosen to live, and not to try and change it. People often come to Orkney because they think it's a tranquil place, but then complain if shops aren't open, weather prevents travel etc etc.

69. This survey has really made me think about my own attitudes which is a good thing.

70. Too many of the answer boxes are yes, no, don't know. It would have been good to have a box where you could give a different answer. A lot of these questions are dependant on personal view or individual circumstances and i found it hard to give a true picture.

71. Q15 re use of 'incomer' 0 answered sometimes as it is very dependent on the way and reason for use Q18 - Gypsy/Traveller only unsuitable if they are travelling!

72. Interesting survey, thank you.

73. Why does oic need an officer for equalities.

74. I felt I needed to make comment on some Qs eg With 6 month - I think both parents should have the right (but not necessarily both together!) Q4 I don't have a problem with money supporting any of the groups - I just think the opportunities should be available for all Q 12, 13 Depends on who they are (rather than where they've come from) Q17, 18 the 'neither happy /unhappy' type answers doesn't suggest ambivalence eg suitability as a primary teacher would be down to them as an individual.

75. A lot of the questions are loaded and need to have option to elaborate on the answer you choose.