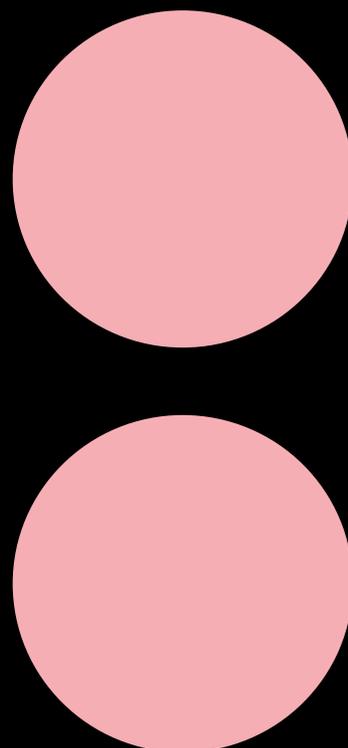


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Barriers into employment and to progression for young Black people in the UK



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Savanta ComRes report for EY and EY Foundation

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1. Executive Summary

EY and EY Foundation (EYF) commissioned a survey to increase understanding of the employment barriers for young Black people in the UK. The survey includes questions related to barriers at school, in employment sectors and explores workplace situations and job stages where racism might have been experienced.

The survey which ran from 30 November to 21 December 2020 surveyed 1,074 young Black people aged 16-30. The data in this report has been analysed and weighted by gender, age and UK country - this ensures that any findings are representative of young Black people in the UK.

The demographic subgroups that show the most interesting significant differences are gender, age group and social grade. Social grade is a measure of the profession of the highest earner in the household. For the younger group, which includes those in education, it is likely that this refers to the young Black person's parent or guardian. The type of profession of the highest household earner is divided into ABC1 for skilled professions and C2DE for semi or unskilled professions. These groups normally align with income level too, with those in ABC1 tending to earn more than those in C2DE. In addition to the demographics listed and where the sample size allowed, regional differences were also explored.

The insights obtained from this report will help inform and support the diversity and inclusion work at EY and the EY Foundation. In addition to this, the report will provide important insight for employers more broadly. Below we provide a summary of the report.

Findings

Career goals

A large majority (92%) of young Black people have career goals and amongst this group, a further nine in ten (92%) say they will achieve them.

Young Black people are ambitious and confident of achieving their career goals. Young Black women are more interested in following a particular profession, and this strong interest in a chosen career drives their ambition. Whereas young Black men are driven more by seniority, success and reaching the top of their chosen career. Young Black people in education from C2DE are less likely to expect to achieve the qualifications they need to pursue their career goals. This divide between social grades is also reinforced by those who have left education, with those in C2DE more likely *not* to have achieved what they felt they needed to pursue these goals.

Barriers to progression at school

Four in ten (37%) young Black people in a job say that their ethnicity negatively impacted their ability to progress at school.

It is notable that some factors that negatively impact success at school may only be recognised by young Black people once they have left. This includes poor careers advice, lack of role models and a lack of connection to colleges or universities. The perception that their ethnicity has impacted on their progress at school is also noted more by those in a job, compared to those in education.

The negative impact of COVID-19 and remote learning on progress is mentioned by half of young Black people in education. In addition, the pandemic is likely to at least partially drive the high reports of mental or physical health difficulties that have negatively impacted on progress at school. This presents an additional barrier for current education cohorts.

Workplace and sector barriers

Only one in eight (13%) young Black people say that their ethnicity does not present a barrier to entry in any employment sectors in the UK.

A large majority of young Black people perceive barriers in employment sectors in the UK due to their ethnicity. However, some sectors are clearly considered to be more difficult to enter than others, particularly Law and Accounting, Banking and Finance, Business Consulting and Law Enforcement and Security. These sectors will have to work harder to attract young Black people into careers. Young Black women are more likely to see barriers in sectors compared to men. Specifically, these sectors are: Law, Business Consulting, Law Enforcement and Security, Science and Pharmaceuticals, Creative Arts and Design, Health and Social Care, Teaching and Education, Marketing, Advertising and PR, Recruitment and HR and Environment and Agriculture. Therefore, young Black women may be even more deterred in pursuing careers in these sectors than young Black men.

Concerningly, reports of racism by young Black people in jobs is widespread. Racism from clients or people external to the company is the workplace situation where this is most experienced. It is also likely to be the most challenging to address through internal policies and practices.

Current employer policies, and practices

Amongst those in a job, a quarter (25%) of young Black women, compared to less than one in ten (9%) young Black men, say that none of the policies or practices (covered in the survey) to support Black employees, are offered by their employer.

Most young Black people in a job state that their employers do have one or more of the policies and practices presented in the survey in place to support Black employees. However, a significant minority say *none* of the policies or practices presented are available in their workplace (17%). Amongst policies presented, anti-discrimination training and having a diversity and inclusion committee or champions are most frequently stated.

Many young Black people in a job do not feel confident in suggesting a policy change which may indicate that their work environment does not actively encourage this.

Promotion and progression at work

Just over a quarter (26%) of young Black people in a job report that their ethnicity has had the greatest negative impact on their ability to access promotion and progression at work, out of a range of potentially limiting factors.

A significant minority of young Black people who apply for a promotion receive neither feedback, nor an ethnically diverse interview panel (22%). Young Black women report that they are even more likely to receive neither provision (women: 33% vs. men: 13%).

Young Black people in a job report that their ethnicity has had the greatest negative impact on their ability to access promotion and progression at work, out of a range of factors provided in the survey. Young Black men were more likely to select tough competition as their main barrier compared to women who selected that they are less likely to be focused on reaching the top of their profession.

The findings indicate that racism is experienced in a range of situations for young Black people at work. These include not being taken seriously, having limited opportunities offered to progress, being treated differently and not being perceived as coming from the right background.

The role of employers

Approaching half of young Black people think that the promotion of Black employees to senior roles should be encouraged (46%) to support the recruitment and progression of Black employees in the workplace. However, fewer (36%) think that there should be targets for Black representation put in place by businesses.

Nine in ten (91%) young Black people were supportive of businesses putting in place at least one of the measures presented in the survey to support the recruitment and progression of Black employees. Policies to reduce racial bias and discrimination, supporting equal opportunities and those encouraging promotion of Black employees were most likely to receive support. Young Black women are more likely to support policy and practice changes across all measures presented. Their views may be driven by the perception that a greater number of employment sectors present barriers to entry due to their ethnicity and their increased experience of racism in some workplace situations.

Setting targets and positive discrimination receives a less favourable response amongst young Black people overall. However, outreach to schools and universities, to encourage Black students to apply, attracts greater support and could provide long-term change.

Conclusions

The report identifies six conclusions to be addressed in order to improve the outcomes for young Black men and women. These cover five central themes relating to their: school experience, social background, sector barriers to entry, workplace racism and employer policies and practices.

- 1) Ambition is high amongst young Black people, and many have clear career goals and express confidence in achieving them. However, some who have left say that their school lacked connection with universities and that they were given poor careers advice (especially those who are older, in a job and reflecting with hindsight).
- 2) Social background presents an additional barrier. This research suggests that those in education from a C2DE background are less confident in feeling they are on track to achieve the qualifications they need. While those in ABC1 are more likely to say that they have made adaptations to fit in better. In addition to this those in ABC1 also felt more confident in suggesting a workplace policy change to their employer.
- 3) Young Black people see: Law and Accounting, Banking and Finance and Business Consulting as the top three sectors with barriers to entry due to their ethnicity. This indicates that these sectors will have more work to do to attract young Black people to train and to apply.
- 4) Workplace racism is experienced by many young Black people in a job. This includes at the recruitment stage, when it comes to being promoted and when being allocated work. Racism from clients and customers, which was the highest reported workplace situation where this is experienced, can be particularly challenging for the business to tackle.
- 5) Young Black women are more likely to report that they perceive and experience workplace and sector barriers. They are more likely to say that they experience racism in work meetings. Further to this, they are almost three times as likely to say that their workplace does not have any of the measures presented in the research in place. They are also more likely to support

businesses implementing each of the measures to support the recruitment and retention of Black employees.

- 6) Most workplaces are reported to have at least some diversity and inclusion practices or measures in place, but much more progress can be made. Some reports of diversity policies in place include anti-discrimination training, diversity champions, mentoring etc. But respectively, these are not far reaching.

2. Research Background

2.1 Research aims & objectives

In 2017 an independent review was published by Baroness McGregor-Smith¹ on issues affecting Black and minority ethnic groups in the workplace. The review identified discrimination and bias at every stage of an individual's career with people from these backgrounds experiencing lower employment rates as well as larger barriers in relation to progression, promotion and racial discrimination. Critically, the report even recognised that bias was present before individuals had even entered employment.

One year on from the publication of the McGregor-Smith review, the Prince's Responsible Business Network (PRBN) published Race at Work 2018². This report setup a scoring system with the aim of reviewing how UK public limited companies were progressing against the recommendations outlined in the McGregor-Smith review. The PRBN report analysed survey data collected from employees in 2018, it then compared this with data that was collected in 2015 and aligned with the McGregor-Smith review. In almost all measures there had been no improvement. In order to address this, they called for the following actions: zero tolerance of harassment and bullying, target setting for representation, an inclusive approach to performance, support for BAME recruitment and progression and effective monitoring and measuring of progress.

EY Foundation's work focuses on giving young people a good start to their working life by supporting them with the skills and experience to secure jobs and careers they want to pursue. As part of its focus on supporting young Black people, it was considered important to understand the issues and challenges that they might experience.

EY and EYF wanted to understand the barriers to entering employment and to progressing within roles and careers for young Black people. Savanta ComRes were commissioned to run a survey with Black people aged 16 - 30 to explore this. The survey covers career aspirations, experiences at school, promotion and progression, and policies or practices that employers have or should have in place. It also explores any changes that young Black people think should be put in place to help them progress.

2.2 Methodology

Savanta ComRes interviewed 1,074 young Black people, aged 16 - 30 in the UK, between 30 November and 21 December 2020 using a combination of an online and telephone survey. The telephone approach was in place to improve coverage in Scotland due to its lower population of young Black people. This boosted the sample in Scotland to 74 people to enable a better assessment of whether there are any distinct findings amongst this group. The survey responses are weighted by gender, age and by UK country to be representative of young Black people aged 16 - 30 in the UK.

Throughout the report, unless otherwise stated, when young Black people are referred to, we refer to the whole sample of 1,074 who took part in the survey.

The data is also analysed by key demographic subgroups. The subgroups that show the most interesting significant differences are gender, age group and social grade. Social grade is a measure

¹ Baroness McGregor-Smith, 2017, Race in the Workplace, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf. Website accessed 27/05/21

² Sandra Kerr, OBE, 2018, Race at Work, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/746970/BITC_Race_At_Work_Report.pdf. Website accessed 27/05/21

of the profession of the highest earner in the household. For the younger group, which will include those in education, it is likely that this refers to the young Black person's parent or guardian. The type of profession of the highest household earner is divided into ABC1 for skilled professions and C2DE for semi or unskilled professions. These groups normally align with income level too with those in ABC1 tending to earn more than those in C2DE.

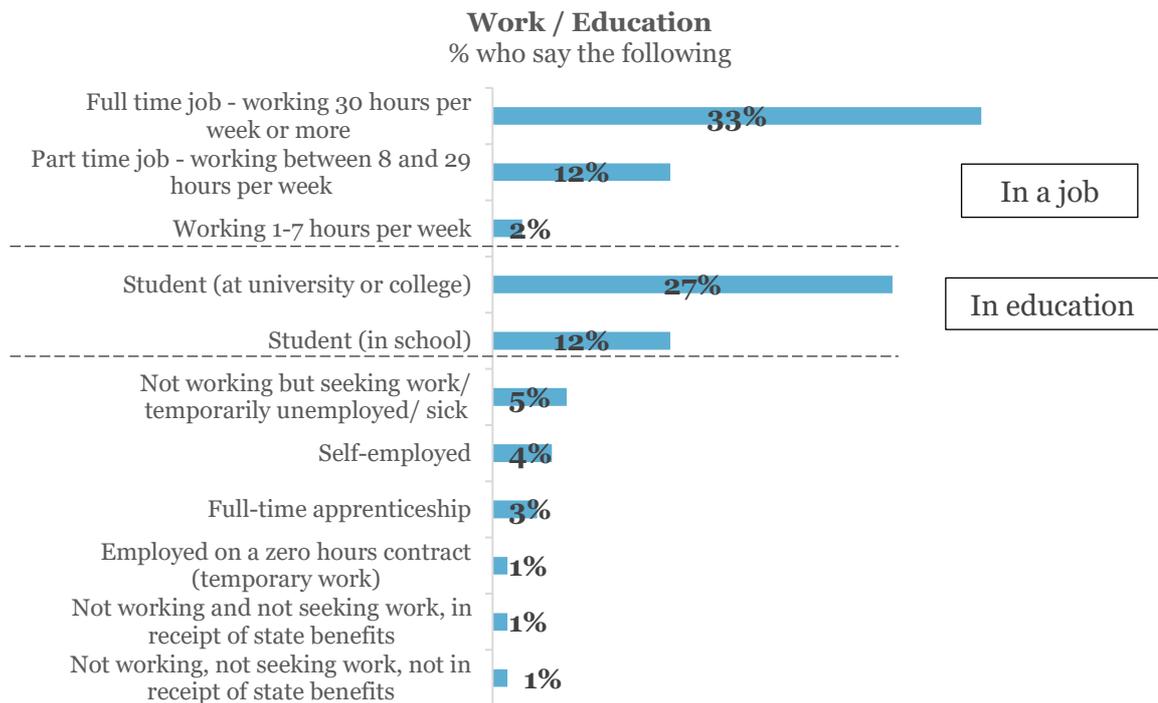
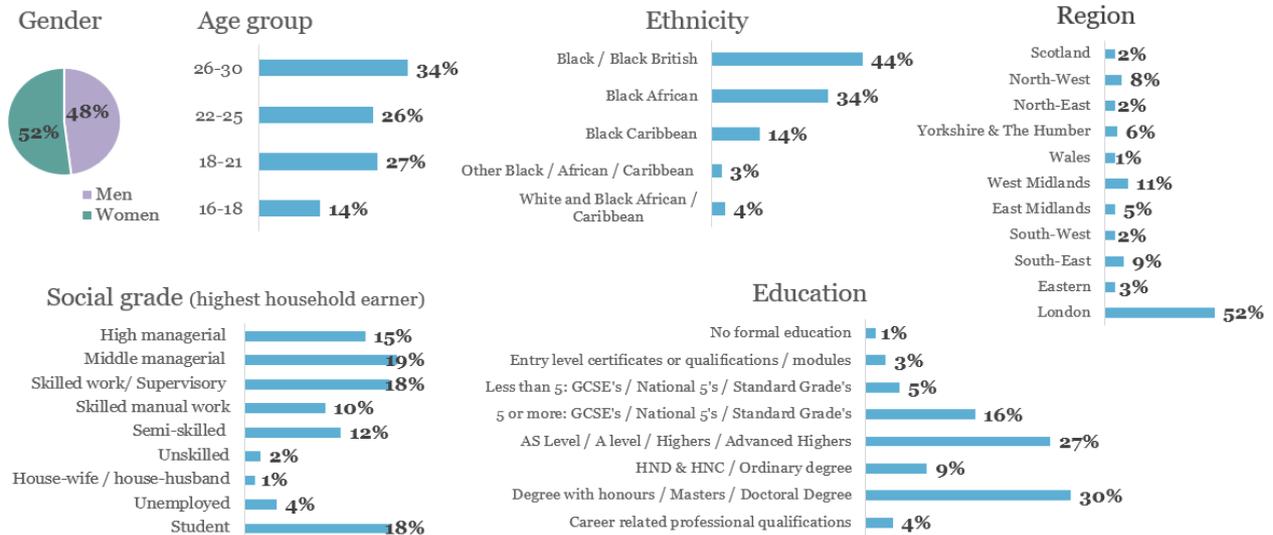
Other subgroups that show interesting differences are size of company worked at (small: 0-49, medium: 50-249 and large: 250 or over employees) and whether the person is in education or has a job.

Differences between demographic groups are only reported if they are statistically significant at a 95% level of confidence. To be statistically significant, the difference in results between two groups needs to be 95% likely to be outside of the Margin of Error and this varies according to the size of the sample. The smaller the sample size, the greater the Margin of Error. Therefore, smaller sample groups require greater percentage differences between them to be statistically significant.

Throughout the report, where netted totals appear to not equal 100%, this is due to rounding.

2.3 Demographic profile³

An overview of the demographic information that is captured for the young Black people in the study is summarised briefly below. This can be viewed in full in the Appendix of this report.



D6. Which of the following best describes your current working status? If you are currently on furlough, please answer this question based on the job you are furloughed from. Base: All respondents (n=1,074)

³ Where bars in the charts appear to not sum to 100%, this is due to rounding of the survey data into percentages.

3. Main findings

The structure of the report reflects the survey which is comprised of six main sections covering different elements of a young person's employment and educational journey.

1. **Section 1: Career Goals**
In the first section, all young Black people in the study are asked about their career goals; whether they have any and what they are.
2. **Section 2: Barriers to progress at school**
The second section, which again includes all the young Black people in the study, focuses on barriers experienced at school and if they perceive any of these to have limited their progress.
3. **Section 3: Workplace and sector barriers**
This section explores perceived and experienced sector and workplace barriers including any adaptations that young Black people in a job may have made to fit in better.
4. **Section 4: Current employer; policies, and practices**
Young Black people in a job were asked about their current employment and their employers' policies and practices in the workplace.
5. **Section 5: Promotion and progression at work**
This section focuses on those in a job and asks them about any promotions they might have applied for and the outcomes of these applications.
6. **Section 6: The role of employers**
The final section covers the opinions of young Black people overall, and then those in a job, asking what businesses should put in place to support the recruitment and progression of young Black people in the workplace.

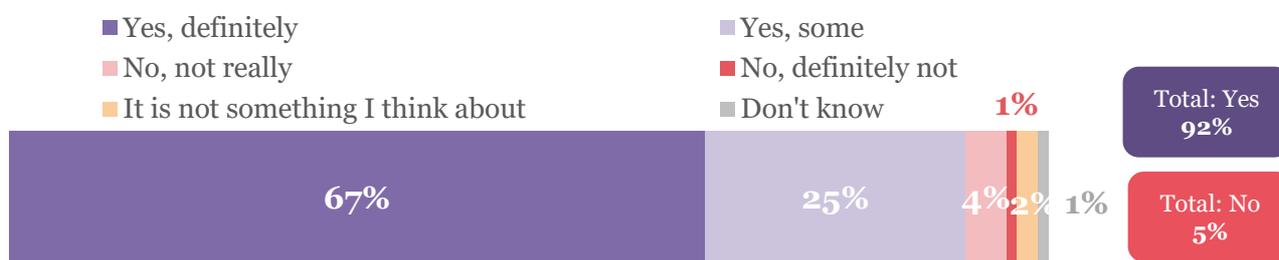
3.1: Career Goals

This section covers young Black people's career goals, whether they have them and if they think they will achieve them. It also includes the type of career goals they might have. Following this, those in education are asked whether they think they are *on track* to achieve the qualifications they need to pursue these goals. While those in a job are asked an equivalent question; whether they gained the qualifications needed to achieve their career goals when they were at school.

Having career goals

An overwhelming majority of young Black people say that they have career goals (92%), and only 5% state that they do not have any. Looking more closely, there is a significant attitudinal difference between genders and between social grades. Women (94%) are more likely than men (90%) to say they currently have career goals. While more than nine in ten (94%) from ABC1 say they have career goals, less than nine in ten (86%) from C2DE say the same.

Career goals % who say the following

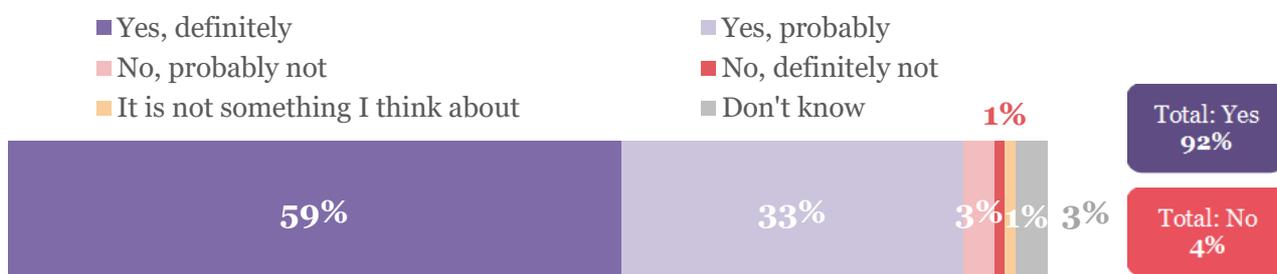


Q1. Do you currently have any career goals? Base: All respondents (n=1,074)

Achieving career goals

Amongst those who have career goals, there is strong confidence in career goal attainment. Nine in ten (92%) respondents who have career goals believe they will achieve them. As there are likely to be more opportunities to achieve goals in full-time work, perhaps unsurprisingly, those who have a full-time job are significantly more likely to say they will achieve their career goals than those who work part-time or are a student in school (95% vs. both 88% respectively).

Belief you will achieve your career goals % who say the following



Q7. Do you think you will achieve your career goals? Base: All respondents who have career goals (n=980)

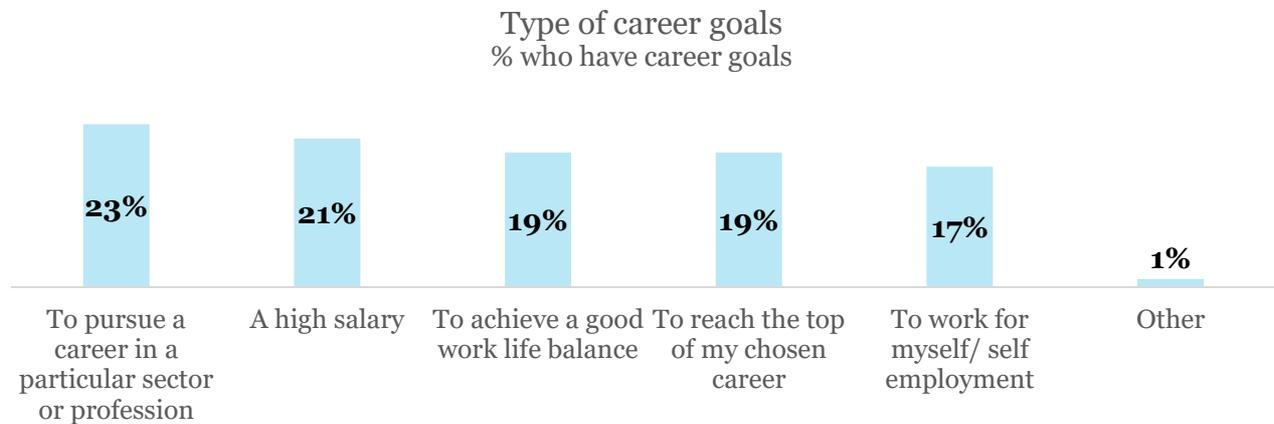
Types of career goals

Young Black people with career goals are most likely to focus their aspirations on attaining work in a specific sector or profession; just under a quarter (23%) report this. A high salary (21%) was the next most likely reason, whilst self-employment (17%) was the only goal tested to fall below one in five.

Notably, there are no significant attitudinal differences between social grades in relation to what type of career goals were set. Men and women are also broadly aligned in respect to wanting a high salary (22% vs. 20% respectively) and achieving a good work/life balance (18% vs. 19% respectively).

However, young Black men are significantly more likely than young Black women to express a greater focus on seniority and success and say their career goals are to reach the top of their chosen career (23% vs. 16% respectively). They are also more likely to have the aim of being self-employed

(21% vs. 14% respectively). Women (30%), on the other hand, are twice as likely as men (15%) to say their goal is to pursue a career in a particular sector or profession. This suggests women are more likely to be more focused on a specific sector or job whereas young men are more likely to express a desire to lead.

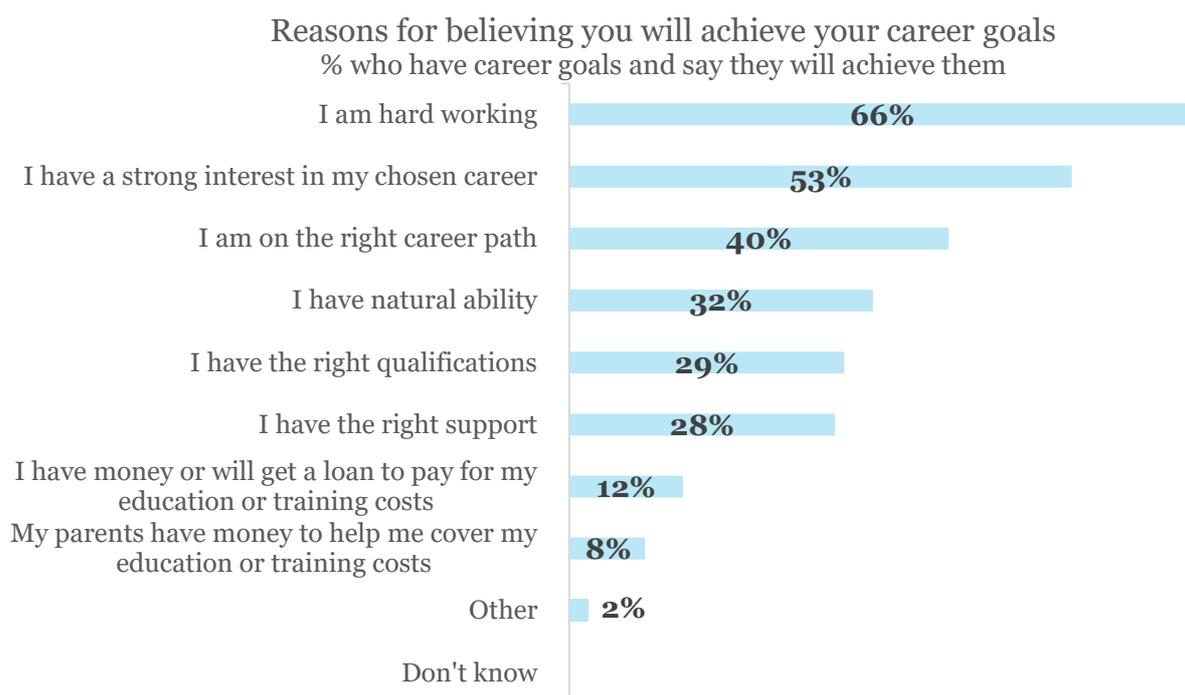


Q2. What are your careers goals? Base: All respondents who have career goals (n=980)

Reasons for achieving career goals

Two thirds (66%) attribute their belief that they will achieve their career goals to the fact that they are hard-working – this was the most popular reason among those who think they will realise their goals. More than half (53%) of those believing they will reach their goals think this is due to having a strong interest in their chosen career. This reason shows a diverging opinion among men and women, since women (57%) are significantly more likely than men (48%) to attribute this belief to having a strong interest in their chosen career.

Those who are older are significantly more likely than their younger counterparts to say they have a natural ability, and therefore believe they will reach their career goals. Approaching two in five (37%) respondents aged 26-30 say this, whereas just under a quarter (24%) of respondents aged 16 or 17 state this reason for their belief.



Q8. Why do you think you will achieve your career goals? Base: All respondents who have career goals and say they will achieve them (n=900)

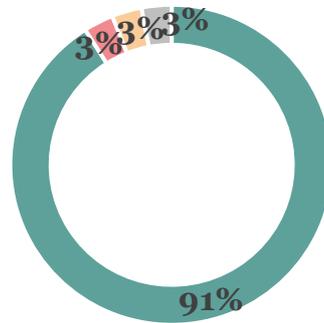
Obtaining qualifications needed to pursue career goals: Young Black people in education

Another question centred around career goals is whether young Black people feel they are on track to attain qualifications that will allow them to pursue their career goals upon leaving education. For those who are currently in education and have career goals, nine in ten (91%) thought they were *on track* to get the qualifications they need to pursue their goals.

The same proportion of men and women in education (91% for both) say they are on track to get the qualifications necessary for them to pursue their career goals. However, for young Black people who are currently in education, there is a small but significant difference between social grades. More than nine in ten (93%) from ABC1 confirm that they are on track to get the qualifications they need to pursue their career goals, compared to less than nine in ten (87%) from C2DE who say they are on track.

Obtaining qualifications needed to pursue career goals
% who are in education and have career goals

■ Yes ■ No ■ I didn't have specific career goals ■ Don't know



Q4. As you are currently a student, are you on track to get the qualifications you need to pursue your career goals?
Base: All respondents who are in education and have career goals (n=483)

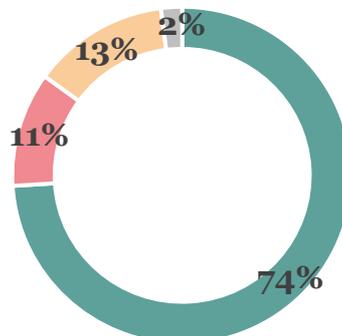
Obtained qualifications needed to pursue career goals: Young Black people not in education

Similar to those currently in education, the majority of young Black people *not* in education with career goals say they gained the qualifications needed to pursue their career goals. Just under three quarters (74%) of young Black people *not* in education say they obtained the qualifications they needed to pursue their career goals after leaving education, 17% less than those who are still *in* education. This could represent a cohort of more confident and focused young Black people in education, compared to those who have left previously. However, there is also the risk that the younger group has unrealistic or an over optimistic assessment of how likely they are to reach their career goals, especially considering the pressures of COVID-19 and the impact on teaching and learning over the past year.

A significant difference between social grades is also apparent for this group who are not in education. Four in five (80%) from ABC1 say they left school with the necessary qualifications to achieve their career goals, whereas less than two thirds (63%) from C2DE say the same.

Obtaining qualifications needed to pursue career goals
% who are not in education

■ Yes ■ No ■ I didn't have specific career goals ■ Don't know



Q3. Now, thinking back to when you were about to leave school, did you get the qualifications that you needed to pursue any career goals when you left education? Base: All respondents who are not in education (n=564)

Career goals: summary

Young Black people are ambitious and confident of achieving their career goals. Young Black women are more interested in following a particular profession, and this strong interest in their career drives their ambition. While young Black men are driven more by seniority, success and reaching the top of their chosen career. Young Black people in education from C2DE are less likely to expect to achieve the qualifications they need to pursue their career goals and so may benefit from additional support or guidance. This divide between social grades is also reinforced by those who have left education, with those in C2DE more likely *not* to have achieved what they felt they needed to, to pursue these goals.

3.2: Barriers to progression at school

In this second section, we explore factors that may have negatively impacted on young Black people's ability to progress at school. We then look at this amongst those who are currently in education and those who have a job, who reflect back on the experience.

School controlled factors that impact progression in education

Perhaps unsurprisingly, given the current climate, young Black people in education at the time of the survey fieldwork are most likely to say COVID-19 and associated remote learning (50%) is the main factor that may have negatively impacted on their ability to progress at school. Students in school are more likely than those at university (57% vs. 47%) to say that this has impacted them, potentially due to university students already feeling more prepared for a certain amount of independent study.

Further to this, three in ten (28%) young Black people said that undertaking limited or no work experience negatively impacted their ability to progress at school.

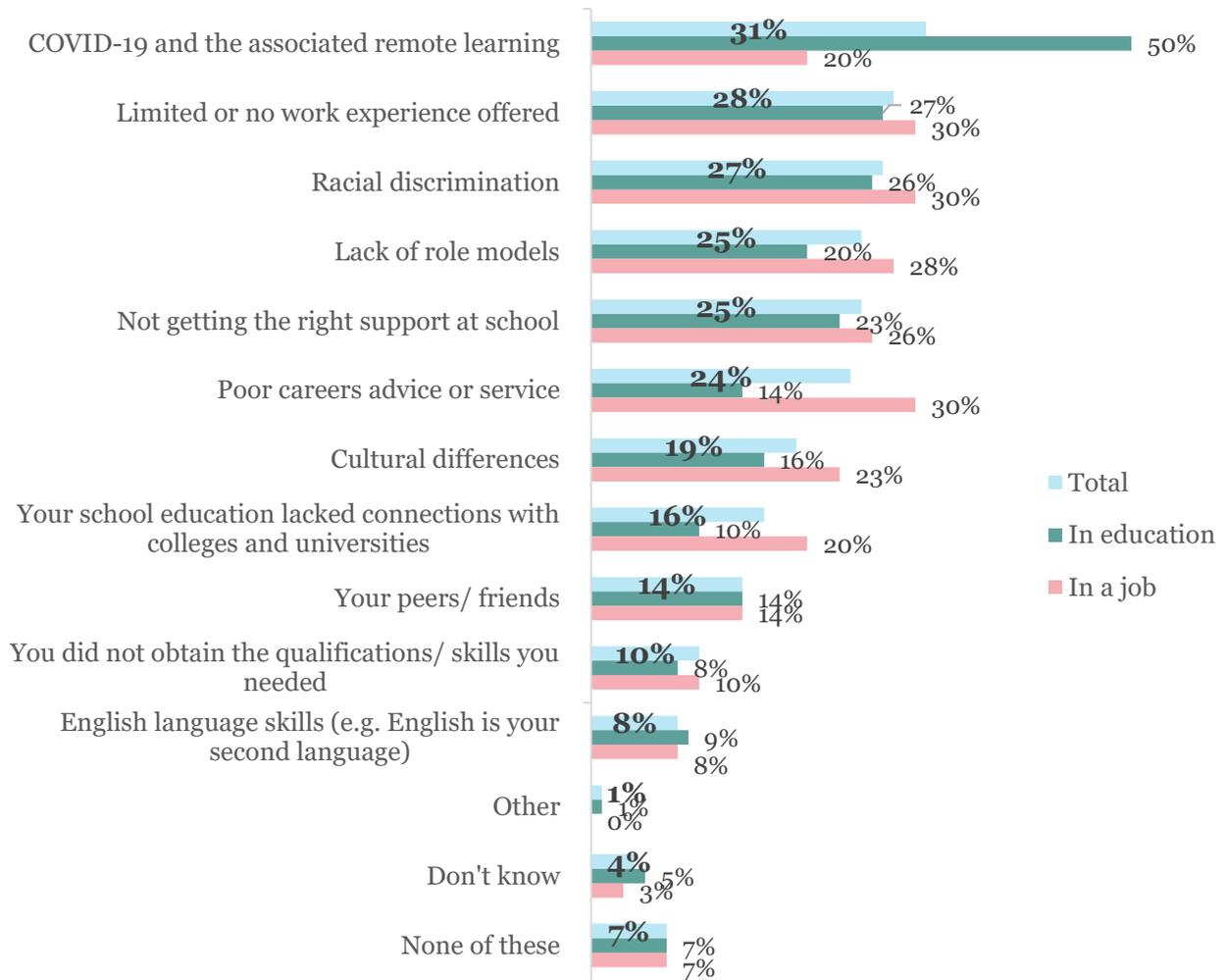
Just over a quarter (27%) say racial discrimination negatively affected their progression at school, with those aged 22 to 25, and 26 to 30, most likely to suggest this reason (both 30%). Although the factor of cultural differences (19%) ranks lower than racial discrimination, a similar theme emerges here too – young Black people aged 22 to 30 (22-25: 24%; 26-30: 22%) are significantly more likely than those aged between 16 and 21 (16-17: 11%; 18-21: 15%) to say this factor hindered their progression at school. This variation may exist as schools could now be better at teaching, celebrating and encouraging pride in cultural diversity and so reducing this as a perceived barrier to progression at school, or it might be the case that this barrier is more recognised with hindsight.

Just under a quarter (24%) of young Black people overall say that poor career advice or service negatively impacted on their ability to progress at school. Of all the factors listed, this highlights the most significant difference between the two age groups of 16 to 17 and 26 to 30 (11% vs. 32%). This difference is also notable when looking at those in education compared to those in a job (14% vs. 30%).

It is possible that careers advice and services could have improved now, compared to when the older cohort were at school. As with other differences seen between age groups, the alternative is that young people do not realise that poor careers advice held them back until years later when they better understand the challenges and job market. It might also be the case that some of those who experienced a greater number of barriers, left school earlier and got a job instead.

Not getting the right support at school (25%) is the only factor to show a significant difference between the genders – women are significantly more likely than men to say this (28% vs. 22% respectively).

School factors negatively impacting ability to progress at school
% who say the following



Q5. Do you think any of the following factors at school may have negatively impacted upon your ability to progress at school? Base: All respondents (n=1,074)

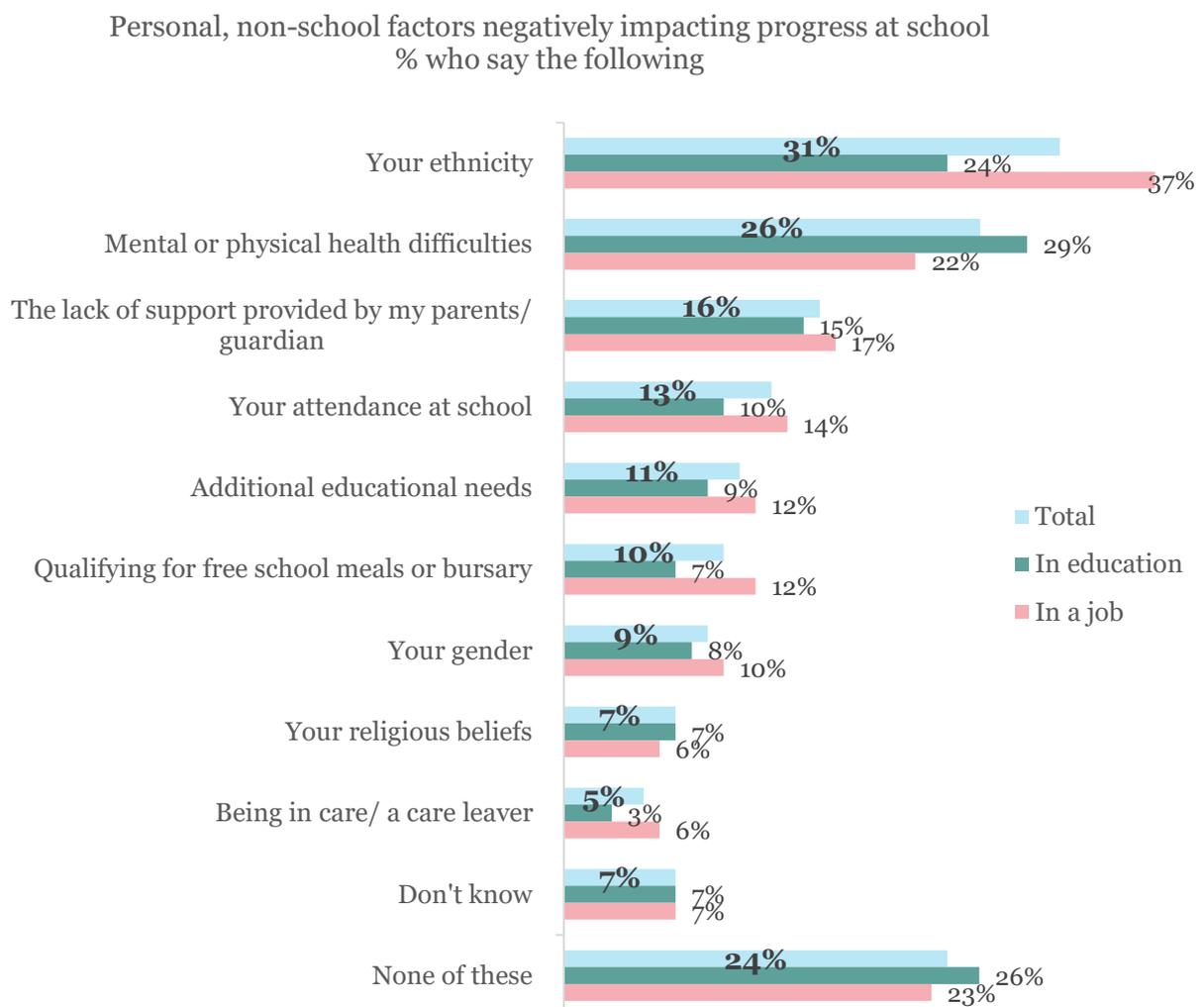
Non-school related factors that impacted on progression in education

Amongst young Black people, ethnicity (31%) is the factor most likely to have negatively impacted their ability to progress at school. In relation to this factor, no significant difference was found according to gender, this contrasts with age where a notable difference can be identified. The youngest age group: 16 and 17-year-olds (21%), were significantly less likely than young Black people from older age groups to say their ethnicity negatively impacted their progression at school (18-21: 30%; 22-25: 33%; and 26-30: 34%).

Just over a quarter (26%) of young people suggested that mental or physical health difficulties negatively impacted on their ability to progress. Those in education were more likely to say this when compared to those in a job who reflected back on their school experience (29% vs. 22%). However, these findings may well be influenced by COVID-19 and the related burden that this has placed on the mental health of young people in this year’s education cohorts.

The survey results demonstrate that there is a divergence in attitudes between men and women when exploring whether a young person’s gender has negatively impacted on their progress at school. More than one in eight (13%) women say their gender negatively impacted their progression at school, compared to one in twenty (5%) men who say the same.

The graph below shows factors that are thought to have negatively impacted progress in school, at a total level and amongst those in education compared to those in a job. Again, this suggests that some factors are recognised by a greater number of young Black people once they have left school and are reflecting back with greater experience and hindsight.



Q6. And do you think any of the following, more personal reasons may have negatively impacted upon your ability to progress at school? Base: All respondents (n=1,074)

Barriers to progression at school: summary

It is notable that some factors that negatively impact success at school may only be recognised by young Black people once they have left. This includes poor careers advice, lack of role models and a lack of connection to colleges or universities. The perception that their ethnicity has impacted on their progress at school is also noted more by those in a job, compared to those in education. With those in a job more likely to recognise this in retrospect. Barriers are also encountered more with time and those who have left education may have left earlier for that reason.

The negative impact of COVID-19 and remote learning on progress is concerning. The pandemic is likely to at least partially drive the high reports of mental or physical health difficulties that have

negatively impacted on progress at school. This presents an additional barrier for current education cohorts.

3.3: Workplace and sector barriers

This section explores whether young Black people perceive barriers to entry in employment sectors in the UK. It then explores how well those in a job perceive themselves as fitting in at work and any adaptations they may have made to fit in better. Finally, it considers whether those in a job have experienced racism or not in a range of work-related situations.

Sectors perceived as difficult to enter

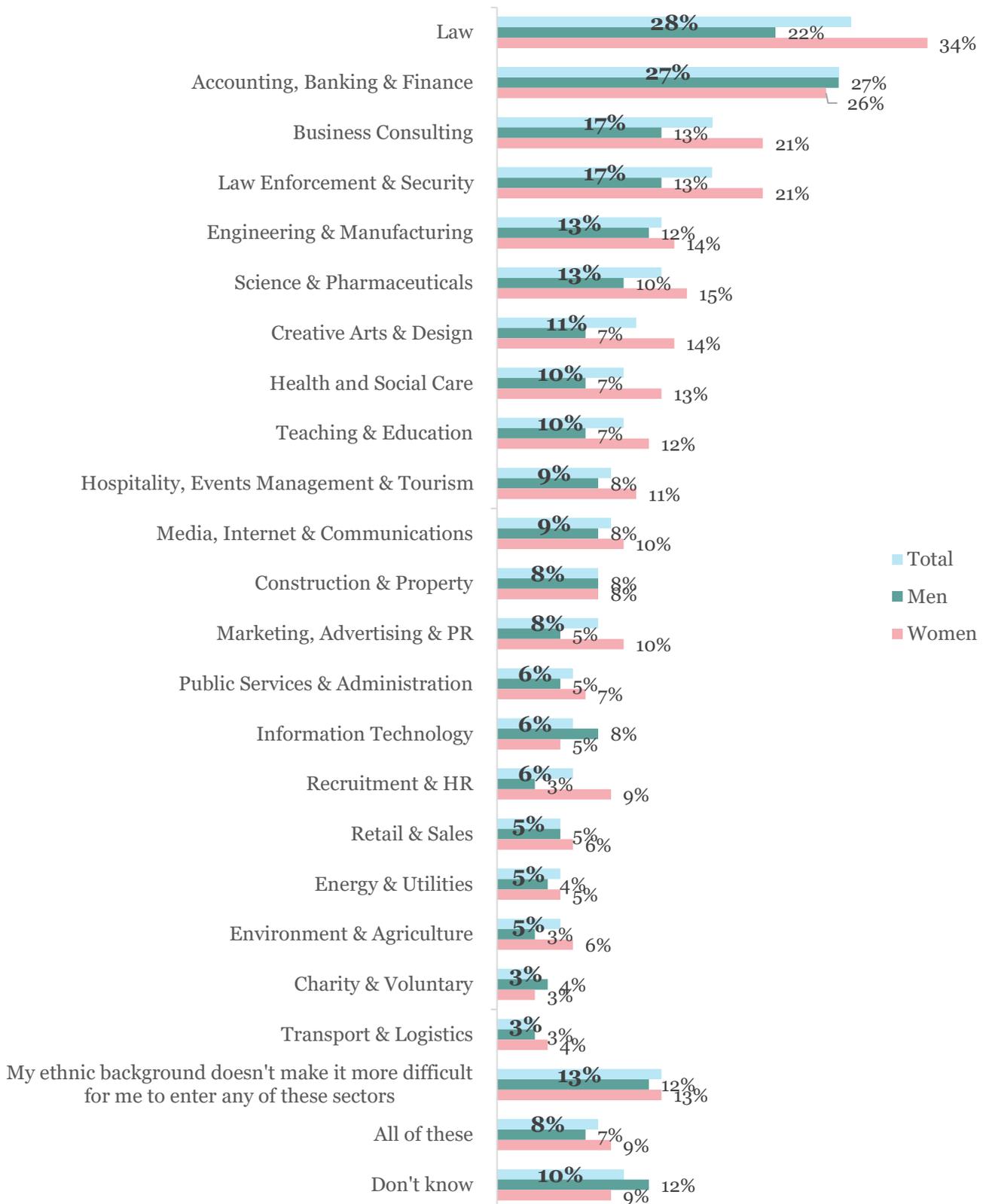
Young Black people are most likely to perceive that Law (28%) and Accounting, Banking and Finance (27%) are sectors that could be more challenging for them to start a career in due to their ethnic background. These two sector groups stand out amongst the others listed in the survey. Approaching one in five (both 17%) young Black people say their ethnic background could present a challenge to them when starting a career in Law Enforcement and Security and Business Consulting. In comparison to the perceived high barrier sectors already mentioned, only 3% of men and women say careers in Transport and Logistics and Charity and Voluntary sectors could be more difficult to enter in the UK.

Men (27%) and women (26%) are aligned in thinking their ethnicity may make entering a career in Accounting, Banking and Finance more difficult. Law, on the other hand, shows a significant divide between the genders. A third (34%) of women say their ethnic background could make it more challenging to ascertain a career in Law, whereas for men, only one in five (22%) say the same.

Where sectors do show significant differences between genders, it is always the case the women are more likely than men to say their ethnic background could make it more difficult to enter a career. These areas are: Law, Business Consulting, Law Enforcement and Security, Science and Pharmaceuticals, Creative Arts and Design, Health and Social Care, Teaching and Education, Marketing, Advertising and PR, Recruitment and HR and Environment and Agriculture.

From a contrasting perspective, more than one in ten (13%) say their ethnic background *does not* make it more difficult for them to enter careers in any of these sectors. This figure remains broadly consistent across all ages and genders.

Sectors more difficult to enter due to ethnic background
% who say the following



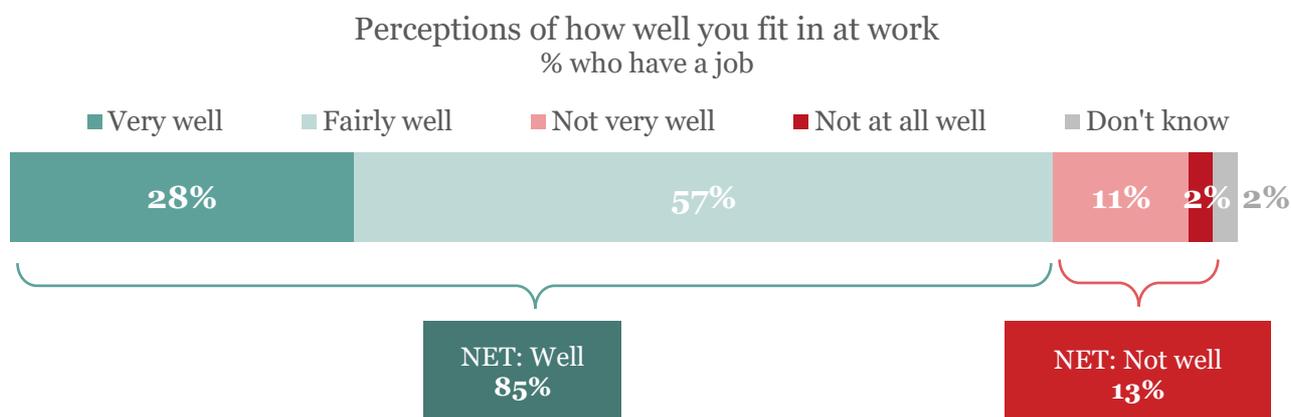
Q10. Do you think your ethnic background could make it more difficult to enter certain careers in the UK, if so, which sectors if any do you think it could be more challenging for you to enter a career in? Base: All respondents (n=1,074)

Fitting in at work

Young Black people who have a job tend to believe they fit in well, with a majority (85%) stating that they feel like they fit in well at work. In contrast, only 13% feel they do not fit in well, with 2% saying they fit in at work ‘not at all well’ and (11%) saying ‘not very well’.

There are no significant differences between men and women, when looking at how ‘well’ and ‘not well’ they feel they fit in at work. However, significantly more men (33%) than women (23%) say they fit in ‘very well’. So, it appears that young Black women are less likely to perceive themselves as fitting in completely at work, and perhaps harbouring more self-doubt in this respect, than their male counterparts.

Other significant differences in perceptions can be seen between social grades and between full-time and part-time workers. Nine in ten (88%) from ABC1 feel they fit in well at work in comparison to just over three quarters (77%) of those from C2DE. Similarly, and unsurprisingly, 88% with a full-time job say they fit in well whereas 79% of those working part-time say they feel the same way. Therefore, young Black people who are either from ABC1 or have a full-time job are significantly more likely to feel like they fit in well than those either from C2DE or work part-time.



Q13. How well, or not do you feel like you fit in at work? Base: All respondents who have a job (n=429)

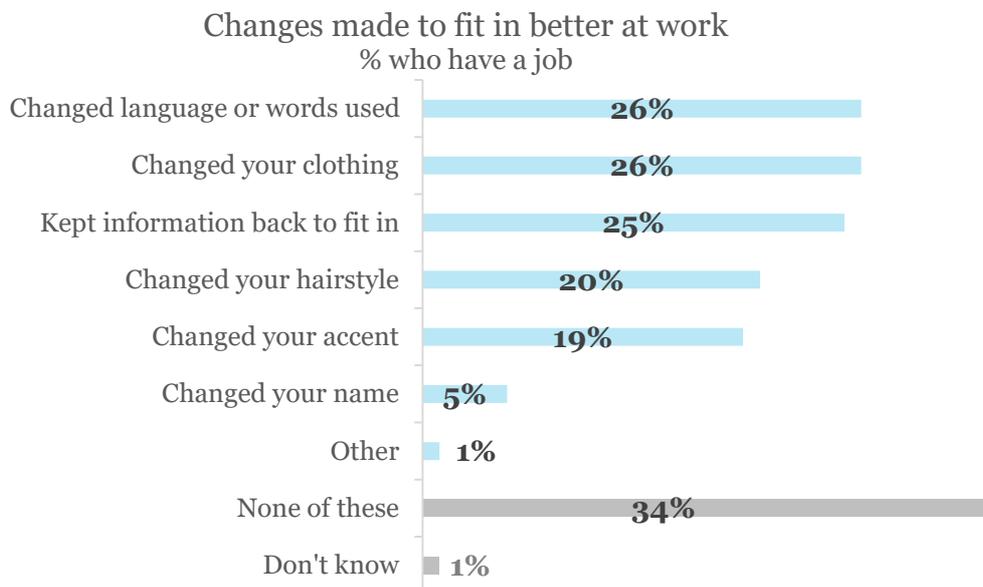
Adaptions made to fit in at work

Moving away from young Black peoples’ perceptions to look at tangible actions in the workplace, we asked about the changes those with a job say they have made to fit in better at work. Only a third (34%) say they have not made any of the changes listed. Those who are aged between 26 and 30 (43%) are significantly more likely than all other ages polled to say they have not done anything to fit in better at work.

In respect to the changes young Black people in a job say they have made, a quarter say they have changed their language or words used (26%), changed their clothing (26%), and kept information back or have not told people the whole truth to fit in (25%). One in twenty (5%) say they have changed their name.

The significant differences observed between social grades in respect to changing their language and clothing are particularly noteworthy. Nearly a third (32%) from ABC1 say they have changed their language or words to fit in better at work, compared to just 13% of those from C2DE who say the same. Moreover, those from ABC1 (29%) are significantly more likely than their C2DE counterparts (19%) to have changed their clothing. Consequently, whilst changing one’s language

and clothing are two of the most likely changes (of those listed) made to fit in better at work, those from C2DE are much less likely than ABC1 to make these changes.



Q15. Have you done any of the following so that you fit in better at work? Base: All respondents who have a job (n=429)

Racism experienced in work-related situations

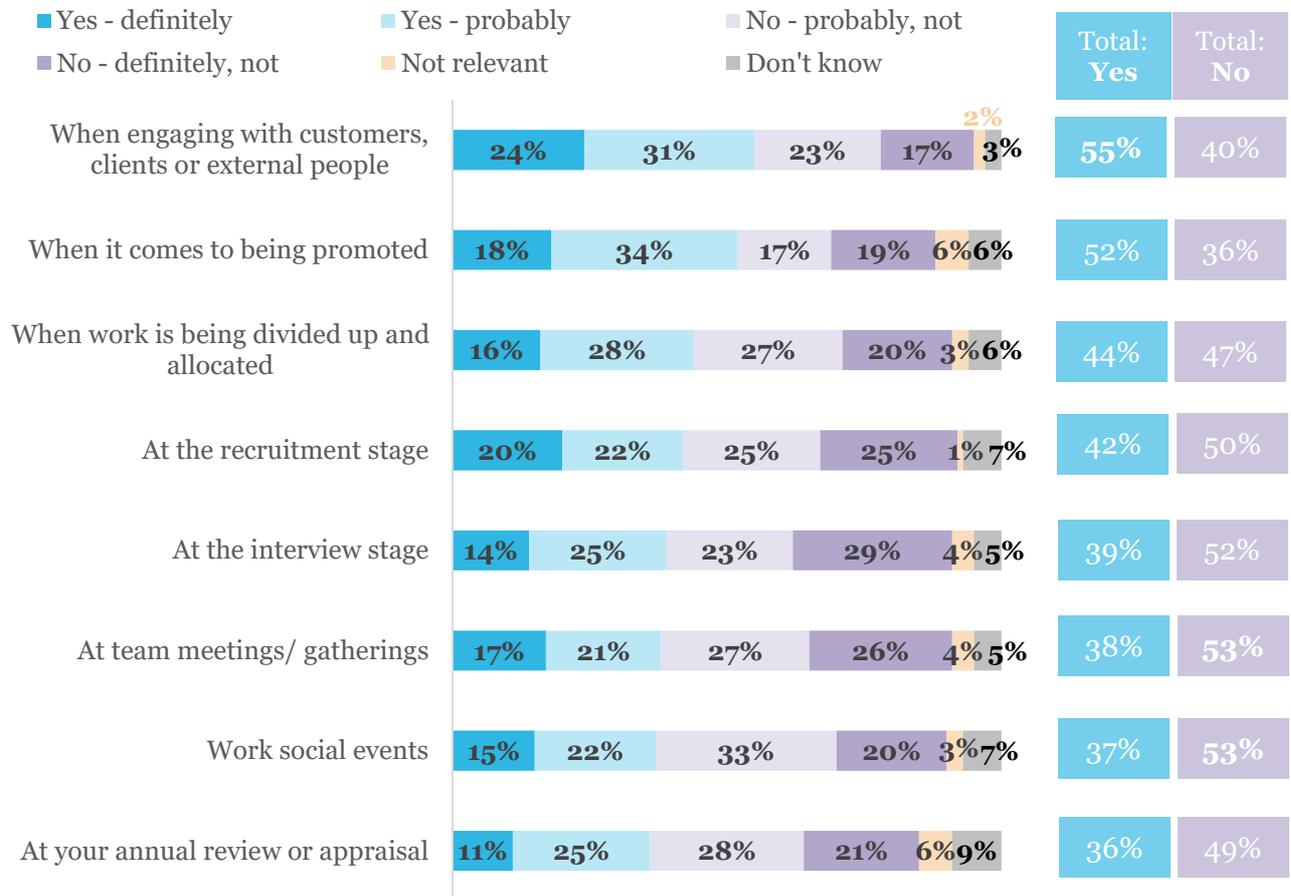
It is concerning that for each of the work-related situations listed, more than a third of young Black people who have a job say they have experienced racism in this context. More than half (55%) say they have experienced racism when engaging with customers, clients, or external people, with a quarter (24%) affirming they have ‘*definitely*’ experienced racism in this work-related situation. This suggests that racism is more prevalent in jobs that have a customer-facing element. More than half (52%) say they have experienced racism when it comes to being promoted, and more than two in five (44%) say the same for situations where the work is being divided up and allocated.

Further to this, just over half (53%) say they have *not* experienced racism at work social events or team meetings, respectively. However, these situations with a closer circle of people reveal a divide between the genders. Significantly more young Black women than men say they have experienced racism at team meetings/gatherings (44% vs. 33% respectively) and have ‘*probably*’ experienced racism at social events (27% vs. 17% respectively). We can infer from this that young Black women are more likely than young Black men to experience or to notice racism at work-related gatherings or events.

At least half of young Black people who have a job say they have *not* experienced racism at the job interview (52%) or recruitment stage (50%). In fact, nearly 3 in 10 (29%) say they have ‘*definitely not*’ experienced racism at the interview stage.

The older cohort are more likely to have encountered racism when it comes to being promoted. This stands to reason, as promotion usually comes with job experience and therefore age. Approaching 3 in 5 (55%) Black people aged between 26 and 30 say they have experienced racism in the context of being promoted, compared to 41% of those aged 18 to 21. This work-related situation continues to highlight disparities in Black people’s experience of racism, as there are also notable differences between social grades. Those from ABC1 (56%) are significantly more likely than those from C2DE (43%) to have experienced racism in relation to being promoted.

Experienced racism in the following work-related situations % who have a job



Q16. Have you experienced racism in any of the following work-related situations? Base: All respondents who have a job (n=429)

Workplace and sector barriers: summary

A large majority of young Black people perceive barriers in employment sectors in the UK due to their ethnicity. However, some sectors are clearly considered to be more difficult to enter than others. Law and Accounting, Banking and Finance, Business Consulting and Law Enforcement, and Security will likely have to work harder to attract young Black people into careers. Young Black women are more likely to see barriers in sectors overall and so may be even more deterred in pursuing careers in these sectors than young Black men.

Concerningly, reports of racism by young Black people in jobs is widespread. Racism from clients or people external to the company is the workplace situation where this is most experienced. It is also likely to be the most challenging to address through internal policies and practices.

3.4: Current employer, policies, and practices

This section asks about workplace policies and practices employers may have in place to support Black employees. It also explores levels of confidence amongst those who have a job in making a suggestion to improve policy and practices in the workplace.

Workplace policies & practices to support Black employees

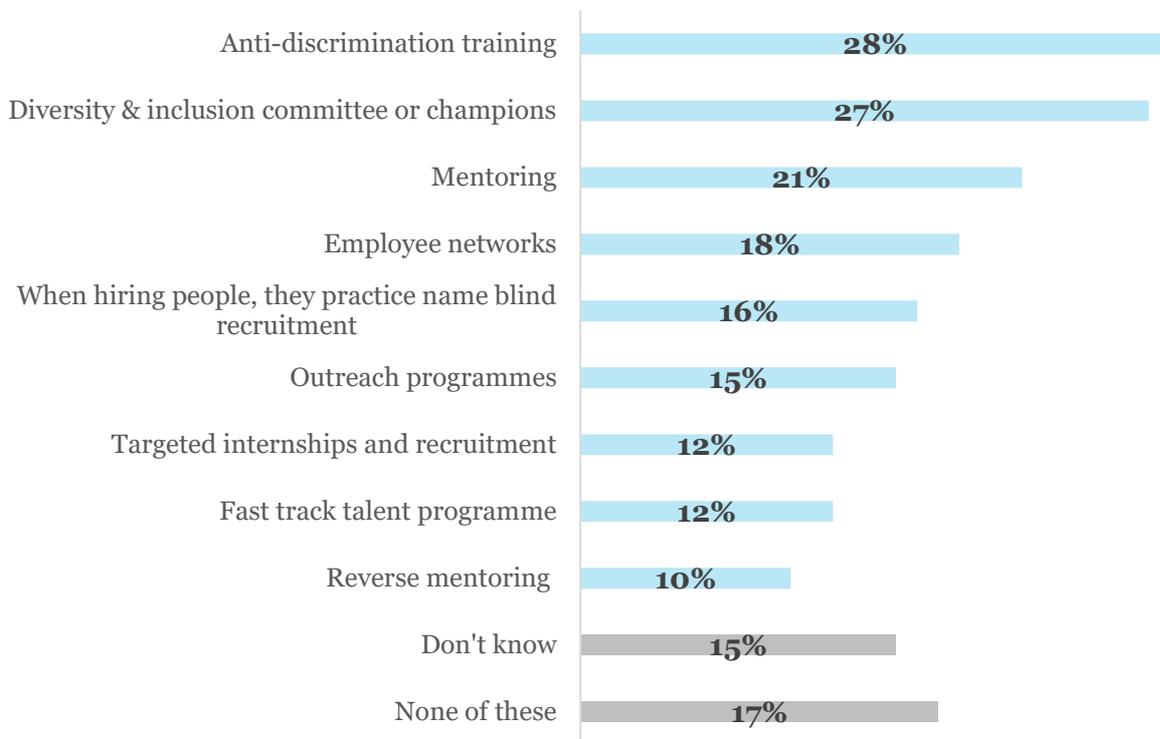
In terms of employer support provided to young Black people, our findings suggest their employers are most likely to have training and diversity & inclusion champions in place above all other policies and practices. Around three in ten say their current employer facilitates anti-discrimination training (28%) and diversity & inclusion committee or champions (27%) in the workplace to support Black employees or applicants.

One in five say that mentoring (21%) and employee networks (18%) are practices also employed in their workplace, although only 10% report that their employer has the less traditional method of mentoring, reverse mentoring (i.e., when more junior employees' mentor more senior colleagues), in place.

More concerningly, almost one in six (17%) say *none* of these policies or practices are available in their workplace, with 15% not knowing whether their work has any policies that support Black people in workplace. A gender divide is also visible at workplaces considered not to have any form of support for Black employees or applicants. A quarter (25%) of women, compared to 9% of men, say none of the policies or practices listed are offered by their employer.

The fast-track talent programme is the only other policy or practice that illustrates a significant difference between the two genders. Men (16%) are twice as likely as women (8%) to say their workplace has a fast-track talent programme in place. This may suggest more young Black men than women have had the opportunity to fast-track, increasing their awareness of these kind of schemes in the workplace. Or it could reflect the different types of jobs Black men hold. They might be more likely to work somewhere that has a fast-track scheme compared to Black women.

Policies and practices in the workplace to support Black employees/applicants
% who have a job



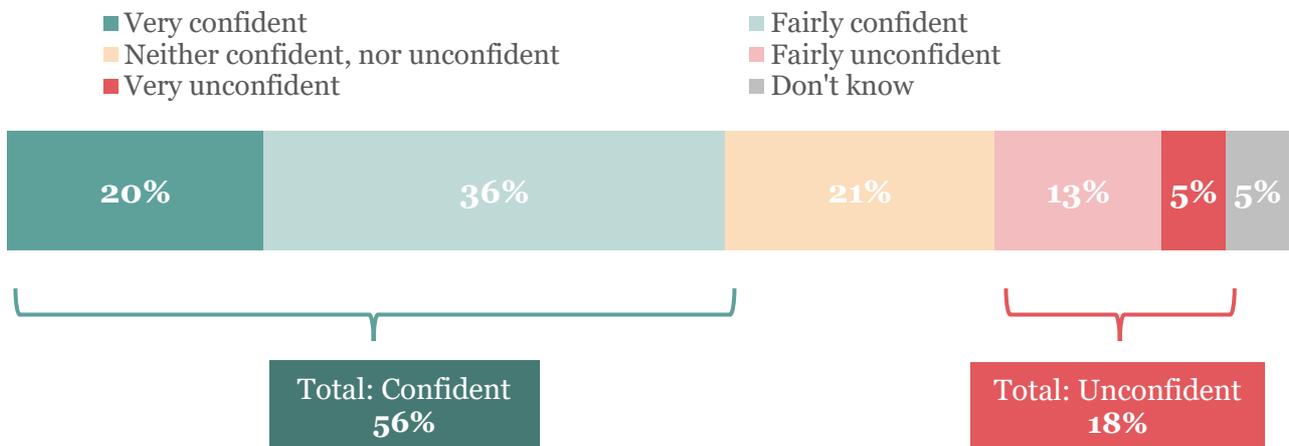
Q18. Thinking about your workplace, does your current employer have any of the following policies and practices in place to support Black employees or applicants? Base: All respondents who have a job (n=429)

Confidence suggesting a change to policy or practice at work

Despite almost one in five (17%) with a job saying no policy or practice listed is currently in place at their workplace, it is encouraging that over half (55%) of young Black people with a job say they would nevertheless be confident at suggesting changes with the aim of improving their employer's policies and practices. Interestingly, no significant differences can be noted between the different age groups, genders, the different sized companies worked for (small, medium, and large) or between those working full-time or part-time. There is, however, a significant difference in confidence levels between social grades. Three in five (60%) from ABC1 say they would feel confident to suggest changing a policy or practice, whereas less than half (46%) of those from C2DE report feel the same confidence in this situation.

On the other hand, nearing one in five (18%) young people say they would *not* be confident at suggesting a change to improve their employer's policies and practices. Women are significantly more likely than men to say they would *not* be confident at suggesting an employer change and improve their policies and practices (24% vs. 13% respectively).

Level of confidence at suggesting a change to improve employer's policies/practices
% who have a job



Q19. How confident or unconfident, if at all would you be at suggesting a change to improve your employer's policies and practices? Base: All respondents who have a job (n=429)

Current employer, policies, and practices: summary

Young Black people in a job state that their employers do have some policies and practices in place to support Black employees, however, for each measure this is still a minority. Concerningly, a significant minority say none of the policies or practices are available in their workplace. A gender divide is visible at workplaces considered not to have any form of support for Black employees or applicants with young Black women more likely to report this. Many young Black people in a job do not feel confident in suggesting a policy change which indicates that their work environment does not actively encourage this.

3.5: Promotion and progression at work

This section focuses on the experiences of young Black people when seeking promotion. It includes whether they requested a promotion and were successful, and also explores the feedback they have received. Potential barriers to progression within the workplace and ways that racism may have limited opportunities for young Black people to progress are also uncovered.

Applying for a promotion

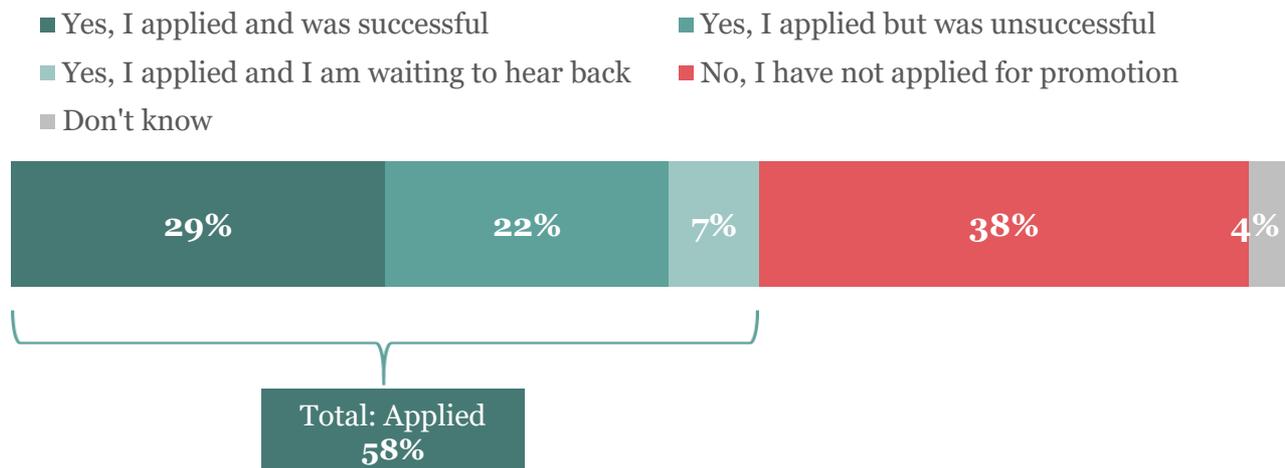
Significantly more young Black people who have a job have applied for, or requested, a promotion at work in the past 5 years than those who have not. Nearly three in five (58%) say they have applied for a promotion in this 5-year period, compared to two in five (38%) who say they have not. It is also positive that of those who have applied, more people say they were successful than unsuccessful (29% vs. 22% respectively).

Among those who say they applied for a promotion in the past 5 years, no significant differences can be seen between genders or ages polled. However, there is a significant difference between social grades. Over six in ten (63%) from ABC1 say they applied for a promotion in the past 5 years, whilst 48% from C2DE say the same.

Company size highlights several significant differences regarding promotions. Those from a medium sized company (67%) are significantly more likely than those from a small company (49%)

to have applied for a promotion. Furthermore, significantly more young Black people working for a large company (35%) were successful in their application compared to those working for a small company (19%). Similarly, those with a full-time profession are significantly more likely than people with a part-time job to have applied for a promotion and been successful (32% vs. 18% respectively).

Applied for a promotion in the past 5 years % who have a job



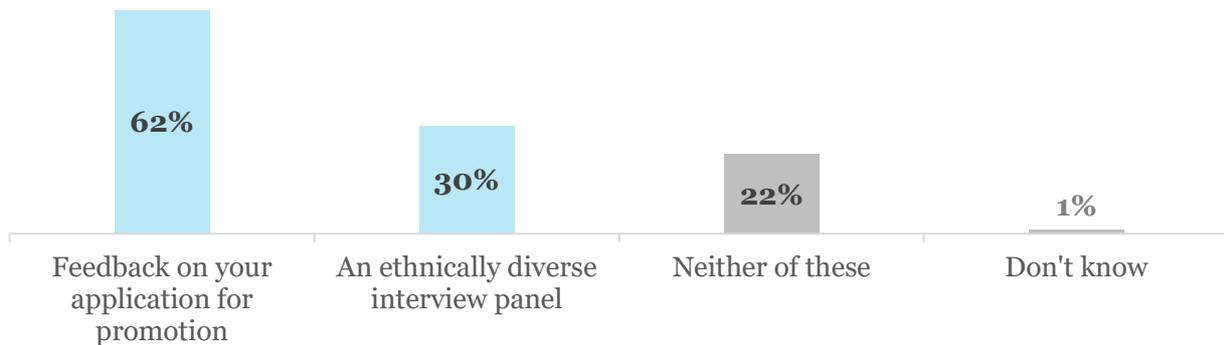
Q20. Have you applied for, or requested a promotion at work in the past five years? Base: All respondents who have a job (n=429)

Feedback from employer or an ethnically diverse panel

Amongst those who applied for a promotion and who got a result either positive or negative, more than six in ten (62%) say they received feedback on their application and three in ten (30%) had an ethnically diverse interview panel.

However, around one in five (22%) say they received neither of these measures from their employer when going for a promotion. This was far more common among women than men. A third (33%) of women say they received neither feedback nor an ethnically diverse interview panel, compared to just 13% of men. Another significant difference between genders was in respect to receiving feedback. Seven in ten (72%) men who applied for a promotion and got a result say they received feedback on their application, whereas significantly less women (49%) say they got feedback from their employer.

Employer provided the following when going for a promotion
 % who have a job and applied for a promotion (and got a result)

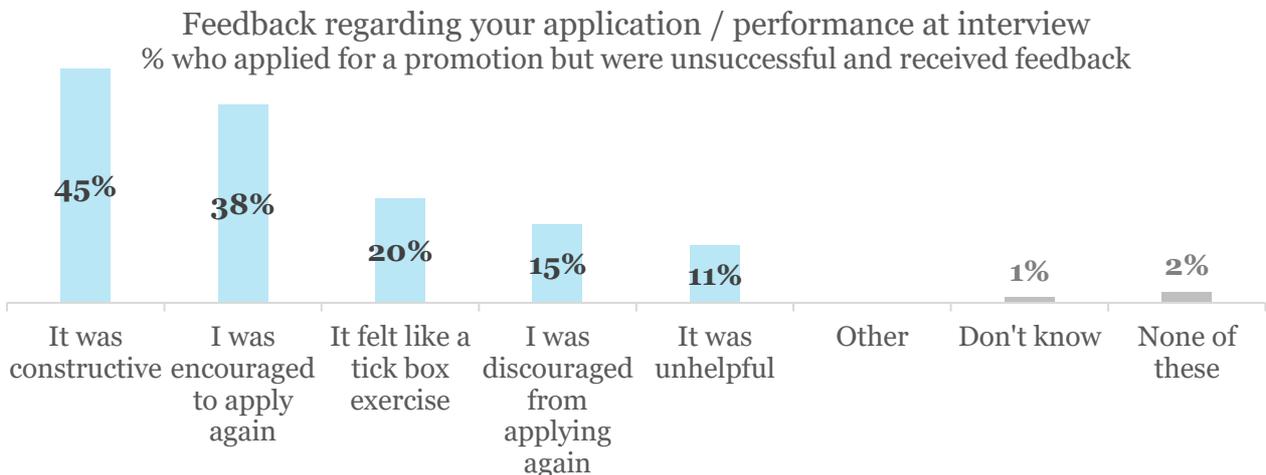


Q21. When going for your promotion, did your employer provide either of the following? Base: All respondents who have a job and applied for a promotion (and got a result) (n=211)

Type of employer feedback on application / interview performance

Around half (45%) of young Black people who received feedback on their unsuccessful application for promotion say it was constructive. However, while a majority (69%) from C2DE who received feedback on their unsuccessful application say it was constructive, this figure is only two in five (37%) for those from ABC1.

Another positive aspect about employer feedback is that almost two in five (38%) young Black people were encouraged to apply again – for those aged 22 to 25, this figure increases to half (51%). On the negative side, one in five (20%) did say it felt like a tick box exercise. This was more common amongst women (30%), who were twice as likely as men (15%) to say this.



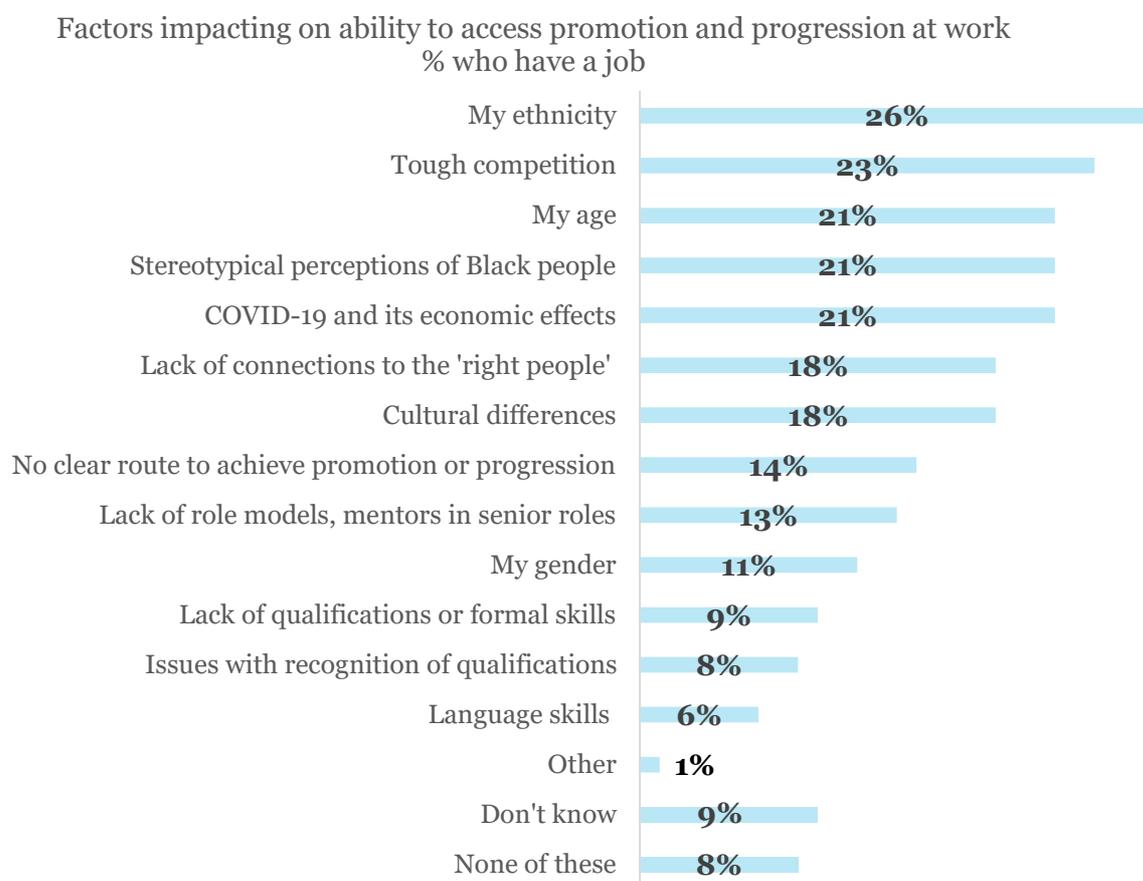
Q22. How would you describe the feedback regarding your application / performance at interview? Base: All respondents who applied for a promotion but were unsuccessful and received feedback (n=129)

Access to promotion and progression

According to young Black people in a job, their ethnicity (26%), more than other factors provided, has had the greatest impact on their ability to access promotion and progression at work.

There are no significant differences in opinion over ethnicity as a factor inhibiting access to promotion and progression between genders or age groups, whereas there is between social grades. Three in ten (31%) of those from ABC1 say ethnicity is a factor that affects their access to promotion and progression at work. Approximately half this proportion (15%) from C2DE agree that ethnicity is a limiting factor.

Looking more closely at gender differences, men are more likely than women to say tough competition has impacted their ability to access promotion and progression at work (27% vs. 19%). While young Black women are more likely to say that stereotypical perceptions of Black people have impacted them compared to young Black men (26% vs. 16%). The same distinction also applies between ABC1 and C2DE (25% vs. 11%). Interestingly, there is also a difference that can be seen between young Black people who work for different sized of companies. Those who work at large and medium companies (24% both) are more likely to say that stereotypical perceptions of Black people have impacted their ability to progress, compared to only 8% in small companies.



Q23. Do you think any of the following factors may have impacted upon your ability to access promotion and progression at work? Base: All respondents who have a job (n=429)

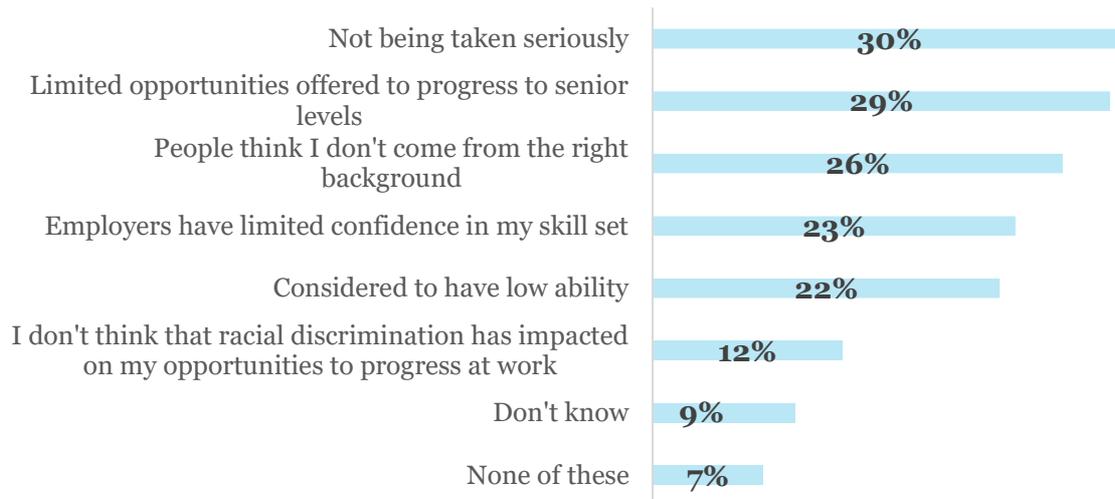
The impact of racial discrimination on progression at work

There are several ways in which racial discrimination is thought to impact opportunities for progression in employment for young Black people. Three in ten (30%) young Black people in a job say that they are not taken seriously, and an equivalent proportion (29%) say there have been limited opportunities offered for them to progress to senior levels. Indicative of the additional impact of perceived differences in cultural capital, one in four (26%) young Black people say they

are perceived as not coming from the right background. They report that opportunities to progress in their place of work are affected by their employer’s lack of confidence in their skillset (23%) and that they are considered to have low ability (22%).

Young Black people who work for large companies are significantly more likely (37%) to report that racial discrimination limits their opportunity to progress to senior roles compared to those from medium size companies (22%) and small companies (28%) which could be interesting to explore further.

Ways in which racial discrimination has impacted on opportunities to progress in employment
% who have a job

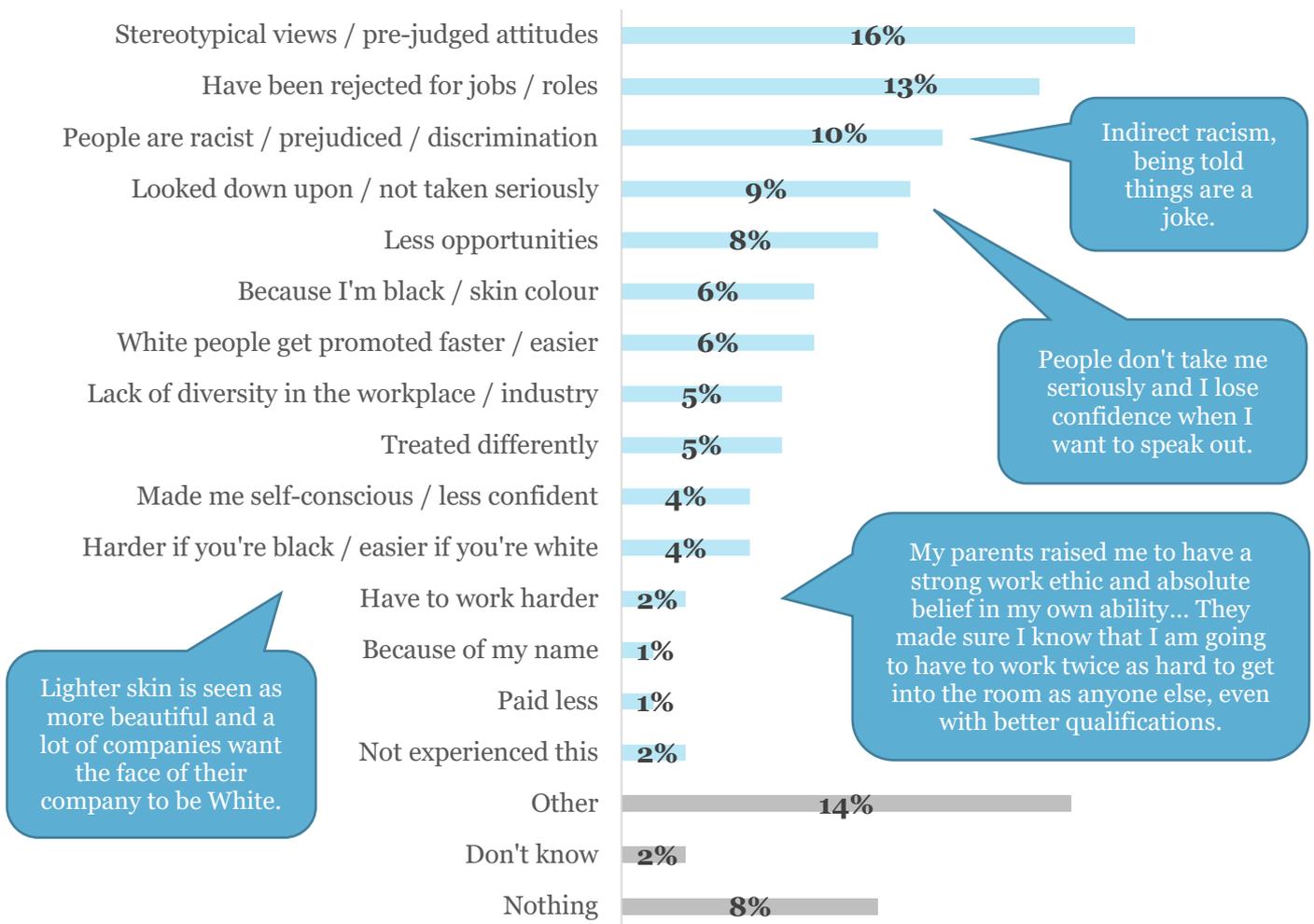


Q24. In which ways, if any do you think racial discrimination has impacted on your opportunities to progress at your employment? Base: All respondents who have a job (n=429)

More detail on the impact of racial discrimination on opportunities at work

Young Black people in the study who have a job were asked an open question to provide more detail on how racial discrimination has impacted upon their job and career progress. The most frequent comments related to others holding stereotypical attitudes towards them or being prejudged (16%) and around one in eight (13%) said that they thought they had been rejected from a job or role due to racial discrimination. A small minority (6%) highlighted that they felt White people had been, or tend to be, promoted faster or more easily.

How racial discrimination has impacted on young Black people's opportunities to progress
% who say the following



Q25. Can you provide more detail on how racial discrimination has impacted on your opportunities to progress in your job or career? Base: All respondents who have a job and say racial discrimination has impacted on their ability to progress (n=293)

Promotion and progression at work: summary

Many young Black people who apply for a promotion do not receive feedback or an ethnically diverse panel. Women are even less likely to receive this, indicative of women feeling less able or willing to ask, alongside a potential gender bias on the part of the employers in sharing feedback.

According to young Black people in a job, their ethnicity has had the greatest negative impact on their ability to access promotion and progression at work out of a range of factors provided in the survey. Young Black men are more likely to experience tough competition as a barrier compared to women who say they are less likely to be focused on reaching the top of their profession.

Racism is experienced in a range of situations for young Black people at work. Some report not being taken seriously, having limited opportunities offered to progress, being treated differently and having to work harder than their White colleagues.

3.6: The role of employers

This final section covers the opinions of young Black people overall, and then those in a job, asking what businesses might do and changes that could be put in place to support the recruitment and progression of Black people in the workplace.

Measures to support Black employee recruitment and progression

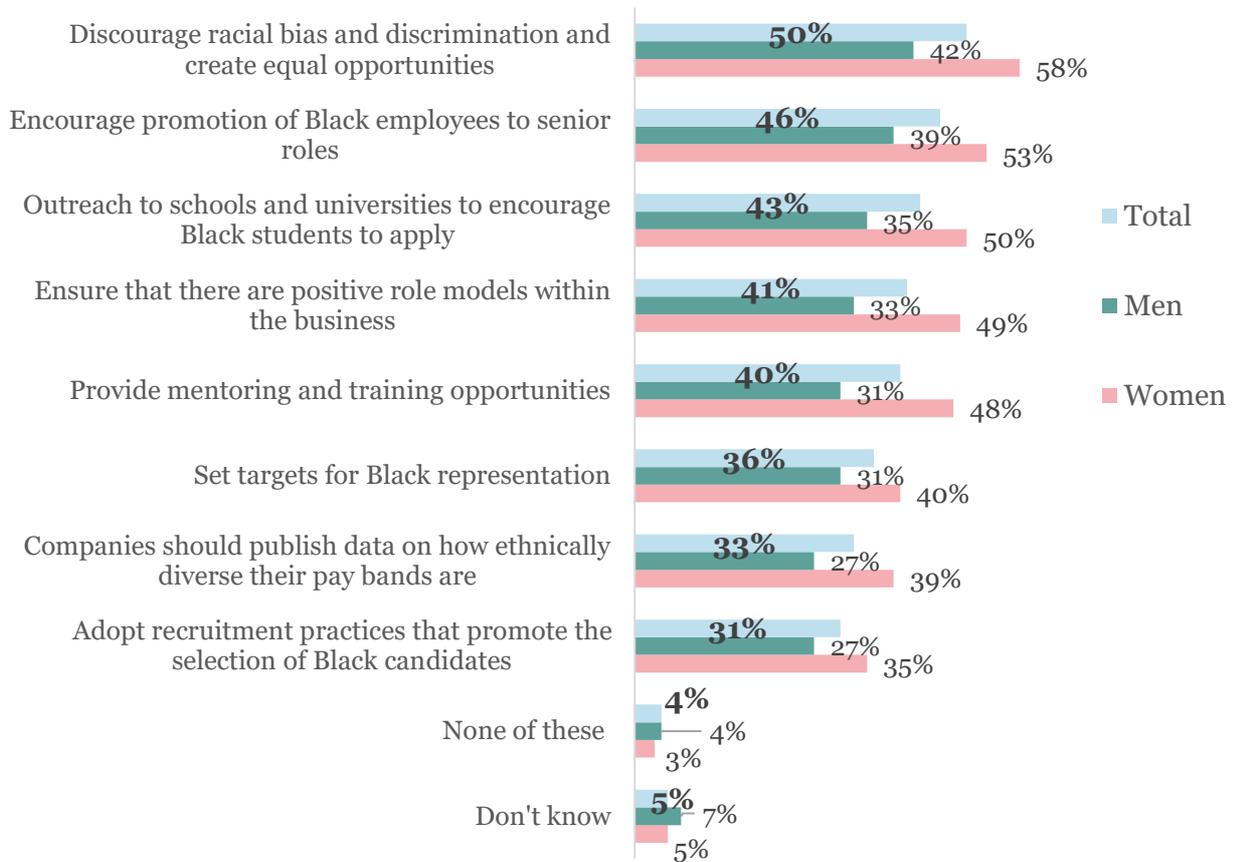
Businesses putting measures in place to support the recruitment and progression of Black employees were supported with almost no-one saying that they supported none of these (4%). However, opinions as to which measures should be put in place varied, with a limited range between the most and least popular.

The most popular measure was broad and culturally focused; the suggestion to discourage racial bias and discrimination and to create equal opportunities (50%) in the workplace. A similar proportion think that the promotion of Black employees to senior roles should be encouraged (46%). Many people were also in favor of mentoring and training to provide support (40%) which would aid retention and promotion once people were recruited.

Setting targets for the recruitment and progression for any demographic group tends to receive a mixed response. For young Black people, around one third (36%) thought that there should be targets for Black representation set by businesses. Similarly, only three in ten (31%) support adopting recruitment practices that specifically promote the selection of Black candidates. Outreach to schools and universities, to encourage Black students to apply, attracted slightly broader levels of support (43%) and might provide more long-term change.

Young Black women are more likely than young Black men to support businesses putting in place each of these measures. Their views may be driven by their perception that a greater number of employment sectors present barriers to entry due to their ethnicity and report experiencing more racism in some workplace situations compared to young Black men.

Which policies should be in place to support recruitment and retention of Black employees %

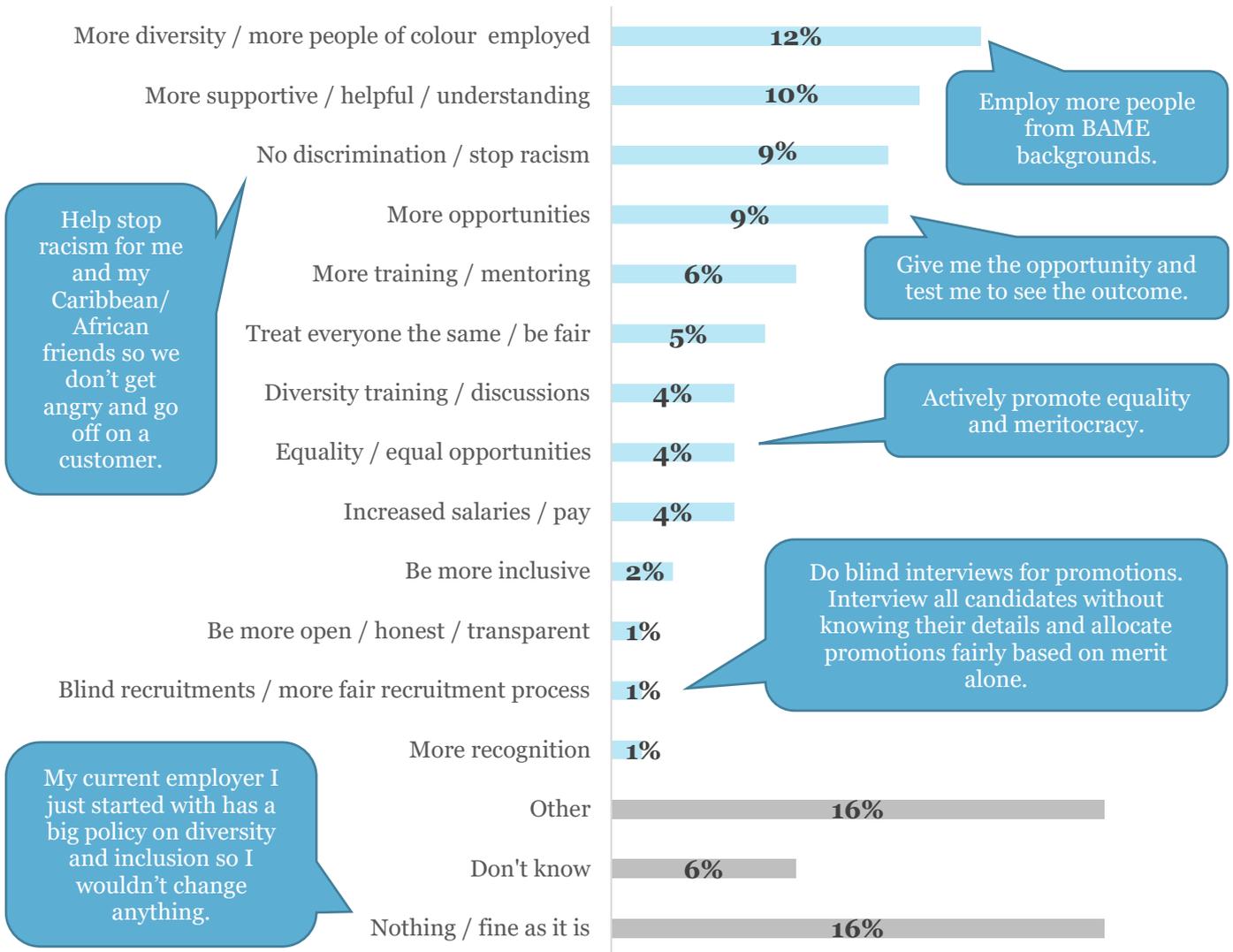


Q26. Which, if any of the following should businesses put in place to support the recruitment and progression of Black employees in the workplace? Base: All respondents (n=1,074)

Main change employers could make to provide support

Young Black people are asked if there was one change that their employer could make to support them at work. The ideas provided are diverse although most centre around embedding a culture of equality. This includes more diversity and hiring more people of colour (12%), being more supportive, helpful and understanding (10%), stamping out discrimination (9%), and treating everyone the same and fairly (5%). Practical steps such as more training and mentoring (6%) and creating more opportunities (9%) are also suggested.

One change that employers could make to support young Black employees at work
% who say the following



Q27. If there was one change that your employer could do to support you at work, what would be? Base: All respondents who have a job (n=429)

The role of employers: summary

Businesses putting measures in place to support the recruitment and progression of Black employees were supported with policies to reduce racism and providing equal access to higher roles preferred. Young Black women are more likely to support policy and practice changes. Their views may be driven by their perception that a greater number of employment sectors present barriers to entry due to their ethnicity and their increased experience of racism in some workplace situations.

Setting targets and positive discrimination receives a less favourable response amongst young Black people overall. However, outreach to schools and universities, to encourage Black students to apply, attracts greater support and could provide more long-term change.

5. Conclusions

In examining the experiences of young Black people both in education and amongst those in the workplace, themes are uncovered that merit attention.

Ambition is high but young Black people in education might be less aware of the challenges

Positively, a large majority of young Black people (92%) say they have career goals, and this proportion is high across key demographic groups including gender, age group and social grade. There is also strong confidence in career goal attainment overall. Being hardworking, having a strong interest in their chosen career, and that they feel they are on the right career path are the main reasons for their self-belief. For those who are *currently in* education and have career goals, nine in ten (91%) thought they were on track to get the qualifications they need to pursue their career goals.

However, young Black people in education, report that the impact of COVID-19 and remote learning is the most likely to have negatively affected their progress, with students in school more likely to report this as a reason, compared to students at university (57% v 47%).

This study suggests that some factors that negatively impact success may only be recognised once the person has left school. This can be seen in the difference in responses between those still in education compared to those who have left. For example, that the school had poor connection to universities (in education: 10%, in a job: 20%) and lack of role models (in education: 20%, in a job: 28%). Students could benefit from additional external career support to help shape their career ambitions and to ensure that the subjects they have chosen are suitable for the path they want to take. Support could include better links to universities, mentors as role models and better career advice as this study highlights.

Social background also presents a challenge

There is a small but significant difference between social grades regarding career goals and expectations of educational achievement. More than nine in ten (93%) young Black people from ABC1 confirm they are on track to get the qualifications they need to pursue their career goals, compared to less than nine in ten (87%) from C2DE who say they are on track.

In a similar pattern, four in five (80%) from ABC1 who are not in education, say they *left school* with the necessary qualifications to achieve their career goals, whereas less than two thirds (63%) from C2DE say the same. Further to this, one in six (17%) of those from C2DE say they did not have any *specific* career goals, compared to one in ten (10%) from ABC1 saying the same. This further demonstrates that support is needed to help with the development of clear career goals for young Black people from C2DE.

Law and Accounting, Banking and Finance are the sectors seen as having the greatest barriers

Young Black people are most likely to perceive that Law (28%) and Accounting, Banking and Finance (27%) are sectors that could be more challenging for them to start a career in due to their ethnic background. Law Enforcement and Security (17%), and Business Consulting (17%) are in joint third place as sectors that are perceived as the most challenging to enter. As a result, young Black people might not even choose linked subjects at university or decide to apply for jobs within these sectors. A worrying 8% say that *all* the sectors are more difficult to enter due to their ethnicity.

While many sectors are currently working on being more open and appealing to young Black people, there are clearly sectors that will need to work harder than others.

Racism is experienced by many young Black people and externally facing roles may be more affected

More than half (55%) say they have experienced racism when engaging with customers, clients, or external people, with a quarter (24%) affirming they have ‘*definitely*’ experienced racism in this work-related situation. This suggests that racism is more prevalent in jobs that have a customer-facing element. This highlights that tackling racism in the workplace has two dimensions. Firstly, through creating internal policies and procedures that foster an atmosphere that celebrates and encourages diversity. Secondly by ensuring that there are procedures in place and a common understanding of how to manage racist behaviour from clients or customers that is experienced by employees. Both are extremely important yet the second unfortunately, is likely to be more challenging to address as it is external to the organisation.

Young Black women experience additional barriers

Throughout the study, the intersection of gender with ethnicity and more specifically being female creates an additional career and workplace barrier.

In terms of types of career goals, men and women are broadly aligned in respect to wanting a high salary (22% vs. 20% respectively) and achieving a good work/life balance (18% vs. 19% respectively). However, women are almost three times as likely as men to report that their gender negatively impacted their progression at school (13% vs. men: 5%). They are also more likely to say that not getting the right support at school negatively impacted on their progress.

Young Black women are more likely to perceive their ethnicity as a barrier for entering professions than men and this is true in relation to 10 out of 21 sectors included in this study. Also, amongst young Black people who have a job, more young Black women than men say they have experienced racism at team meetings or gatherings (44% vs. 33% respectively). Men (16%) are twice as likely as women (8%) to say their workplace has a fast-track talent programme in place. This may suggest that more young Black men than women have had the opportunity to fast-track.

Young Black women also express less confidence in several areas. They are almost twice as likely as young Black men to say they would *not* feel confident at suggesting a change to their employer to improve their policies and practices (24% vs. 13% respectively). Not having the confidence to express an opinion and create change is likely to hold them back in addition to limiting their confidence in making demands for equal treatment. It should be noted that men (72%) were far more likely to get feedback from their employers on their application for promotion compared to women (49%). Feedback may not always be given automatically, often it needs to be requested. Men may be more likely to follow up and to ask.

A gender divide is visible at workplaces considered not to have any form of support for Black employees or applicants. A quarter (25%) of women, compared to 9% of men, say none of the policies or practices listed are offered by their employer. This could be due to a number of reasons, including that they are less aware, or that the professions women are in are less likely to have these policies.

Measures supported, but more can be done

It is positive to see that some employers have some diversity measures in place, but far more progress could be made. Around three in ten say their current employer facilitates anti-discrimination training (28%) and has a diversity and inclusion committee or champions (27%) in the workplace to support Black employees or applicants. One in five say that mentoring (21%) and employee networks (18%) are practices also employed in their workplace. However, despite this

almost one in six (17%) with a job say that none of the measures listed are in place, with a further 15% not knowing whether their employer has any policies that support Black people at work.

Over half (55%) of young Black people with a job say they would be confident at suggesting a change to their employer which offers some hope for improvement to policies and practice. This figure could be further increased by creating an open forum to encourage employees to come forward with ideas to improve and to support diversity and inclusion in the workplace.

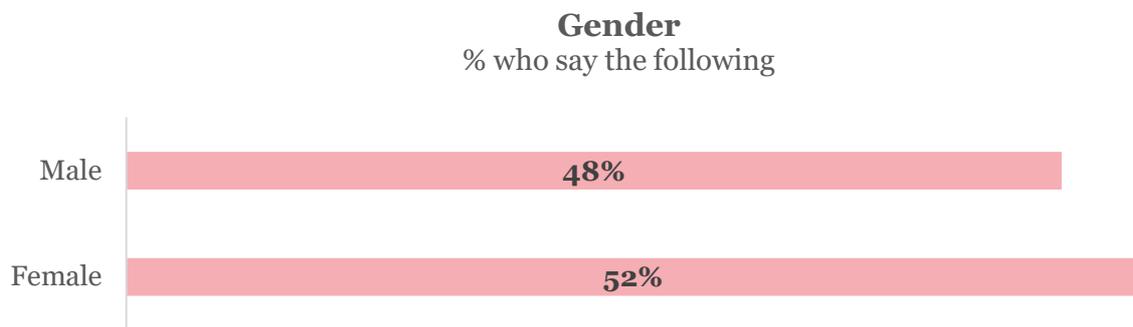
Taking this forward

The EY Foundation and EY have an ongoing commitment to improve the diversity of their workforce, representation and the support that is provided to Black employees. This report was commissioned to support this work and to share insight with other employers.

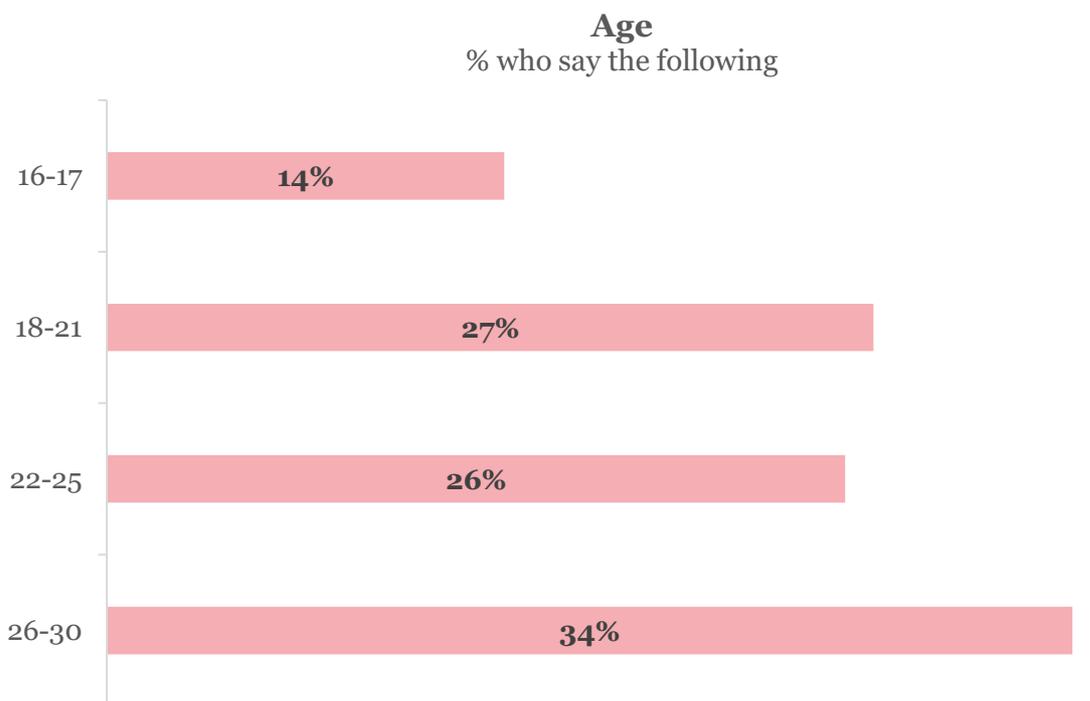
Since commissioning this project and receiving the results, both organisations have produced a combined response to this research. This response highlights the actions that they will take in order to address many of the issues raised in this report. Behind their work is a desire to create meaningful policies which drives changes that are cross sector, impactful and long lasting.

7. Appendix

6.1 Demographics ⁴



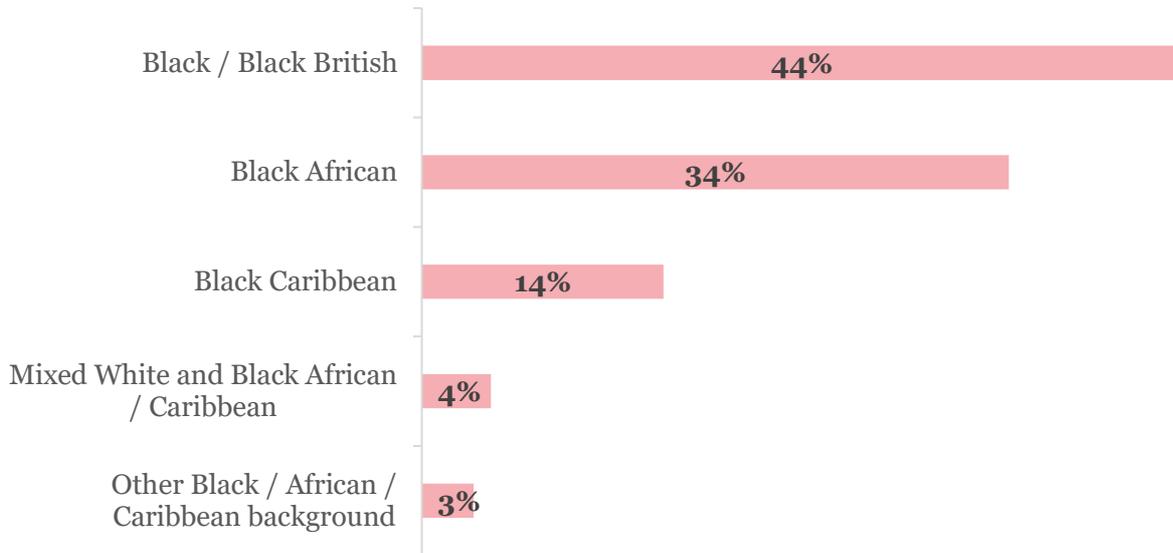
D1. Gender (n=1,074)



D2. Age (n=1,074)

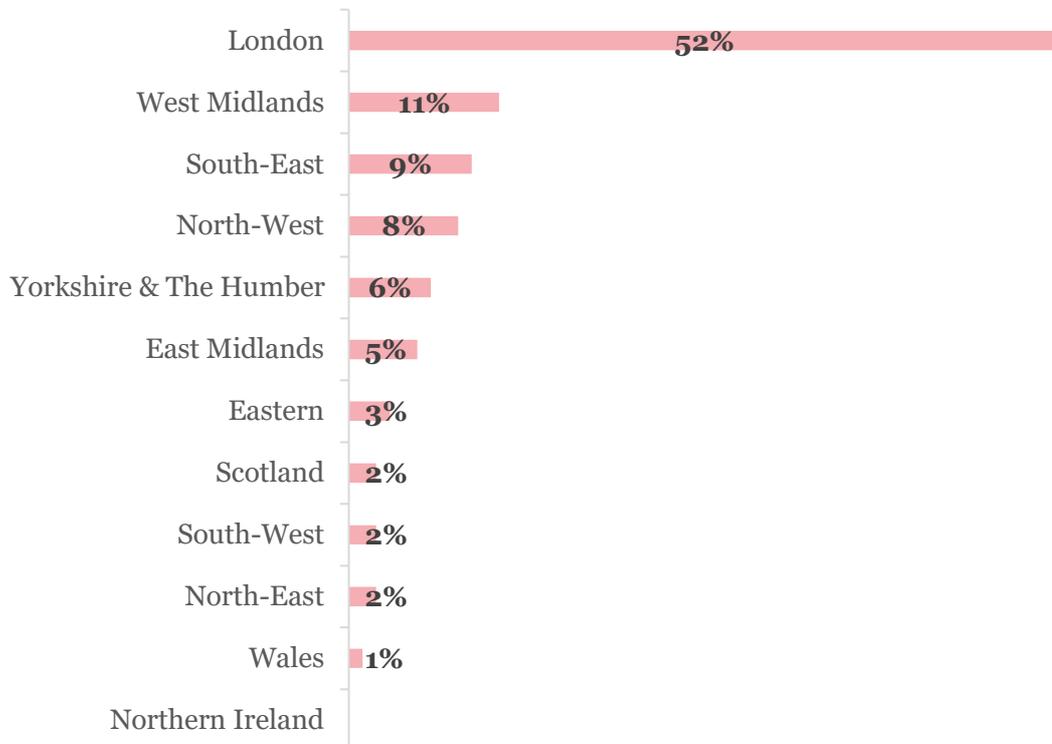
⁴ Where bars in the charts in this section appear to not sum to 100%, this is due to rounding of the survey data into percentages.

Ethnicity
% who say the following

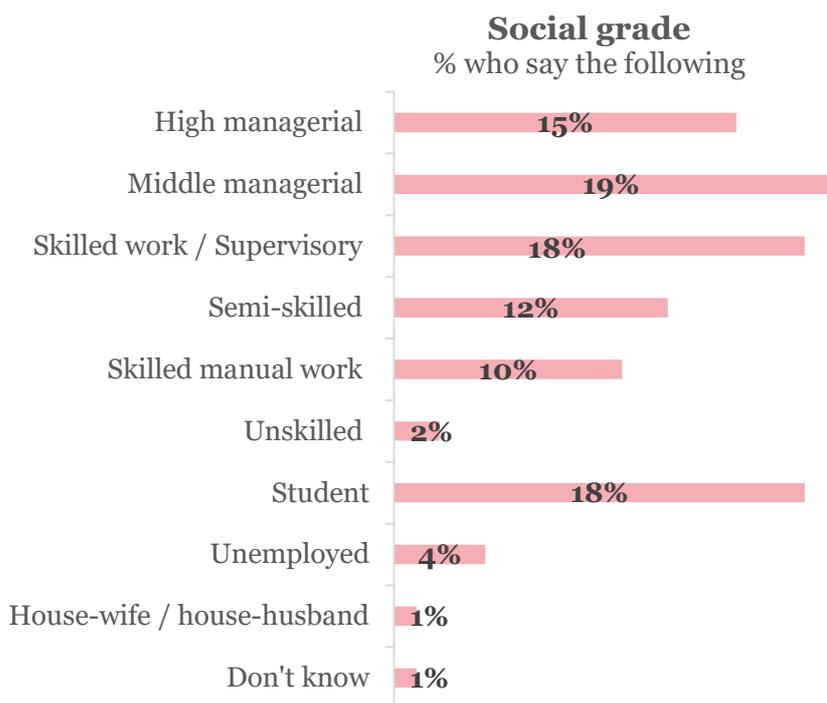


D3. Ethnicity (n=1,074)

Region
% who say the following



D4. Region (n=1,074)



D5. Role of main earner (Social economic grade) (n=1,074)

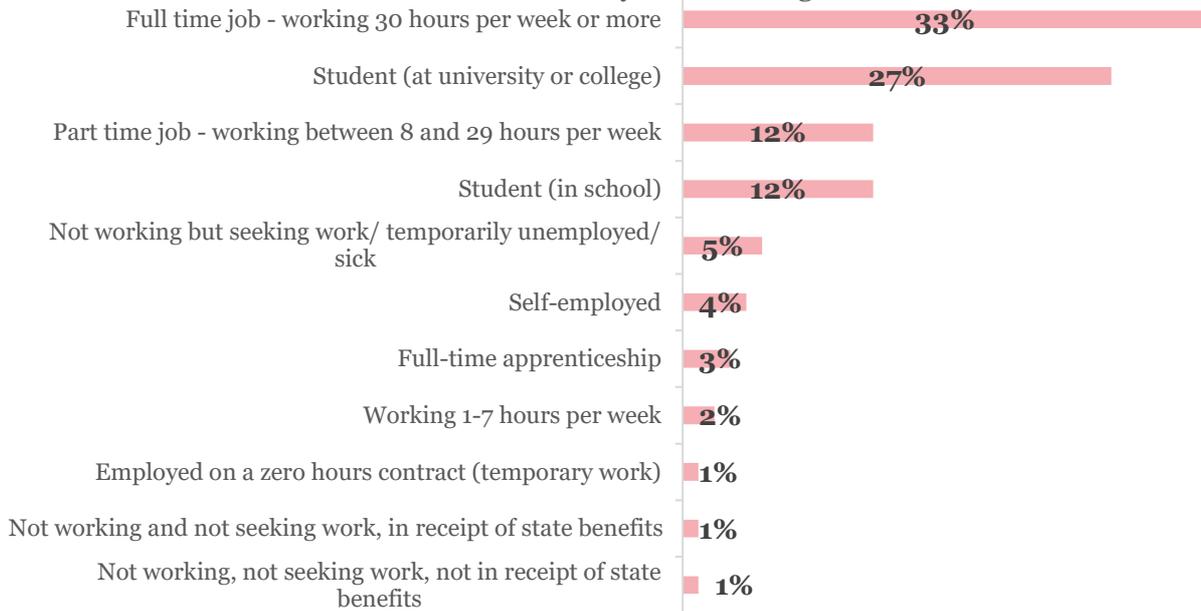
Social grade of respondents

| Social grade | % |
|---|-----|
| A: High managerial | 15% |
| B: Intermediate managerial | 19% |
| C1: Administrative or professional | 36% |
| C2: Skilled manual workers | 10% |
| D: Semi and unskilled manual workers | 14% |
| E: State pensioners casual or lowest grade workers, unemployed with state benefits only | 5% |
| Other | 1% |
| NET: ABC1 | 70% |
| NET: C2DE | 30% |

D5. Role of main earner (Social economic grade) (n=1,074)

Work

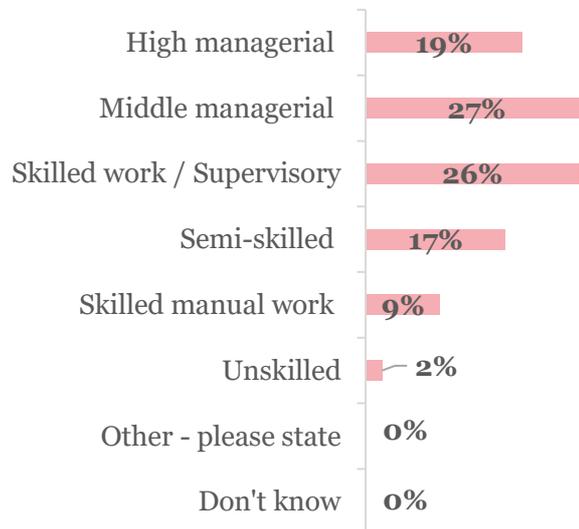
% who say the following



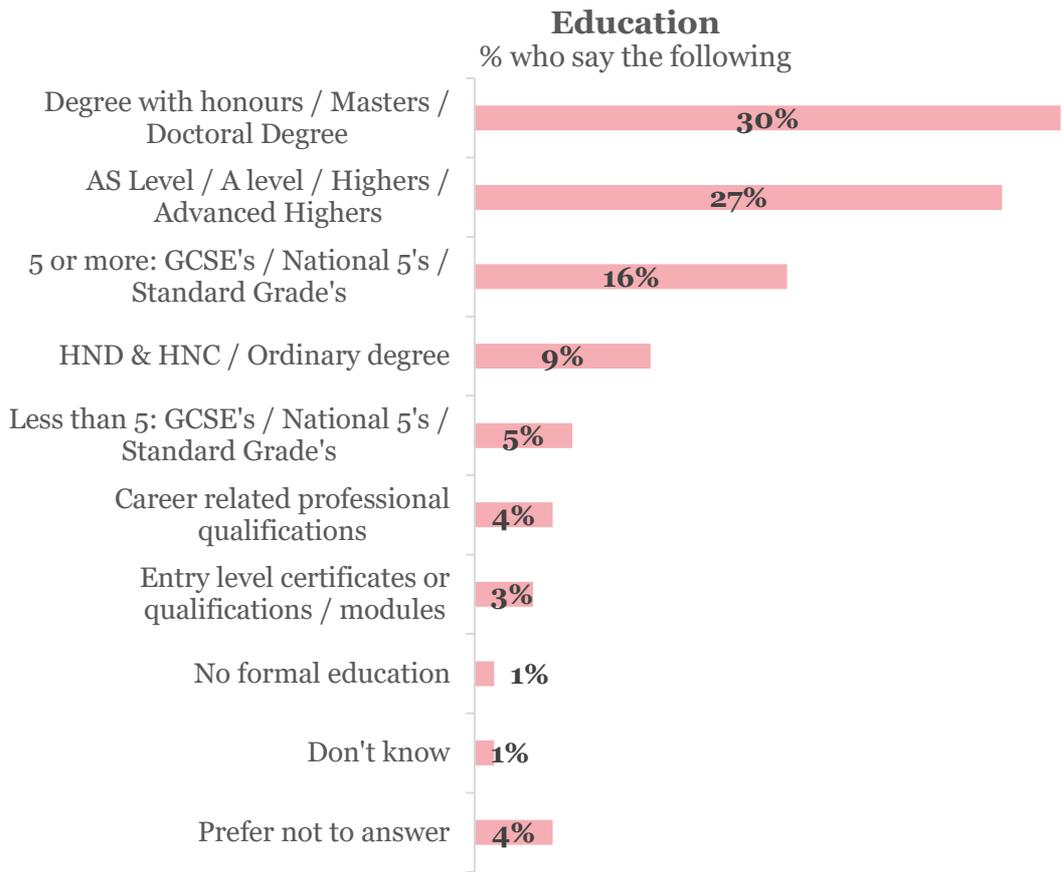
D6. Work (n=1,074)

Current job

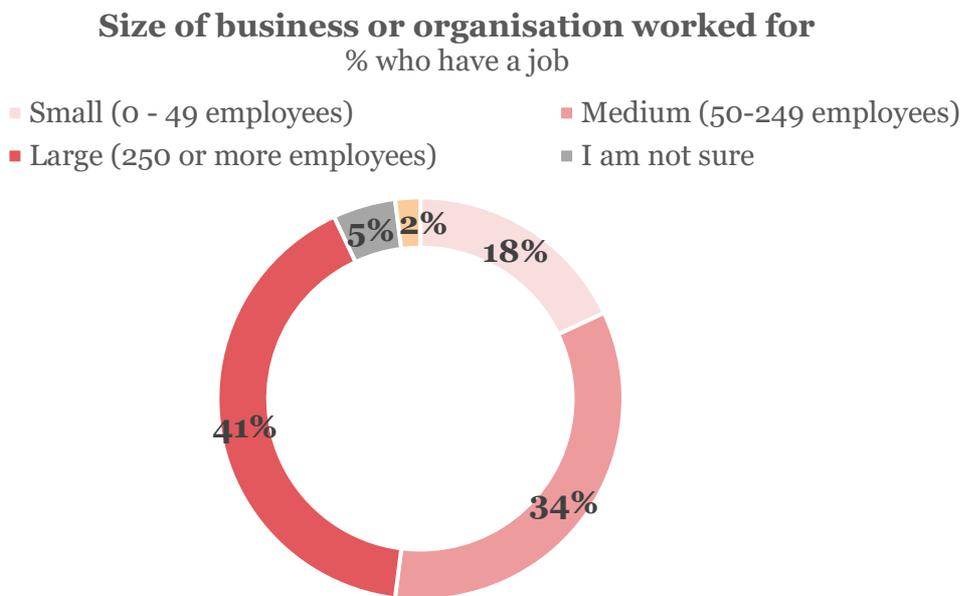
% who have a job



D7. Current job. Base: All respondents who have a job (n=429)

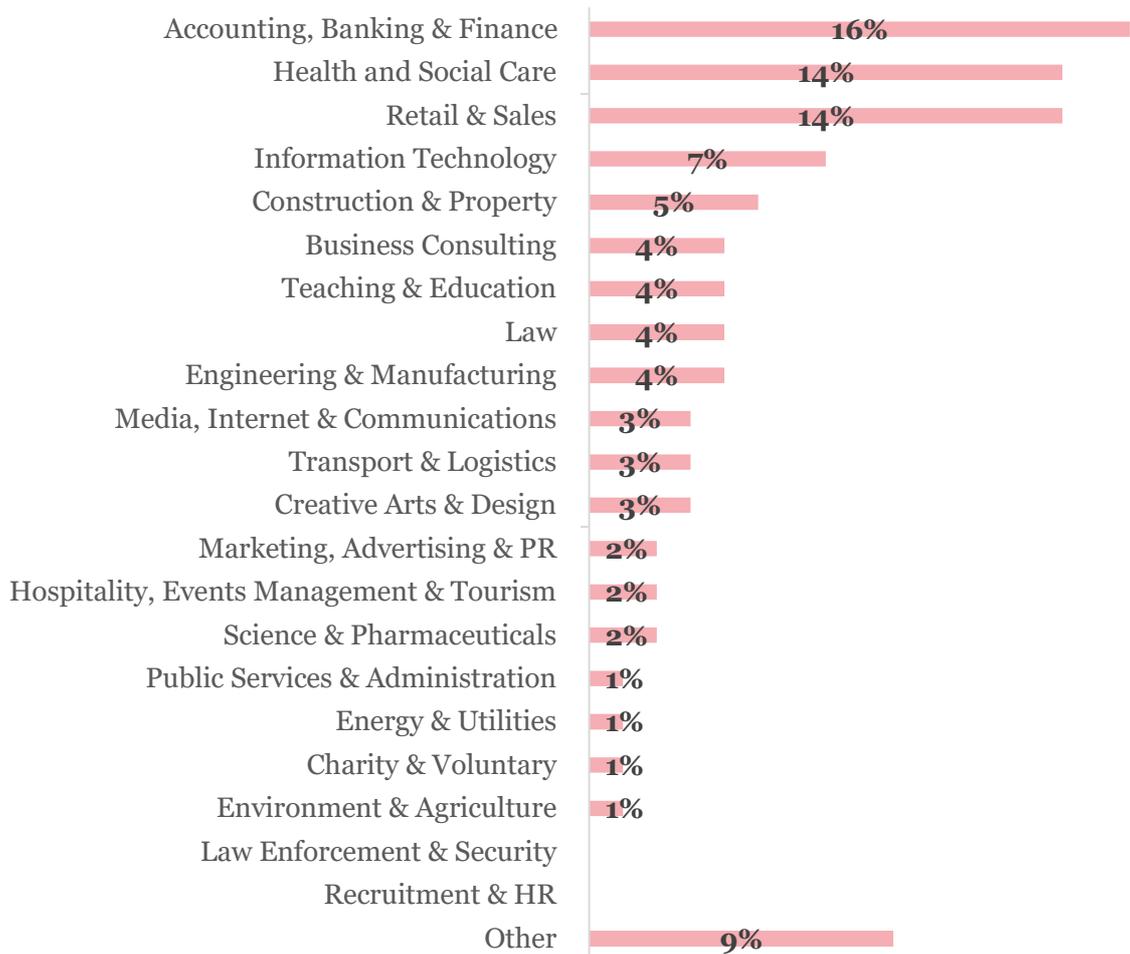


D8. Education (n=1,074)



Q11. Size of business or organisation worked for. Base: All respondents who have a job (n=429)

Sectors currently worked in % who have a job



Q12. Sector currently worked in. Base: All respondents who have a job (n=429)