

Minority ethnic youth employment outcomes

Rapid Evidence Review

Learning and Work Institute

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About Learning and Work Institute

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Introduction

Young people from minority ethnic backgrounds have long faced a range of barriers to accessing and sustaining employment outcomes, with many ethnic groups experiencing higher unemployment and lower wages than their white peers.¹ The impact of the Coronavirus pandemic has only exacerbated these inequalities, with research showing an unequal impact on employment across ethnic groups.^{2,3}

In response to these issues the Youth Employment Group (YEG) has launched an Ethnic Disparities subgroup, which aims to tackle systemic racism and discrimination, and improve employment outcomes for minority ethnic young people. The subgroup is co-chaired by Youth Futures Foundation and the Joseph Rowntree Foundation (JRF), (until November 2021).⁴ The Council of Somali Organisations took over the co-chair role from JRF in November 2021. Learning and Work Institute (L&W) have been commissioned by Youth Futures, on behalf of the subgroup, to support the subgroup's work by conducting an evidence review on the impact of government policies on employment outcomes for young people from minority ethnic backgrounds.

Aims and objectives

The aim of this evidence review is to provide an evidence base on the impact of government policy in the last 10-15 years on employment outcomes for young people from minority ethnic groups. This will support the development of a policy paper by the Ethnic Disparities subgroup, which will highlight areas for policy and practice development and reform in relation to employment outcomes for minority ethnic young people.

More specifically, this evidence review has sought to explore the following questions:

- Which policies are relevant to, or have affected, employment among minority ethnic young people and in what ways?
- Which policies and interventions have been put in place to support minority ethnic young people into employment and how well did these work?
- Which policies have had an (unintended) negative or positive impact on minority ethnic young people?
- To what extent and how are young people from minority ethnic backgrounds targeted across different policy areas? Are there any policy gaps or blind spots?

¹ Bowyer et al (2020) [Race-Inequality-in-the-Workforce-Final.pdf \(ucl.ac.uk\)](#)

² Resolution Foundation. (2020). [One-in-five young people and over one-in-five BAME workers who were furloughed during lockdown have since lost their jobs](#)

³ Learning and Work Institute. (2021). [Facing the future - employment prospects for young people after Coronavirus.](#)

⁴ Youth Futures Foundation. [YEG sub-group on ethnic disparities.](#)

- What works to support and improve minority ethnic young people's employment outcomes?

What do we mean by minority ethnic groups?

The term 'minority ethnic' has been used throughout this report to refer to individuals from all ethnic backgrounds other than white British. This includes minority white groups, such as Gypsies, Roma and Travellers.⁵ Where possible, alternative terms for minority ethnic groups (such as BAME) have been avoided; these have only been included where they are part of an existing name e.g. the name of a programme or intervention.

Where possible, granular detail on separate ethnic groups has been included. However, this has been restricted by the level of granularity available in the evidence. While some evidence has included detail about separate ethnic groups (such as black Caribbean, Pakistani and Chinese groups), other evidence has used broad ethnic groupings (normally white, black, Asian, mixed and other) or combined all minority ethnic individuals into a single group. It should also be noted that the evidence search was generally not detailed enough to isolate evidence on specific ethnic subgroups (e.g. Somali within the black African group). The report has also covered intersectional inequalities where available in the evidence. Although it has not been possible to comprehensively consider all intersectional interactions, evidence has been included on interactions such as ethnicity and gender, and ethnicity and socioeconomic background.

Methods

The research involved an evidence review, expert interviews and workshops with the Ethnic Disparities subgroup.

Evidence review

The evidence review has formed the bulk of the research activity. In the initial stages of the project, a detailed evidence review framework was developed which outlined the scope, limitations and methods of the review. The research framework also outlines the search strategy and quality assessment procedure. It is included in Appendix A.

Keyword searches across a range of databases were used to systematically identify evidence relating to employment outcomes and other outcomes of interest (such as education and occupational segregation) among people from minority ethnic backgrounds – specifically focusing on young people where possible. The review aimed to identify robust evaluations of policy interventions, secondary data analysis and grey literature focused on key debates and policy analysis. A call for evidence was also issued through relevant L&W, Youth Futures and YEG channels. Relevant studies were also identified through the Youth Futures Youth Employment Evidence and Gap Map. Evidence identified in the search was screened, shortlisted and quality assessed to identify those most relevant and useful to the review.

⁵ c.f. Gov.uk. [Writing about ethnicity](#).

Although UK evidence has been the primary focus of the review, international evidence from comparable countries has been included where relevant.⁶ In particular, a number of impact evaluations of US interventions have been included; this has been highlighted in the text where applicable. The context of these international studies (such as levels of economic development and the diversity of the population) is considered sufficiently close to the UK for lessons to be learned; however, the transferability of specific interventions may require further assessment.

Expert interviews

A total of eight semi-structured qualitative interviews were conducted with identified experts in minority ethnic employment. Interviews focused on informing gaps in evidence uncovered in the evidence review, and exploring any further relevant policies or interventions across specific policy areas.

Potential interviewees were identified through the membership of the Ethnic Disparities subgroup, and through organisational contacts of L&W and Youth Futures. Focus was put on including individuals with knowledge of policy areas where limited evidence was identified in the evidence review.

The majority of interviewees came from a minority ethnic background and so could speak from lived as well as professional experience. Interviewees primarily held leadership roles within the public and voluntary sector, with expertise in minority ethnic young people's education and employment. Most of the organisations represented worked directly with ethnic minority young people from all backgrounds, or from one particular group such as Gypsy, Roma, and Traveller. Two organisations had a more general remit of supporting people from disadvantaged groups while another supported charities to deliver effective services to disadvantaged young people.

Subgroup workshops

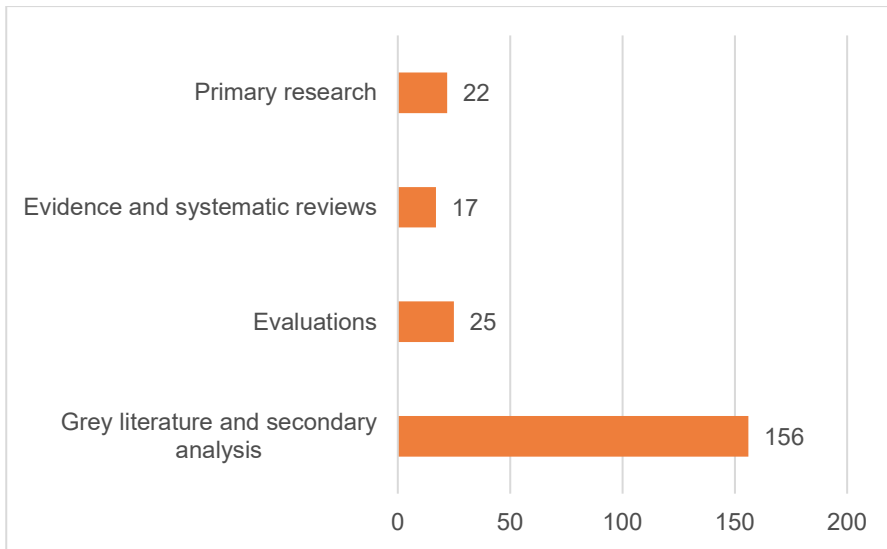
L&W project staff attended two workshops with the Ethnic Disparities subgroup. Workshops were designed to share and discuss findings with the expert membership of the subgroup. Insights shared at the workshops are also woven into the report.

Evidence identified

In total, 220 pieces of evidence were identified and included in the evidence shortlist. Approximately four fifths of this evidence was comprised of grey literature and secondary data analysis, with the majority of these containing a level of new data and analysis (Figure 1). Twenty-five impact or process evaluations were also identified and included, along with a small number of evidence and systematic reviews.

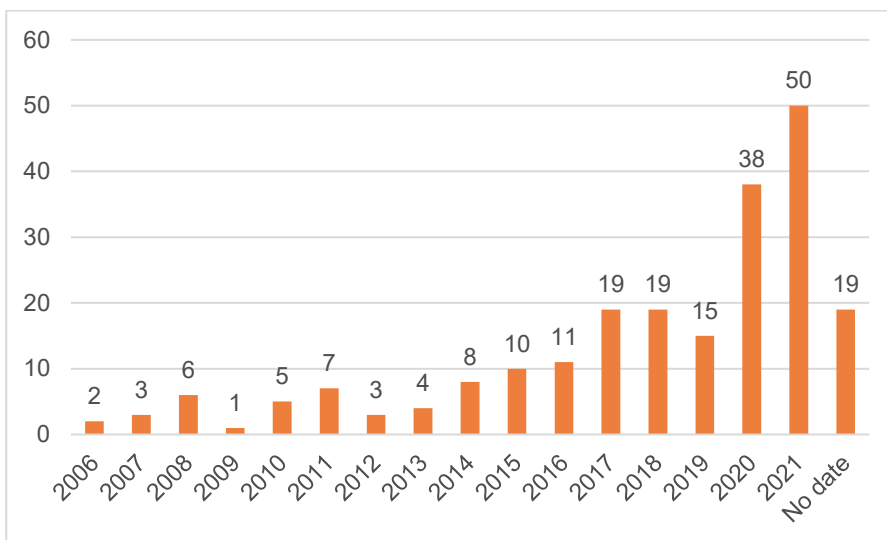
⁶ Countries with similar levels of development and diversity to the UK, such as EU countries, USA, Canada and Australia.

Figure 1: Types of evidence



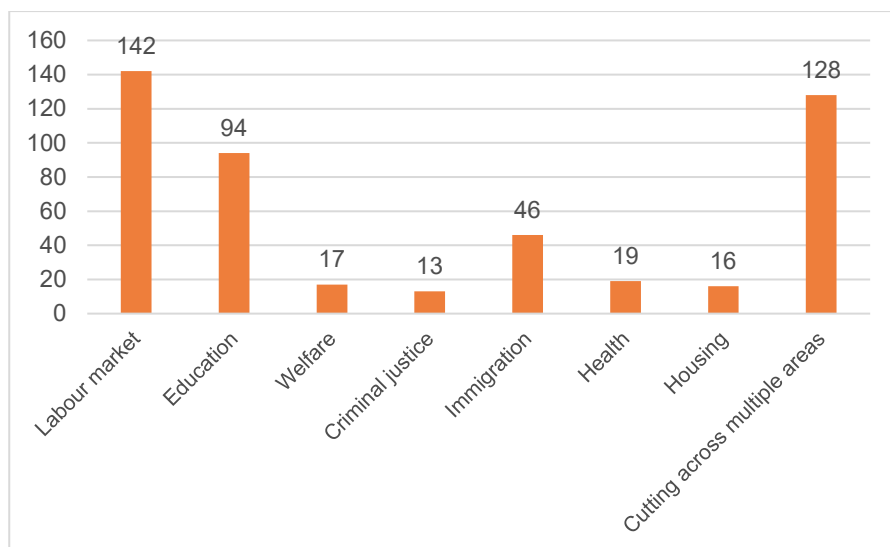
Approximately two thirds of the evidence was published from 2017 onwards (Figure 2).

Figure 2: Evidence publication dates



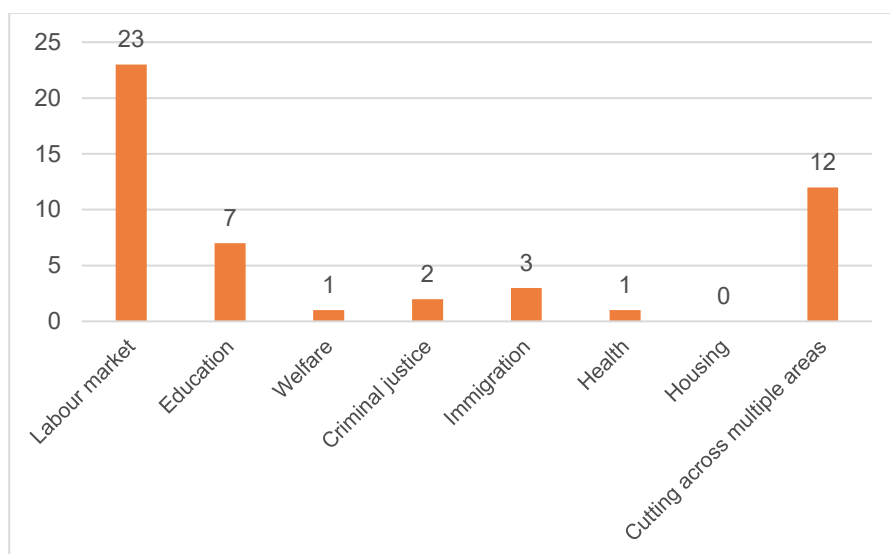
Evidence was grouped by broad policy area (Figure 3). The policy area with the largest representation was the labour market, with approximately three fifths of the evidence relating to this area. This was followed by the education policy area, which over two fifths of evidence related to. Relatively fewer pieces of evidence were found in areas such as welfare, criminal justice, health and housing. Over half of the evidence (128) cut across multiple policy areas.

Figure 3: Evidence by policy area



Impact and process evaluations were particularly focused on the labour market; 23 out of the 25 studies had this as one of their areas of focus (Figure 4).

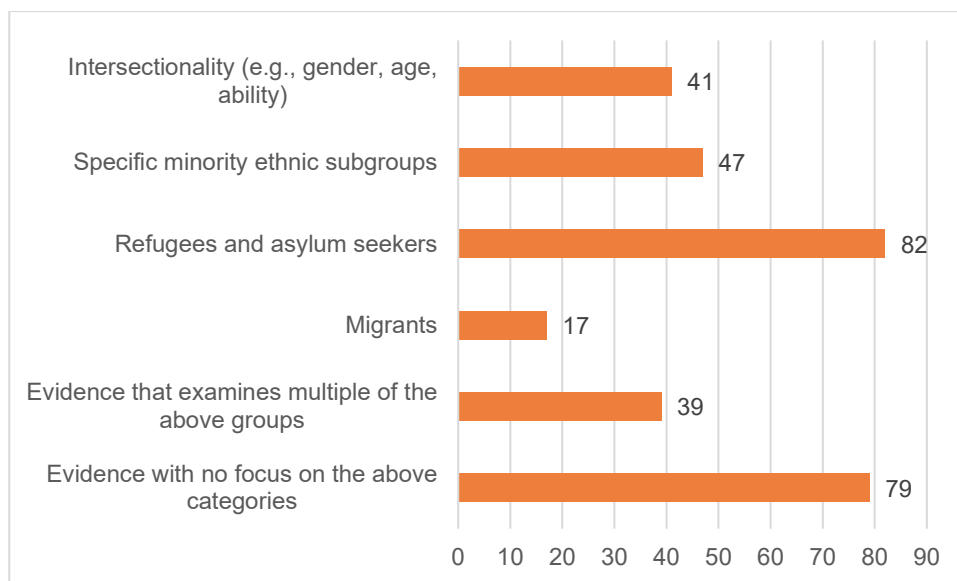
Figure 4: Evaluations by policy area



Over half of the evidence focused specifically on young people from minority ethnic backgrounds. The remainder focused either on minority ethnic individuals of any age, or on young people in general with substantial representation of minority ethnic groups. There was some variation across policy areas. For example, evidence in the education policy area was more likely to specifically focus on minority ethnic young people; in welfare it was more likely to focus on minority ethnic individuals of all ages.

Approximately two thirds of the evidence contained breakdowns or a specific focus on groups of interest (such as migrants, refugees or different ethnic groups), or a wider focus on intersectionality (Figure 5).

Figure 5: Evidence on groups of interest



This report

The majority of this report is split across seven thematic policy areas: labour market; education; welfare; criminal justice; immigration; health; housing. The report includes a chapter for each policy area, which covers an overview of current trends and debates in that area, a description of findings from evidence on relevant policies and interventions and a summary of evidence gaps. Prior to the thematic policy area chapters, a key findings chapter provides a concise overview of the evidence found, key findings across policy areas and cross-cutting themes. A summary chapter at the end of the report considers intersectional interactions across policy areas.

Summary of key findings

Key findings and cross-cutting themes

- **Labour market.** There are large disparities in the employment rates, earnings and job security of different ethnic groups. Young people from minority ethnic backgrounds are more likely to be in low paid, insecure employment than their white peers, including higher likelihood of being on a zero-hour contract and an increased need to work two jobs. The Coronavirus pandemic has exacerbated existing inequalities in employment outcomes for minority ethnic groups. Employer culture and recruitment practices can be substantial barriers to gaining secure, well-paid employment and to career progression. A recent survey found that a quarter (25%) of minority ethnic employees had experienced or witnessed racist harassment from managers, and a third (32%) from colleagues. Other barriers to securing good jobs include place-based, cultural and socioeconomic factors, access to opportunities for development and progression, and racial discrimination and stereotyping. Several policies were identified in the evidence and by interviewees as having impacted employment outcomes for minority ethnic young people, including increases to minimum wages and the Social Value Act. A range of approaches have been found to improve employment outcomes among these groups, including personalised and flexible provision, holistic employment support and paid work experience.
- **Education.** There are stark contrasts in education outcomes for different ethnic groups. For example, school pupils from Chinese and Indian backgrounds have by far the highest attainment levels (Attainment 8 scores of 67.6 and 60.7 out of 90 respectively), and Gypsy, Roma, Traveller and black Caribbean pupils the lowest (23.3, 31.8 and 44.0 respectively).⁷ At university, minority ethnic students are less likely to be awarded the highest degree classification even when they enter university with the same or higher qualifications than their white peers. In addition, evidence shows that good education outcomes at a degree level are less likely to lead to secure, well-paid jobs for young people from minority ethnic backgrounds compared to young people from white backgrounds. A range of policies were identified in the evidence and by interviewees which have had a disproportionately negative impact on these groups, including exam grading policies, school exclusions and delays to English for speakers of other languages (ESOL) provision. Some interventions have been found to be successful at improving employment outcomes for minority ethnic young people, such as ring-fenced English language provision, case management and careers academies.
- **Welfare.** Tax and welfare cuts, along with benefit sanctions, can have a disproportionate impact on individuals from minority ethnic backgrounds. For

⁷ Attainment 8 measures the achievement of pupils across 8 qualifications at GCSE level, including English and maths.

example, black claimants and claimants of mixed ethnicity are more likely to receive benefit sanctions than their white peers. Due to higher levels of poverty, individuals from minority ethnic backgrounds are more likely to be in receipt of welfare benefits, and therefore, they are often disproportionately impacted by austerity and changes to the benefits system. Additionally, benefit cuts may exacerbate existing patterns of low paid, insecure employment among women from minority ethnic backgrounds. Several policies were identified in the evidence and workshops that have negatively impacted individuals from minority ethnic backgrounds, including reforms to the Universal Credit system and the 16 hours benefit cap. It was estimated that employed women from black ethnic backgrounds would be set to lose the most, at around £1,500 per year, after a series of changes to Universal Credit announced in 2015 and 2016.

- **Criminal Justice.** Individuals from certain minority ethnic backgrounds are overrepresented within the criminal justice system, particularly people from black, Gypsy, Roma and Traveller backgrounds. Both men and women from minority ethnic backgrounds are disproportionately impacted by the criminal justice system, with black women and young black men particularly likely to face harsher measures and longer sentences. There are significant concerns over the number of minority ethnic young people in the youth justice system, and young people with criminal records face substantial barriers to employment. For example, in the five years to 2017, the names of 22,000 young people from minority ethnic backgrounds had been added to the Police National Database, which can result in criminal record checks for future job applications in a wide range of careers. The review identified a number of interventions that have successfully supported minority ethnic young people into employment after involvement with the criminal justice system, frequently with a focus on employment support services. However, many of these have not been robustly evaluated and in particular, it is recommended that the Youth Justice Board should commission an evaluation of what has been learned from the trial of its 'disproportionality toolkit', which aimed to isolate the differences in outcomes for individuals from minority ethnic backgrounds at various stages of their journey through the criminal justice system.
- **Immigration.** Immigrants, asylum seekers and refugees are more likely to experience high levels of unemployment, to work in low-skilled jobs and to be vulnerable to exploitation. For instance, 90% of adults identified through the National Referral Mechanism (NRM), which identifies and refers potential victims of modern slavery, are non-UK nationals. Immigration laws, documentation requirements, employer attitudes and engagement with the education system can be major barriers for immigrants, asylum seekers and refugees when seeking employment. Immigration laws, in particular, have continued to become more restrictive, with policies such as the 'right to remain' and 'no recourse to public funds' significantly impacting employment outcomes. The new points-based

immigration system for Brexit will also have an increased focus on employer sponsorship and a system of tied visas, which heightens the risk of exploitation.

- **Health.** Individuals from certain minority ethnic groups are more likely to have physical or mental health problems, and to be disabled. This is particularly likely for individuals from Gypsy, Roma, Traveller, black Caribbean, Pakistani and Bangladeshi backgrounds. The Coronavirus pandemic has had a disproportionate impact on the mental and physical health of some minority ethnic groups. Women from minority ethnic backgrounds are particularly likely to have been working as 'key workers', and to have experienced associated impacts on mental health. Poor health can have substantial impacts on employment outcomes, for instance, it was found that worse mental health among refugees reduces the probability of employment by 14.1% and labour income by 26.8%. Despite clear health disparities, health was not found to be a focus of employment-related policies or initiatives.
- **Housing.** Individuals from minority ethnic backgrounds are more likely to live in poor quality or overcrowded housing, to spend more of their income on rent and to be homeless. A lack of suitable housing, living in temporary accommodation and homelessness can impact on access to employment support and employment opportunities, particularly for refugees. For instance, an employment support provider noted a 50% drop out rate for refugees on their programme due to a lack of progress caused by being moved out of the area. Housing segregation is also significant and can lead to a lack of opportunities, such as education and employment, in areas with high proportions of minority ethnic residents. Several policies have disproportionately impacted individuals from minority ethnic backgrounds, including the 'right to rent' immigration law, the National Asylum Support Service (NASS) dispersal programme and cuts to housing benefits. In particular, the cuts to housing benefits are likely to increase the child poverty rates for individuals from minority ethnic backgrounds, which are already higher than the national average.

Within the above policy areas, we found a range of evidence focused on the impact of policies and interventions on minority ethnic young people. This includes:

- Wider policies and interventions that have been found to impact individuals from minority ethnic backgrounds.
- Policies and interventions specifically or mainly aimed at individuals from minority ethnic backgrounds.
- Policies and interventions focused specifically on minority ethnic young people.
- Interventions focused on young people in general with a high proportion of participants from minority ethnic backgrounds.

Policies and interventions identified by interviews are also included throughout.

Cross-cutting themes

Both the evidence review and interviews identified a number of cross-cutting themes. One common theme identified in the evidence review is the targeting of support to minority ethnic groups. Many interventions have used targeted support effectively to address the specific barriers faced by minority ethnic groups – whether for young people specifically or across all age groups. For example, the London-based Moving On Up initiative provided targeted support to create pathways into employment for young black men. This indicates that targeting and tailoring initiatives to the needs of minority ethnic groups, where appropriate, may be beneficial in supporting employment outcomes.

The evidence review also identified substantial differences in outcomes between different minority ethnic groups across policy areas. For example, average earnings after graduation vary by ethnic group; graduates from mixed white and black Caribbean backgrounds have the lowest average earnings one year after graduating (£18,200 in 2017/18), followed by graduates from Bangladeshi, black Caribbean and Pakistani backgrounds (£18,600). Graduates from Chinese, Indian, mixed white and Asian backgrounds have the highest average earnings. It is therefore important for policies and interventions to consider the particular needs of individuals from specific ethnic groups, rather than focusing on broad ethnic groupings or minority ethnic individuals as a whole. Intersectionality between ethnicity and other characteristics such as gender, place and socioeconomic background should also be considered, with evidence showing strong interactions between these characteristics. For example, recent analysis of Department for Education (DfE)'s Longitudinal Outcomes dataset found a strong interaction between gender and ethnic group in graduate earnings at age 30. Granularity of data is also important to capture differences in outcomes, with correct use of subgroups essential in capturing differences between (for example) groups such as settled Roma communities and Gypsies, or people from a black African and black Caribbean background.

A key cross-cutting theme identified by both the evidence review and interviews is the need for a multifaceted approach to improving employment outcomes. For example, successful labour market interventions often include training and employment support, and may also address non-employment related barriers. Interviewees saw the Racial Disparities Unit as a positive step in recognising these interconnections, while the Race Equality Commission report was viewed as a lost opportunity to advance work in this area. Connected to this is the need for integrated policy solutions, such as a national strategy for Gypsy, Roma and Traveller groups. Interviewees suggested that integrated strategies in areas such as youthwork, family learning and early years were needed to improve employment outcomes rather than specific labour market interventions.

A final cross-cutting theme identified by both the evidence review and interviews is the need for minority ethnic representation among staff and leaders in areas such as the criminal justice system, public sector and schools, and the benefits of initiatives being

minority-ethnic led. Interviewees highlighted increased investment in minority ethnic-led community organisations as an example of how this could be addressed.

Gaps and further research

The review identified a wealth of evidence focused on general trends and specific issues in relation to employment and wider outcomes for minority ethnic young people across a range of broad policy areas. Much of the evidence and analysis also contained breakdowns or a specific focus on subgroups or interest or intersectionality.

However, although a range of policies were identified which have impacted the employment outcomes of minority ethnic groups, evidence on the impact of policies on young people specifically is more limited. Across many of the policy areas there is a need for further research to examine impacts on young people from minority ethnic backgrounds in particular, rather than people from all age groups.

In addition, there is limited evidence on what works to improve employment outcomes for people from minority ethnic backgrounds in general, and for minority ethnic young people in particular. Although a number of evaluations of different initiatives and programmes were identified, many do not exclusively focus on minority ethnic groups (despite large numbers of participants from minority ethnic backgrounds) and there are large gaps across a number of policy areas. In addition, where validated approaches do exist (such as in education), there is a lack of evidence as to how effective they are specifically for minority ethnic groups. It is also unclear as to how transferrable international evidence is to the UK context. There is a clear need for further testing and trialling of approaches to support the employment outcomes of minority ethnic groups, particularly for young people.

Finally, granularity of available data was identified as a significant issue across a range of policy areas. In many areas, there is insufficient available data for specific ethnic groups or for intersectional analysis.

Labour market

Key findings

- There are large disparities in the employment rates, earnings and job security of different ethnic groups. Young people from minority ethnic backgrounds are more likely to be in low paid, insecure employment than their white peers, including higher likelihood of being on a zero-hour contract and an increased need to work two jobs. The Coronavirus pandemic has exacerbated existing inequalities in employment outcomes for minority ethnic groups.
- Employer culture and recruitment practices can be substantial barriers to gaining secure, well-paid employment and to career progression. A recent survey found that a quarter (25%) of minority ethnic employees had experienced or witnessed racist harassment from managers, and a third (32%) from colleagues. Other barriers to good jobs include place-based, cultural and socioeconomic factors, access to opportunities for development and progression, and racial discrimination and stereotyping.
- Several policies were identified in the evidence and by interviewees as having impacted employment outcomes for minority ethnic young people, including increases to minimum wages and the Social Value Act.
- A range of approaches have been found to improve employment outcomes among these groups, including personalised and flexible provision, holistic employment support and paid work experience.

Overview

Employment outcomes

Since the 1980s, employment rates for minority ethnic groups (of all ages) have been substantially lower compared to people from white backgrounds. Although this gap has been closing over the last 20 years, in 2019 the employment rate was 77% for the white British ethnic group, compared to 76% for the Indian ethnic group, 69% for the black ethnic group and 56% for the combined Pakistani and Bangladeshi ethnic group.⁸ Economic inactivity was also higher for individuals from minority ethnic backgrounds in 2019 (29%), compared to their white peers (20%).^{9,10} Young people from minority ethnic backgrounds are more likely to be in low paid, insecure employment than their white peers, including

⁸ Gov.uk & Commission on race and ethnic disparities. [Employment, fairness at work, and enterprise](#)

⁹ Economic inactivity refers to 'People not in employment who have not been seeking work within the last 4 weeks and/or are unable to start work within the next 2 weeks'

<https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/economicinactivity>

¹⁰ UK Gov (2021). <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/economic-inactivity/latest#:~:text=Summary%20of%20Economic%20inactivity%20By,out%20of%20all%20ethnic%20groups>.

higher likelihood of being on a zero-hour contract and an increased need to work two jobs.¹¹ Evidence shows that the ethnic pay gap (for all ages) varies between groups, with workers from Bangladeshi, Pakistani and black backgrounds likely to earn significantly less than most other groups. Although the gap has gradually narrowed over recent years for most groups, black African workers have seen a decline in earnings relative to white workers since the late 1990s.¹²

There are substantial disparities in the proportion of young people who are not in employment, education or training (NEET) by ethnic group. Young people from a Pakistani background are the most likely to be NEET (14.3% in 2017 to 2019), followed by young people from a Bangladeshi background (12.0%); this compares to 11.7% of white young people. Young people from a Chinese ethnic group are the least likely to be NEET (4.5%), followed by those from an Indian ethnic group (7.3%).¹³

The Coronavirus pandemic has exacerbated existing inequalities in employment outcomes for minority ethnic groups. Research by the Resolution Foundation found that one in five minority ethnic individuals (of all ages) who were furloughed during the first wave of the pandemic went on to lose their jobs.¹⁴ In addition, analysis shows that young black people had a 49% drop in working hours during the first wave, compared to a 26% drop for young Asian people and a 16% drop for young white people.¹⁵ In the third quarter of 2020 youth unemployment rose to 26% for minority ethnic groups, compared to 15% for white groups. The pandemic also exacerbated gender inequalities, with women from minority ethnic groups having the highest rate of unemployment (8.8%) of any group.¹⁶

¹¹ Bowyer et al (2020) [Race-Inequality-in-the-Workforce-Final.pdf \(ucl.ac.uk\)](#)

¹² Clark, K. & Nolan, S. (2021). [The Changing Distribution of the Male Ethnic Wage Gap in Great Britain](#)

¹³ Gov.uk. (2021). [Young people not in employment, education or training \(NEET\)](#).

¹⁴ Resolution Foundation. (2020). [One-in-five young people and over one-in-five BAME workers who were furloughed during lockdown have since lost their jobs](#)

¹⁵ Learning and Work Institute. (2021). [Facing the future - employment prospects for young people after Coronavirus](#).

¹⁶ TUC. (N.D). [Jobs and Recovery Monitor - BME workers Issue 3](#)

Interviewees stated that minority ethnic young people had poorer employment outcomes even when other factors were controlled for, such as educational attainment. However, this varied substantially, with Gypsies, Roma and Travellers and Pakistani young men mentioned as facing particularly large barriers to employment. Interviewees identified a range of barriers to employment for different minority ethnic groups, including low educational attainment, difficulty in accessing the labour market and other public services, discrimination and a sense of disenfranchisement. Interviewees also discussed the impact of low socioeconomic status and geographical location on reducing employment opportunities for many minority ethnic young people, for instance, whether they live in an urban area or not. One interviewee from a third sector organisation identified the need for minority ethnic young people to assimilate to secure good quality work, which requires social capital, education and experience of navigating institutions. Most interviewees identified that the gaps in employment outcomes, salary, and progression would persist in a competitive labour market and would not be fixed without government intervention. However, some felt that wider cultural changes and movements such as Black Lives Matter had led to positive change, particularly around employer practice. This was mainly through raising awareness of disparities.

'What Black Lives Matter has done is... really put a lot of organisations under the microscope and gone, 'Wait a minute, this isn't good enough. Your organisations are not representative and therefore you are not making representative decisions for those communities that you serve, and so how is that then fair?' - Minority ethnic organisation support network

Cause of disparities

A recent survey by the Black Training and Enterprise Group found that young people from minority ethnic backgrounds were more concerned about the impact of racial discrimination and poverty on their careers than of the impact of the pandemic.¹⁷ The 2021 Race at Work survey commissioned by Business in the Community found that a quarter (25%) of minority ethnic employees had experienced or witnessed racist harassment from managers, and a third (32%) from colleagues.¹⁸ Analysis of a previous iteration of the survey (2015) found that many employees consider minority ethnic workers to be structurally disadvantaged in the workplace, leading to negative impacts on career progression.¹⁹ Racism and discrimination can lead to barriers in terms of activities such as networking, and individuals from lower socioeconomic groups are less likely to have peers

¹⁷ Institute of Government and Public Policy. (2021). [One year after BLM, ethnic minority young people are still worried about how racism will affect their life chances, new survey finds](#)

¹⁸ Business in the Community. (2021). [Race at work 2021: the scorecard report](#).

¹⁹ Ashe, S.D., & Nazroo, J. (2015). [Equality, Diversity and Racism in the Workplace: A Qualitative Analysis of the 2015 Race at Work Survey](#).

and relatives who are able to support them into professional jobs or refer them to employment opportunities.^{20,21}

Research also suggests that the role of employers is important, identifying unsupportive workplace cultures and discrimination in hiring and promotions.²² Discriminatory recruitment practices have been found to have a particularly negative impact on women from minority ethnic groups.²³ Employers may also have strict recruitment policies, that do not take account of alternative qualifications that minority ethnic young people are more likely to hold.²⁴ Individuals from minority ethnic backgrounds (of all ages) have also been disproportionately affected by the long term restructuring of the economy due to an overrepresentation in declining industries.²⁵

Research shows that employees from minority ethnic backgrounds are less likely to progress in their careers than their white peers. A range of factors have been found to contribute to this, including low self-confidence and language skills, a lack of leadership role models from minority ethnic backgrounds, a lack of employer understanding of minority ethnic communities, unequal access to development opportunities, lack of information about training opportunities and racial discrimination and stereotyping.²⁶

Evidence also suggests a location-based impact on employment outcomes, which is particularly important in the context of the levelling up agenda. For example, there are particularly high rates of unemployment in Birmingham for Pakistani, Indian, Chinese and African ethnic groups compared to other areas.²⁷ Individuals living in deprived areas may have reduced employment opportunities, and there are also cultural differences within communities that may lead to reduced labour market aspirations.²⁸ For example, members of some minority ethnic groups may be more reluctant to ask for a higher salary. Others may be discouraged from claiming benefits, and so may not be eligible for programmes such as Kickstart.²⁹ There is also some evidence that minority ethnic individuals living in areas that are predominately white may not receive as much support from local authorities as individuals living in areas with large minority ethnic communities.³⁰ This may be due to anti-racism and inclusion being a lower priority for local institutions.³¹

²⁰ Joseph Rowntree Foundation. (2014). [How place influences employment outcomes for ethnic minorities](#)

²¹ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

²² Joseph Rowntree Foundation. (2011). [The role of employer attitudes and behaviour](#)

²³ Ashe & Nazroo (2016) [Equality-Diversity-and-Racism-in-the-Workplace-Full-Report.pdf](#)

²⁴ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

²⁵ Joseph Rowntree Foundation. (2011). [The role of employer attitudes and behaviour](#)

²⁶ Hudson, M., et al (2013). In-work poverty, ethnicity and workplace cultures. Joseph Rowntree Foundation.

²⁷ Joseph Rowntree Foundation. (2017). [Poverty and ethnicity in the labour market.](#)

²⁸ Joseph Rowntree Foundation. (2014). [How place influences employment outcomes for ethnic minorities](#)

²⁹ YEG Ethnic disparities sub-group meeting minutes – 12th October 2021

³⁰ Joseph Rowntree Foundation. (2014). [How place influences employment outcomes for ethnic minorities](#)

³¹ YEG Ethnic disparities sub-group meeting minutes – 12th October 2021

In addition to underrepresentation in apprenticeships (see Education chapter), Government statistics show that young apprentices from minority ethnic backgrounds are more likely to be apprenticed in sectors with lower average wages, such as health, public services and care and business, administration, and law.³²

Interviewees saw employer culture as one of the most significant contributory factors to poor employment outcomes for minority ethnic young people, including discriminatory recruitment practices, a lack of understanding of cultural differences, and failing to support minority ethnic young people from more challenging backgrounds. Other barriers include a lack of networks and role models. However, interviewees also highlighted that poor employment outcomes were more widely linked to systemic racism and hostility, and policy action was needed beyond labour market interventions.

Specific groups

Evidence identifies a range of intersectional issues in the labour market for minority ethnic groups (of all ages). Women from minority ethnic backgrounds generally have the worst labour market outcomes, and are underrepresented in high level jobs. However, there are some variations between groups: women from black Caribbean backgrounds have similar employment rates to white women, whereas men from black Caribbean backgrounds have substantially lower employment rates than white men.³³ There are particularly large disparities in gender employment rates for Pakistani and Bangladeshi ethnic groups.³⁴ Research using a national survey and qualitative interviews identified a range of barriers for women from these groups, including availability of appropriate jobs, balancing work and caring responsibilities, employers' perceptions and attitudes towards Muslim (or perceived to be Muslim) women, a lack of understanding of religious or cultural needs such as clothing or prayer breaks, and a lack of information, advice and guidance on the labour market, employment rights and training opportunities.³⁵ Evidence also identifies a wide range of other intersectional factors that can influence labour market outcomes, including religion, skin colour, nationality, migration status, age, disability, class, socio-economic status and geography.³⁶ The interaction between ethnic background, socio-economic status and employment outcomes is discussed in the Education chapter.

Evidence shows a variable experience of migrants (of all ages) in the labour market.³⁷ Migrants from India, East and Southeast Asia and the first 14 member states of the EU (EU-14) are likely to be in more highly skilled occupations than individuals born in the UK.

³² Clark, K. & Nolan, S. (2021). [Covid-19 and apprenticeship policy for ethnic minority young people](#). Runnymede.

³³ Turkmen, H. (2019). [Triple glazed ceiling: barriers to BAME women participating in the economy](#)

³⁴ Gov.uk & Commission on race and ethnic disparities. [Employment, fairness at work, and enterprise](#)

³⁵ Dale, A. (2008). [Pakistani and Bangladeshi Women's Labour Market Participation](#)

³⁶ Turkmen, H. (2019). [Triple glazed ceiling: barriers to BAME women participating in the economy](#)

³⁷ This piece of evidence uses the term 'migrant' to refer to people who are born outside of the UK, regardless of their UK citizen status.

In contrast, migrants from countries that more recently joined the EU (EU-8 and EU-2) are likely to be in lower-skilled occupations. Migrant men have a higher employment rate than men born in the UK (84% vs 79% in 2019), whereas migrant women have a lower employment rate than women born in the UK (67% vs 73%).³⁸ Research identifies a range of barriers to employment for refugees, migrants and asylum seekers (of all ages), including documentation, language, level of qualifications, training experiences, conditions of employment and a lack of experience of educational and labour market systems. A large proportion of these groups are overqualified for their employment. Refugees and asylum seekers in particular can face a combination of multiple disadvantage, discrimination and limited job prospects.^{39,40}

Policies and interventions

Labour market policies and interventions found to impact individuals from minority ethnic backgrounds

General labour market policies and interventions

Secondary data analysis shows that increases to the National Minimum Wage and National Living Wage have helped to reduce some wage disparities. Increases in earnings for the high proportion of minority ethnic individuals who are paid a minimum wage have reduced the earnings gap at the lower end of the income scale.⁴¹

Interviews suggested that national initiatives such as Kickstart and previously New Deal had a limited impact on minority ethnic employment outcomes due to their lack of targeted support for minority ethnic young people with the greatest barriers.

In contrast, an evidence review (which included a range of impact evaluations) on the effectiveness of New Deal programmes found that employer diversity training workshops and the provision of consultancy services (as included in the Ethnic Minority Outreach (EMO) pilot) had been effective in helping people from minority ethnic backgrounds into work. These activities were found to be particularly effective for individuals from a Pakistani background, especially when combined with positive action work placements. Intensive and individualised support were also found to be helpful.⁴²

Secondary data analysis shows that initiatives to encourage self-employment have been successful in reaching individuals from minority ethnic backgrounds.

³⁸ The Migrant Observatory (2021). [Migrants in the UK Labour Market: An Overview](#)

³⁹ Working Lives Research Institute. (2007). [Employment, Skills and Training Needs of Refugees, Asylum Seekers and Recent Migrants in Haringey](#)

⁴⁰ Joseph Rowntree Foundation. (2014). [How place influences employment outcomes for ethnic minorities](#)

⁴¹ Clark, K. & Nolan, S. (2021). [The Changing Distribution of the Male Ethnic Wage Gap in Great Britain](#)

⁴² Hacluck, C & Green, A. 2007. [What works and for whom? A review of evidence and meta-analysis for the Department for Work and Pensions.](#)

However, in many cases this results in low-paid work. Over a third (34%) of start-up loans and almost a fifth (19%) of New Enterprise Allowance starts have been provided to individuals from minority ethnic backgrounds. However, much self-employed work is low paid and occurs where there are fewer employment opportunities. Rates of self-employment vary by ethnic group, with decreasing levels for individuals from Chinese and Indian ethnic backgrounds and increased levels among Pakistani men in poorer areas. It is argued that levels of self-employment through these schemes reflects employment opportunities for local groups, and that skills and language training may be more effective in accessing good jobs.⁴³

Outcomes monitoring indicates that bringing together education providers and employers to provide education to employment pathways can be effective in improving employment outcomes for young people from minority ethnic groups. Scottish Government's 'Developing the Young Workforce' strategy aims to encourage partnership working between education providers (including schools, colleges and training providers) and employers. This includes wider options for work-based learning, employer engagement, careers advice at an earlier point and enhanced work placement standards. Although employment outcomes have improved for minority ethnic groups, apprenticeship participation among these groups has not yet reached the target level.⁴⁴

Initiatives focused on employer culture and practice

Interviews suggested that the National Employment Panel improved how employers supported people from minority ethnic backgrounds.⁴⁵ The National Employment Panel advised the Government on labour market policies and performance. Interviews indicated that advice from the panel had been effective in encouraging employers to engage more effectively in job brokerage.

Interviews suggested that the Social Value Act was effective in increasing the diversity of workforces in the public sector. The Social Value Act came into force in 2013, and required commissioners of public services to consider wider social, economic and environmental benefits.⁴⁶ However, interviews suggested that more action was needed around ensuring positive representation in supply chains. The public sector was identified as a particular area where the government had more levers and could improve outcomes more easily.

⁴³ Joseph Rowntree Foundation. (2015). [Self employment and ethnicity: an escape from poverty?](#)

⁴⁴ Swinney, J. & Hepburn, J. (2018). [Developing the Young Workforce: Scotland's Youth Employment Strategy](#)

⁴⁵ Gov.uk. (2013). [National employment panel publications – guidance.](#)

⁴⁶ Gov.uk. (2021). [Social Value Act: information and resources.](#)

Interventions targeting people from minority ethnic backgrounds

A low quality evaluation of the European Social Fund (ESF)-funded ‘Young BAME’ programme found that holistic employment support can be effective in helping minority ethnic young people into employment.⁴⁷ The London-based programme combined a range of holistic approaches including an employer brokerage service and in-work support in order to support unemployed young people from minority ethnic backgrounds into sustained employment. While the process evaluation found that this model was effective in engaging with the target group, only around a fifth (18%) of the 2,205 programme participants entering employment and a tenth (9%) sustained employment. However, it is also worth noting that the programme had not yet reached its completion when the process evaluation was conducted.⁴⁸

Evaluation of London-based interventions found that targeting support at specific disadvantaged groups can be effective in improving access to employment, but this is not always the case. The Moving On Up initiative aimed to increase the employment rates of young black men in London. The initiative included targeted support across six different projects, which aimed to develop new ways to support young black men into employment, demonstrate successful approaches for supporting employment opportunities for this group, and to create new pathways into employment for young black men through links with employers. The programme cost £1 million, with the low quality impact evaluation finding that 40% to 60% of the 683 participants had gained employment and that there had been a wide range of benefits to confidence, motivation and work readiness.^{49,50,51} However, a low quality impact evaluation of the London ESF Youth Programme found targeting to be of mixed effectiveness.⁵² The London ESF Youth Programme aimed to support young people in London who were NEET or at risk of becoming so into sustainable employment, education or training (EET). It included seven different strands of activity, such as careers guidance and youth talent programmes. One strand focused on targeted support for different groups of young people, including young people from minority ethnic backgrounds. The targeted support strand offered intensive and tailored provision to address the specific needs of different groups. The impact evaluation found that the minority ethnic strand met 84% of its 40% goal for conversion of young people to EET,⁵³ compared to 81% of the 41% goal for the mental health, drug/alcohol abuse and

⁴⁷ Quality assessment using the CASP Tool indicated that the methods used in this study were not robust, so the results should be treated with caution.

⁴⁸ Learning and Work Institute. (N.D.). [Evaluation of payment model for employment support for young people from disadvantaged BAME communities programme](#).

⁴⁹ Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were not robust, so the results should be treated with caution.

⁵⁰ Data was not available for all participants; the job entry rate is therefore estimated

⁵¹ Trust for London. 2017. [Moving on Up: Improving employment opportunities for young black men](#)

⁵² Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were not robust, so the results should be treated with caution.

⁵³ 557 actual conversions out of 1638 starts

homeless strand⁵⁴ and 104% of the 67% goal for the 16-18 strand.⁵⁵ Compared to programme goals, the minority ethnic strand was less effective than the non-targeted NEET outreach strand, which met 95% of its 77% goal for EET conversions,⁵⁶ but more effective than the non-targeted careers guidance strand, which met 77% of its 60% goal for EET conversions.⁵⁷ However, it should be noted that the evaluation did not include control groups, and so these figures may reflect wider trends.⁵⁸

Similarly, from 2003 the Department for Work and Pensions (DWP) ran a series of employment support pilots targeted at people from minority ethnic backgrounds, with varying success. A process evaluation by the National Audit Office found that the DWP pilots lacked continuity, with a move to programmes aimed generally at disadvantaged groups after the pilots were discontinued.⁵⁹

The pilots included:

- **Ethnic Minority Outreach programme, where voluntary and community sector organisations were commissioned to deliver outreach services with the aim of getting economically inactive individuals from minority ethnic backgrounds closer to the labour market. This was found to be generally successful in moving people into employment, with the exception of individuals with the greatest barriers to work.** The programme cost £31.5 million over four years and supported over 13,000 participants into work (32% of programme starters). The programme consisted of various projects that included working with local jobcentres and other providers or agencies to deliver outreach-based provision, employer-focused provision, and positive action training.
- **Ethnic Minority Flexible Fund, where targeted flexible funding for district-level Jobcentre Plus services was found to increase engagement with local stakeholders and support people into employment.** The fund was worth £6.8 million over two years, and was aimed at areas with both high levels of minority ethnic residents and high levels of unemployment. The flexibility of the funding enabled over 200 local innovative projects to be set up, with a wide variety of different activities such as direct financial support, employer partnership working and local campaigns. Although some areas found the fund to be too bureaucratic, it was successful in moving 2,500 individuals into work (compared to an initial planning assumption of 500 jobs) and in supporting those furthest from the labour market.⁶⁰

⁵⁴ 288 actual conversions out of 872 starts

⁵⁵ 847 actual conversions out 1264 starts

⁵⁶ 5,383 actual conversions out of 7476 starts

⁵⁷ 611 actual conversions out of 1328 starts

⁵⁸ Carmel, J. et al. (2018). [London ESF Youth Programme 2014-2020 Phase 1 Evaluation](#)

⁵⁹ National Audit Office. (2008). [Increasing employment rates for ethnic minorities](#)

⁶⁰ National Audit Office. (2008). [Increasing employment rates for ethnic minorities](#)

- Specialist Employment Advisers, where **the piloting of a dedicated role within Jobcentre Plus to support individuals from minority ethnic backgrounds was found to be ineffective during the pilot timescale.** The pilot ran for two years and cost £1.5 million, with roles created across seven areas with high levels of minority ethnic unemployment. The aim of the specialist employment adviser role was to engage with local employers and communities in order to increase opportunities and tackle discrimination. A process evaluation found that the two year length of the pilot was insufficient for building effective local partnerships, and that stakeholders felt that more time would be required to deliver the attitudinal change needed for positive outcomes.^{61,62}
- Fair Cities, **where employer engagement was found to be unsuccessful in supporting people from minority ethnic backgrounds into employment with large employers.** The pilot cost £8.34 million over three years, and was successful in recruiting individuals from minority ethnic backgrounds to engage in the programme. However, an impact evaluation found that over three years it resulted in less than a fifth of its target job starts (802 out of a target of 4,424), due to a range of barriers such as difficulty in engaging those furthest from work, difficulties in sustaining employment, and the restriction of the pilot to large employers which reduced available vacancies.^{63,64}

Interventions for young people with a large number of minority ethnic participants

Process evaluation and qualitative research indicates that personalised and flexible provision can be effective in supporting young people from minority ethnic backgrounds into employment. Talent Match was a £106 million programme which ran from 2014 to 2018 across 21 local areas in England, aimed at supporting young people who are furthest from the labour market into employment. It included flexible support tailored to the needs of the individual, integrating both employment and non-employment related support. A process evaluation found that almost three fifths of participants entered employment, an apprenticeship or education, with particularly good employment outcomes for young people from minority ethnic backgrounds.^{65,66} Qualitative research by a Talent Match provider found that **providing long-term advice and training was effective in supporting women from minority ethnic backgrounds into sustained employment.** The provider had supported a total of 418 young people, 110 of whom were women from minority ethnic backgrounds. The research found that women from minority ethnic backgrounds in particular found continued one-to-one support (longer than the

⁶¹ National Audit Office. (2008). [Increasing employment rates for ethnic minorities](#)

⁶² Pettigrew, N. et al. (2006). [Specialist Employment Adviser Evaluation](#)

⁶³ National Audit Office. (2008). [Increasing employment rates for ethnic minorities](#)

⁶⁴ Atkinson, J. et al. (2008). [Evaluation of the Fair Cities Pilots 2007](#)

⁶⁵ National Lottery Fund (2018). [Progression to employment lessons from the Talent Match programme evaluation.](#)

⁶⁶ The evaluation report did not include the overall number of participants.

programme's standard six months support), alongside building good relationships between participants and advisers, to be useful in sustaining employment.⁶⁷

Evidence from US interventions shows that intensive work-related training and paid work experience can improve the employment outcomes of young people from minority ethnic backgrounds. An impact evaluation of the US Year Up programme found that intensive training in IT and finance for young people from deprived urban areas, followed by a six-month paid internship, significantly increased earnings for the three years after the programme compared to a control group. Cumulatively the treatment group earned an average of \$13,645 more than the control groups over these three years, with third year earnings of \$19,955 versus \$14,922 respectively. Although not specifically targeted at minority ethnic groups, 88% of 195 participants were African American or Latino. Training included general computer skills followed by further training in one of the two focus areas. Although the programme was found to increase earnings, there was no impact on educational achievement.⁶⁸ Similarly, a high quality impact evaluation and randomised controlled trial (RCT) of the US Los Angeles' Subsidized and Transitional Employment Demonstration programme found that a **6-month paid work placement with intensive on-the-job training had significant impacts on employment and earnings** compared to a control group working in a private sector job.⁶⁹ In the year after commencing the programme, participants were between six and 18 percentage points more likely to be employed than the control group, and to have earned approximately \$1,300 more. Although not specifically targeted at minority ethnic groups, 87% of participants were Hispanic, Latino, Spanish or African American. Work placements were in a public or third sector job.⁷⁰ Although it does not include training, a high quality impact evaluation and RCT of the US Summer Youth Employment Programme found that a **seven-week paid period of summer employment significantly increased likelihood of employment** for young people in New York.⁷¹ During the year in which they participated in the course, participants were 71 percentage points more likely to be in employment than the control group; however, this dropped to one percentage point by the following year. Although not specifically targeted at minority ethnic young people, approximately half of participants were from African American backgrounds and 27% Latino backgrounds. In addition to increased employment, the treatment group had significantly increased earnings (by \$876) in the year they participated in the programme, although significantly decreased earnings

⁶⁷ Community Links. (2018). [Talent Match In-Work Support 2.0: Developing Deep Value Relationships to Support Young BAME Women into Sustainable Employment](#)

⁶⁸ Roder, A., & Elliott, M. (2014). [Sustained gains: Year Up's continued impacts on young adults' earnings](#)

⁶⁹ Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were of high quality.

⁷⁰ Glosser, A. et al. (2016). [Testing two subsidized employment approaches for recipients of Temporary Assistance for Needy Families: Implementation and early impacts of the Los Angeles County Transitional Subsidized Employment Program](#)

⁷¹ Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were of high quality.

for the three following years (\$100 less per year).⁷² In contrast, a process evaluation of the US After School Matters programme found that a **paid after-school apprenticeship-based programme did not lead to an increased demonstration of relevant job skills** during mock interviews.⁷³

An impact evaluation of the US National Guard Youth Challenge Program shows that an intensive 5-month residential course can improve employment outcomes for NEET young people from minority ethnic backgrounds. Aimed at 16- to 18-year-olds who have dropped out of school the programme includes a 2 week orientation and assessment phase, a 20 week residential course and a year of follow-up support and mentoring. Although the intervention is not targeted at young people from minority ethnic backgrounds, they represent over half of the programme participants. The evaluation found that three years after completing the programme the treatment group were substantially more likely than the control group to have completed their General Educational Development certificate or equivalent (72% compared to 56%) and to be employed (57.8% compared to 50.7%).⁷⁴ The high success rate of this programme warrants further investigation into the lessons that can be learned; however, it is important to note that the transferability of residential programmes to the UK context may be limited.

Interviews suggested that employment support charities have been successful in supporting minority ethnic young people to positive outcomes. However, the importance of minority ethnic representation within these charities was highlighted and one interviewee from the third sector felt that youth employment charities had insufficient focus on ethnic disparities. A potential emerging trend was that minority ethnic young people were not engaging with employment support services as much, post pandemic.

⁷² Gelber, A. et al. (2016). [The effects of youth employment: Evidence from New York City lotteries](#). The Quarterly Journal of Economics

⁷³ Alexander, K.P. & Hirsch, B.J. (2012). [Marketable job skills for high school students: What we learned from an evaluation of After School Matters](#)

⁷⁴ Millenky, M. (2011). [Staying on course: three-year results of the National Guard youth challenge evaluation](#). mdr.

Interviews suggested that local initiatives run by minority ethnic led organisations had a positive impact. They successfully worked with specific groups of young people to provide role models, and improve access to the workplace. However, short term funding meant their impact could be limited, and they were not supported to engage at a national level.

'In fact, since the demise of Project Full Employ which you could argue had a focus on ethnic minority jobseekers, there's no national black or Asian-led organisation offering job brokering services across England, for example, let alone Wales.' – Employment support charity

Evidence gaps

The evidence provides a rich overview of the general landscape and trends affecting labour market outcomes for minority ethnic individuals, including young people. There is some evidence of labour market policies and interventions that have improved employment outcomes for people from minority ethnic groups. However, there is a lack of robust evidence on the effectiveness of targeted employment interventions for minority ethnic groups,⁷⁵ and limited evidence of what works to improve employment outcomes for minority ethnic young people specifically, or of interventions targeted at this group. In addition, the impact of several interventions has not been robustly evaluated, with other evaluations suggesting disappointing results. There is also a lack of robust granular evidence focused on different minority ethnic groups, or regional or intersectional evidence examining the relationship between ethnicity, employment and other characteristics.

The evidence contains a range of recommendations for the development of labour market policies and interventions. These have been included in Appendix B.

⁷⁵ Hughes, C (2015) [Ethnicity, poverty and youth employment: improving outcomes for young people](#)

Education

Key findings

- There are stark contrasts in education outcomes for different ethnic groups. For example, school pupils from Chinese and Indian backgrounds have by far the highest attainment levels, and Gypsy and Roma, Traveller and black Caribbean pupils the lowest. At university, minority ethnic students are less likely to be awarded the highest degree classification even when they enter university with the same or higher qualifications than their white peers.
- Evidence shows that good education outcomes at a degree level are less likely to lead to well-paid, secure employment for young people from minority ethnic backgrounds compared to young people from white backgrounds.
- A range of policies were identified in the evidence and by interviewees which have had a disproportionately negative impact on these groups, including exam grading policies, school exclusions and delays to ESOL provision.
- Some interventions have been found to be successful at improving employment outcomes for minority ethnic young people, such as ring-fenced English language provision, case management and careers academies.

Overview

School performance

There are stark contrasts in education outcomes for different ethnic groups. At GCSE level, pupils from a Chinese background had by far the highest average Attainment 8 scores in 2019/20 (67.6 out of 90, average score of 1,959 pupils), followed by Indian pupils (60.7, 16,129 pupils).⁷⁶ In contrast, Gypsy and Roma pupils had the lowest average scores (23.3, 1,354 pupils), followed by Travellers (31.8, 160 pupils) and black Caribbean pupils (44.0, 7,378 pupils). These compare to an average score of 50.2 for all pupils (561,994), and 49.7 for white British pupils (383,021). The gender gap is similar across ethnic groups, with girls having a higher attainment than boys for each group. The smallest gender gap is for pupils from a Chinese background (4.3 percentage points) and the largest for pupils from a black other background (9.7 percentage points).⁷⁷ Similar disparities in attainment across ethnic groups are present in A level results.⁷⁸

Evidence suggests that differences in school attainment between ethnic groups can be due to a range of social, economic and cultural factors. This can include underlying socioeconomic differences between groups, such as differences in parental income,

⁷⁶ Attainment 8 measures the achievement of pupils across 8 qualifications at GCSE level, including English and maths.

⁷⁷ Gov.uk. (2021). [GCSE results \(Attainment 8\)](#).

⁷⁸ Gov.uk (2021). [Students getting 3 A grades or better at A level](#).

occupation and educational background, and wider geographical influences on attainment.⁷⁹

Schools have a high level of linguistic diversity, with almost a fifth (19.2%) of pupils recorded as having a first language other than English.⁸⁰ Research suggests that linguistic diversity can impact on pupil attainment, with (for example) variation in the GCSE attainment of black African pupils based on the language spoken at home. The authors suggest that the importance of cultural and linguistic diversity should be recognised in schools, and that the Government should collect data on the actual language spoken at home (rather than English or other language) to help improve attainment.⁸¹ Minority ethnic individuals may also have more difficulty in accessing special educational needs (SEND) support in schools; although GCSE attainment for pupils with special education needs is broadly similar across most ethnic groups.^{82,83} Having said this, the broader attainment gap for pupils with SEND is still a cause for concern and warrants further research in relation to minority ethnic individuals.

Apprenticeships and traineeships

Young people from minority ethnic backgrounds are underrepresented in apprenticeship starts.⁸⁴ Research using Government's Find an Apprenticeship application dataset found that applications from minority ethnic candidates are substantially more likely to be unsuccessful than their white peers.⁸⁵ However, evidence suggests that individuals from minority ethnic backgrounds are more likely to hold positive views about apprenticeships than their white peers.⁸⁶

It is argued that the lower apprenticeship participation rates of young people from minority ethnic backgrounds is not due to lack of interest from minority ethnic populations, but that apprenticeship places are lowest in the geographic areas where young minority ethnic populations are highest, that many minority ethnic young people are unaware of where to find information about apprenticeships and that most are not engaged by government awareness campaigns or agencies (Black Training and Enterprise Group 2020).⁸⁷

In contrast to apprenticeship participation, a high proportion of participants in traineeships are from minority ethnic backgrounds (32% in 2019/20).⁸⁸ Traineeships are unpaid

⁷⁹ Gov.uk & Commission on race and ethnic disparities. [Employment, fairness at work, and enterprise](#)

⁸⁰ Gov.uk. (2021). [Schools, pupils and their characteristics](#).

⁸¹ Demie, F. (2021). [The Educational Achievement of Black African Children in England](#). Lambeth council.

⁸² YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

⁸³ Gov.uk. (2021). [GCSE results \(Attainment 8\)](#).

⁸⁴ Clark, K. & Nolan, S. (2021). [The Changing Distribution of the Male Ethnic Wage Gap in Great Britain](#)

⁸⁵ Learning and Work Institute & Behavioural Insights Team. (2016, unpublished). Using Behavioural Insights to Increase the Application Success Rate of Apprenticeship Applicants from BAME Backgrounds

⁸⁶ Learning and Work Institute. (2018). [Adult Participation in Learning Survey \(2017\)](#).

⁸⁷ Black Training and Enterprise Group. (2020). [Ethnic minority young people and apprenticeships in England](#).

⁸⁸ Gov.uk. (2021). [Apprenticeships and traineeships](#).

education and training programmes that create a pipeline into apprenticeships for young people, and therefore, this may lead to more diversity in apprenticeships.⁸⁹

There was general agreement among interviewees that apprenticeships are not currently an accessible route for many minority ethnic young people. The apprenticeship levy was seen as problematic for all disadvantaged groups (including minority ethnic young people), due to employers using the levy to upskill existing staff rather than recruit and train a new workforce. Initiatives such as the DfE Apprenticeship Ambassador Network and the Five Cities programme were seen as well-intentioned but underfunded and with insufficient minority ethnic leadership to lead to real change.

Higher education

Since 2007, pupils from broad ethnic groups other than white⁹⁰ have had higher entry rates to higher education (HE) at age 18 than white pupils.⁹¹ However, minority ethnic students are less likely to be awarded the highest degree classification even when they enter university with the same or higher qualifications than their white peers; in 2017/18 white graduates were 13% more likely to gain a first or 2:1 than their peers.⁹² Students from minority ethnic backgrounds are more likely than white students to drop out of university, with black students the most likely to do so.⁹³

Evidence shows a strong interaction between socioeconomic status, ethnicity and entry to HE. For example, young people from Chinese and Indian ethnic backgrounds who are from the highest socioeconomic groups are substantially more likely to enter HE than other groups. Although across all ethnic groups there is a decline in HE participation as socioeconomic group decreases, the size of this decline varies considerably across groups. There are particularly large declines for young people from white British, other white, Indian, Pakistani and mixed ethnic groups. In contrast, there are much smaller differences in HE entry by socioeconomic group for young people from black African, other black, Bangladeshi, other Asian and other ethnic groups.⁹⁴

Evidence also shows an interaction between gender, ethnicity and entry to HE. Women are more likely than men to enter HE across all broad ethnic groups.⁹⁵ However, there are

⁸⁹ Learning and Work Institute. (2021, unpublished).

⁹⁰ Asian, black, Chinese, mixed, white, other

⁹¹ Gov.uk. (2021). [Entry rates into higher education](#).

⁹² Universities UK (2019). [Black, Asian and Minority Ethnic student attainment at UK universities: closing the gap](#)

⁹³ House of Commons Library. (2021). [Equality of access and outcomes in higher education in England](#).

⁹⁴ BIS. (2015). Socio-economic, ethnic and gender differences in HE participation.

⁹⁵ Asian, black, Chinese, mixed, white, other

relatively bigger gaps between men and women for black, mixed and white ethnic groups.⁹⁶

Evidence identifies particular issues for specific groups. For example, research suggests that some British-Pakistani students may be more likely to drop out of university due to family influence on their choice of degree course, a lack of role models who have attended university in their immediate family and pressure to pursue other career options.⁹⁷ Other minority ethnic young people may feel that they don't fit in to a university environment.^{98,99} An evidence review on equality of access to HE suggests that a lack of sufficient information, advice and guidance may also be a barrier for young people from some ethnic groups.¹⁰⁰

Education and the labour market

On completion of the 16-18 period of education, pupils from Indian and Chinese backgrounds are the most likely to progress into education, apprenticeships or employment (88% and 87% respectively in 2017/18). White British pupils are more likely than any other ethnic group to progress straight into employment (29%), followed by mixed white and black Caribbean pupils (27%). Travellers of Irish Heritage and white Gypsy pupils are the least likely to progress into education or employment (33% and 34% respectively).¹⁰¹

Average earnings after graduation vary by ethnic group; graduates from mixed white and black Caribbean backgrounds have the lowest average earnings one year after graduating (£18,200 in 2017/18), followed by graduates from Bangladeshi, black Caribbean and Pakistani backgrounds (£18,600).¹⁰² Graduates from Chinese, Indian, mixed white and Asian backgrounds have the highest average earnings.¹⁰³ Analysis using DfE's Longitudinal Outcomes dataset found a strong interaction between gender and ethnicity in earnings returns at age 30. For example, although women were found to have higher percentage earnings returns overall (although lower absolute returns), there were broadly similar percentage returns between men and women for some ethnic groups; for example, Pakistani women and men had returns of 40% and 36% respectively.¹⁰⁴ In contrast, other

⁹⁶ House of Commons Library. (2021). [Equality of access and outcomes in higher education in England](#).

⁹⁷ Nadeem, R. & Duty, D. (2019). [Achievement and Retention of British-Pakistani Students in UK Higher Education: Using Hofstede's Cultural Dimensions to Ask All the Right Questions](#). Aricba/lacfee

⁹⁸ YEG Ethnic disparities sub-group meeting minutes – 12th October 2021

⁹⁹ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

¹⁰⁰ House of Commons Library. (2021). [Equality of access and outcomes in higher education in England](#).

¹⁰¹ Gov.uk (2020). [Destinations of students after 16 to 18 study](#).

¹⁰² Gov.uk (2020). [Destinations and earnings of graduates after higher education](#).

¹⁰³ House of Commons Library. (2021). [Equality of access and outcomes in higher education in England](#).

¹⁰⁴ Percentage returns refers to changes in earnings as a percentage of original earnings. Absolute returns refers to actual changes in earnings in pounds. Therefore wage increases for individuals with low original earnings may be small in absolute terms, but high in relative terms. It should be noted that although individuals from Pakistani backgrounds had the highest percentage returns, they had the lowest median absolute earnings of any group at age 30.

groups had much larger gaps between men and women; for example, Bangladeshi women and men had respective returns of 30% and 14%.¹⁰⁵

Evidence shows that the academic success of young people from minority ethnic backgrounds is often not reflected in employment outcomes, even when they have achieved higher grades than their white peers.¹⁰⁶ There is a particular issue among young black men with high educational qualifications struggling to move into the labour market.¹⁰⁷ Recent successes such as higher rates of university attendance and lower NEET incidences for young people from minority ethnic backgrounds have not yet led to more positive outcomes in the labour market. For example, individuals from minority ethnic backgrounds are more likely to be overqualified for the role they work in.^{108,109} Despite their generally high performance in education, Chinese graduates are the least likely to be in sustained education or employment after 5 years.¹¹⁰

Research suggests that the length of time taken to find a job might explain some of this disparity. Six months after graduation white British individuals are substantially more likely to be in work than individuals from minority ethnic backgrounds. It is argued that this first six-month period is particularly important in terms of long-term earnings and employment, with earnings gaps increasing over the first few years of employment. Socioeconomic background may also influence labour market outcomes. For example, many minority ethnic individuals have parents from lower socioeconomic groups who may lack knowledge of higher level employment opportunities and networks that can support transition to such employment or financial support for opportunities such as unpaid internships. The research found that the impact of low socioeconomic status on employment outcomes is greater for minority ethnic graduates than white British graduates, and that minority ethnic graduates are less likely to gain employment through social contacts.¹¹¹ It has also been argued that minority ethnic students are more likely to attend universities with poorer reputations, which impacts employment outcomes.¹¹² In addition, subject choice tends to vary between ethnic groups, with (for example) students from Asian ethnic backgrounds more likely to choose subjects with higher earnings returns than white or black students.¹¹³ However, further analysis is needed to explore the impact of university ranking and subject choice on graduate earnings.

¹⁰⁵ Britton, J., Dearden, L. & Waltmann, B. (2021). [The returns to undergraduate degrees by socio-economic group and ethnicity](#). Institute for Fiscal Studies.

¹⁰⁶ Weekes-Bernard, D. (2017). [Poverty and ethnicity in the labour market](#)

¹⁰⁷ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

¹⁰⁸ Weekes-Bernard, D. (2017). [Poverty and ethnicity in the labour market](#)

¹⁰⁹ GMCA (2018) [Apprenticeships and diversity in context in Greater Manchester](#)

¹¹⁰ Gov.uk (2020). [Chinese ethnic group: facts and figures](#).

¹¹¹ Zwysen, W & Longhi, S. (2016). [Labour market disadvantage of ethnic minority British graduates: university choice, parental background or neighbourhood?](#)

¹¹² Slawson, N. (2017). [People from ethnic minorities still facing major jobs gap in UK](#)

¹¹³ House of Commons Library. (2021). [Equality of access and outcomes in higher education in England](#).

Barriers for specific groups

Evidence shows that individuals from Gypsy, Roma and Traveller groups generally have the worst performance for all measures of educational attainment.¹¹⁴ Individuals from these communities face a range of barriers to education, such as high levels of home schooling, bullying, high levels of exclusion, the need for placements while travelling, and the relevance of the curriculum. There is also a lack of policy attention and supportive initiatives for these groups, and they have been negatively impacted by cuts to Traveller Education Services. Taken together, these factors can result in poor educational outcomes such as low attainment and high levels of school dropout rates.^{115,116} However, it is worth noting that certain factors, such as the impact of home learning environments, still require further research to better understand the barriers involved.¹¹⁷

Evidence shows that young refugees and migrants face a number of barriers to education. These are discussed in the Immigration chapter.

Policies and interventions

Policies with a disproportionate impact on minority ethnic young people

Exam grading

The decision to award A level results based on predicted grades during the Coronavirus pandemic may have negatively impacted pupils from minority ethnic backgrounds.¹¹⁸ Analysis shows that accuracy of A level predictions tends to vary across different ethnic groups. For example, in 2009 black pupils were most likely to have their grades under-predicted, as were Bangladeshi and Chinese pupils in 2010. Research conducted by the Department for Business, Innovation and Skills suggests that pupils from minority ethnic backgrounds frequently outperform predicted grades due to a lack of diversity in the teaching profession, teacher bias and a lack of parent engagement.^{119,120}

Policy decisions to increase the minimum benchmark for GCSE achievement have widened the attainment gap between black and white pupils. Secondary data analysis of the first 25 years of GCSE education policy found that, although there has been a general pattern of rising achievement over time, the gap in attainment between black

¹¹⁴ Kirby, P. & Cullinane, C. (2016). [Class differences: education and disadvantage](#). Sutton trust.

¹¹⁵ The Traveller Movement. (2015). [Improving the education outcomes for Gypsy, Traveller and Roma pupils](#).

¹¹⁶ Mulcahy, E. et al. (N.D.). [The underrepresentation of Gypsy, Roma and Traveller pupils in higher education](#).

¹¹⁷ Kirby, P. & Cullinane, C. (2016). [Class differences: education and disadvantage](#). Sutton trust; The Traveller Movement. (2015). [Improving the education outcomes for Gypsy, Traveller and Roma pupils](#)

¹¹⁸ UK Parliament (2020). [Written evidence submitted by Business in the Community \(CVB0046\)](#).

¹¹⁹ BIS (2011). [Investigating the Accuracy of Predicted A Level Grades as part of the 2009 UCAS Admission Process](#).

¹²⁰ BIS (2013). [Investigating the Accuracy of Predicted A Level Grades as part of the 2010 UCAS Admission Process](#).

British Caribbean and white pupils widened as a direct result of increasing the minimum threshold for GCSE achievement. The authors argue that the way in which the achievement gap is measured plays a role in perpetuating inequalities.¹²¹

School exclusions

There is a disproportionate likelihood and impact of school exclusions on pupils from certain minority ethnic backgrounds. There are stark differences in the exclusion rates of pupils from different minority ethnic groups. In 2018/19, Gypsy and Roma pupils had the highest rate of temporary exclusion at 21.5%, followed by Traveller (14.6%), mixed white/black Caribbean (10.7%) and black Caribbean (10.4%) pupils; this compares to a rate of 6.0% for white British pupils. The lowest exclusion rates were for Chinese (0.6%) and Indian (0.9%) pupils.¹²² There are similar disparities in permanent exclusion rates across different minority ethnic groups.¹²³ It should be noted that there is also a gender dimension to school exclusion, with boys more than three times as likely to be excluded than girls.

Some commentators have argued that ethnic disparities in exclusion rates suggest a level of institutional racism in schools, and that the level of exclusions has been exacerbated by Government targets and pressure from Ofsted. Exclusions may also have a disproportionate impact on poorer and more vulnerable pupils as they do not have a socioeconomic buffer to support them.¹²⁴ An evidence review commissioned by DfE identified a range of potential contributory factors to the high exclusion rate for these groups, including society-wide racial stereotyping and discrimination, low educational expectations, unequal reactions to bad behaviour, lack of a sense of belonging and bullying. It is also important to note the interaction between ethnic group and a range of other characteristics in terms of likelihood of school exclusion, such as socioeconomic background, special educational needs, social, emotional and mental health, relationships with teachers and pupils and challenges at home.¹²⁵

¹²¹ Gillborn, D. et al (2017). [Moving the goalposts: Education policy and 25 years of the Black/White achievement gap](#)

¹²² Gov.uk (2021). [Temporary exclusions](#)

¹²³ Gov.uk (2021). [Permanent exclusions](#)

¹²⁴ McIntyre, N., Parveen, N. & Thomas, T. (2021). [Exclusion rates five times higher for black Caribbean pupils in parts of England](#). Guardian.

¹²⁵ Graham et al., (2019). School exclusion: a literature review on the continued disproportionate exclusion of certain children. Department for Education.

School exclusion, particularly for pupils from Gypsy, Roma, Traveller and black backgrounds was the most critical problem for some interviewees. Exclusions were considered to cut off significant groups of young people from successful employment outcomes. The main causes identified were cultural ignorance and active hostility, a lack of diversity among school staff, and a lack of accountability around outcome data. Youth worker interventions were mentioned as having positive impact in reducing school exclusion. This was due to an integrated approach and building strong one-to-one relationships with young people at risk of exclusion.

Analysis suggests a strong correlation between school exclusions and youth violence. It is argued that the high level of exclusions for black Caribbean boys and subsequent use of pupil referral units and alternative provision increases the risk of these individuals becoming involved in crime and youth violence, and subsequent exposure to the criminal justice system. However, it should be noted that this research is based in London and there may therefore be an interaction with place-specific factors.¹²⁶ In contrast, the previously cited DfE evidence review found that many pupils are positive about alternative provision after exclusion from school, finding it a safer environment than mainstream provision and reporting being happier and more engaged; however, these findings were not broken down by ethnicity.¹²⁷

Wider educational policy

Interviews suggested that the FE Skills bill has the potential to improve employment outcomes by giving greater access to lifelong learning.¹²⁸ However, it needs to be targeted and clearly communicated to marginalised groups, with a focus on communities rather than employers. Latest figures (2018 to 2019) show that participation in further education increased for all broad ethnic groups¹²⁹ between 2016/17 and 2018/19, except for the white ethnic group whose participation decreased.¹³⁰

¹²⁶ Perrera, J. (2020). [How Black Working-Class Youth are Criminalised and Excluded in the English School System](#). Institute of Race Relations

¹²⁷ Graham et al., (2019). School exclusion: a literature review on the continued disproportionate exclusion of certain children. Department for Education.

¹²⁸ The FE Skills bill <https://bills.parliament.uk/bills/2868>

¹²⁹ Asian, black, mixed, white, other

¹³⁰ Gov.uk. (2021). [Further education participation](#).

Interviews suggested that the Educational Maintenance Allowance and the Pupil Equity Fund could improve outcomes for minority ethnic young people. One interviewee identified the Educational Maintenance Allowance (withdrawn in England, but continuing in Scotland) as enabling young people to stay in school longer and thus improving employment outcomes for disadvantaged and minority ethnic young people. The Pupil Equity Fund in Scotland which focused on family support to ensure best outcomes for young people in school was also described as having similar positive outcomes.

Policies specifically or mainly aimed at minority ethnic young people

Curriculum diversity

Qualitative research among higher education students suggests that a lack of diversity in the curriculum can negatively impact individuals from minority ethnic backgrounds, due to the exclusion of their experiences and their cultural and historical heritage. Both school and university curriculums are considered to lack diversity. Curriculums frequently focus on British culture, history and achievements while ignoring the experiences of minority ethnic groups. Evidence also suggests that ethnic background can influence preferences for different types of assessment. For example, minority ethnic students may have more negative opinions about non-anonymised assessments (e.g. presentations).^{131,132} Many universities are working towards making the curriculum more inclusive for students from ethnically diverse backgrounds in an effort to close the attainment gap between these groups and their white peers.¹³³

Diversity in higher education

Analysis suggests that a focus on increasing the diversity of university recruitment can help to address ethnic disparities in student numbers. For several years, Russell Group universities have run outreach programmes and provided other support to recruit students and staff from minority ethnic backgrounds. The proportion of students from minority ethnic backgrounds at Russell Group universities is now higher than in the general population of young people, although there is still an underrepresentation of black students.¹³⁴ Since 2019, universities have been required to publish data on admissions and attainment by ethnic group. The Office for Students has powers to scrutinise universities' Access and Participation plans, and to penalise those who are performing poorly.¹³⁵ Research into the targeting of minority ethnic individuals by HE providers found that most targeting focused on outreach and access, with few targeted interventions

¹³¹ Demie, F. (2021). [Transforming the secondary curriculum](#). British Educational Research Association

¹³² Campbell, P., Hawkins, C. & Osman, S. (2021). [Tackling racial inequalities in assessment in higher education](#). University of Leicester.

¹³³ Office for Students. [Inclusive curriculum](#).

¹³⁴ Russell Group. (2019). [Tackling racial disparities](#).

¹³⁵ Gov.uk. (2019). [Universities must do more to tackle ethnic disparity](#).

focused on retention or achievement once enrolled. Targeted interventions were mostly aimed at multiple ethnic groups, and tended to consider disadvantage alongside ethnicity.¹³⁶

ESOL provision

Qualitative evidence suggests that long waiting lists for ESOL courses can delay the integration of refugees and cause long-term scarring. Funding cuts for ESOL have led to reductions in ESOL provision and increases in waiting lists, with research showing that some refugees have to wait more than a year for a place on an ESOL course.¹³⁷ The new three year residency rule for accessing ESOL provision has also negatively impacted new arrivals.¹³⁸ Recommendations for supporting young refugees (aged 16 to 19) to access suitable ESOL provision include: conducting a thorough initial assessment of their English language need, considering whether they may benefit from studying in a lower age group to increase flexibility, providing a range of delivery options, creating a sense of belonging, and using multiagency partnership working to support the needs of young refugees.¹³⁹

Education interventions aimed specifically at minority ethnic young people

A process evaluation found that the Diversity in Apprenticeship pilots (DiA) were not successful in identifying evidence of what works to improve diversity in apprenticeships. DIA pilots were commissioned by the National Apprenticeship Service and Skills Funding Agency, and ran from 2010 to 2012. Their aim was to increase apprenticeship uptake among underrepresented groups, including minority ethnic individuals, by trialing a range of engagement and recruitment activities. Although the number of apprentices on the pilots was fairly small (389 in 2010/11 and 382 in 2011/12), data showed that a higher proportion of pilot apprentices were from minority ethnic backgrounds than the general apprenticeship population. However, the process evaluation found that the pilots were generally not successful in promoting the ‘apprenticeship message’ to individuals in minority ethnic communities. Findings showed that different minority ethnic groups were more likely to have different barriers and needs, demonstrating the need for tailored approaches.¹⁴⁰

A review of ring fenced funding for local authorities designed to narrow the school achievement gap found that it was most effective when spent on English as an additional language (EAL) provision. The Ethnic Minority Achievement Grant (EMAG) was introduced in 1999 with the intention of supporting local authorities to reduce the

¹³⁶ Stevenson, J. et al. (2019). [Understanding and overcoming the challenges of targeting students from under-represented and disadvantaged ethnic backgrounds](#). Report to the Office for Students.

¹³⁷ Refugee Action. (2017). [Locked out of learning: a snapshot of ESOL provision in England](#).

¹³⁸ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

¹³⁹ L&W & SESPM. (2021). [Supporting young refugees with an ESOL need: a co-created checklist](#).

¹⁴⁰ Newton, B. et al (2012). [Report for NAS: good practice evaluation of the Diversity in Apprenticeship pilots](#).

school attainment gap for pupils from certain minority ethnic groups; in 2011 it was scrapped and incorporated into the Dedicated Schools Grant. Analysis of its effectiveness found that provision of EAL classes through the EMAG helped to improve the attainment of many minority ethnic pupils, although it did not completely close the gap. However, there was no improvement in the attainment of black Caribbean pupils through the grant and other activities (aside from EAL) were generally not effective.^{141,142}

Impact and process evaluation of a US intervention suggests that case management support can improve transitions to post-secondary education for young people with disabilities from minority ethnic backgrounds. The US College Connection programme involved case managers working with a range of local education and employment stakeholders to support transition from secondary education for young people with disabilities from minority ethnic backgrounds. The programme had 164 participants from special education settings, with a small control group (26). An impact and process evaluation suggests the programme to be effective in supporting young people to move into post-secondary education.¹⁴³

Education interventions with a high proportion of minority ethnic participants

Impact evaluation of a US intervention suggests that university scholarship and support programmes can improve educational aspirations of minority ethnic pupils, but not attainment. The US EXCEL higher education access programme was designed to encourage young people from underrepresented groups (particularly minority ethnic pupils) to attend university. A high quality impact assessment, involving an RCT of 83 pupils, found that the scholarship and support increased the aspirations of young people participating in the programme, but found no significant improvement in overall grades or self-esteem.^{144,145}

A high quality impact evaluation and RCT of a US intervention found that careers academies within schools can improve the employment outcomes and future earnings of young men from minority ethnic backgrounds.¹⁴⁶ Careers Academies are a long-running US initiative that organises small academic and technical learning communities with work-based learning experiences within schools for pupils at risk of dropping out of education. They include partnerships with local employers, with whom the

¹⁴¹ Osler, A. (2005). [The ethnic minority achievement grant: a critical analysis](#).

¹⁴² Adcock, A. & Bate, A. (2015). [Government policy on support for pupils with English as an additional language – Westminster Hall debate](#). House of Commons Library.

¹⁴³ Balcazar, F.E. et al. (2012). [Improving the Transition Outcomes of Low-Income Minority Youth with Disabilities](#). Routledge.

¹⁴⁴ Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were of high quality.

¹⁴⁵ Bergin et al. (2007). [Effects of a college access program for youth underrepresented in higher education: a randomized experiment](#). Research in Higher Education.

¹⁴⁶ Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were of high quality.

curriculum is co-designed. A high proportion of pupils in Careers Academies are from minority ethnic backgrounds. A large-scale RCT of approximately 2000 students found significantly increased future earnings for young men through increased wages, hours worked and employment stability of \$3,721 per year (17%) compared to a control group, totalling almost \$30,000 over eight years.¹⁴⁷

Interviews suggested that skills bootcamps could have a positive impact on employment outcomes for people from minority ethnic backgrounds. This was because they could be put in place quickly and cut through institutional problems. They therefore had the potential to decrease occupational segregation by giving quick entry into sectors such as tech, construction, and green skills. One interviewee from an employment support organisation stated that for the programmes he knew about minority ethnic young people had the same outcomes as other groups. However, it should be noted that evidence on the effectiveness of skills bootcamps was not identified in the review. Evidence collected by the What Works Centre for Local Economic Growth suggests that appropriate programme length is dependent on the skills intensiveness of course content.¹⁴⁸

Evidence gaps

The evidence provides a detailed overview of the participation and attainment of minority ethnic groups in different levels of education, and of specific barriers and labour market outcomes. The evidence points to a range of policies that can impact young people from minority ethnic backgrounds in a negative way. There is some evidence of educational interventions that work to improve education and employment outcomes for minority ethnic young people, however this is limited.

Interviewees highlighted a lack of evidence about whether validated approaches (such as one-to-one support, family support, wraparound care, additional learning support) for all young people needed to be adapted to work more effectively with minority ethnic young people. There was also a lack of post-16 data to track young people's transition from education to employment. In particular, a better understanding was needed of the impact of Further and Higher Education on job outcomes for young black people. This lack of data meant education providers could not be held accountable for outcomes for specific groups of young people including ethnic minorities.

¹⁴⁷ Kemple, J. (2008). [Career academies: long-term impacts on labor market outcomes, educational attainment, and transitions to adulthood](#). Mdr.c.

¹⁴⁸ What Works Centre for Local Economic Growth. [Evidence reviews: employment training](#).

The evidence contains a range of recommendations for the development of educational policies and interventions in the context of employment outcomes. These have been included in Appendix B.

Welfare

Key findings

- Tax and welfare cuts, along with benefit sanctions, can have a disproportionate impact on individuals from minority ethnic backgrounds. For example, black claimants and claimants of mixed ethnicity are more likely to receive benefit sanctions than their white peers. Due to higher levels of poverty, individuals from minority ethnic backgrounds are more likely to be in receipt of welfare benefits, and therefore, they are often disproportionately impacted by austerity and changes to the benefits system.
- Benefit cuts may exacerbate the existing pattern of low paid, insecure employment among women from minority ethnic backgrounds.
- Several policies have negatively impacted individuals from minority ethnic backgrounds, including reforms to the Universal Credit system and the 16 hours benefit cap.

Overview

Tax and welfare cuts, along with benefit sanctions, can have a disproportionate impact on individuals from minority ethnic backgrounds. Black claimants and claimants of mixed ethnicity are more likely to receive benefit sanctions, while white claimants are the least likely.¹⁴⁹ Additionally, young people face particularly high levels of sanctions, with 18-24-year-olds experiencing the highest number in 2012-14, compared to all older age groups.¹⁵⁰

Due to higher levels of poverty, individuals from minority ethnic backgrounds are more likely to be in receipt of welfare benefits, and therefore, they are often disproportionately impacted by austerity and changes to the benefits system.¹⁵¹ This is especially important as individuals from minority ethnic backgrounds are more likely to live in poverty; for instance, the Joseph Rowntree Foundation found that the UK poverty rate is twice as high for minority ethnic individuals, compared to their white peers.¹⁵² As a result of benefit cuts over recent years, poverty has especially deepened for the poorest children from minority

¹⁴⁹ de Vries et al (2017)

http://eprints.lse.ac.uk/101853/1/de_Vries_Reeves_Geiger_inequalities_in_the_application_of_welfare_wp1_5.pdf; Landman economics (2014)

<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/337096/rr-how-effective-benefit-sanctions-121214-en.pdf;jsessionid=55020061E08CE9FDB34AB87407F22DED?sequence=4>

¹⁵⁰ Landman economics (2014) <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/337096/rr-how-effective-benefit-sanctions-121214-en.pdf;jsessionid=55020061E08CE9FDB34AB87407F22DED?sequence=4>

¹⁵¹ Women's Budget Group (2018)

<https://www.ohchr.org/Documents/Issues/Development/IEDebt/WomenAusterity/WBG.pdf>

¹⁵² JRF (2017) <https://www.jrf.org.uk/report/poverty-ethnicity-labour-market>

ethnic backgrounds.¹⁵³ The high rate of poverty among individuals from minority ethnic backgrounds may also be linked to regional disadvantage, as mentioned in the chapters on housing and health.

Women from minority ethnic backgrounds are also particularly likely to be affected by public sector funding cuts and the public sector pay freeze, because they are more likely to work in the public sector compared to white women or men.¹⁵⁴ More specifically, single mothers from minority ethnic backgrounds are particularly likely to be negatively affected by benefit cuts. For instance, women from minority ethnic backgrounds are more likely to be single parents (21%, compared with 16% nationally),¹⁵⁵ and single parents are at a higher risk of receiving unfair sanctions compared to couples with children and those who are single with no children. In May 2021, six in ten (62%) of households that were impacted by the benefit cap were single parent households.¹⁵⁶

Financial hardship due to the Coronavirus pandemic has had a greater impact on individuals from minority ethnic backgrounds, and these inequalities have been further aggravated by underinvestment in the social security system and an 'inadequate' welfare safety net.¹⁵⁷ In turn, individuals from minority ethnic backgrounds are more likely to claim Jobseeker's Allowance and Universal Credit due to the pandemic, and therefore, they are more likely to be affected by benefit cuts, such as the ending of the £20 uplift.¹⁵⁸

The welfare safety net for individuals from minority ethnic backgrounds, particularly those who are migrants, refugees, or asylum seekers, is further impacted by the No Recourse to Public Funds (NRPF), which is explored in the immigration chapter.

Employment outcomes

Although benefit sanctions may sometimes reduce the number of claims for Jobseeker's Allowance, they do not necessarily lead to increased employment outcomes.¹⁵⁹ In fact, benefit cuts may exacerbate existing pattern of low paid, insecure employment among

¹⁵³ Edmiston, D. and Thakkar, S. (n.d.) https://cpag.org.uk/sites/default/files/files/policypost/CPAG-Poverty168-Running-on-empty-COVID-19-deep-poverty-and-BAME-children-Mar-2021_0.pdf

¹⁵⁴ Sandhu et al (2013) <https://centreforwelfarereform.org/uploads/attachment/394/layers-of-inequality.pdf>; Women's Budget Group and Runnymede Trust (2017) <https://wbq.org.uk/wp-content/uploads/2018/08/Intersecting-Inequalities-October-2017-Full-Report.pdf>

¹⁵⁵ Gingerbread <https://www.gingerbread.org.uk/what-we-do/media-centre/single-parents-facts-figures/>

¹⁵⁶ UK Gov (2021) <https://www.gov.uk/government/statistics/benefit-cap-number-of-households-capped-to-may-2021/benefit-cap-number-of-households-capped-to-may-2021#characteristics-of-capped-households>

¹⁵⁷ Turn2Us (2020) <https://www.turn2us.org.uk/About-Us/Media-Centre/Press-releases-and-comments/BAME-workers-take-biggest-financial-hit-from-coron>

¹⁵⁸ Edmiston, D. and Thakkar, S. (n.d.) https://cpag.org.uk/sites/default/files/files/policypost/CPAG-Poverty168-Running-on-empty-COVID-19-deep-poverty-and-BAME-children-Mar-2021_0.pdf

¹⁵⁹ de Vries et al (2017)

http://eprints.lse.ac.uk/101853/1/de_Vries_Reeves_Geiger_inequalities_in_the_application_of_welfare_wp1_5.pdf; Landman economics (2014)

<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/337096/rr-how-effective-benefit-sanctions-121214-en.pdf;jsessionid=55020061E08CE9FDB34AB87407F22DED?sequence=4>

women from minority ethnic backgrounds.¹⁶⁰ Moreover, children living in poverty, who are more likely to be from Bangladeshi and Pakistani households, tend to experience reduced employment outcomes into adulthood. For instance, their probability of being in employment at the age of 34 is estimated to be reduced by between 4% and 7%, and their earnings reduced by between 15% and 28%.¹⁶¹

The recession and subsequent austerity measures had a particular impact on the employment and enrolment status for different ethnic groups. For example, income after housing costs (AHC) decreased for all ethnic groups, except for those from Pakistani backgrounds, and the proportion of people in paid employment fell for black African, black Caribbean, and other white groups, but increased for those from Pakistani backgrounds.¹⁶²

Policies and interventions

Policies that impact individuals from minority ethnic backgrounds of all ages

Individuals from minority ethnic backgrounds are more likely to experience disadvantages through Universal Credit. Although there is a lack of diversity data in this area, it is likely that individuals and families from minority ethnic backgrounds have been disproportionately impacted by the move to Universal Credit, because they typically have lower household incomes and/or work in lower paid jobs, and are more likely to be in poverty.¹⁶³

Through a cumulative impact assessment using both qualitative and quantitative data, the Women's Budget Group and Runnymede Trust analysed a series of changes to Universal Credit announced in 2015 and 2016, including the cut to the work allowance, the two-child limit, the freeze in payment levels, removal of the family element, and the change in the taper rate.¹⁶⁴ It was estimated that, by April 2021, employed women from black ethnic backgrounds would be set to lose the most, at around £1,500 per year.

Language barriers and higher levels of digital exclusion can also make it difficult for some individuals from minority ethnic backgrounds to apply for Universal Credit, and these challenges may mean that such individuals are more likely to be sanctioned for failure to

¹⁶⁰ Sandhu et al (2013) <https://centreforwelfarereform.org/uploads/attachment/394/layers-of-inequality.pdf>

¹⁶¹ ONS (2020)

<https://www.ons.gov.uk/economy/nationalaccounts/uksectoraccounts/compendium/economicreview/february2020/childpovertyandeducationoutcomesbyethnicity>

¹⁶² JRF (2015) <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/poverty-ethnic-groups-recession-full.pdf>

¹⁶³ UK Government (2021) <https://publications.parliament.uk/pa/cm5801/cmselect/cmwomeq/384/38407.htm>;

Kalwinder Sandhu Equality Foundation (2016) <https://raceequalityfoundation.org.uk/community/universal-credit-and-impact-on-black-and-minority-ethnic-communities/>

¹⁶⁴ Women's Budget Group and Runnymede Trust (2017) <https://wbg.org.uk/wp-content/uploads/2018/08/Intersecting-Inequalities-October-2017-Full-Report.pdf>

meet claimant commitments as well.¹⁶⁵ These findings on Universal Credit are significant considering that, as mentioned above, children from minority ethnic backgrounds who are living in poverty tend to experience reduced employment outcomes into adulthood.

It is argued that the 16 hours benefits cap often means that individuals from minority ethnic backgrounds are not able to improve their employment circumstances.¹⁶⁶ For example, these individuals may be working as cleaners or care workers for a long period of time, because these professions typically allow for the 16-hours of work rule. In turn, it might be difficult for the children of these individuals to raise their aspirations and develop social networks. They might even struggle to get a good job in the future, despite having educational achievements.¹⁶⁷

Policies that specifically impact young people from minority ethnic backgrounds

Welfare policies can impact the outcomes of young people in various ways, and in particular, income tax credits increase employment and improve child development outcomes. Broadway et al conducted a literature review on the impact of welfare policies in OECD countries on children and youth from low-income families.¹⁶⁸ They focused specifically on policies that change benefit levels, activity requirements, time limits, and in-work benefits. The UK policies included in the review were the Working Families Tax Credit and the Lone Parent Obligations. It was found that the welfare policies across OECD countries may impact children in numerous ways, for example, through changes in family income, time spent with parents, and attitudes towards work or welfare. Overall, income tax credits increase employment and improve child development outcomes, however, other policies that aim to boost employment either have no, or negative impacts, on child development.

Initiatives that impact individuals from minority ethnic backgrounds of all ages

Moving out of poverty requires long-term and tailored support, however, employers can be positively engaged in discussions around ethnicity and recruitment practices. Projects funded through JRF's Poverty and Ethnicity Demonstration Programme researched the relationship between poverty and ethnicity and investigated solutions to end poverty across all ethnic groups. Through an impact evaluation, it was found that moving out of poverty requires very long-term support, and to support people into work, tailored approaches for specific ethnic groups are essential. By adopting a

¹⁶⁵UK Government (2021) <https://publications.parliament.uk/pa/cm5801/cmselect/cmwomeq/384/38407.htm>; Kalwinder Sandhu Equality Foundation (2016) <https://raceequalityfoundation.org.uk/community/universal-credit-and-impact-on-black-and-minority-ethnic-communities/>

¹⁶⁶ The benefit cap is a limit to the amount of benefits that working-age people can receive. If someone is claiming Universal Credit, and they are earning the amount that they would get for 16 hours of work per week at the National Living Wage, then they are exempt from the benefit cap.

¹⁶⁷ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

¹⁶⁸ Broadway et al (2021) <https://onlinelibrary.wiley.com/doi/full/10.1111/joes.12467>

positive narrative that links business success with employing local people from underrepresented ethnic groups, this can encourage employers to re-think their recruitment approaches.¹⁶⁹

Evidence gaps

Evidence demonstrates a fairly good overview of the general landscape and trends within the welfare policy area. Nevertheless, there is limited evidence on intersectionality, young people specifically, and how welfare can affect employment outcomes for individuals from minority ethnic backgrounds. There are also gaps in terms of intersectionality, for instance, on gender and place. The review identified one evaluation on what works to improve the employment outcomes within this policy area.

The evidence contains a small number of recommendations for the development of welfare policies and interventions in the context of employment outcomes. These have been included in Appendix B.

¹⁶⁹ BTEG (2018)

<https://www.bteg.co.uk/sites/default/files/JRF%20FINAL%20EVALUATION%20SYNETHESIS%20REPORT%20final%20version%20%2812%20Dec%202018%29.pdf>

Criminal justice

Key findings

- Individuals from minority ethnic backgrounds are overrepresented within the criminal justice system. There are a high number of minority ethnic young people in the youth justice system, and young people with criminal records face substantial barriers to employment.
- Both men and women from minority ethnic backgrounds are disproportionately impacted by the criminal justice system, with black women and young black men particularly likely to face harsher measures and longer sentences.
- A number of interventions have aimed to improve the outcomes for minority ethnic young people after involvement with the criminal justice system; however, many of these have not been robustly evaluated.

Overview

An array of evidence found that individuals from minority ethnic backgrounds are overrepresented within the criminal justice system (CJS), particularly at the point of stop and search, custodial remands, and within the prison population. In 2020/21, black individuals were often the most overrepresented within the CJS, when compared to other minority ethnic groups.¹⁷⁰ In contrast, there was only one stop and search per 1,000 Chinese people in 2019, which was the lowest rate out of all ethnic groups.¹⁷¹ Black defendants also have a much higher rate of prosecution, and in turn, they are more likely to receive a conviction.¹⁷²

However, recent figures show that there has been a small decline in the percentage of stop and search subjects who are black (from 21% in 2016/17, to 17% in 2020/21). Nonetheless, this progress is outweighed by the increase in the overall number of stop and searches, from 266,000 in 2016/17 to 557,000 in 2020/21. Stop and searches are also very place-specific, with over two fifths (where the ethnicity of the subject is known) being conducted in London.¹⁷³

In terms of the prison population, black people accounted for 12% of adult prisoners in 2015/16 and more than 20% of children in custody, while they only made up around 3% of

¹⁷⁰ UK Gov (2021) <https://www.gov.uk/government/statistics/ethnicity-and-the-criminal-justice-system-statistics-2020/ethnicity-and-the-criminal-justice-system-2020#police-activity>

¹⁷¹ UK Gov (2020) <https://www.ethnicity-facts-figures.service.gov.uk/summaries/chinese-ethnic-group>

¹⁷² Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

¹⁷³ UK Gov (2021) <https://www.gov.uk/government/statistics/ethnicity-and-the-criminal-justice-system-statistics-2020/ethnicity-and-the-criminal-justice-system-2020#police-activity>

the general population.¹⁷⁴ In addition, the Equality and Human Rights Commission found that 14.4% of the prison population identified as Gypsy, Roma, or Traveller in 2013, whereas only 0.1% of the population identified as such in the 2011 census.¹⁷⁵

A significant concern in The Lammy Review was the proportion of young people from minority ethnic backgrounds in the youth justice system (YJS) and how this has increased over time, for instance, the proportion of youth prisoners from minority ethnic backgrounds increased from 25% in 2006 to 41% in 2016.¹⁷⁶ In 2016 young people from minority ethnic backgrounds accounted for more than a quarter of all child arrests across England and Wales, which was more than double the proportion of the general population.¹⁷⁷

A 2007 report by the Home Affairs Select Committee identified social exclusion, deprivation and poor educational attainment as contributory factors to the particular overrepresentation of young black men in the CJS and YJS.¹⁷⁸

Gender is also a significant factor when considering individuals from minority ethnic backgrounds in the CJS and YJS, particularly in relation to black men.¹⁷⁹ For example, young black men are more likely to receive a longer sentence and be charged with murder rather than manslaughter. As Unlock found, one in four black teenage boys who were found guilty of manslaughter between 2009-17 were given maximum jail terms, whereas white children were sentenced to no more than 10 years, with the majority getting less than four.¹⁸⁰

Black women also suffer more punitive measures and worse treatment than women from other ethnic groups. For instance, according to the 2011 census, they made up 8.9% of the prison population, but only 3% of the general population. Additionally, Gypsy and Traveller women make up 6% of the prison population, but only 0.1% of the general

¹⁷⁴ UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

¹⁷⁵ Equality and Human Rights Commission (2016)

<https://www.equalityhumanrights.com/sites/default/files/is-england-fairer-2016-most-disadvantaged-groups-gypsies-travellers-roma.pdf>

¹⁷⁶ UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

¹⁷⁷ Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

¹⁷⁸ House of Commons: Home Affairs Committee. (2007). [Young black people and the criminal justice system: Volume 1](#).

¹⁷⁹ BTEG (2015)

<https://www.bteg.co.uk/sites/default/files/documents/Manifesto%20For%20Ending%20Racial%20Inequalities%20in%20Britain%20BTEG%202015.pdf>; Robertson, L. and Wainwright, J. P. (2020)

<https://www.mdpi.com/2313-5778/4/2/50>; Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

¹⁸⁰ Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

population. The proportion of Muslim women in prison also increased from 5% in 2014 to 7% in 2021. In terms of custodial sentences, the average sentence length is 11 months for white women, but 14 months for black women and 18 months for Asian women.¹⁸¹

Employment outcomes

Most people with a criminal record (79%) cite employment as one of the main difficulties they face after being involved with the CJS. This tends to persist for a long period of time and affect people of all ages.¹⁸² As Working Chance found, 50% of employers would not hire someone with a criminal record.¹⁸³ In addition, the criminal records of individuals from minority ethnic backgrounds tend to last longer in comparison to white people, due to their being more likely to receive a longer sentence.¹⁸⁴

There are also differences between ethnic groups when it comes to employment outcomes, for example, 2014 data shows that two years after a caution, conviction, or release from custody, 28% of Asians were unemployed, compared with 40% unemployment among black ex-offenders.¹⁸⁵ When also adding on other difficulties experienced after being involved with the CJS, such as housing and immigration, those from African and Caribbean backgrounds are affected more than other ethnic groups (17.8% and 13.4%, compared to 10.9% for those from Indian backgrounds).¹⁸⁶

Gender also affects employment outcomes, with women from minority ethnic backgrounds being more likely than white women to experience long-term unemployment if they have a criminal record. Women from minority ethnic backgrounds are also more likely to have a reliance on benefits, be ruled out when applying for jobs, and experience a lack of career progression once getting a job. This may be partly due to their custodial sentence lengths typically lasting longer, as mentioned earlier.¹⁸⁷

¹⁸¹ Working Chance (2021)

https://workingchance.ams3.cdn.digitaloceanspaces.com/media/documents/Worst-Case_Scenario_-_Working_Chance_2021.pdf

¹⁸² Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

¹⁸³ Working Chance (2021)

https://workingchance.ams3.cdn.digitaloceanspaces.com/media/documents/Worst-Case_Scenario_-_Working_Chance_2021.pdf

¹⁸⁴ Working Chance (2021)

https://workingchance.ams3.cdn.digitaloceanspaces.com/media/documents/Worst-Case_Scenario_-_Working_Chance_2021.pdf; Shankley and Williams (2020) in: Byrne et al (eds.)

<https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>; Unlock 2019

¹⁸⁵ UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

¹⁸⁶ Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

¹⁸⁷ Working Chance (2021)

https://workingchance.ams3.cdn.digitaloceanspaces.com/media/documents/Worst-Case_Scenario_-_Working_Chance_2021.pdf

Reoffending is also important when considering the long-term outcomes of those who have been involved with the CJS. The reoffending rate varies for different ethnic groups, with black offenders having the highest reoffending rate in 2017-18, and offenders in the other (including mixed) ethnic group having the lowest. In addition, young black offenders have a higher reoffending rate than black adults (47% compared to 31% in 2017-18),¹⁸⁸ and the rate is particularly high for young black boys aged 10-14 (51% in 2014-15, compared to 40% for white boys).¹⁸⁹ The Lammy Review concludes that probation services do not effectively meet the needs of offenders from minority ethnic backgrounds and Community Rehabilitation Companies (CRCs) often take a 'tick-box approach' to this, for example, some have been reported to produce only minimal information related to the ethnicity of offenders, without providing outcomes data.¹⁹⁰

Policies and interventions

Policies that impact individuals from minority ethnic backgrounds generally and young people specifically

The criminal records regime has a disproportionate impact on individuals from minority ethnic backgrounds and their employment outcomes. Although the criminal records regime was created to protect the public, it results in substantial barriers to employment and can trap offenders in their past.¹⁹¹ In turn, there is an ongoing nationwide campaign to 'Ban the box', aiming to remove the criminal record tick box from job applications and allow people to disclose their criminal records later on in the application process.¹⁹² This would help clarify whether an employer's initial decision is based on an applicant's criminal record or not.

It can be described as a 'double discrimination' if someone is from a minority ethnic background and has a criminal record.¹⁹³ As discussed, criminal records for individuals from minority ethnic backgrounds often last longer than their white counterparts due to

¹⁸⁸ UK Gov (2021) <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/proven-reoffending/latest>

¹⁸⁹ UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

¹⁹⁰ UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

¹⁹¹ UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

¹⁹² UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf; Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

¹⁹³ Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

receiving longer sentences, and the impact of this is also salient for young people specifically. The Lammy Review found that over the previous five years, the names of 22,000 young people from minority ethnic backgrounds had been added to the Police National Database, even for minor offences such as a police reprimand. This can result in criminal record checks for future job applications in careers ranging from accountancy and financial services, to window cleaning and taxi driving.¹⁹⁴ Therefore, it is likely that young people from minority ethnic backgrounds would benefit from campaigns such as 'Ban the box' and improvements in employer practices around criminal records.

However, it is also worth noting that employers may make decisions based on their own prejudices about who could have a criminal record if the tick box is removed; therefore, based on secondary data analysis, Working Chance recommend that employers should carry out a blind review of job applications, with all personal details removed.¹⁹⁵ Unlock's survey findings also recommend that the government should follow the US in introducing a statutory requirement for all employers to delay any questions about criminal records until the pre-employment stage.¹⁹⁶

Interviews suggested that the police crime and sentencing bill had a detrimental effect on how far people from minority ethnic backgrounds trusted institutions. In particular the criminalising of trespass was highlighted by an expert in Gypsy, Roma and Traveller groups. It was argued that this may cause individuals from these backgrounds to mistrust and fear state institutions. In the long term it was seen as therefore potentially limiting employment outcomes as it contributed to an actively hostile environment.

Programmes to improve criminal justice outcomes with an impact on individuals from minority ethnic backgrounds

A high quality impact evaluation and RCT found that the Individual Placement and Support (IPS) intervention, with 59% of participants being from an African American background, had statistically significant effects on employment outcomes.^{197,198}

This intervention was based in the US and designed to help people with a history of arrest or incarceration, alongside mental health challenges, attain employment. Through IPS,

¹⁹⁴ UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

¹⁹⁵ Working Chance (2021)

https://workingchance.ams3.cdn.digitaloceanspaces.com/media/documents/Worst-Case_Scenario_-_Working_Chance_2021.pdf

¹⁹⁶ Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

¹⁹⁷ Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were of high quality.

¹⁹⁸ Bond et al (2015) <https://clear.dol.gov/Study/controlled-trial-supported-employment-people-severe-mental-illness-and-justice-involvement>

employment services were provided to participants by employment specialists, who were part of a community mental health team and received targeted training on criminal justice issues. Participants took a vocational assessment, engaged in a rapid job search, received job search assistance to identify opportunities based on their individual preferences, and had the option of accompaniment to interviews by an employment specialist. The IPS intervention was compared to a job club program called Work Choice in an RCT. Work Choice used a self-directed job search approach, along with part-time recovery and peer support specialists who provided job leads and referrals. The research found positive statistically significant impacts of IPS compared with Work Choice, particularly for those from African American backgrounds.

Programmes that target young people with an impact on individuals from minority ethnic backgrounds

A high quality impact evaluation and RCT of the Boston summer youth employment program (SYEP) in the US found that it led to improved social skills, enhanced job-readiness skills, and higher academic aspirations, particularly for African American and Hispanic males.^{199,200} SYEPs provide young people with exposure to employers and career-readiness skills, such as being able to navigate the job market and raise their future aspirations. As part of an embedded RCT, survey data was collected for both treatment and control groups from the Boston SYEP, and this was then linked to administrative data on criminal justice outcomes. The short-term impacts of the program involved participants reporting improved social skills and attitudes toward their communities, enhanced job-readiness skills, and higher academic aspirations. The longer-term outcomes included significant reductions in the number of prosecutions for violent crimes and property crimes during the 17 months after participating in the program (-35% and -57%). Many of the largest gains were among African American and Hispanic males.

Similar programmes and initiatives that target young people and people of all ages, with an impact on individuals from minority ethnic backgrounds

Although there have been other interventions to improve the outcomes for individuals from minority ethnic backgrounds that have been involved in the CJS and YJS, these have not been robustly evaluated. For example, the DIVERT youth programme, led by Metropolitan Police, has been piloted at Brixton Police station. This programme aims to support children below the age of 18, who have been arrested and brought to the police station, back into education or employment. The Education and Employment Strategy, published in 2018, also introduced reforms so that each prisoner is

¹⁹⁹ Quality assessment using Nesta Standards of Evidence and Maryland Scientific Methods Scale indicated that the methods used in this study were of high quality.

²⁰⁰ Modestino, A. S. (2017) <https://www.bostonfed.org/publications/community-development-discussion-paper/2017/how-do-summer-youth-employment-programs-improve-criminal-justice-outcomes-and-for-whom.aspx>

set on a path to employment, including those from minority ethnic backgrounds.²⁰¹ Additionally, the Lammy Review recommends that the Youth Justice Board (YJB) should commission an evaluation of what has been learned from the trial of its 'disproportionality toolkit' and identify any potential actions to take.²⁰² This toolkit was launched in 2014 with 16 youth offending teams (YOTs), and it aimed to isolate the differences in outcomes for individuals from minority ethnic backgrounds at various stages during their journey in the CJS. Serious concerns were identified through this toolkit, for instance, black children were more likely than white children to be remanded to youth custody, and children from minority ethnic backgrounds were entering the CJS at a younger age than their white counterparts. The toolkit also found that children from minority ethnic backgrounds were more likely to reoffend compared to their white counterparts; however, lessons from the toolkit were never identified or acted on.

Interviews suggested that employer interventions could have a positive impact in addressing inequalities caused by the CJS. An expert in Gypsy, Roma and Traveller groups suggested that the shoe repair company Timpson's were an example of best practice in proactively recruiting ex-offenders to their workforce.²⁰³ This was a way employers could act to address a criminal justice issue that had an uneven impact on minority ethnic young people.

Evidence gaps

There is some evidence of the general landscape and trends within the criminal justice policy area, and how it can affect employment outcomes for individuals from minority ethnic backgrounds. However, there is limited evidence on young people specifically and intersectionality, for instance, gender and place. There are also gaps in terms of what works to improve the employment outcomes within this policy area, particularly in relation to ethnically targeted initiatives to reduce reoffending. There were only a couple of noteworthy evaluations, as mentioned above, and one piece of evidence which found that the Transforming Rehabilitation reforms, primarily introduced to support transition from prison to employment, have been failing to support offenders' needs.²⁰⁴

The evidence contains a small number of recommendations for the development of criminal justice policy. These have been included in Appendix B.

²⁰¹ Ministry of Justice (2020)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/881317/tackling-racial-disparity-cjs-2020.pdf

²⁰² UK Gov (2017)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

²⁰³ Timpson (n.d.) <https://www.timpson-group.co.uk/timpson-foundation/ex-offenders/>

²⁰⁴ Robertson, L. and Wainwright, J. P. (2020) <https://www.mdpi.com/2313-5778/4/2/50>

Immigration

Key findings

- Migrants, refugees, and asylum seekers are more likely to experience high levels of unemployment, to work in low-skilled jobs, and to be vulnerable to exploitation.
- Immigration laws, documentation requirements, employer attitudes, and engagement with the education system can be major barriers for migrants, refugees, and asylum seekers when seeking employment.
- Immigration laws have continued to become more restrictive in recent years, with policies such as the ‘right to remain’ and ‘no recourse to public funds’ significantly impacting employment outcomes.
- The new points-based immigration system for Brexit will have an increased focus on employer sponsorship and a system of tied visas, which heightens the risk of exploitation as it means that people are unable to change employers if they need to.

Overview

Out of the total UK population, there were around 374,000 foreign-born individuals living in the UK who originally migrated for asylum. The top five countries of birth for these migrants were Somalia, Afghanistan, Sri Lanka, Iran, and Zimbabwe.²⁰⁵ Although most of these individuals are now British nationals, migrants, refugees and asylum seekers are unable to work legally in the UK until they have been given the right to remain. It can sometimes take several years for these individuals to be able to prove that they are lawful citizens, for example, through obtaining a passport.²⁰⁶ This often means that they are ‘trapped in legal limbo’, which can create significant barriers to education and employment, as well as accessing employment support and progressing at work.²⁰⁷ Employment support providers claim that issues with documentation, for instance, not having ID, proof of address, or a bank account, often means that many migrants, refugees, and asylum seekers are not eligible for the support that they need.²⁰⁸

Although some migrants, refugees, and asylum seekers may not possess certain documents, they can still have a legitimate right to be in UK. However, racialised biases may still encourage selective checks and sanctions.²⁰⁹ The ‘Windrush Scandal’, which

²⁰⁵ Kone et al (2019) <https://www.compas.ox.ac.uk/wp-content/uploads/ECONREF-Refugees-and-the-UK-Labour-Market-report.pdf>

²⁰⁶ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

²⁰⁷ The Children’s Society and Coram Children’s Legal Centre (2018) <https://www.childrenslegalcentre.com/wp-content/uploads/2018/04/tcsandcclcbriefing-for-windrush-debate-30-april-2018-final.pdf>

²⁰⁸ ERSA (2021) http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf

²⁰⁹ Griffiths, M. and Yeo, C. (2021) <https://journals.sagepub.com/doi/full/10.1177/0261018320980653>

occurred in 2018 and consisted of people being wrongly detained, denied legal rights, threatened with deportation, and wrongly deported, highlights this issue. This event has had a particular impact on those who might have been children at the time and are now unable to work or effectively barred from college and university.²¹⁰

Employer practice may also act as a barrier for migrants, refugees, and asylum seekers. For example, evidence found that a third of employers (27%) had not considered employing refugees, because most (96.1%) said that they lacked confidence or had not received training on the validity of documents to tell them who has the right to work. Over half (52.2%) of employers reported that they would like more information on this issue.²¹¹

Additionally, evidence from Switzerland shows that language barriers can affect access to the labour market for migrants, refugees, and asylum seekers,²¹² and secondary data on asylum seekers in Germany, as well as quasi-experimental variation, demonstrates that networking and social resources, such as family, friends, and professionals, can be used to help achieve this.²¹³

These various barriers mean that migrants, refugees, and asylum seekers tend to experience high levels of unemployment and work in low-skilled jobs with earnings far below the average, despite many having good qualifications and work experience.²¹⁴ According to European evidence, migrant women in particular typically occupy the least-paid and least-skilled jobs,²¹⁵ and they are also more likely to be self-employed in the UK due to challenges with accessing mainstream employment.²¹⁶ U.S. evidence also states that migrants may be self-employed due to feelings of fear and apprehension from enforcement measures, as opposed to a lack of employment opportunities.²¹⁷

²¹⁰ The Children's Society and Coram Children's Legal Centre (2018)

<https://www.childrenslegalcentre.com/wp-content/uploads/2018/04/tcsandcclcbriefing-for-windrush-debate-30-april-2018-final.pdf>

²¹¹ Migrants at work (n.d.) <https://migrant-at-work.webnode.co.uk/>

²¹² Fedrigo et al (2020) <https://www.tandfonline.com/doi/full/10.1080/03069885.2020.1858023>

²¹³ Stips, F. and Kis-Katos, K. (2020) <https://www.iza.org/publications/dp/12903/ethnic-networks-and-the-employment-of-asylum-seekers-evidence-from-germany>

²¹⁴ Phillimore, J. and Goodson, L. (2006)

https://journals.sagepub.com/doi/pdf/10.1080/00420980600838606?casa_token=skixQjB58FwAAAAA:-1VVOGKRe0q1k7JCVqbEfnLAn_tAc2zHGyhXBKw2dc9IYJMSNNPt2NIWTn5Iy33SE7EivZDBhRBI; Aspinall, P. J. and Watters, C. (2010)

https://kar.kent.ac.uk/24337/1/refugees_and_asylum_seekers_research_report.pdf

²¹⁵ EU Agency for fundamental rights (2010) https://fra.europa.eu/sites/default/files/fra_uploads/1696-pub-migrants-minorities-employment_EN.pdf

²¹⁶ Enterprise Research Centre (2020)

https://eprints.soton.ac.uk/447543/1/No36_Women_and_Enterprise_SOTA_3_Dajani_et_al.pdf

²¹⁷ Amuedo-Dorantes et al (2020) <https://www.iza.org/publications/dp/13930/immigration-policy-and-the-rise-of-self-employment-among-mexican-immigrants>

Migrants, refugees, and asylum seekers can also be vulnerable to labour exploitation, trafficking, and modern slavery due to the insecurity of their status.²¹⁸ For instance, 90% of adults identified through the NRM, which identifies and refers potential victims of modern slavery, are non-UK nationals.²¹⁹

Education and transition to adulthood

Young migrants, refugees, and asylum seekers often face barriers in terms of accessing and remaining in education, from primary school through to higher education institutions.²²⁰ European evidence argues that these barriers can come in many different forms, for example, school capacity, language barriers, psychosocial issues, trauma, limited catch-up classes, lack of information on enrolment procedures, and lack of transport to and from remote asylum facilities.²²¹ Although a high proportion of refugees would like to progress into further education after school, research conducted in London demonstrates that young migrants, refugees, and asylum seekers receive a lack of information and advice to make informed choices about their futures, and are often denied their own agency and aspirations.²²²

The right to education for young migrants, refugees, and asylum seekers is further hindered by residential instability and financial difficulties.²²³ Within higher education, asylum seekers can struggle to access student finance and are frequently classed as overseas students having to pay more fees.²²⁴ As well as this, AccessHE found further shortcomings in the support for unaccompanied asylum-seeking children at higher education, which include: the support is not targeted specifically for this group; there is little knowledge about the needs of this group; there is no further financial support; and there is no housing support. There is also a lack of knowledge around immigration status and higher education in schools.²²⁵

Moreover, the current age limits on compulsory education across Europe can negatively affect newly arrived youth. Young migrants, refugees, and asylum seekers can often be

²¹⁸ Joint council for the welfare of immigrants (2020)

<https://committees.parliament.uk/writtenevidence/9308/pdf/>; IPPR (2020) <https://www.ippr.org/files/2020-11/post-brexite-migrationnov20.pdf>

²¹⁹ IPPR (2020) <https://www.ippr.org/files/2020-11/post-brexite-migrationnov20.pdf>

²²⁰ Refugee Support Network (2018) <https://www.unicef.org.uk/wp-content/uploads/2018/09/Access-to-Education-report-PDF.pdf>

²²¹ UNHCR, UNICEF, and IOM. (2019) <https://www.unhcr.org/neu/wp-content/uploads/sites/15/2019/09/Access-to-education-europe-19.pdf>

²²² Gateley, D. E. (2014) <https://ejournals.bib.uni-wuppertal.de/index.php/sws/article/view/405/782>

²²³ Aspinall, P. J. and Watters, C. (2010)

https://kar.kent.ac.uk/24337/1/refugees_and_asylum_seekers_research_report.pdf

²²⁴ The Asylum Information Database (2021) <https://asylumineurope.org/reports/country/united-kingdom/reception-conditions/employment-and-education/access-education/>; AccessHE (2017) <https://www.accesshe.ac.uk/yYdlx0u7/AccessHE-Report-Falling-Through-the-Cracks-WEB.pdf>; <https://www.childrenslegalcentre.com/resources/higher-education-refugees-migrants/>

²²⁵ AccessHE (2017) <https://www.accesshe.ac.uk/yYdlx0u7/AccessHE-Report-Falling-Through-the-Cracks-WEB.pdf>

classed as ‘late bloomers’; students who only towards or after the end of compulsory education discover their ambitions and possibilities. This may be because of their generally more difficult starting positions and the fact that schools tend not to assign to them to the same potential as their peers. Therefore, the system should consider having less strict rules on this to remove barriers to access.²²⁶

The transition to adulthood for young migrants, refugees, and asylum seekers living in Europe can typically consist of anxiety, frustration, isolation, and a lack of prospects.²²⁷ Unaccompanied minors in particular can experience various barriers in the transition to adulthood. This is significant considering that there were over 3,000 UK applications for asylum from unaccompanied minors in 2021,²²⁸ and since 2010, around 41,000 children have been granted asylum in the UK.²²⁹ Unaccompanied minors often have limited financial support after they turn 18, and although they may try to become more self-reliant, they often end up working irregularly in poor conditions, with a low and unsustainable income.²³⁰ The 2016 Immigration Act also removed much of the support for unaccompanied minors, for instance, once they turn 18 years old, they are no longer be able to remain in foster care or access further education or legal advice.²³¹ In addition, European evidence shows that, although political and public administrations are supposed to guide minors towards autonomy, they are often not effectively coordinated. This can lead to discretion across EU member states in support strategies for transition into adulthood and has severe consequences for the future opportunities of these young people.²³²

Policies and interventions

Policies and initiatives that impact migrants, refugees, and asylum seekers of all ages

Immigration policies since 1948 have been frequently driven by racialisation and a restriction of citizenship rights,²³³ and since the early years of the 21st century these policies have become particularly harsh, resulting in a ‘hostile environment’

²²⁶ Koehler, C. and Schneider, S. (2019)

<https://comparativemigrationstudies.springeropen.com/track/pdf/10.1186/s40878-019-0129-3.pdf>

²²⁷ Capitani et al (n.d.) https://oi-files-d8-prod.s3.eu-west-2.amazonaws.com/s3fs-public/2021-06/Teach%20us%20for%20what%20is%20coming%20report_2.pdf

²²⁸ Refugee Council (2022) <https://www.refugeecouncil.org.uk/information/refugee-asylum-facts/separated-children-facts/>

²²⁹ Full Fact (2020) <https://fullfact.org/immigration/40-thousand-unaccompanied-children/>

²³⁰ Pasic, L. (n.d.) <https://pjp->

eu.coe.int/documents/42128013/47262325/Refugees+transition+to+adulthood.pdf/9a064fa1-ee97-be3f-84fd-5a27d85e15a6

²³¹ JCORE (n.d.) <https://www.jcore.org.uk/refugee-asylum>

²³² Capitani et al (n.d.) https://oi-files-d8-prod.s3.eu-west-2.amazonaws.com/s3fs-public/2021-06/Teach%20us%20for%20what%20is%20coming%20report_2.pdf

²³³ Shankley, W. and Byrne, B. (2020) in: Byrne et al (eds.)

<https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

for many migrants, refugees, and asylum seekers. The 2014 and 2016 Immigration Acts introduced new measures to penalise employers for taking on undocumented migrants, which included increased financial penalties and a widened criminal offence, from knowingly employing an illegal worker to having reasonable cause to believe that they are not permitted to work.²³⁴ This has pushed a lot of migrants into the shadow economy, and can leave workers whose immigration status is dependent on their employer sponsoring their visa especially vulnerable to exploitation and modern slavery, as mentioned earlier.²³⁵ The hostile environment can also affect individuals from minority ethnic backgrounds who are lawfully resident in the UK, due to discrimination from employers who are trying to avoid the risks and complications associated with strict provisions.²³⁶ Brexit and current skills shortages have raised further criticisms of the relevance of the hostile environment.²³⁷

The new points-based immigration system for Brexit will have an increased focus on employer sponsorship and a system of tied visas, which prevents people from changing employers and heightens the risk of exploitation. This points-based immigration system involves migrants being selected based on different criteria, which usually relate to how successfully they might integrate into the labour market, for example, by assessing their age, highest educational qualification, work experience, and language proficiency.²³⁸ The Scottish Government argues that this new system may reduce the positive impact that migrants can have on work and the economy.²³⁹

The NRPF bars many migrants from accessing most benefits and contributes towards insecure employment. The government has refused to suspend this condition, which has had significant impacts during the Coronavirus pandemic. The Joint Council for the Welfare of Immigrants argues that, while people with NRPF have been losing their jobs, especially in the hardest-hit sectors such as hospitality where migrants are overrepresented, they do not have the option to rely on state support. While they have

²³⁴ Liberty (2019) https://www.libertyhumanrights.org.uk/wp-content/uploads/2020/02/Hostile-Environment-Guide-%E2%80%93-update-May-2019_0.pdf; Griffiths, M. and Yeo, C. (2021) <https://journals.sagepub.com/doi/full/10.1177/0261018320980653>

²³⁵ Liberty (2019) https://www.libertyhumanrights.org.uk/wp-content/uploads/2020/02/Hostile-Environment-Guide-%E2%80%93-update-May-2019_0.pdf

²³⁶ House of Lords (2018) <https://researchbriefings.files.parliament.uk/documents/LLN-2018-0064/LLN-2018-0064.pdf>

²³⁷ YEG Ethnic disparities sub-group meeting minutes – 24th November 2021

²³⁸ IPPR (2020) <https://www.ippr.org/files/2020-11/post-brex-it-migration-nov20.pdf>

²³⁹ Scottish Government (2020)

<https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2020/08/scottish-government-response-migration-advisory-committee-2019-20-call-evidence-shortage-occupation-list2/documents/scottish-government-response-migration-advisory-committee-call-evidence-shortage-occupation-list/scottish-government-response-migration-advisory-committee-call-evidence-shortage-occupation-list/govscot%3Adocument/scottish-government-response-migration-advisory-committee-call-evidence-shortage-occupation-list.pdf>

been able to access the furlough scheme if necessary, those in insecure, low-paid work have found it difficult to self-isolate due to the NRPF.²⁴⁰

Continuous changes in immigration policy can make it difficult for many migrants to focus on career progression, especially for women. For example, in 2016, policy indicated that migrants with a Tier 2 visa had to earn £35,000 or more to qualify for Indefinite Leave to Remain in the UK. Then in 2017, changes were made to the requirements for switching from other visa types to the Tier 2 working visa. This means that migrants may struggle to develop a coherent plan for their future careers. Additionally, qualitative research found that women are more likely to be at a disadvantage with this if men are seen as the independent breadwinners.²⁴¹

Temporary employment bans for migrants, refugees, and asylum seekers throughout Europe have had negative consequences on their labour market outcomes.²⁴² For instance, quantitative analysis shows that these bans can reduce the probability of employment by 15% in post-ban years. In addition, exposure to a longer ban (13 months or more) has only slightly larger negative effects than a shorter one, indicating that the most detrimental effects take place within the first few months of a ban. Negative effects of employment bans tend to persist for up to 10 years, and the bans mainly affect less educated refugees, implying that they can harm the employability of those who already experience barriers.²⁴³

Similar programmes that target young migrants, refugees, and asylum seekers and those of all ages

A positive focus on the skills and qualifications of migrants, refugees, and asylum seekers, and their matching to labour market needs, can have positive effects on labour market outcomes.²⁴⁴ For instance, four European countries (Greece, Italy, Norway, and the UK) have piloted a 'Recognition of Qualifications held by Refugees' project, which assesses the knowledge, competences, and skills of young refugees to provide them with formal documents that testify to their qualifications. A literature review has shown that, so far, 52 refugees have been successful in receiving these formal

²⁴⁰ The Joint Council for the Welfare of Immigrants (2021) <https://www.jcwi.org.uk/evidence-for-the-un-committee-on-the-elimination-of-racial-discrimination>

²⁴¹ Ogbemudia, J. (2021). [Confronting Discrimination and Structural Inequalities: Professional Nigerian Women's Experiences of Negotiating the UK Labour Market](#)

²⁴² Marbach et al (2018) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6155022/>; Fasani et al (2020) <https://www.iza.org/publications/dp/13149/lift-the-ban-initial-employment-restrictions-and-refugee-labour-market-outcomes>

²⁴³ Fasani et al (2020) <https://www.iza.org/publications/dp/13149/lift-the-ban-initial-employment-restrictions-and-refugee-labour-market-outcomes>

²⁴⁴ European Centre for the Development of Vocational Training (2019) <https://eric.ed.gov/?q=labour+market+policy+BAME+employment&pg=5&id=ED602867>; Pasic, L. (n.d.) <https://pjp-eu.coe.int/documents/42128013/47262325/Refugees+transition+to+adulthood.pdf/9a064fa1-ee97-be3f-84fd-5a27d85e15a6>

documents, which will help to enable their access to employment.²⁴⁵ Furthermore, a ‘skills-based complementary pathway’ has been conceptualised through European primary and secondary research, which draws on the labour market potential of adult refugees and aims to match up their skills and qualifications to the labour market needs of a particular country. This will allow beneficiaries of the pathway to move from one country to another with a view to securing employment.²⁴⁶ As stated by MigrationWork CIC, the formal recognition of migrant competences is an essential starting point for moving towards employment.²⁴⁷

Interventions that target migrants and individuals from minority ethnic backgrounds of all ages

IMPART, an ESF transnational learning network that is focused on improving the labour market prospects of migrants and individuals from minority ethnic backgrounds across the EU, has generated many recommendations and examples of best practice. It was found through a peer review method that support for beneficiaries must be matched by reducing barriers on the employer’s side. This can be done by making a business case explaining that recruitment of migrants can contribute towards social responsibility agendas and tackle skills shortages. A focus on migrant voice is also important and should systematically inform the design, delivery, and evaluation of interventions. This will improve the quality of interventions as it will recognise the specific needs of migrants and promote intercultural competences.²⁴⁸

Programmes that specifically target young people

High quality process evaluation indicates that the Youth Employment and Migration joint programme in both Albania and Serbia has had positive effects for youth employment and migration.^{249,250} In Albania, the programme aimed to address youth employment and migration challenges by combining employment and social policy objectives and integrating them into long-term national development goals. It also targeted youth in the most disadvantaged areas through area-based development approaches for employment generation. Through a process evaluation, it was found that the programme was addressing key socioeconomic development issues in Albania and improving multi-

²⁴⁵ Pasic, L. (n.d.) <https://pjp-eu.coe.int/documents/42128013/47262325/Refugees+transition+to+adulthood.pdf/9a064fa1-ee97-be3f-84fd-5a27d85e15a6>

²⁴⁶ European Centre for the Development of Vocational Training (2019)

<https://eric.ed.gov/?q=labour+market+policy+BAME+employment&pg=5&id=ED602867>

²⁴⁷ MigrationWork CIC (n.d.) <http://www.migrationwork.org/work/impact-increasing-the-participation-of-migrants-and-ethnic-minorities-in-employment>

²⁴⁸ MigrationWork CIC (n.d.) <http://www.migrationwork.org/work/impact-increasing-the-participation-of-migrants-and-ethnic-minorities-in-employment>

²⁴⁹ Quality assessment using the CASP Tool indicated that the methods used in these two studies were of high quality.

²⁵⁰ Aigner, D. (2010) <http://www.mdgfund.org/sites/default/files/Albania%20-%20YEM%20-%20Mid-term%20Evaluation%20Report.pdf>; Aigner, D. (2011) <http://www.mdgfund.org/sites/default/files/Serbia%20-%20YEM%20-%20Mid-term%20Evaluation%20Report.pdf>

stakeholder coordination. This meant that it was making substantial progress towards the achievement of the programme objectives. However, some challenges of the programme were outlined, including the fact that the implementation was characterised by long delays; the setting up of inter-agency coordination was difficult at the start, and the sustainability of results may prove to be challenging due to government funding, legislation, and policy.

Evidence gaps

The evidence provides a rich overview of the general landscape and trends within the immigration policy area. It also considers how education and employment outcomes are impacted for migrants, refugees, and asylum seekers, including young people. There is some evidence of immigration policies and interventions that have affected employment outcomes; however, there is a lack of robust evaluations in this area and limited evidence on what works to improve employment outcomes. There is also very little evidence on intersectionality with gender, and limited data that breaks down the specific barriers to employment faced by those from different countries of birth.

The evidence contains an array of general recommendations for the development of policy in this area. These have been included in Appendix B.

Health

Key findings

- Individuals from minority ethnic backgrounds are more likely to have poorer physical and mental health, and to be disabled, compared to their white peers.
- The Coronavirus pandemic has had a disproportionate impact on the mental and physical health of individuals from minority ethnic backgrounds.
- Poor health can have substantial impacts on employment outcomes.
- Despite clear health disparities, health was not found to be a focus of employment-related policies or initiatives.

Overview

Good health allows people to flourish and be more productive, which can increase their chance of engaging positively with the labour market.²⁵¹ Equally, employment status can impact on health outcomes, including life expectancy and depression.²⁵² A range of evidence shows that individuals from minority ethnic backgrounds often have poorer mental and physical health than their white peers.

Physical health

Likelihood of physical health conditions differ according to ethnic group, with individuals from Gypsy, Roma and Traveller groups being more likely to suffer with poor physical health, such as lower life expectancy and higher infant mortality rates.²⁵³ Additionally, those from black Caribbean, Pakistani, and Bangladeshi backgrounds are up to twice as likely to report poor self-rated health and to have a limiting longstanding illness.²⁵⁴ In contrast, government statistics suggest that individuals from Chinese backgrounds tend to have better health outcomes than other ethnic groups.²⁵⁵

There are also geographical differences when it comes to the health conditions of individuals from minority ethnic groups. For instance, the highest levels of health inequality occur in districts with a high or moderate proportion of Asian residents, and areas with high

²⁵¹ Commission on race and ethnic disparities (2021)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974507/20210331 - CRED Report - FINAL - Web Accessible.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974507/20210331_-_CRED_Report_-_FINAL_-_Web_Accessible.pdf); McKinsey & Company (2020)

<https://www.mckinsey.com/industries/public-and-social-sector/our-insights/problems-amid-progress-improving-lives-and-livelihoods-for-ethnic-minorities-in-the-united-kingdom>

²⁵² The Health Foundation (2019) <https://www.health.org.uk/news-and-comment/charts-and-infographics/unemployment>

²⁵³ Equality and Human Rights Commission (2016)

<https://www.equalityhumanrights.com/sites/default/files/is-england-fairer-2016-most-disadvantaged-groups-gypsies-travellers-roma.pdf>

²⁵⁴ Runnymede Trust (2017)

<https://www.runnymedetrust.org/uploads/Islamophobia%20Report%202018%20FINAL.pdf>

²⁵⁵ UK Gov (2020) <https://www.ethnicity-facts-figures.service.gov.uk/summaries/chinese-ethnic-group>

levels of deprivation.²⁵⁶ As mentioned in the chapters on welfare and housing, individuals from minority ethnic backgrounds are more likely to live in poverty and deprived neighbourhoods. In Scotland, individuals from a Traveller of Irish Heritage or white Gypsy background have the highest poverty levels, which are also linked to poor health and a lack of employment.²⁵⁷

Individuals from minority ethnic backgrounds are also more likely to have a disability, which can affect access to the labour market. In 2016, almost 1 in 8 (11.3%) Travellers of Irish Heritage reported that they were unable to work due to a disability, which is nearly three times the rate for the general population (4.3%).²⁵⁸ Moreover, individuals from black Caribbean, Pakistani, and Bangladeshi backgrounds have between six and nine fewer years of disability-free life expectancy at birth, compared with white British people.²⁵⁹ This is significant considering the large disability employment gap; for example, U.S. evidence shows that individuals with disabilities do not typically experience the same access to work opportunities compared to people without disabilities.²⁶⁰

The Coronavirus pandemic has also affected individuals from minority ethnic backgrounds more than their white peers; for example, some groups have experienced the virus more severely and with more adverse health outcomes. More specifically, black men are twice as likely to die from Coronavirus than white men.²⁶¹

Mental health

Individuals from minority ethnic backgrounds are more likely to struggle with their mental health at work, for example, through discrimination and anxiety. In 2018, one in two (47%) employees from minority ethnic backgrounds said that they had experienced poor mental health where work was a contributing factor in the past year. Of these, a quarter (25%) stated that their ethnicity was a contributing factor.²⁶²

City Mental Health Alliance also found that individuals from minority ethnic backgrounds are more likely than their white peers to feel that their workplace is not inclusive, and to feel pressure to change their behaviour to 'fit in'.²⁶³ This can be due to experiences of racism and discrimination, which can lead to reduced self-esteem and poorer mental health. These experiences are particularly relevant for Muslims who can experience

²⁵⁶ Runnymede Trust (n.d.) <https://www.runnymedetrust.org/uploads/Inequalities%20report-final%20v2.pdf>

²⁵⁷ Scottish Government's independent adviser on race equality in Scotland (2017)

<https://www.gov.scot/publications/addressing-race-inequality-scotland-way-forward/pages/3/>

²⁵⁸ Central Statistics Office (n.d.) <https://www.cso.ie/en/releasesandpublications/ep/p-cp8iter/p8iter/p8iteseah/>

²⁵⁹ Runnymede Trust (2017)

<https://www.runnymedetrust.org/uploads/Islamophobia%20Report%202018%20FINAL.pdf>

²⁶⁰ Bonaccio et al 2020 <https://link.springer.com/article/10.1007/s10869-018-9602-5>

²⁶¹ Women and Equalities Committee (2020)

<https://committees.parliament.uk/publications/3965/documents/39887/default/>

²⁶² Business in the Community (2020) <https://www.bitc.org.uk/fact-sheet/race-and-mental-health-at-work/>

²⁶³ City Mental Health Alliance (2021)

<https://citymha.org.uk/docs/CMHMentalHealthAndRaceAtWorkReport.pdf>

Islamophobia, defined by Runnymede Trust as racism targeted towards Islam or Muslims.²⁶⁴

Mental health challenges relating to work have been heightened during the pandemic for individuals from minority ethnic backgrounds. In particular, South Asian and black employees are more likely to have experienced a bereavement or traumatic personal experience throughout the pandemic (14%), and black employees are more likely to have had personal finance concerns (41%).²⁶⁵ Furthermore, a survey of over 14,000 adults found that employment worries due to the pandemic have negatively affected the mental health of 61% of individuals from minority ethnic backgrounds, compared to 51% of white people.²⁶⁶ A high proportion of women from minority ethnic backgrounds have also been working as 'key workers' throughout the pandemic, and in turn, they have experienced mental health challenges due to pressure at work and work-related anxiety.²⁶⁷

For refugees and asylum seekers, mental health challenges relating to traumatic experiences in their country of origin and difficult conditions in the UK, can lead to a lack of employment outcomes.²⁶⁸ An Australian study found that worse mental health among refugees reduces the probability of employment by 14.1% and labour income by 26.8%.²⁶⁹ They also found that mental health challenges among adult refugees can adversely impact their children's mental health and education performance.

Policies and interventions

Policies and interventions impacting individuals from minority ethnic backgrounds of all ages

Despite the clear evidence on physical and mental health inequalities among ethnic groups, there is a lack of focus on this issue within policies and interventions. For instance, although the government launched the Public Health Outcomes Framework in 2010, which assesses the key indicators of health over time, it does not have a specific focus on ethnicity. The absence of ethnicity within such policies is partly because these inequalities are often seen as reflecting biological and cultural difference. In order to develop meaningful policy in this area, public health policy needs to consider the socially

²⁶⁴ Runnymede Trust (2017)

<https://www.runnymedetrust.org/uploads/Islamophobia%20Report%202018%20FINAL.pdf>

²⁶⁵ City Mental Health Alliance (2021)

<https://citymha.org.uk/docs/CMHMentalHealthAndRaceAtWorkReport.pdf>

²⁶⁶ Mind (2020) <https://www.mind.org.uk/news-campaigns/news/existing-inequalities-have-made-mental-health-of-bame-groups-worse-during-pandemic-says-mind/>

²⁶⁷ The Fawcett Society et al (n.d.) <https://wbg.org.uk/wp-content/uploads/2020/06/BAME-women-and-Covid-FINAL.pdf>

²⁶⁸ Netto et al (2011) <https://www.jrf.org.uk/report/review-poverty-and-ethnicity-scotland>

²⁶⁹ Dang et al (2021) <https://www.iza.org/publications/dp/14766/do-refugees-with-better-mental-health-better-integrate-evidence-from-the-building-a-new-life-in-australia-longitudinal-survey>

and economically determined nature of health inequalities among ethnic groups.²⁷⁰ In particular, it needs to be informed by the relationship between ethnicity, poverty, and poor health outcomes, and there needs to be more information-sharing pathways across health, housing, and social care.²⁷¹

NHS provision of publicly funded primary care, with universal access and standardised treatment protocols, has led to equality of access and outcomes across ethnic groups. In addition, the Equality Act 2010 requires health organisations to demonstrate how they are providing equality of opportunity. According to secondary analysis, this implies that the quality of health care is not the main issue; however, the experience of health care is typically poorer for individuals from minority ethnic backgrounds, which can contribute towards ethnic inequalities in health.²⁷²

Receiving government support, particularly in the form of benefits, can reduce the negative impacts of mental health challenges on labour outcomes for refugees. Using secondary analysis, an Australian study found that 53.4% of refugees received benefits from the government, and there was strong quantitative evidence that this decreased the impacts of mental health challenges on labour outcomes.²⁷³

Evidence gaps

There is a range of evidence on the general landscape and trends of physical and mental health among individuals from minority ethnic backgrounds, however, much of the evidence on physical health does not relate explicitly to employment outcomes. There is also limited evidence on young people, intersectionality with gender and socio-economic class, policies and interventions, and what works to improve employment outcomes within this policy area. There were no identified robust evaluations.

The evidence contains a small number of general recommendations in this policy area. These have been included in Appendix B.

²⁷⁰ Chouhan, K. and Nazroo, J. (2020) in: Byrne et al (eds.)

<https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁷¹ Netto et al (2011) <https://www.jrf.org.uk/report/review-poverty-and-ethnicity-scotland>

²⁷² Chouhan, K. and Nazroo, J. (2020) in: Byrne et al (eds.)

<https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁷³ Dang et al (2021) <https://www.iza.org/publications/dp/14766/do-refugees-with-better-mental-health-better-integrate-evidence-from-the-building-a-new-life-in-australia-longitudinal-survey>

Housing

Key findings

- Individuals from minority ethnic backgrounds are more likely to live in precarious or overcrowded housing, spend more of their income on rent, and be homeless.
- These housing issues can impact on access to employment support and employment opportunities.
- Housing segregation can also lead to a lack of opportunities, such as education and employment, in areas with high proportions of minority ethnic residents.
- Several policies have disproportionately impacted individuals from minority ethnic backgrounds, including the 'right to rent' immigration law, the NASS dispersal programme, and cuts to housing benefits.

Overview

Evidence shows that 'housing is integral to promoting positive outcomes for people', including employment, education, and health.²⁷⁴ However, individuals from minority ethnic backgrounds are more likely to live in precarious housing and overcrowded spaces.²⁷⁵ In particular, nearly two in five (39.1%) households of Travellers of Irish Heritage have more persons than rooms, compared with less than 6% of all households.²⁷⁶ Additionally, at least 1 in 3 households of individuals from Bangladeshi, Pakistani, and black African backgrounds live in overcrowded conditions, compared to 1 in 20 white households.²⁷⁷

Individuals from minority ethnic backgrounds are also less likely to own their own homes and tend to spend more income on private renting compared to their white peers;²⁷⁸ often because they might not be able to afford the home-ownership route.²⁷⁹ This is especially pertinent for young people as a 'generation rent' has been developing recently in Britain, where young people are struggling to purchase a home in the current economic climate.

²⁷⁴ Coalition for Racial Equality and Rights (2020) https://864a82af-f028-4baf-a094-46facc9205ca.filesusr.com/ugd/b0353f_68d5667429fb474b8770878378a528aa.pdf

²⁷⁵ Institute of Race Relations (2020) <https://irr.org.uk/research/statistics/poverty/>; Runnymede Trust (n.d.) <https://www.runnymedetrust.org/uploads/Inequalities%20report-final%20v2.pdf>; Scottish Government's independent adviser on race equality in Scotland (2017) <https://www.gov.scot/publications/addressing-race-inequality-scotland-way-forward/pages/3/>; Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.) <https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁷⁶ Central Statistics Office (n.d.) <https://www.cso.ie/en/releasesandpublications/ep/p-cp8iter/p8iter/p8itseh/>

²⁷⁷ Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.) <https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁷⁸ Institute of Race Relations (2020) <https://irr.org.uk/research/statistics/poverty/>; Runnymede Trust (n.d.) <https://www.runnymedetrust.org/uploads/Inequalities%20report-final%20v2.pdf>; Scottish Government's independent adviser on race equality in Scotland (2017) <https://www.gov.scot/publications/addressing-race-inequality-scotland-way-forward/pages/3/>; Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.) <https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁷⁹ Institute of Race Relations (2020) <https://irr.org.uk/research/statistics/poverty/>

This experience may be heightened for some ethnic groups, with young people from Arab, Chinese, and other white backgrounds being more likely to rent privately.²⁸⁰

In addition, ethnicity is one of the key characteristics that increases the chance of being homeless, with individuals from minority ethnic backgrounds more likely to be homeless.²⁸¹ For example, in 2016/17, 33% of local authority homelessness acceptances were from households of individuals from minority ethnic backgrounds. More specifically, black and Asian households made up over a quarter of these, with 16% of acceptances from black households and 9% from Asian households.²⁸²

Employment outcomes

Homelessness can reduce access to employment support, as many employment support providers are unable to engage with people who cannot prove their residency. Temporary accommodation also impacts people's access to employment support, particularly for refugees. For instance, an employment support provider, cited in ERSA evidence, noted a 50% drop out rate for refugees on their programme due to a lack of progress caused by being moved out of the area.²⁸³

Housing segregation is also significant, with U.S. evidence finding that this can lead to a lack of opportunities, such as education and employment, in areas with high proportions of minority ethnic residents.²⁸⁴ In the UK, living in poor quality housing or a deprived neighbourhood typically hinders the development of social networks, which can help people to find employment. However, it is worth noting that the growth of digital networks may help some people to overcome this. Living in poor quality housing can also demotivate some people; however, others may regard it as an incentive to seek work in order to improve their situation.²⁸⁵ As previously mentioned, deprivation and regional differences can also impact welfare and health outcomes for individuals from minority ethnic backgrounds.

²⁸⁰ Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.)

<https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁸¹ Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.)

<https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁸² ERSA (2021) [http://ersa.org.uk/sites/default/files/2021-](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

[02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

²⁸³ ERSA (2021) [http://ersa.org.uk/sites/default/files/2021-](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

[02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

²⁸⁴ Opportunity Starts at Home (n.d.) <https://www.opportunityhome.org/resources/racial-equity-housing/>

²⁸⁵ JRF (2016) <https://www.housingnet.co.uk/pdf/JRF->

[How_does_housing_affect_work_incentives_for_people_in_poverty-Summary.pdf](https://www.housingnet.co.uk/pdf/JRF-How_does_housing_affect_work_incentives_for_people_in_poverty-Summary.pdf); ERSA (2021)

[http://ersa.org.uk/sites/default/files/2021-](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

[02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

Furthermore, individuals from minority ethnic backgrounds are more likely to live in social housing.²⁸⁶ Evidence shows that people who live in social housing are generally more distant from the labour market. For example, the Centre for Social Justice claims that people who live in social housing are over four times more likely to be without work compared to other household types.²⁸⁷

Policies and interventions

Policies and interventions impacting individuals and young people from minority ethnic backgrounds

Individuals from minority ethnic backgrounds can often be turned away from renting opportunities because of the ‘right to rent’ immigration law.²⁸⁸ This law, which forms part of the Immigration Act 2016 and was updated from the 2014 Act, makes it easier for private landlords to evict migrant tenants without appropriate documentation, incentivises landlord checks, and makes the practice of renting to undocumented tenants a criminal offence. It has also led to more general practices of racism and discrimination in the housing rental market, which can mean that many individuals from minority ethnic backgrounds end up in precarious housing, as mentioned earlier.²⁸⁹

Dispersal policy, including the NASS dispersal programme, can lead to a lack of economic prosperity and social cohesion in areas where there are high numbers of asylum seekers and refugees. This policy involves the location of asylum seekers and refugees in excluded urban areas where there is an excess of available housing. Here, newly arrived asylum seekers and refugees experience high levels of unemployment and underemployment, and this impacts the general levels of economic prosperity and social cohesion in those areas. If initiatives were introduced to help asylum seekers and refugees access work that closely matches up with their skills and qualifications, as mentioned in the immigration chapter, then they could offer new opportunities within these deprived areas and there may be less apparent housing segregation.²⁹⁰

Changes to housing benefits and tax credits schemes disproportionately impact individuals from minority ethnic backgrounds. For instance, the reduction and capping

²⁸⁶ UK Gov (2020) <https://www.ethnicity-facts-figures.service.gov.uk/housing/social-housing/renting-from-a-local-authority-or-housing-association-social-housing/latest>

²⁸⁷ The centre for social justice (2018) <https://www.centreforsocialjustice.org.uk/wp-content/uploads/2018/07/CSJ6364-Social-Housing-and-Employment-Report-180706-WEB.pdf>

²⁸⁸ Coalition for Racial Equality and Rights (2020) https://864a82af-f028-4baf-a094-46facc9205ca.filesusr.com/ugd/b0353f_68d5667429fb474b8770878378a528aa.pdf; Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.) <https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁸⁹ Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.) <https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

²⁹⁰ Phillimore, J. and Goodson, L. (2006) https://journals.sagepub.com/doi/pdf/10.1080/00420980600838606?casa_token=skixQjB58FwAAAAA:-1VVOGKRe0q1k7JCVqbEfnLAN_tAc2zHGyXBXkw2dc9IYJMSNNPt2NIWTn5ly33SE7EivZDBhRBI

of the Local Housing Allowance will particularly impact these individuals, as many live in areas that are targeted by these cuts and may need larger accommodation due to larger family sizes. The Housing Benefit cuts are also likely to increase the child poverty rates for individuals from minority ethnic backgrounds, which are already higher than the national average. The increased conditionality for working-age claimants is also more likely to impact individuals from minority ethnic backgrounds who are more likely to be economically inactive due to having poorer mental and physical health than their white peers, as found in the Health chapter. In addition, although some reductions of the Housing Benefit do not apply to claimants with disabilities, disabled individuals from minority ethnic backgrounds are less likely to claim the benefits that provide this protection.²⁹¹ This is significant considering that individuals from minority ethnic backgrounds are more likely to have a disability, as mentioned in the Health chapter.

Evidence gaps

There is some evidence on the general landscape and trends for individuals from minority ethnic backgrounds within the housing policy area. However, there is limited evidence on young people, policies and interventions, and limited evidence that links housing to employment outcomes. The review identified no data that intersects gender and ethnicity within this policy area, and no evaluations to demonstrate what works in improving outcomes linked to housing.

The evidence contains a small number of general recommendations for policy in this area. These have been included in Appendix B.

²⁹¹ Race Equality Foundation (2011) <https://raceequalityfoundation.org.uk/housing/housing-benefit-and-welfare-reform-impact-of-the-proposed-changes-on-black-and-minority-ethnic-communities/>

Summary: policy intersections

This report has presented a wide range of evidence across seven policy areas. However, in practice, many policy areas overlap, with policies and interventions frequently cutting across multiple areas. This summary chapter considers some of these intersectional relationships between different policy areas.

There is a strong interaction between education and employment. Interviewees identified low educational attainment as a barrier to gaining employment for some minority ethnic groups. Many interventions that aim to improve employment outcomes include a focus on skills training, such as English language provision, skills bootcamps and in-work training. Yet evidence shows that the academic success of young people from minority ethnic backgrounds is often not reflected in employment outcomes, even when they have achieved higher grades than their white peers, demonstrating the influence of wider factors on the interaction of education and employment. There is also an overlap with immigration, with issues such as poor English skills, lack of English language courses and difficulties in accessing education acting as barriers for migrants in achieving good education and employment outcomes.

There is a cross-cutting relationship between poverty and employment across a range of policy areas. Individuals from minority ethnic backgrounds are more likely to live in poverty and to come from lower socioeconomic backgrounds than their white peers. Young people with parents from lower socioeconomic groups are less likely to have peers and relatives who are able to support them into professional jobs or refer them to employment opportunities, or to have the financial backing to take advantage of opportunities such as unpaid internships. Poverty can also impact on educational attainment, with a knock-on effect on employment outcomes. For example, evidence suggests that differences in school attainment between ethnic groups can be partly explained by underlying socioeconomic differences. The impact of socioeconomic background on HE participation is more pronounced for certain ethnic groups, such as young people from Indian, Pakistani and white British backgrounds.

Poverty can also have negative impacts on health, with evidence showing that health inequalities between ethnic groups are at least partly socioeconomic in nature. In turn, poor health is associated with a negative impact on employment outcomes. Migrants, refugees and asylum seekers are particularly likely to experience mental health challenges; although evidence shows that government support can reduce the impact of mental health on employment outcomes, the NRPF policy means that many of these individuals are not eligible for such support.

There is an overlap between housing and a number of other policy areas. Evidence shows that good housing is integral in supporting good employment, education and health outcomes. However, individuals from minority ethnic backgrounds are more likely to live in precarious housing and overcrowded spaces. Changes to housing benefits and tax credits have had a disproportionate impact on the ability of individuals from minority ethnic

backgrounds to afford suitable housing. Immigration policy (including the 'right to rent' law) can make it harder for minority ethnic individuals to secure suitable rented accommodation, even for individuals who are not migrants. Temporary accommodation and the NASS dispersal programme can have a particular impact on refugees and asylum seekers, reducing access to employment and employment support opportunities.

There is also an overlap between education, criminal justice and employment. As previously stated, certain ethnic groups are disproportionately likely to be excluded from school. Evidence shows that (at least in some areas) there is a link between school exclusions, youth violence and involvement in the criminal justice system. In addition, for black boys in particular, analysis shows a link between poor attainment at school and entry into the criminal justice system. Young people from minority ethnic backgrounds are overrepresented in the criminal justice system, which can have long term negative implications for future employment.

Finally, the impact of the Coronavirus pandemic has cut across many policy areas, exacerbating existing inequalities for minority ethnic young people. For example, young black people had the largest drop in working hours of any ethnic group during the first wave of the pandemic. Individuals from minority ethnic backgrounds have experienced a disproportionate impact on both their physical and mental health. Work-related mental health challenges have been a particular issue, exacerbated by the higher proportion of minority ethnic individuals (especially women) who work in key roles. Individuals from minority ethnic backgrounds have also been more likely to experience financial hardship due to the pandemic; in particular, many migrants have not been able to access support due to the NRPF policy. Interviewees highlighted that minority ethnic young people were less likely to engage with employment support services post-pandemic.

Appendix A – Research framework

Criteria for including evidence in review	
Population	<p>Target population is young people from ethnic minority backgrounds.</p> <ul style="list-style-type: none"> ▪ Definition of ethnic minority includes individuals from Gypsy or Irish Traveller backgrounds. ▪ Young people are defined as individuals aged under 25. Recognising that there may be limited evidence focused specifically on young people, the review will initially focus on ethnic minorities and then narrow down to young people where possible. However, some evidence not specifically focused on young people may be included. <p>The review will include as much granular detail on separate ethnic groups as possible, whilst recognising that evidence focused on granular groups may be limited. The search for granular evidence will include differences between ethnic groups, and evidence focused on specific target groups (e.g. Pakistani or Bangladeshi communities). It will also include a focus on specific disadvantaged groups of ethnic minority young people, such as asylum seekers and refugees.</p> <p>The review will also search for relevant evidence that includes a focus on intersectionality or 'double' disadvantage: i.e. on ethnicity and gender, or ethnicity and other characteristics.</p>
Geographical and time limitations	<p>The review will primarily focus on UK evidence, but may include examples from other comparable countries (e.g. USA, Europe) where they are considered useful and relevant.</p> <p>The review will focus on evidence from 2006 onwards.</p>
Policy areas	<p>The review will cover a broad range of policy areas relevant to the employment of ethnic minority young people, including labour market, education, criminal justice and immigration, welfare, health and housing.</p>
Outcomes	<p>The core outcome of interest for ethnic minority young people is employment and job quality. However, the review will also cover indirect outcomes such as increased education and training, and occupational segregation.</p>
Types of evidence	<p>The review will focus on the following types of evidence:</p> <ul style="list-style-type: none"> ▪ Robust evaluation of policy interventions. This will include examination of both process and impact

	<p>evaluations to support explanations of processes through which an intervention generates an outcome and how they work.</p> <ul style="list-style-type: none"> ▪ Secondary data analysis reports focused on outcomes of ethnic minority young people across the labour market. This may include summaries and analysis reports using, for example, ONS labour market statistics, Labour Force Survey and Understanding Society data. ▪ Key debates and policy analysis focused on ethnic minority young people's access and experiences of employment and the wider labour market. This will include examining a range of grey literature, blogs and features across publications focused on youth employment, equality and diversity.
Search methods	
Electronic databases	<p>Academic databases (e.g. EconPapers, Google Scholar, Labordoc, Econlit)</p> <p>Specialist research institutes (e.g. Institute of Labour Economics, Institute of Employment Research)</p> <p>Research databases (e.g. US What Works in Youth Employment, Education Resources Information Centre, Clearing House for Labor Evaluation and Research)</p> <p>Government and think tanks websites (e.g. OECD, ILO)</p> <p>Youth Futures will also suggest relevant additions to the grey literature search.</p>
Call for evidence	Issue a call for evidence through L&W, YFF and YEG contacts, including through L&W newsletter and Supporter Network
Youth Futures gap map	Relevant studies from the Youth Futures Evidence and Gap Map will be integrated into the review

Methods of review	
Evidence sifting	<p>We will screen the studies, secondary analysis and grey literature returned through the searches based on the review protocol criteria. Studies will first be screened according to titles, abstracts or summaries prior to full paper screening. The team will meet to discuss which studies have been included/excluded in the early stages of screening, to ensure</p>

	a coherent approach and a sufficient focus on studies that focus on a range of different ethnic minority young people
Quality assessment	<p>We will assess shortlisted evaluation studies for quality against two evidence frameworks (based on the Maryland Scientific Scale and NESTA Evidence Standards of Evidence). Although the review of evaluation studies will primarily focus on high quality studies where available, relevant studies with a lower level of evidence will be included (with appropriate caveats) where considered useful.</p> <p>The quality of qualitative evidence will be assessed through a light touch application of the CASP tool. Quality assessments will be included for context, but will not be used to identify evidence for inclusion or exclusion in the review.</p> <p>The quality of secondary data analysis reports will be assessed through review of data sources, the scope of the analysis, analysis definitions and statistical features such as confidence intervals and levels of statistical significance.</p> <p>Additional evidence relating to key debates and policy analysis (e.g. blogs and grey literature) will not be assessed against quality frameworks.</p>
Evidence synthesis	<p>Information from the shortlist of evidence will be recorded into individual grids to capture key information on (for evaluation studies): effects of an intervention, how it works/doesn't work, where it works and for whom, how to do it, design or implementation barriers and the cost.</p> <p>Grey literature and secondary analysis studies will be gridded to distil the key findings, including key disparities in employment outcomes across different minority ethnic groups and employment outcomes and policy recommendations.</p> <p>These summaries will enable us to synthesise and structure findings around, for example, different types of intervention, specific outcomes and/or as they relate to specific groups.</p>

Appendix B – recommendations included in the evidence

Many of the research reports, secondary analysis and grey literature identified in the evidence review included specific recommendations for supporting the employment outcomes of minority ethnic individuals – either of all ages, or young people specifically. These recommendations have been included in this appendix, split by broad policy area.

Labour market

- Taking a local approach to education-to-work transition programmes rather than a national approach. ²⁹²
- Introducing Youth Transition Partnerships, which would bring together key local actors to tackle ethnic and socio-economic disparities. ²⁹³
- Publishing a government action plan on tackling inequalities in employment outcomes, banning zero hour contracts, publishing pandemic-related equality impact assessments and increasing transparency on considerations towards minority ethnic groups in policy decisions. ²⁹⁴
- Increased efforts to tackle workplace discrimination, securing engagement of middle and senior management teams in workplace diversity, the use of social value provisions in procurement and increased pay at the lower end of pay brackets. ²⁹⁵
- Role for senior management teams at employers to appoint an executive sponsor for issues related to diversity, publish data on employee diversity, commit to zero tolerance of bullying and harassment, ensure that all managers have responsibility for promoting equality and taking action to support the progression of minority ethnic employees. ²⁹⁶
- Improved equality monitoring by employers to establish baselines for ethnicity pay gaps, alongside guidance on how this should be analysed; introduction of employer policies and training on unconscious bias; anonymisation of applications. ²⁹⁷
- Specific employment support provided through job centres and employment support services to encourage individuals from minority ethnic backgrounds to apply to

²⁹² Morris, M (2015) [Supporting ethnic minority young people from education into work](#)

²⁹³ Hughes, C (2015) [Ethnicity, poverty and youth employment: improving outcomes for young people | JRF](#)

²⁹⁴ TUC. (N.D). [Jobs and Recovery Monitor - BME workers Issue 3](#)

²⁹⁵ Wales Centre for Public Policy. (2021). [Improving race equality in employment and income](#)

²⁹⁶ BITC. (2021). [Improving Employment Outcomes for Young Black Men](#)

²⁹⁷ IES. (2017). [Tackling gender, disability and ethnicity pay gaps: a progress report](#)

higher-level roles; specific focus by metro mayors on adult skills and ESOL provision for minority ethnic residents.²⁹⁸

- Interviewees identified that employers needed to change. In this way policy action to change hiring practices and improve employer support for minority ethnic young people in their workplaces was a key priority. Minority ethnic representation was also seen as key to improving outcomes, this involved greater diversity in positions of authority, with people with lived experience influencing policy and practice, and minority ethnic led organisations being funded to lead initiatives.
- Interviewees identified a lack of data on employment outcomes for minority ethnic groups and that government action was urgently needed to address this. This lack of data meant it was difficult to benchmark the effect of employment support interventions.

Education

- To increase apprenticeship starts for minority ethnic young people, recommendation that local authorities set up local employer and apprenticeship hubs to coordinate apprenticeship placements.²⁹⁹
- To increase performance of minority ethnic pupils who are struggling (i.e. pupils from black Caribbean, Gypsy, Roma or Traveller backgrounds), local authorities and schools should introduce targeted attainment improvement programmes.³⁰⁰
- To support pupils who do not speak English at home, the Government should recognise the importance of cultural and linguistic diversity in schools, and should collect data on language spoken at home to help improve attainment.³⁰¹
- The importance of involving minority ethnic young people and their families in discussions about barriers and support, rather than basing policy on assumptions and generalisations.³⁰²
- To support pupils from Gypsy, Roma or Traveller communities to improve educational attainment, there should be development of a framework of targeted local and national support. In addition, there should be the development of robust strategies for local authorities to engage with pupils who are not enrolled in schools, in order to ensure they are receiving adequate education. Consideration should also be given to approaches to increase aspirations among pupils from these

²⁹⁸ Joseph Rowntree Foundation. (2017). [Poverty and ethnicity in the labour market](#).

²⁹⁹ Morris, M (2015) [Supporting ethnic minority young people from education into work](#)

³⁰⁰ Kirby, P. & Cullinane, C. (2016). [Class differences: education and disadvantage](#). Sutton trust.

³⁰¹ Demie, F. (2021). [The Educational Achievement of Black African Children in England](#). Lambeth council.

³⁰² Vincent, K., (2013). [‘Liminal learners’ in a global city: the aspirations of young British Bangladeshi women at an east London secondary school](#).

communities, teachers and parents, and maximise pupils' emotional wellbeing. Progress should be monitored at a national level.³⁰³

- To encourage more British Muslims to participate in higher education, the sector should consider implementing racism and unconscious bias training; work collaboratively with the National Union of Students to encourage the inclusion of minority ethnic officers in students unions and Muslim chaplains; and consider implementing Shari-ah compliant loans. The Government should support civic society initiatives that aim to increase the number of Muslim students, ensure that higher education statistics include breakdowns by religion; ensure universities are accountable for inequalities in student numbers; and provide a clear definition of Islamophobia.³⁰⁴
- To support young refugees (aged 16 to 19) to access suitable ESOL provision ensure an initial assessment of English language need is conducted, with consideration as to whether they may benefit from studying in a lower age group to increase flexibility; provide a range of delivery options; create a sense of belonging; and use multiagency partnership working to support the needs of young refugees.³⁰⁵
- Interviewees agreed that community led targeted provision was key to improving outcomes. This needed to be targeted at particular regions, and particular ethnic groups. Holistic approaches that focused minority ethnic young people in the context of their family and their communities were also seen as more likely to be effective.

Welfare

- The government should address the issues of digital connectivity for individuals from minority ethnic backgrounds, for example, by developing a Universal Credit mobile phone app.³⁰⁶
- The government should include a mandatory equality survey as part of the Universal Credit application process. DWP should also publish a report on the barriers to accessing the Universal Credit application system and use diversity data to inform this.³⁰⁷
- The government should review the operation of social security sanctions, and DWP should investigate the effectiveness of sanctions using their own administrative data

³⁰³ DfE. (2010). [Improving the outcomes for Gypsy, Roma and Traveller pupils: final report](#)

³⁰⁴ Malik, A. & Wykes, E. (2018). [British Muslims in UK Higher Education](#).

³⁰⁵ L&W & SESPM. (2021). [Supporting young refugees with an ESOL need: a co-created checklist](#).

³⁰⁶ UK Government (2021) <https://publications.parliament.uk/pa/cm5801/cmselect/cmwomeq/384/38407.htm>

³⁰⁷ UK Government (2021) <https://publications.parliament.uk/pa/cm5801/cmselect/cmwomeq/384/38407.htm>;

sources. The impact of sanctions for specific groups should also be investigated, allowing for transparency and fairness at all times.³⁰⁸

- The government should undertake an equality impact assessment on the Coronavirus pandemic to explore if the current welfare policies are doing enough to support individuals from minority ethnic backgrounds.³⁰⁹

Criminal justice

- CJS agencies need to address the disparities that exist between ethnic groups within the CJS. If they cannot provide an evidence-based explanation for these disparities, then reforms should be introduced.³¹⁰
- The Ministry of Justice should improve their database and break down the data by variables such as gender, ethnicity, and religion. Members of the general public should also be able to view this data.³¹¹
- The criminal justice workforce needs to be more diverse in a way that better serves individuals from minority ethnic backgrounds,³¹² with interviewees suggesting that there needed to be more individuals from ethnic minority backgrounds working in the CJS to make the system more responsive.
- There is a need for greater support and investment in rehabilitation services, particularly for young black men.³¹³

Immigration

- The provision of ESOL, other language courses, and 'introduction programmes' for migrants can help to support education and employment outcomes.³¹⁴ The

³⁰⁸ Landman economics (2014) <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/337096/rr-how-effective-benefit-sanctions-121214-en.pdf;jsessionid=55020061E08CE9FDB34AB87407F22DED?sequence=4>

³⁰⁹ Turn2Us (2020) <https://www.turn2us.org.uk/About-Us/Media-Centre/Press-releases-and-comments/BAME-workers-take-biggest-financial-hit-from-coron>

³¹⁰ UK Gov (2017) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lamy-review-final-report.pdf

³¹¹ Working Chance (2021) https://workingchance.ams3.cdn.digitaloceanspaces.com/media/documents/Worst-Case_Scenario_-_Working_Chance_2021.pdf; UK Gov (2017) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lamy-review-final-report.pdf; Unlock (2019) <https://www.unlock.org.uk/wp-content/uploads/Double-discrimination-Full-report-July-2019.pdf>

³¹² Commission on race and ethnic disparities (2021) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974507/20210331_-_CRED_Report_-_FINAL_-_Web_Accessible.pdf

³¹³ Robertson, L. and Wainwright, J. P. (2020) <https://www.mdpi.com/2313-5778/4/2/50>

³¹⁴ Butschek, S. and Walter, T. (2014) <https://izajodm.springeropen.com/track/pdf/10.1186/s40176-014-0023-6.pdf>

government should increase the number of available funded ESOL hours for 16–18-year-olds.³¹⁵

- The ‘right to work’ should be reformed by removing the offence of illegal working and administering checks only through national insurance numbers.³¹⁶ In addition, all employees should be checked through the ‘Right to work’ checks, not just those that an employer believes to be foreign.³¹⁷
- The government could improve the pathways to regularisation for people without immigration status by developing a system with two clear routes: a ‘long residence’ route, for those who have already lived in the UK for a long period of time; and a ‘vulnerable situation’ route, for those facing circumstances such as exploitation or health issues.³¹⁸
- The government should suspend NRPF conditions to ensure all migrants have access to public funds and state support.³¹⁹
- Employers should be upskilled so that they feel confident to employ migrants.³²⁰
- The government should ensure that everyone has the same pay and rights, irrespective of immigration status.³²¹
- Within the new points-based immigration system for Brexit, employers should be required to pay the real living wage to all their employees to gain a sponsorship licence. Additional points should also be granted to migrants for applications to more responsible employers, and sponsors should be required to inform migrants of their employment rights.³²²

³¹⁵ Refugee Support Network (2018) <https://www.unicef.org.uk/wp-content/uploads/2018/09/Access-to-Education-report-PDF.pdf>

³¹⁶ IPPR (2021) https://www.ippr.org/files/2021-02/1612883624_beyond-the-hostile-environment-feb21.pdf

³¹⁷ Liberty (2019) https://www.libertyhumanrights.org.uk/wp-content/uploads/2020/02/Hostile-Environment-Guide-%E2%80%93-update-May-2019_0.pdf

³¹⁸ IPPR (2021) https://www.ippr.org/files/2021-02/1612883624_beyond-the-hostile-environment-feb21.pdf

³¹⁹ The Joint Council for the Welfare of Immigrants (2021) <https://www.jcwi.org.uk/evidence-for-the-un-committee-on-the-elimination-of-racial-discrimination>; Fawcett Society et al (n.d.) <https://wbg.org.uk/wp-content/uploads/2020/06/BAME-women-and-Covid-FINAL.pdf>

³²⁰ Migrants at Work (n.d.) <https://migrant-at-work.webnode.co.uk/>

³²¹ TUC (2020) <https://www.tuc.org.uk/blogs/why-new-points-based-immigration-system-threatens-everyones-rights-work>

³²² IPPR (2020) <https://www.ippr.org/files/2020-11/post-brex-it-migrationnov20.pdf>

- National legislation should guarantee young migrants, refugees, and asylum seekers full and equal access to inclusive and quality education, including access to catch-up programmes and accelerated learning opportunities.³²³
- Higher education institutions can take numerous actions to support unaccompanied asylum-seeking children. In particular, they should target outreach activities; ensure a member of staff has expert knowledge on the needs of this group; introduce fee waivers and bursaries; and provide additional support with accommodation.³²⁴
- OFSTED should be encouraged by the government to consider and inspect the work done by schools on accommodating the needs of migrant, refugee, and asylum-seeking children.³²⁵
- Educational provision for unaccompanied asylum-seeking children should be focused on integration, both into mainstream educational settings and into society at large. This includes looking beyond the traditional markers of exam scores and would improve the wellbeing of this group.³²⁶

Health

- Having a larger focus on health inequalities within broader policy areas, such as those concerning investment in skills, employability, and wages. This will help to tackle some of the more underlying issues that are leading to poor employment outcomes.³²⁷
- Businesses taking actions to support and tackle the mental health challenges of employees from minority ethnic backgrounds, for example, by building an inclusive and anti-racist work culture, and providing appropriate and representative mental health support.³²⁸
- One interviewee identified that data on health outcomes for Gypsy, Roma and Traveller groups was very limited, and gave the example of Ireland as following best practice in collecting and reporting this data.

³²³ UNHCR, UNICEF, and IOM. (2019) <https://www.unhcr.org/neu/wp-content/uploads/sites/15/2019/09/Access-to-education-europe-19.pdf>; Refugee Support Network (2018) <https://www.unicef.org.uk/wp-content/uploads/2018/09/Access-to-Education-report-PDF.pdf>

³²⁴ AccessHE (2017) <https://www.accesshe.ac.uk/yYdIx0u7/AccessHE-Report-Falling-Through-the-Cracks-WEB.pdf>

³²⁵ Refugee Support Network (2018) <https://www.unicef.org.uk/wp-content/uploads/2018/09/Access-to-Education-report-PDF.pdf>

³²⁶ Ott, E. and O'Higgins, A. (2019)

https://www.tandfonline.com/doi/pdf/10.1080/03054985.2019.1607274?casa_token=DAmFbwevLaAAAAA:1aZo9jy9biY9PYnYZIdDsSFbyjZ66ZI5aDDBXOOEyBOJkzIN5tcvxLHTB4ndpYeEjRGynLBq1piu

³²⁷ JRF (2016) https://www.housingnet.co.uk/pdf/JRF-How_does_housing_affect_work_incentives_for_people_in_poverty-Summary.pdf

³²⁸ City Mental Health Alliance (2021) <https://citymha.org.uk/docs/CMHMentalHealthAndRaceAtWorkReport.pdf>

Housing

- More research needs to be done into why individuals from minority ethnic backgrounds experience housing inequalities, and from this, authorities can take the relevant actions.³²⁹ Having better data on understanding lived experiences, causes of disadvantage, and impacts of policy is crucial to instigate change. However, political commitment and collaborative action to make use of this evidence is also important.³³⁰
- A more holistic and intensive approach to supporting those who experience long-term homelessness could increase the physical and mental health of these individuals,³³¹ and as found in the Health chapter, good health can increase people's chances of engaging positively with the labour market.
- Collaborative working between local authority Benefit services and their partners could help to mitigate the effects of the changes to housing benefits and tax credits.³³²

³²⁹ Scottish Government's independent adviser on race equality in Scotland (2017)

<https://www.gov.scot/publications/addressing-race-inequality-scotland-way-forward/pages/3/>

³³⁰ Shankley, W. and Finney, N. (2020) in: Byrne et al (eds.)

<https://library.oapen.org/bitstream/handle/20.500.12657/22310/9781447351269.pdf?seq>

³³¹ ERSA (2021) [http://ersa.org.uk/sites/default/files/2021-](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

[02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf](http://ersa.org.uk/sites/default/files/2021-02/Race%2C%20Ethnicity%20and%20Employment%20Addressing%20disparities%20and%20supporting%20communities%20-WEB_0.pdf)

³³² Race Equality Foundation (2011) <https://raceequalityfoundation.org.uk/housing/housing-benefit-and-welfare-reform-impact-of-the-proposed-changes-on-black-and-minority-ethnic-communities/>