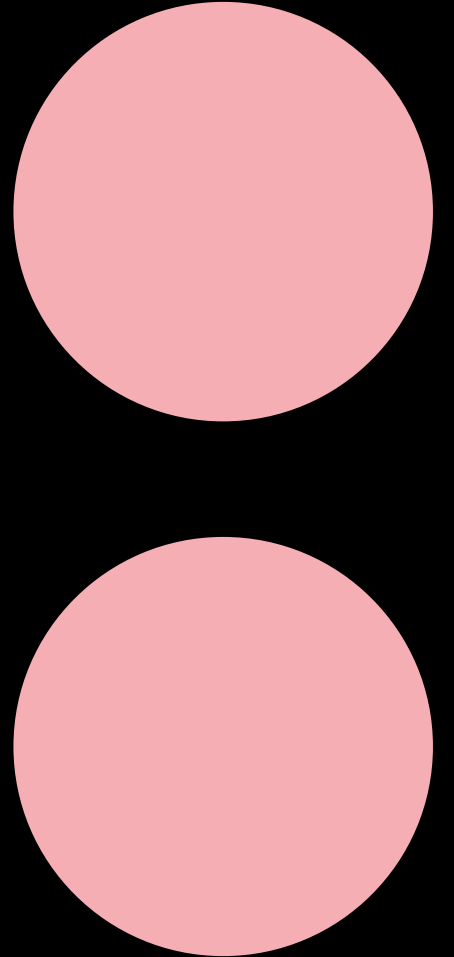


Youth Futures Foundation

Rapid survey with young people
from ethnic minorities

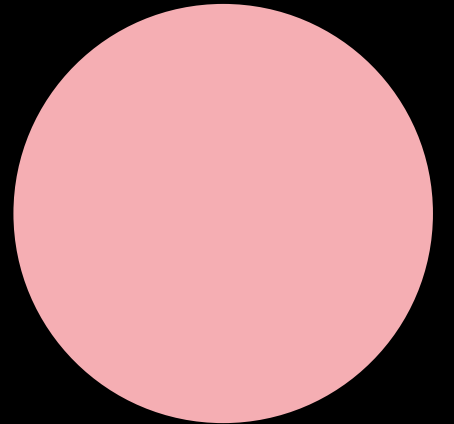
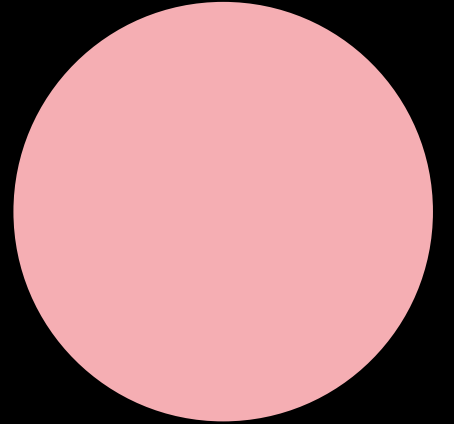


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Section 1

Background & Objectives



Background and objectives

Project background

The Youth Futures Foundation will shortly launch its Ethnic Disparities Sub-group. This group aims to influence policy change and fill evidence gaps around systemic racism and discrimination faced by young people from ethnic minority backgrounds in the labour market, and ultimately help find 'what works' when it comes to improving employment outcomes.

The Youth Futures Foundation has commissioned Savanta to conduct independent research to understand how young people make decisions about education and work, and the barriers they face in finding good quality employment opportunities.

Objectives:

- 1 To understand the challenges young people from different ethnic minority groups face as they transition into work
- 2 What has influenced their labour market decisions and the opportunities they have
- 3 What impact has the Covid-19 pandemic and cost of living crisis had on their outlook towards work
- 4 To understand the hopes and fears of young people around the future in terms of work and employment

Methodology

What: 10-minute online survey

Who: 2,296 young people aged 18-25 from ethnic minority backgrounds¹
Defined as all those from non-‘White British’ backgrounds only, and excluding those from White Irish backgrounds who were born in the UK. Data is weighted to be nationally representative of this group by ethnicity, age, gender and region.

When: 5th August 2022 – 23rd August 2022

Interpreting the report findings:

Where possible we have broken down the results by broad ethnic groups as follows, based on how respondents self-identified in the survey:

- White minority (non-British)
- Black
- Asian
- Middle Eastern
- Mixed / multiple ethnic backgrounds (participants were given the opportunity to select multiple ethnicities)

Further breakdowns are included in black boxes on the right of slides, including any intersectional analysis of interest.

White:

- Irish (not born in UK)
- Traveller/ Roma/ Gypsy
- Any other White background

Black:

- African
- Caribbean
- Any other Black background


Asian:


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


Middle Eastern:


- Middle Eastern

Survey sample (unweighted)


 Ethnicity	Asian	47%
	Black	27%
	White	9%
	Middle Eastern	3%
	Multiple ethnicities	18%


 Age	18-21	47%
	22-25	53%

 Gender	Male	38%
	Female	60%
	Non-binary	1%

 Region	North West	10%
	North East	2%
	Yorkshire & Humberside	9%
	West Midlands	15%
	East Midlands	8%
	Eastern	3%
	South West	5%
	South East	14%
	London	35%

 Religion	Buddhism	2%
	Christianity	30%
	Hinduism	7%
	Islam	29%
	Judaism	1%
	Sikhism	3%
	No religion	21%

 Disability	Yes	23%
	No	77%

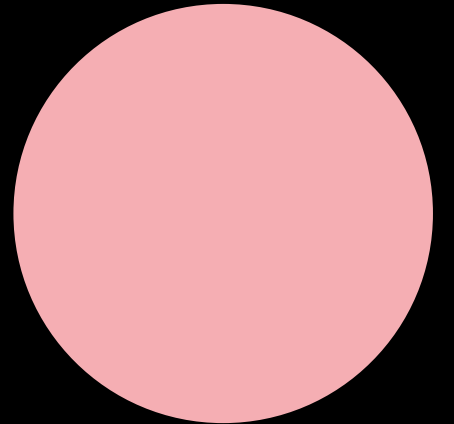
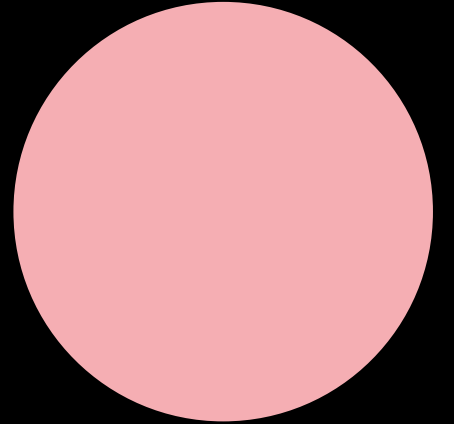
 Sexuality	Heterosexual	80%
	Homosexual	3%
	Bisexual	7%
	Pansexual	1%
	Other	3%
	Prefer not to say	5%

Survey sample (unweighted)

Asian	Indian	15%
	Pakistani	14%
	Bangladeshi	7%
	Chinese	5%
	Any other Asian background	5%
Black	African	19%
	Caribbean	6%
	Any other black background	1%
White	Irish	1%
	Traveller / Roma/ Gypsy	4%
	Any other white background	4%

Section 2

Executive Summary



Story on a page

Almost all young people from our survey already have a clear vision that their top priority – above all – is earning a high salary.

Only 3% are not in education or work, though one in five (17%) are not working but seeking work. The most common priority for future work is a high salary (47%); also important are good working conditions, clear career and progression pathways, flexible hours and job security. Their own interests and passions are the most common influence on making career decisions. Also important are the impact of work on mental health, the state of the job market, and cultural influences such as family and friends.

At least seven in ten young people from ethnic minority backgrounds have experienced discrimination in the workplace. This may influence their attitudes towards their future prospects for work.

Engaging with customers or clients is where discrimination is most often experienced, particularly among young Black and Middle Eastern people, and even more so among Black men. Those who have had these experiences are much more likely to be pessimistic about their prospects in the workplace.

Many see ethnicity as a key barrier to career success. Respondents were concerned about encountering prejudice, and about inequalities in pay and opportunities.

Almost half (44%) of young Asian people see ethnicity as a barrier. This rises to 57% of young Black people, who are also more likely to be concerned about inequality of expectations in employment (20%). A third of those from Middle Eastern backgrounds (36%) say ethnicity is a barrier, but for this group it appears to be manifested in the feeling that they have to manage more responsibilities than others (26%).

The pandemic has had wide ranging impacts, and its drag on mental health stands out.

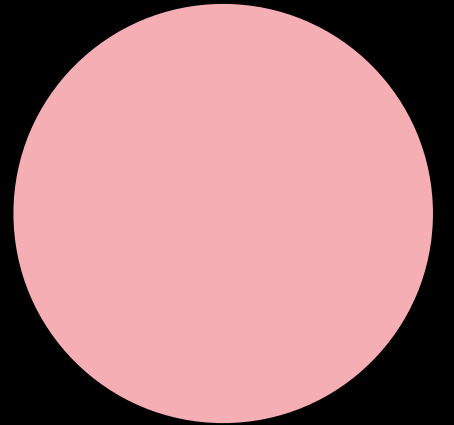
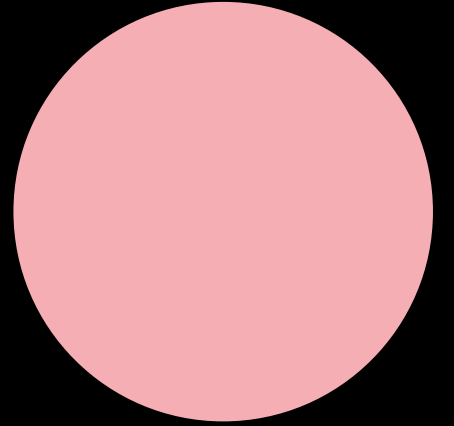
While young people have a mixed view on whether the pandemic has changed society for better or worse, on a personal level over two in five (45%) young people say the pandemic negatively impacted their mental health – particularly women (59%) and young Asian people (50%). Young Black people are most likely to have struggled to pay for essential goods and services (31%), had their future plans delayed (24%), and to have taken out loans/credit (17%).

Young people from ethnic minorities are resilient in the face of discrimination and the impacts of the pandemic, but the cost-of-living poses another severe challenge.

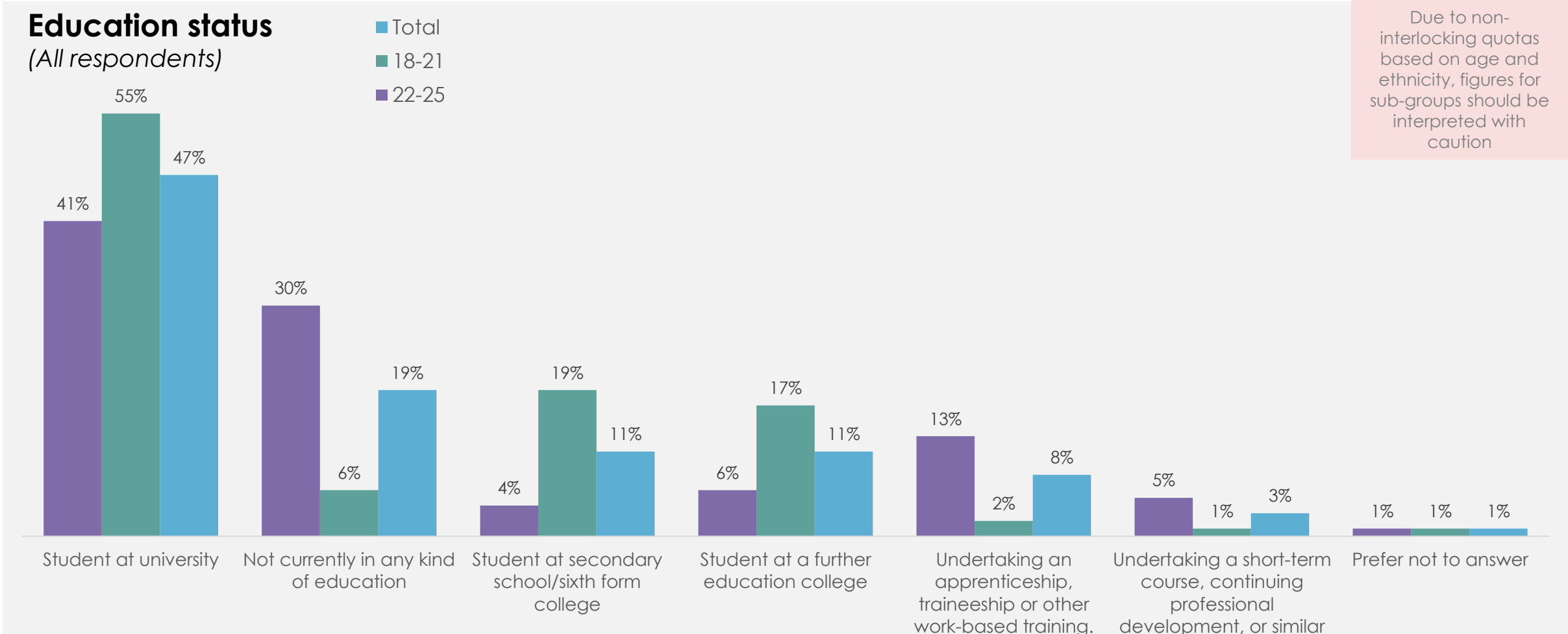
Despite these varied challenges, three quarters of those surveyed feel confident they will achieve their goals and ambitions for work in the future. However, with the cost of living crisis taking hold, two in five (40%) say their mental health has suffered, and a quarter (24%) have struggled to pay for essential goods. Government support in the form of guaranteed employment opportunities would be most widely valued.

Section 3

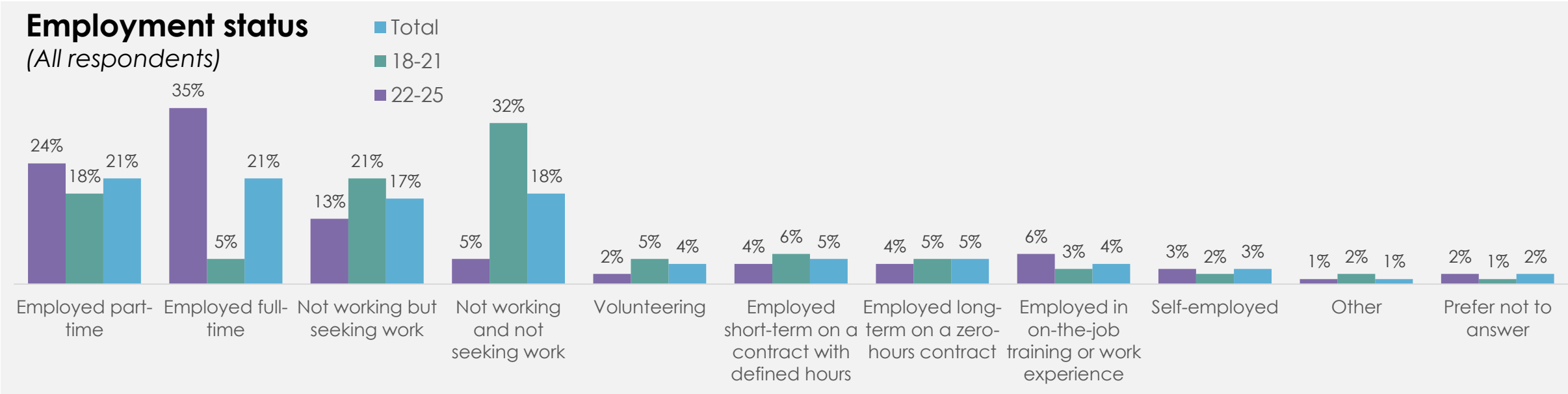
Experiences in the workplace



Almost all of those surveyed were in some form of education; 95% of those aged 18-21, and seven in ten of those aged 22-25



Overall, only 3% are not in education or working, but nevertheless around one in five (17%) say they not working but are seeking work

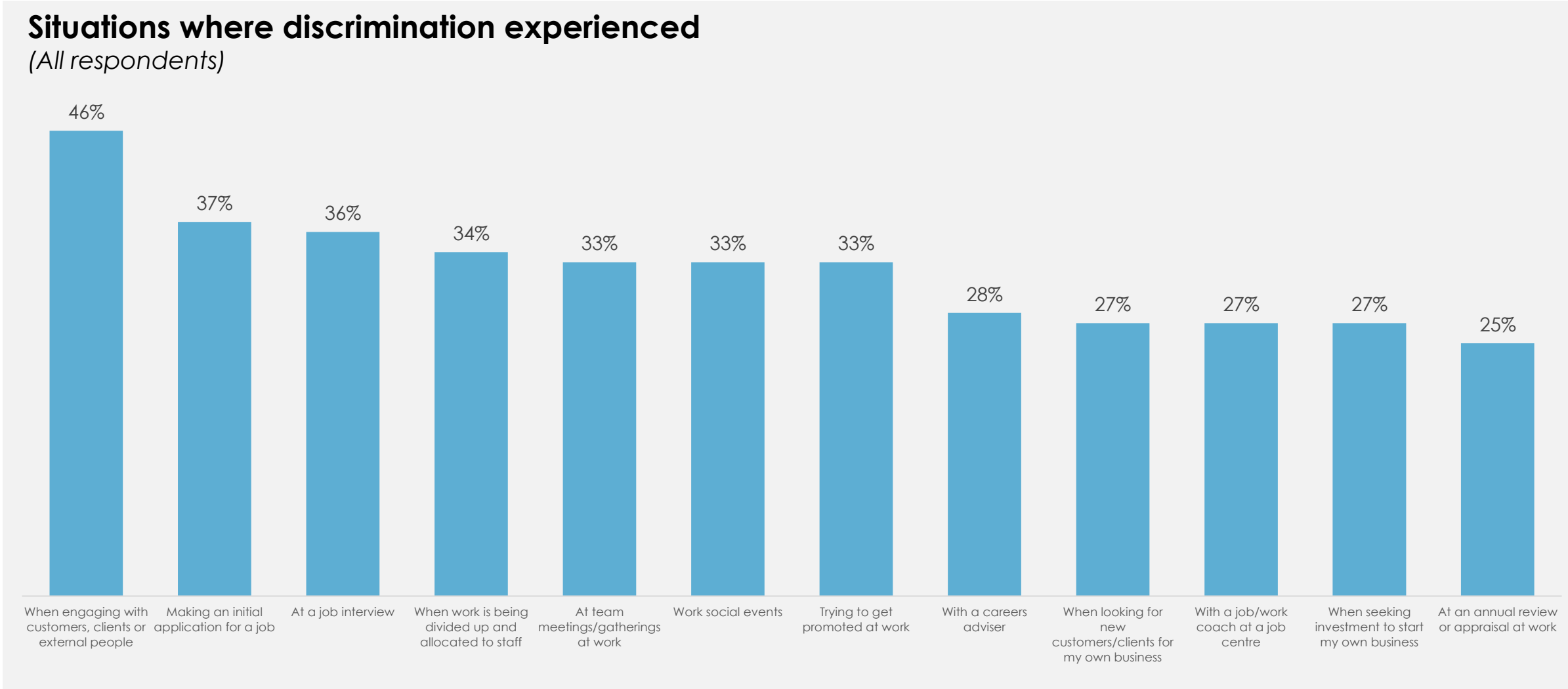


Two in five (40%) of those in education are not working, but seeking work. Of those who are not in education nor training, two thirds (63%) are seeking work. Young people from Asian backgrounds are more likely than other ethnic groups to be not working but seeking work (23%) ne in five (23%) – this is consistent among different Asian ethnicities, and rising to three in ten (30%) among those aged 18-21. This compares to one in ten among young people from White (10%) or Black (10%) or Middle Eastern (9%) ethnicities, and rises to 19% of young people from mixed ethnicities.

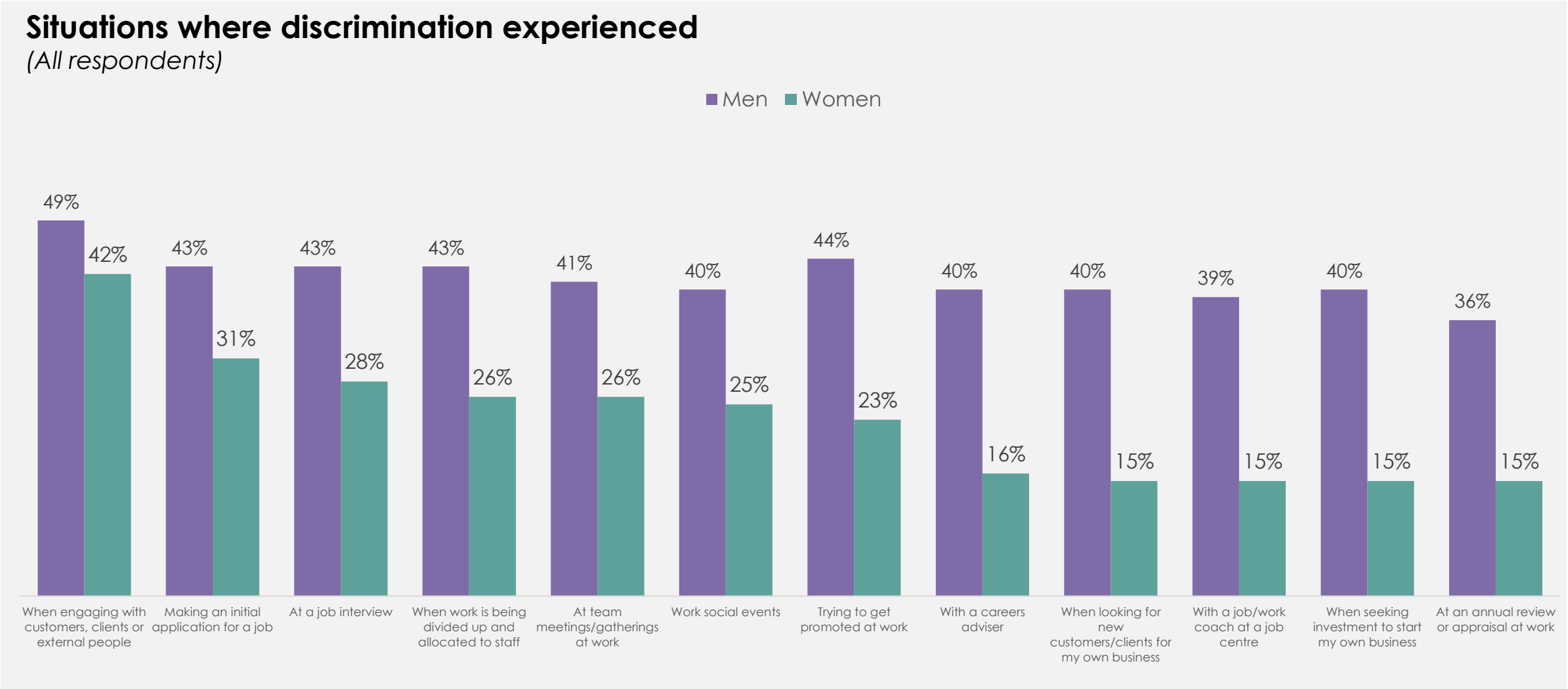
Women are more likely than men to be not working but seeking work (20% vs. 13%), and this is mostly driven by differences among those from White non-British backgrounds – 24% of women from this ethnic group say they are looking for work, versus only 5% of men.

Overall, those living in the South and North are most likely to be not working but seeking work, particularly those living in the North East (34%).

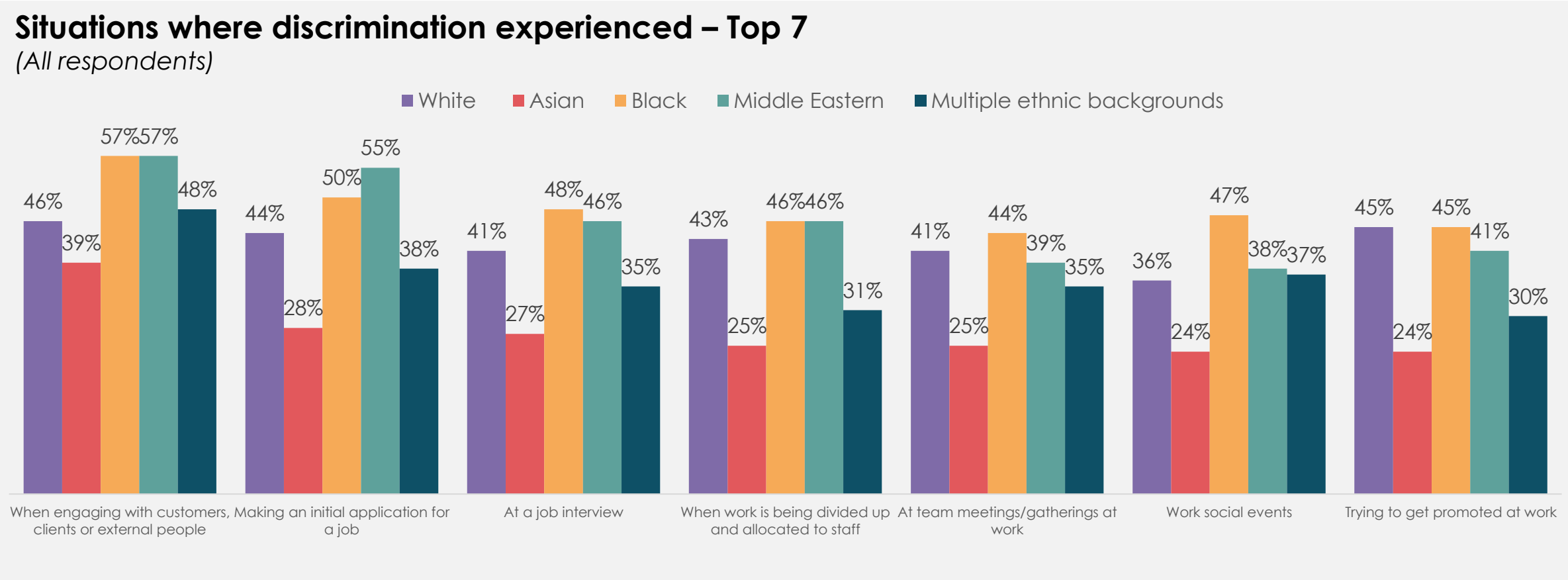
Seven in ten (71%) have experienced at least one form of discrimination in the workplace



Men, of every ethnic group, are consistently more likely than women to have experienced discrimination in these scenarios



Those from Black and Middle Eastern backgrounds are most likely to have experienced some form of discrimination



Those from Black and Middle Eastern backgrounds are most likely to have experienced some form of discrimination. Around half of each of these groups say they have experienced discrimination making an initial application for a job, or at a job interview. Young Black and Middle Eastern people are also particularly likely to have experienced discrimination when engaging with customers / clients (57%). Black men are also more likely to say they have experienced some form of discrimination than Black women.

Experiences of discrimination are also particularly prevalent among young Asian people from lower social grades, and those from Gypsy, Roma or Traveller backgrounds

Among young Asian people, those from C2DE backgrounds are most likely to have experienced discrimination. This is particularly pronounced when it comes to making an initial application for a job (40% C2DE vs. 27% ABC1), at a job interview (39% C2DE vs 27% ABC1), trying to get promoted at work (35% vs. 23%), and meetings/gatherings (37% vs. 24%).

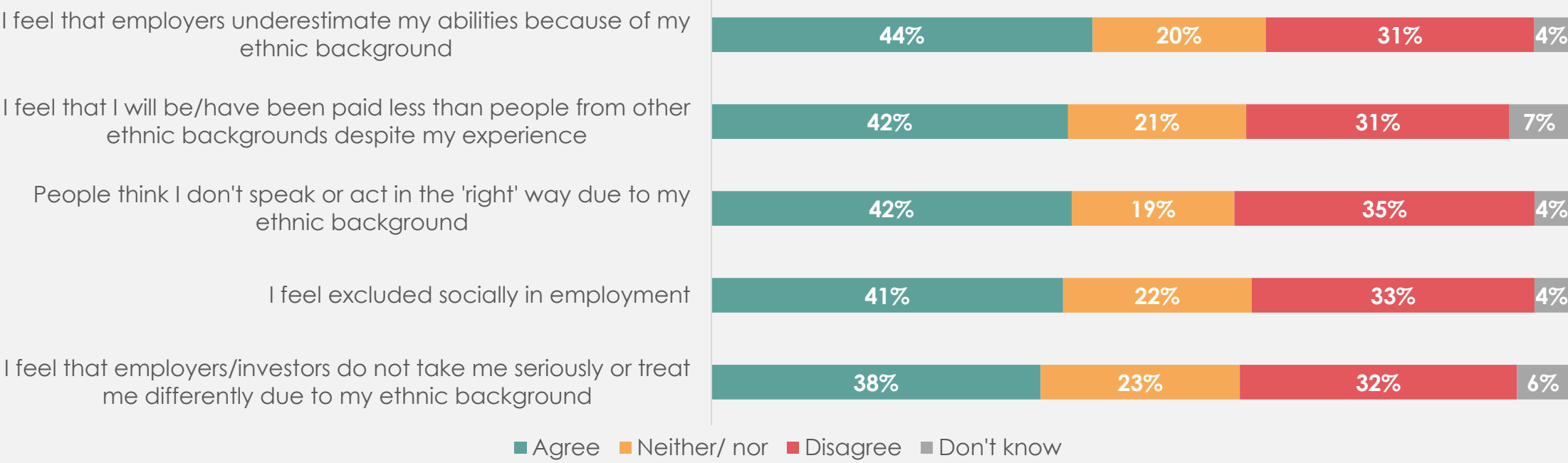
Two thirds of those interviewed from a Gypsy, Roma or Traveller background say they have experienced discrimination with a careers advisor (67%), when work is being divided up/allocated (65%), when seeking investment to start their own business (65%), or when trying to get promoted at work (64%).



Concern about the impact of ethnicity on work is widespread, mainly entrenched by previous experience of discrimination

Attitudes towards workplace discrimination

(All respondents)

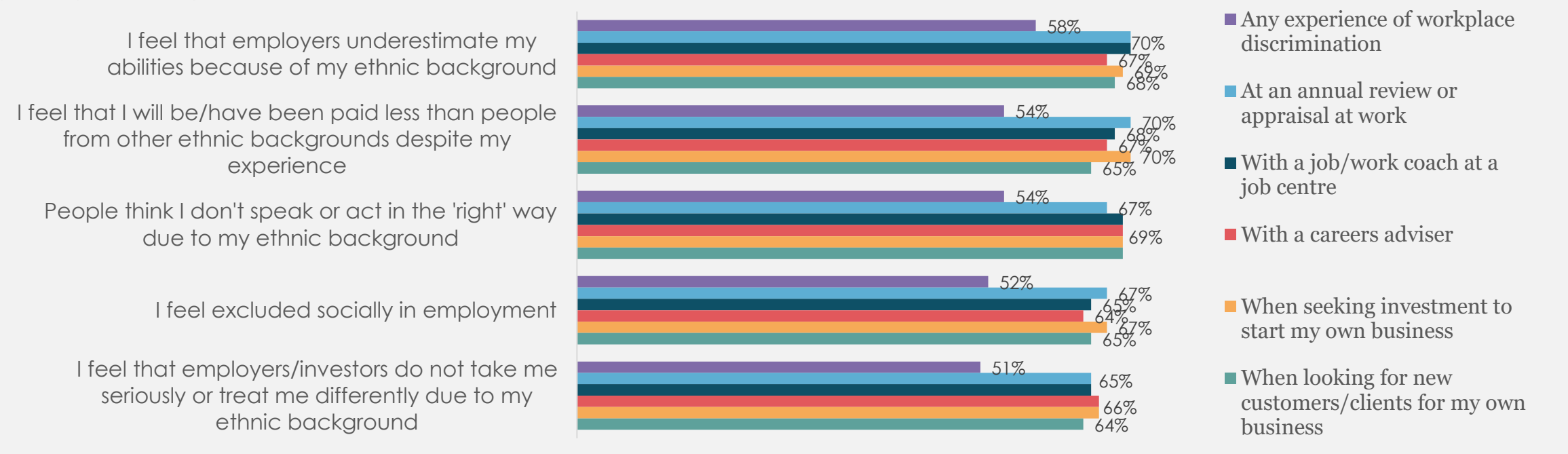


Those who have experience of previous discrimination at work (in one of the scenarios tested) are much more likely than those who have not to agree with each statement. For example, those with experience are six times more likely to agree they feel employed/investors do not take them seriously or treat them differently (51% vs. 8% respectively).

Those who have experienced discrimination from people in positions of influence are most likely to be feel it impacts their prospects

Attitudes towards workplace discrimination

(All respondents)

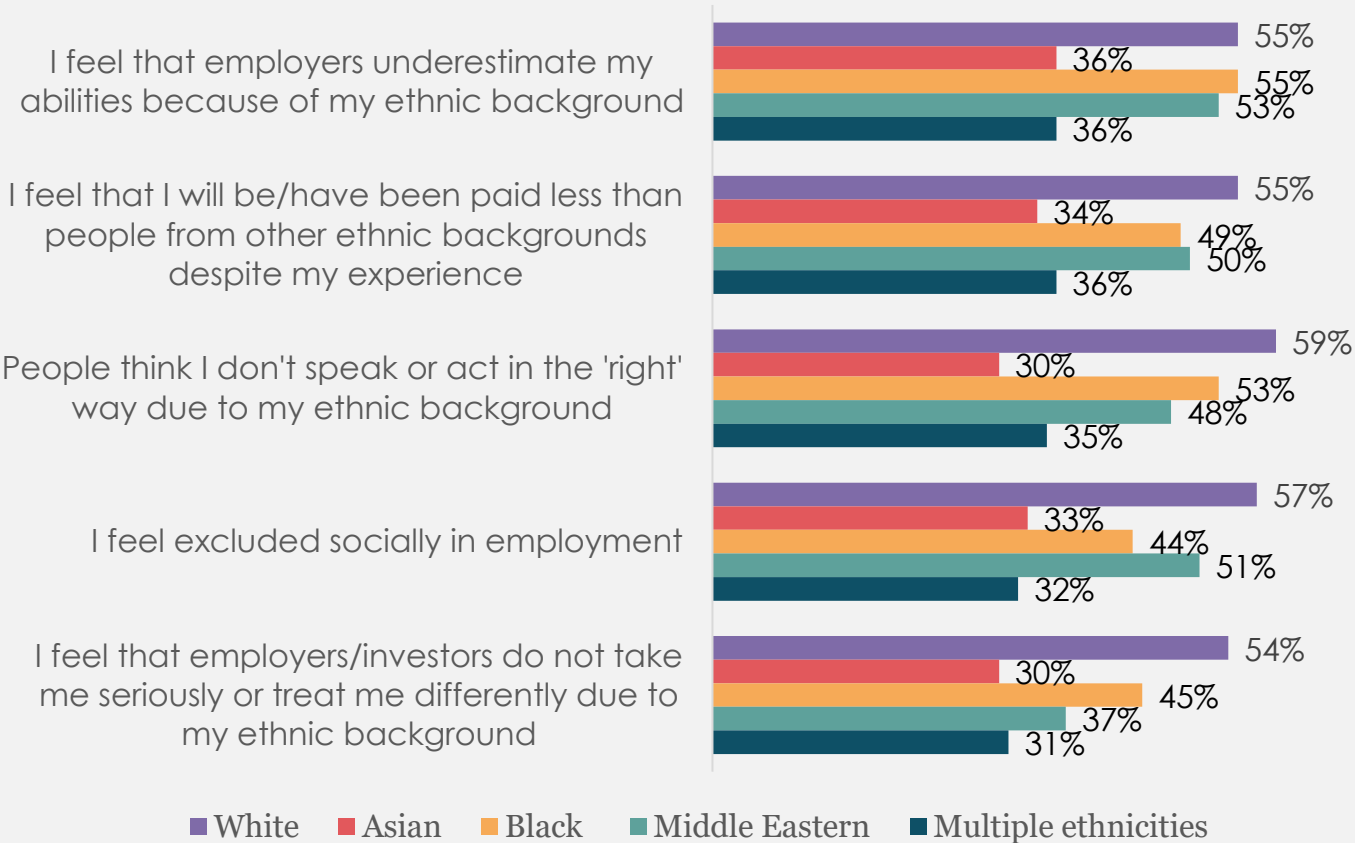


Those who have experienced discrimination at an annual review or appraisal at work, with a coach at a job centre, or with a careers advisor, are particularly likely to agree with each of the statements tested. Those who have experienced discrimination when seeking business investment or when looking for new customers / clients are also more likely to agree with the statements tested. For example, around seven in ten people who have experienced one of these agree that 'people think I don't speak or act the 'right' way due to my ethnic background', or that 'employers underestimate my abilities because of my ethnic background'.

Those from White, Black and Middle Eastern backgrounds are most likely to be concerned about the impact of workplace discrimination

Attitudes towards workplace discrimination

(All respondents)



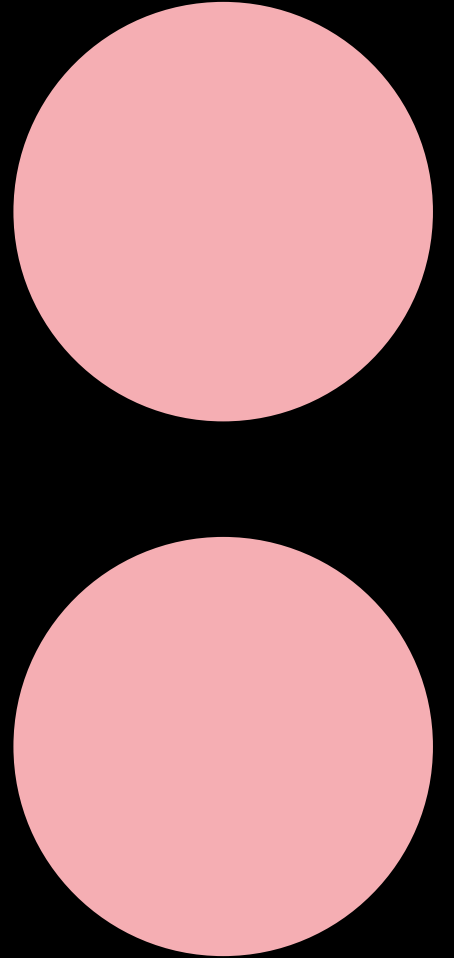
Those from White minority backgrounds consistently show the highest concern about how discrimination will affect them. This is primarily driven by at least nine in ten respondents from Gypsy, Roma, or Traveller backgrounds agreeing with each statement. For example, 94% agree that people think I don't speak or act in the 'right' way due to their ethnic background. Additionally, at least three in five of those from non-Irish White backgrounds agree with each.

Black men stand out as being most concerned about how their ethnicity could affect their employment prospects. They are more likely to say that employers/investors do not take them seriously or treat them differently due to their ethnic background (52%), or that they feel socially excluded in employment (49%).

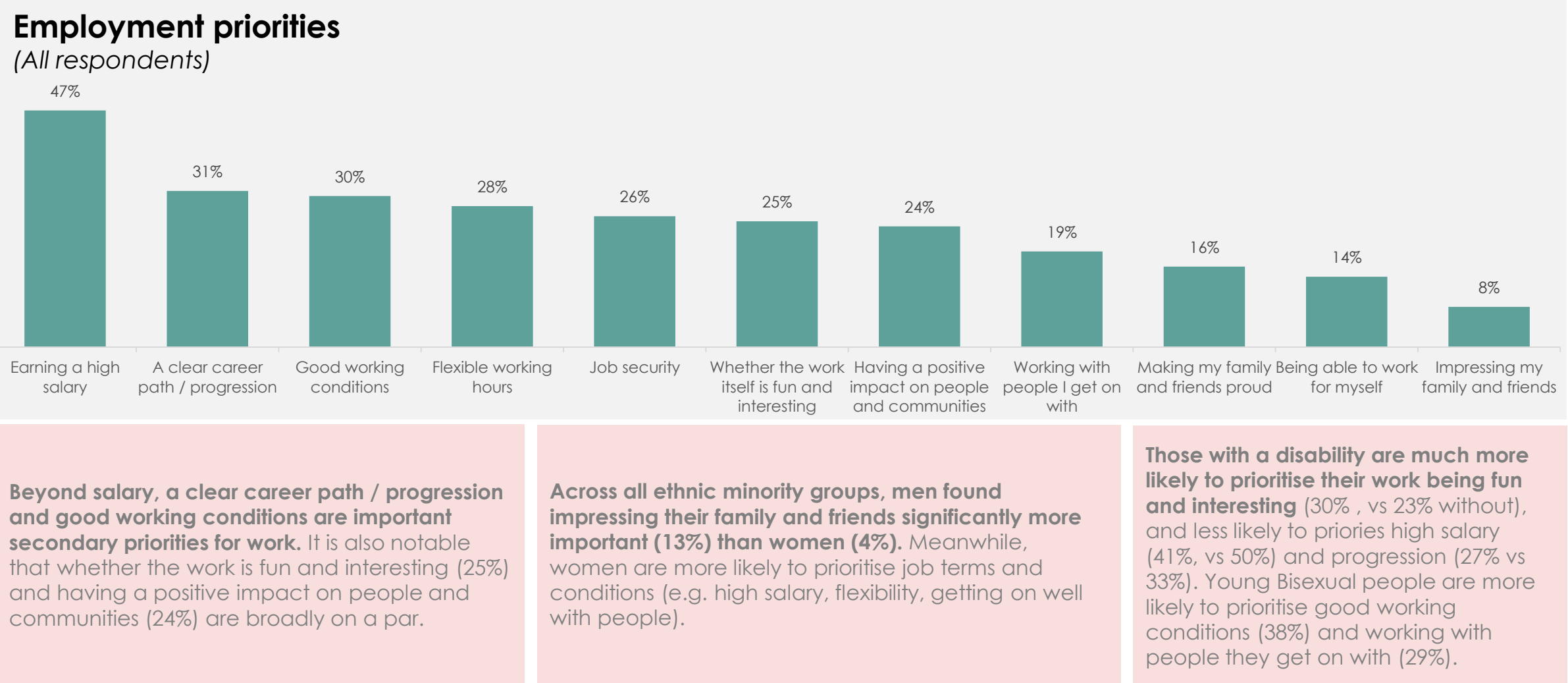
While those from most Asian backgrounds are somewhat less likely to agree with each other the statements tested, Bangladeshi young people show a higher level of concern. For example, they are much more likely than those who are Indian or Pakistani to feel they will be paid less than people from other ethnic backgrounds (45% vs. 31% and 32% respectively).

Section 4

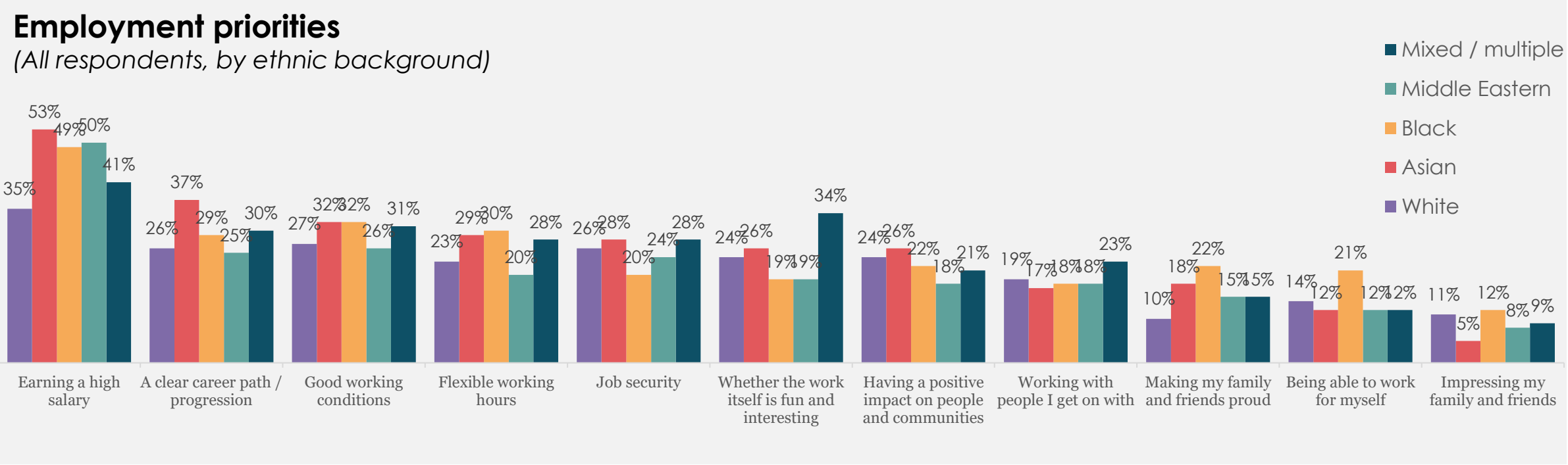
Aspirations and challenges for the future



Overall, earning a higher salary along with ensuring the basic terms of a job are ‘good’ are much more of a priority than social or cultural considerations



But for those who have experienced discrimination in the workplace before these ‘fundamental’ factors become less important while the importance of social factors increases

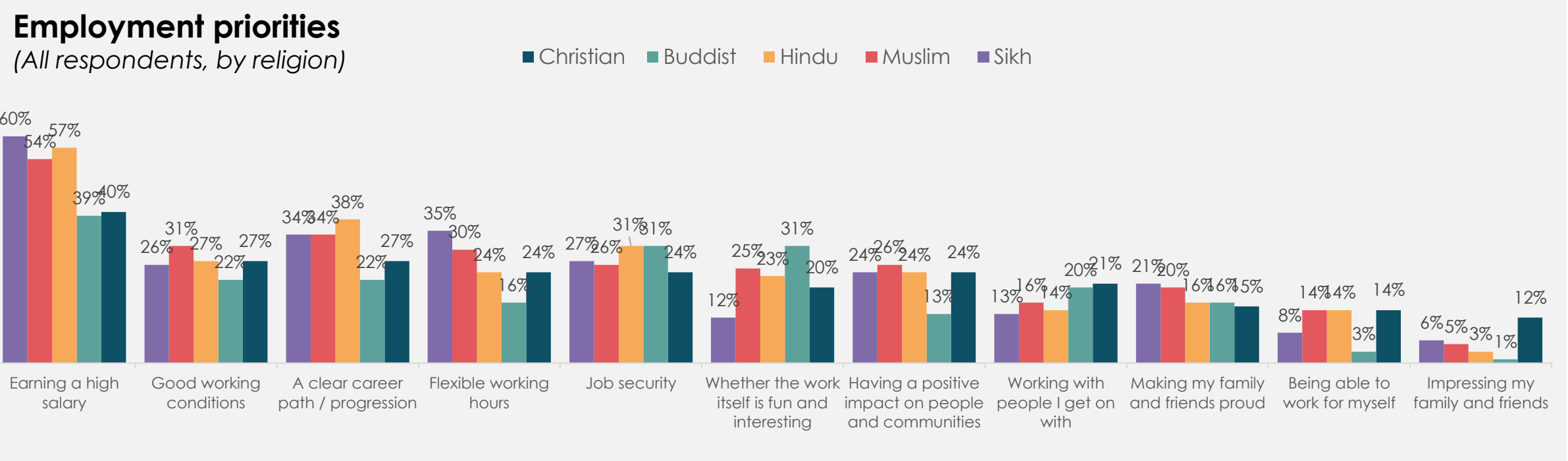


Young people from White backgrounds are less likely to have multiple priorities, and generally focus less on the ‘fundamentals’ such as salary and working conditions. Social factors, such as impressing their family or friends are relatively less important compared to other ethnic groups, especially making their family and friends proud.

Those who have experienced discrimination in a workplace setting are less likely to prioritise the basic terms of a job are ‘good’; high salary (39% vs 56%), progression (27% vs 36%), job security (24% vs 32%). They are also less likely to prioritise their work being fun and interesting (18% vs 34%) than those who never experienced discrimination.

However, those who experienced discrimination are more likely to prioritise impressing family and friend (13% vs 2%), making them proud (19% vs 13%) and being able to work for themselves (17% vs 10%).

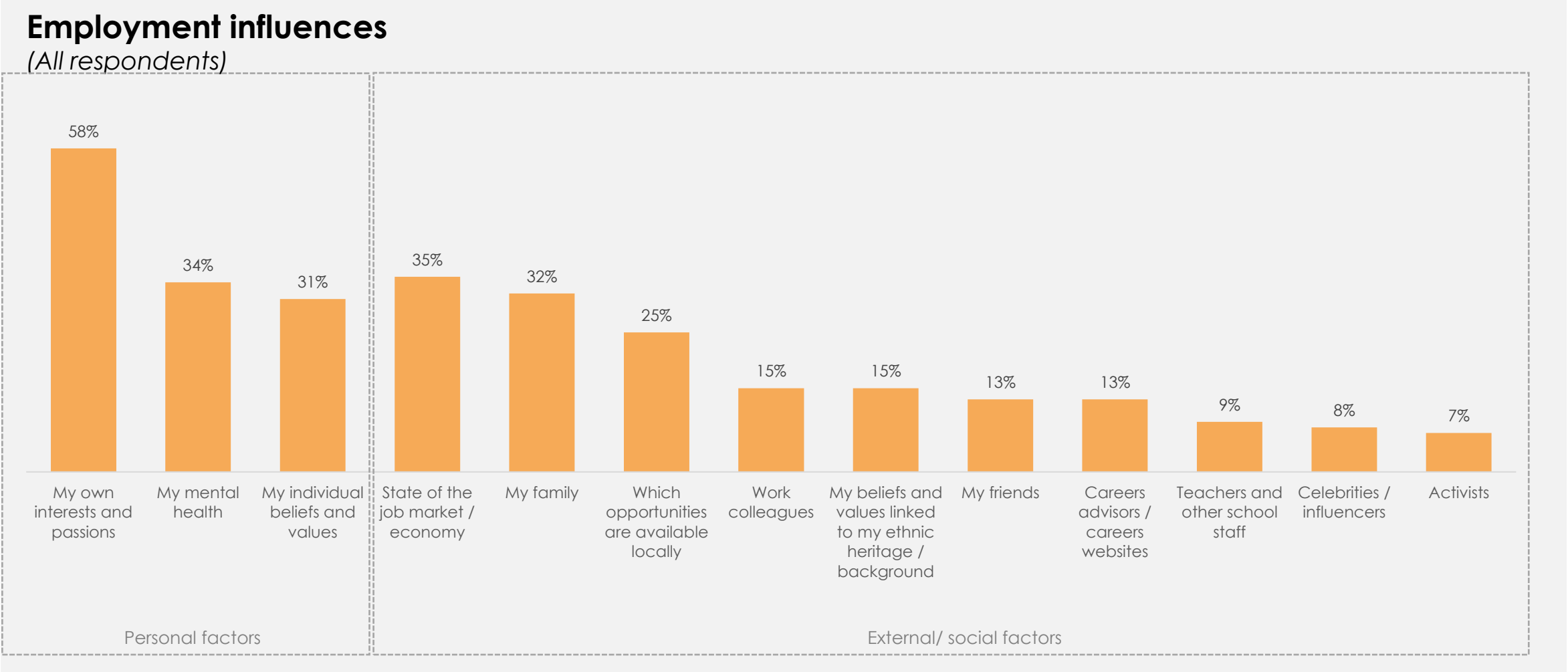
Religion, rather than ethnicity alone, appears to be a key differentiator when it comes to work priorities for the future



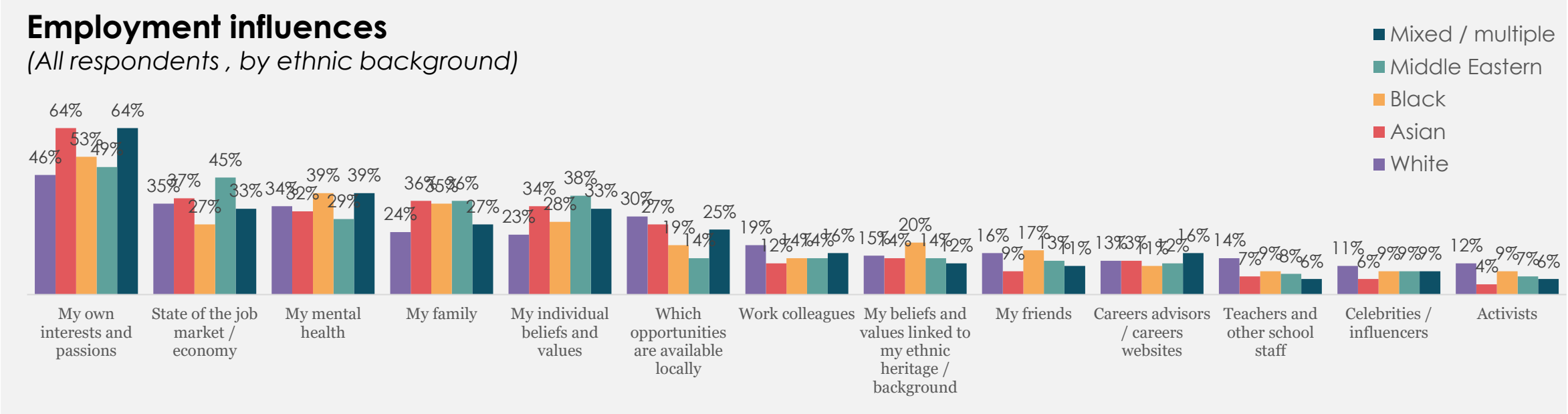
Those identifying as **Christian** are less likely to prioritise factors such as salary, working conditions, and progression, and are slightly more likely to say it is important to impress their family and friends (12%), or to work with people they get on with (21%).

Muslim, Sikh and **Hindu** young people are more likely to prioritise earning a high salary (54-60%), or a clear career path / progression (34-38%). Young **Muslims** and **Sikhs** show more concern about flexible working hours (30% and 35% respectively), and are also more likely to place importance on making their family and friends proud (20% and 21% respectively). **Hindu** young people are slightly more likely to prioritise job security (31%), while **Sikhs** are less likely to prioritise being able to work for themselves.

Reflecting the focus on securing ‘good’ work, personal interests and mental health are most influential on future decision making



While not taking precedence over personal factors, family and other social factors are also relatively influential across all ethnic minorities, especially for those who experienced discrimination before



Family (32%) is fairly influential across ethnic minorities, but does not generally take precedence over an individual's own interests and passions (58%), or mental health (34%). This pattern is more pronounced among young White people, who are less likely to be influenced by family than other groups (24%), but are more likely to be influenced by their wider circle – work colleagues, teachers, celebrities and activists. This could also suggest that they are more likely to find people in these positions that they can identify with.

Those who have experienced discrimination in a workplace setting are less likely to be influenced by personal factors than those with no experience of discrimination. Four in five (79%) of those who haven't experienced are most influenced by their own interests/ passions compared to only 43% of those who have experience of discrimination. Those with no experience are also more likely to be influenced by their own beliefs (34% vs 28%).

Those with experience of discrimination are also more influenced by their ethnic heritage (20% vs 8%) as well as by other people (colleagues, friends, teachers, influencers and activists).

Across all ethnic minority groups, males are more likely to be influenced by their social environment

This includes colleagues (19% vs 10%), friends (17% vs 8%), and beliefs and values linked to their ethnic heritage / background (18% vs 12%). Meanwhile, women were more likely than men to find personal factors influential.

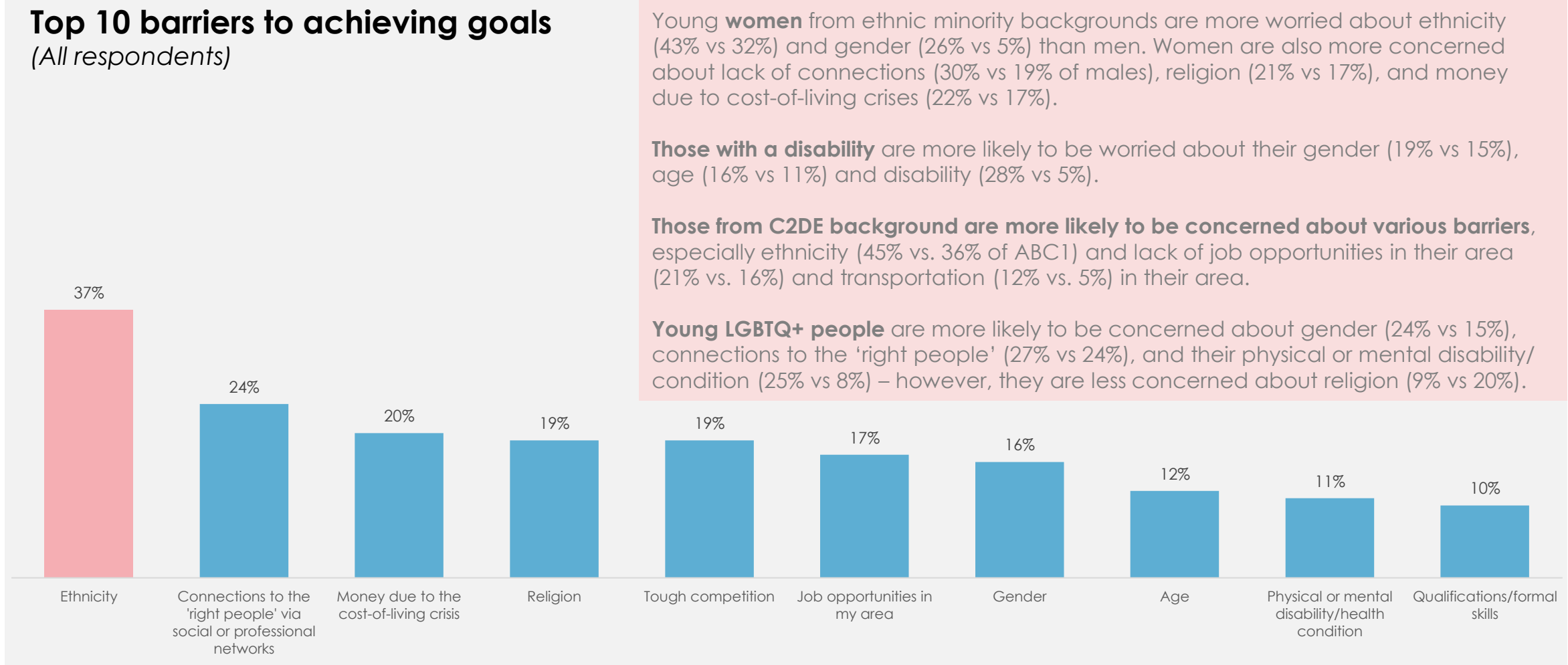
That said, those who belong to a religion are more likely to be influenced by family, friends, and their beliefs / values linked to their background than those with no religion. Muslim young people are still more likely to be driven by their own passions and interests than family (64% vs. 39%), whereas these influences are more even among Christians (47% vs. 30%).

Young bisexual people (49%) and those with a disability (42%) are more influenced by mental health. Gay and bisexual young people are less likely to be influenced by family (21% and 24% respectively) as are those with a disability (28%). Straight young people are also more likely to be influenced by their beliefs and values linked to their ethnic heritage (16% vs. 10% of gay and 9% of bisexual people).



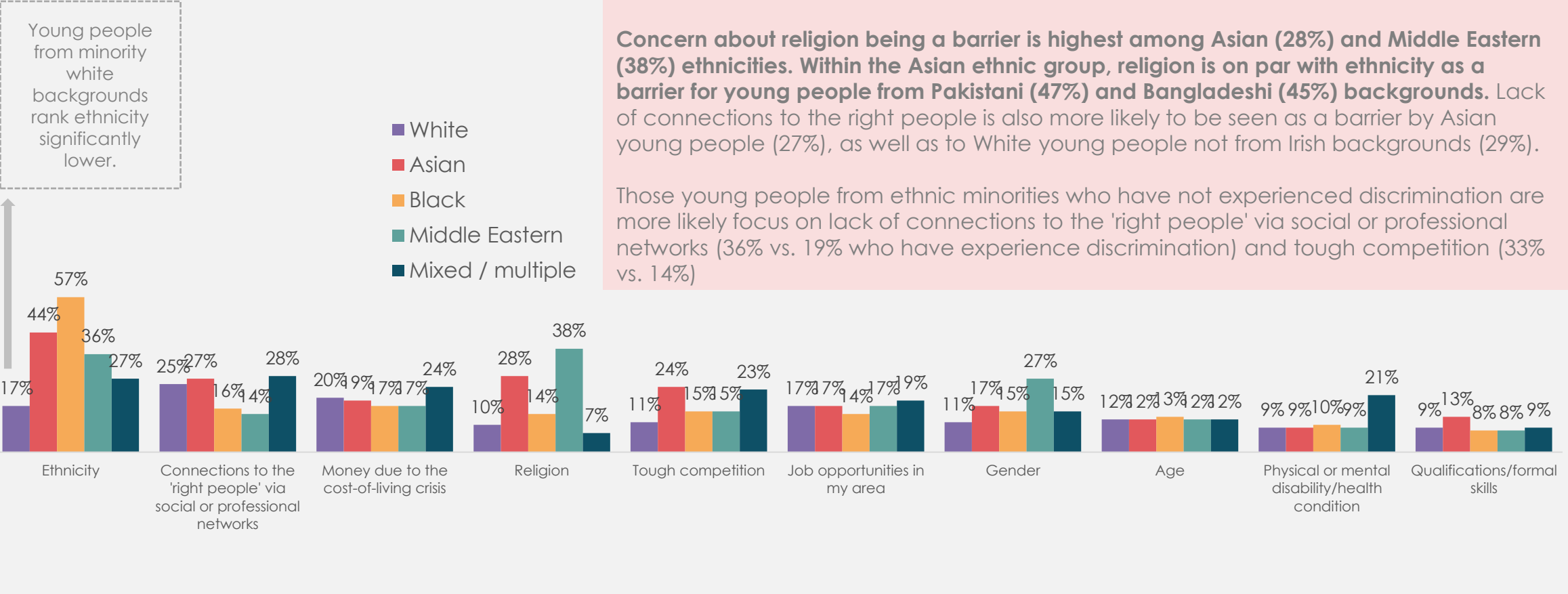
Young people from minority ethnic backgrounds consider ‘ethnicity’ to be the most significant barrier that they will face in achieving their personal work goals and ambitions.

Top 10 barriers to achieving goals (All respondents)



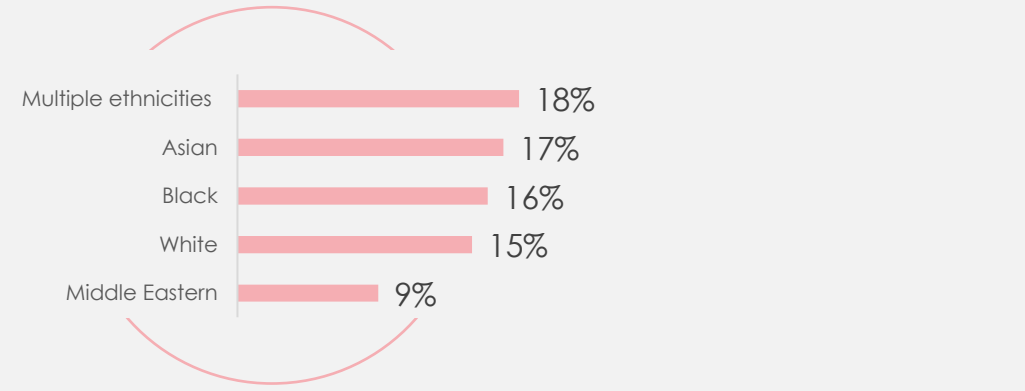
Ethnicity is an even more pronounced barrier for young women from ethnic minority backgrounds, and for those from lower socio-economic grades.

Top 10 barriers to achieving goals (All respondents , by ethnic background)

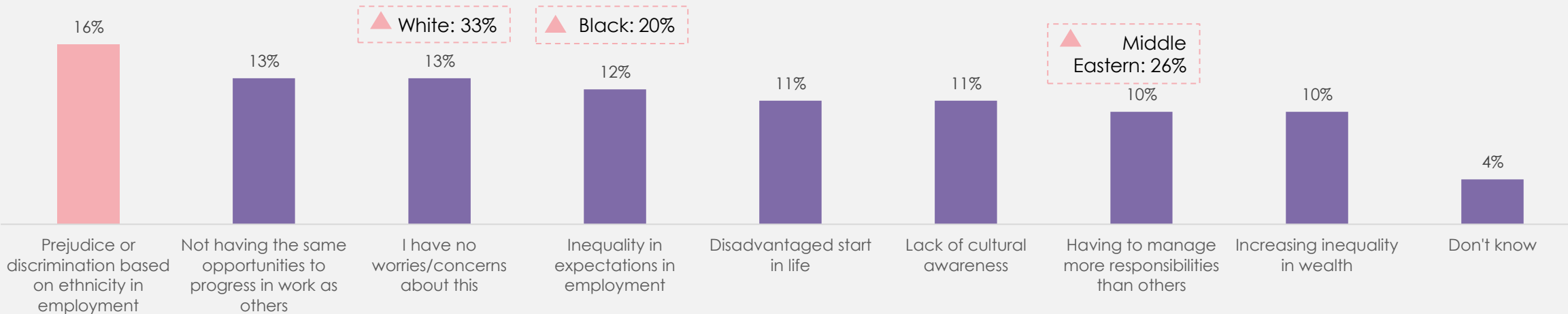


Young people from minority ethnic backgrounds are concerned about a range of barriers to work and employment prospects as well as prejudice or discrimination

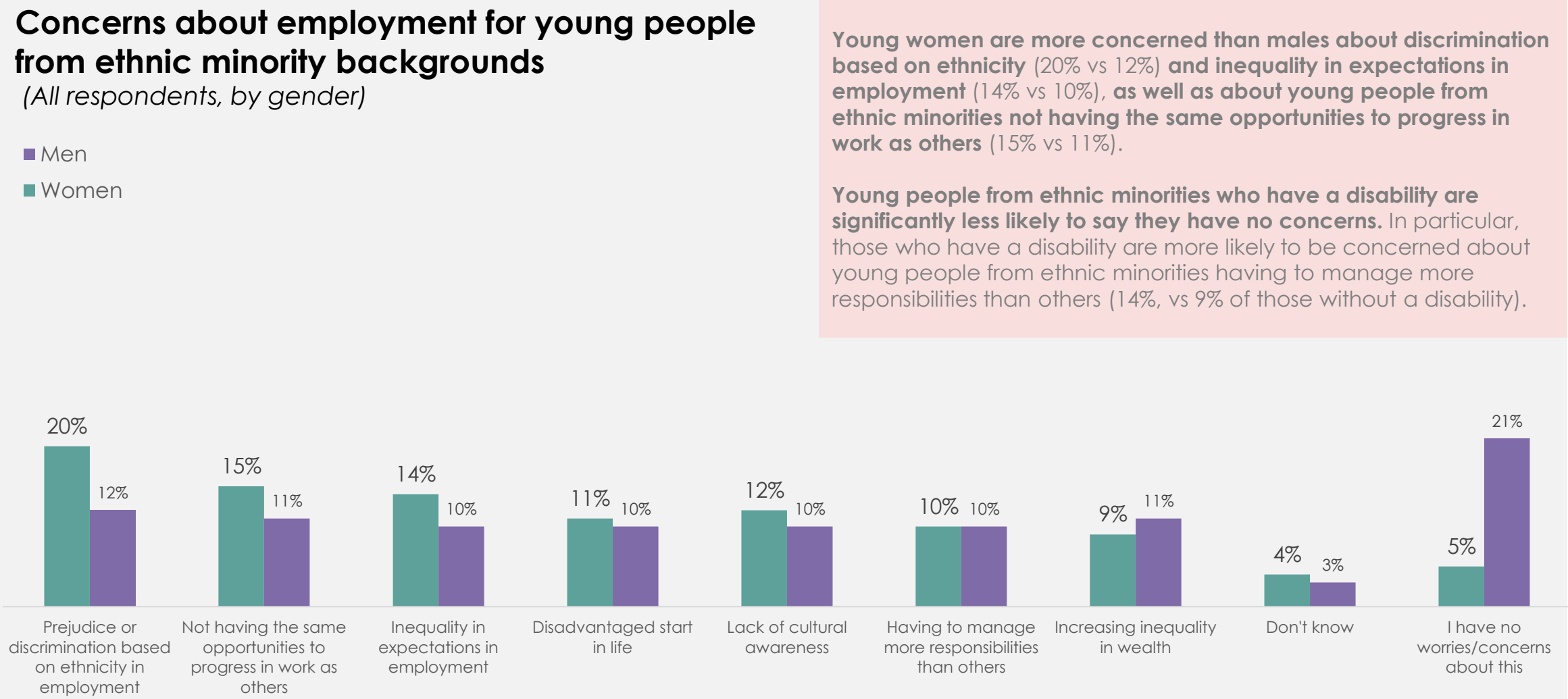
Concerns about employment for young people from ethnic minority backgrounds (All respondents)



Concern about the workplace for young people like them is much more varied than only discrimination based on ethnicity. For example, young Black people are most likely to be concerned about the inequality in expectations in employment (20%), while those from Middle Eastern backgrounds are particularly worried about having to manage more responsibilities than others (26%). Among Asian young people, those from Chinese backgrounds are most likely to be concerned about discrimination (25%), but are much less likely to have concerns about managing more responsibilities than others (3%).

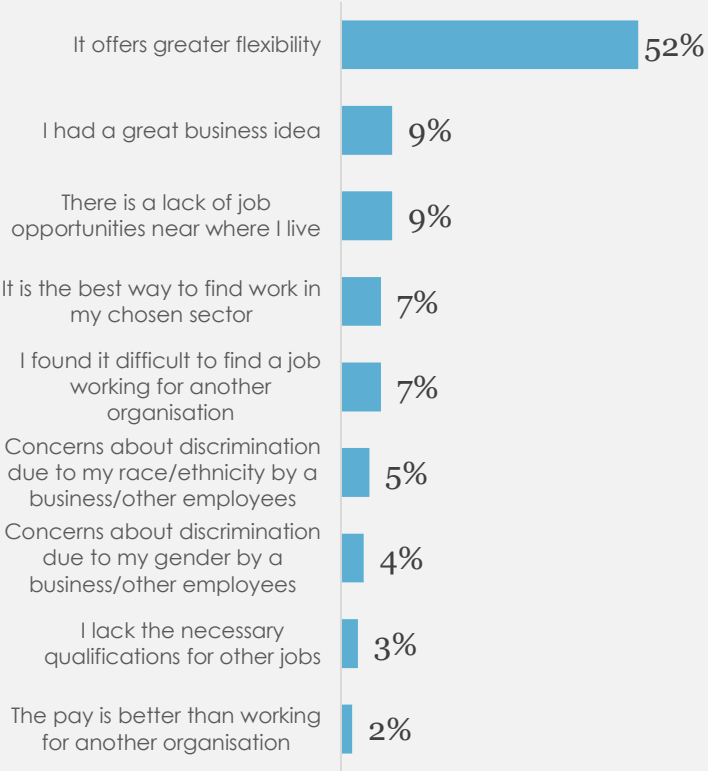


Men are significantly more likely than women to say they have not concerned about any of these work/employment scenarios

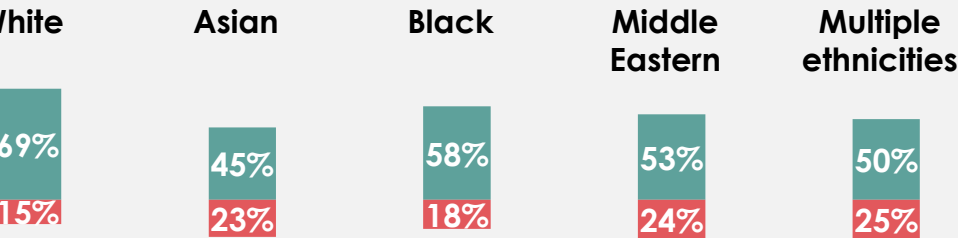


Only a small proportion of young people are self-employed, but it is widely seen as a way to overcome workplace barriers

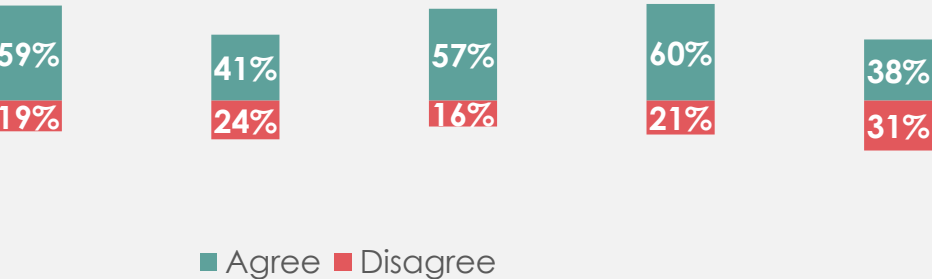
Reasons behind being self employed (All in self-employment)



“Self-employment is a way of overcoming discrimination in workplaces” (All respondents - % who NET: Agree)



“Starting my own business will enable me to fulfil my career potential and ambitions” (All respondents - % who NET: Agree)

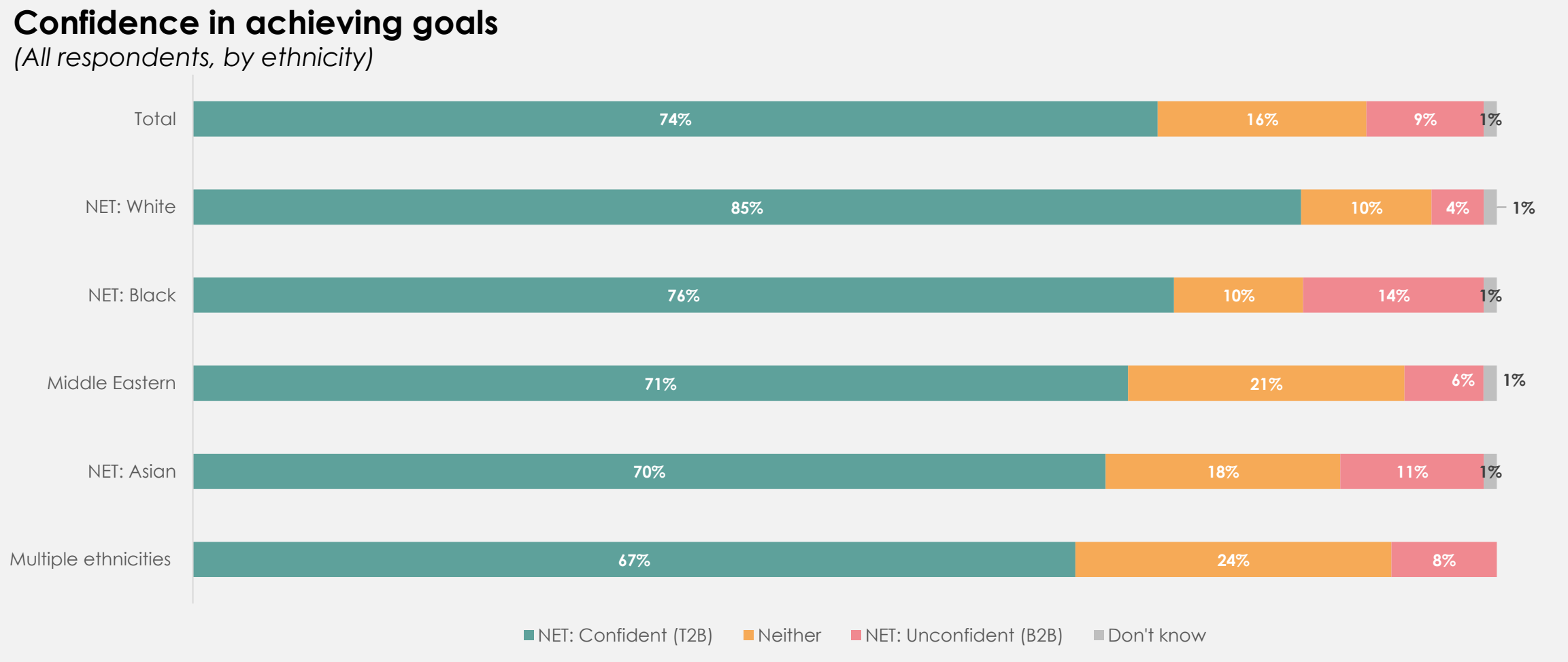


Flexibility is the main draw among those who are currently self-employed, cited by 52%.

More broadly, Young Black people and those from White (driven by Gypsy, Roma or Traveller) backgrounds are most likely to see self-employment as a way to overcome discrimination, and fulfil their career ambitions. Notably, 88% of those from Gypsy, Roma or Traveller backgrounds say starting their own business will enable them to fulfil their career potential and ambitions.

Across ethnicities, men have a more positive outlook than women on self-employment in terms of what it might help them achieve. For example, 78% of men agree that self-employment is a way of overcoming discrimination in workplaces, compared to less than half (46%) of women.

Whilst young people from ethnic minorities often have experienced discrimination, they are resilient in the face of these challenges with high levels of confidence



Three quarters (76%) of those who have experienced employment discrimination are confident they will achieve their goals

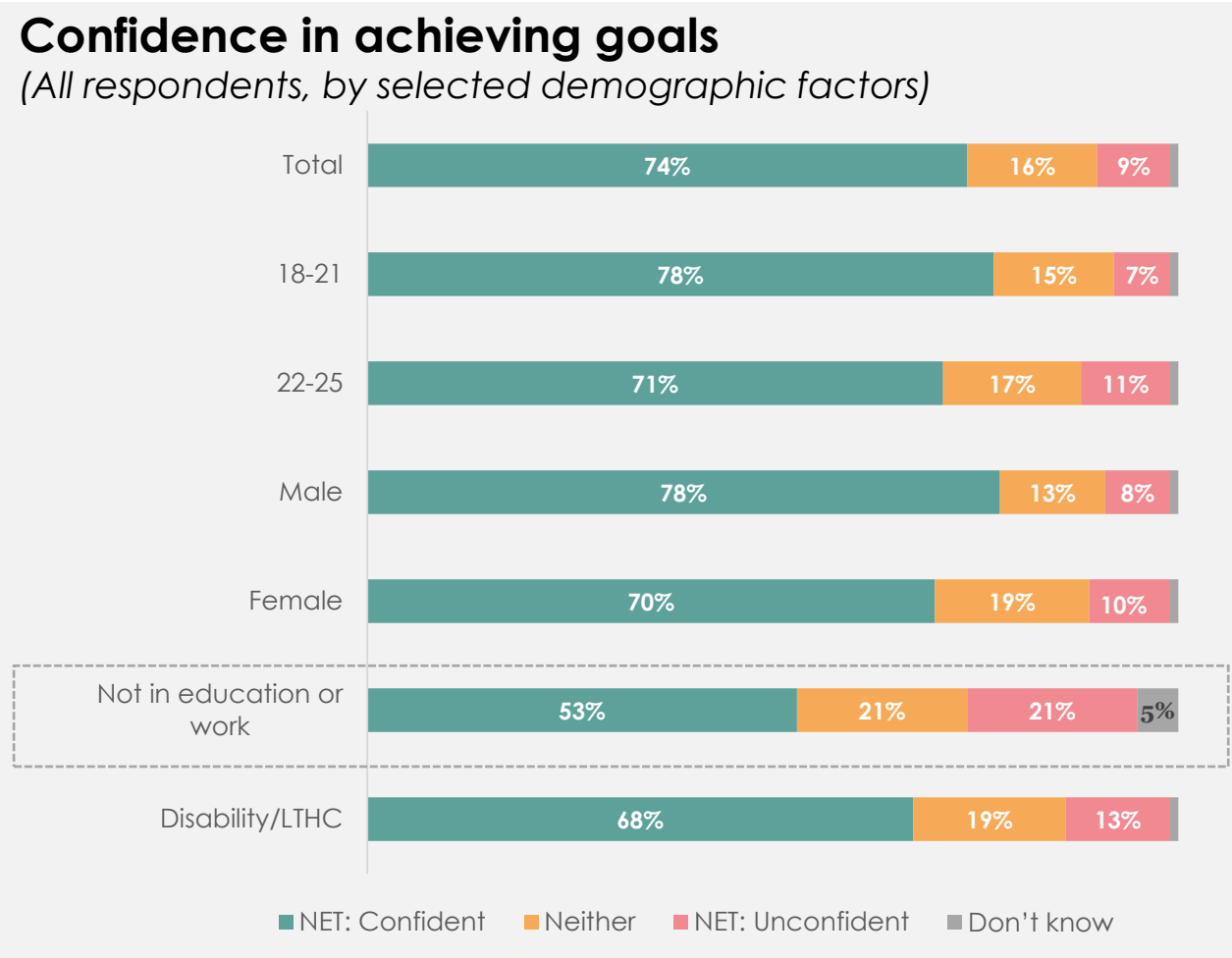
Confidence is higher among those who have experienced some sort of discrimination tested compared to those who have not (76% vs. 69%) – the latter are more likely to be neutral, perhaps reflecting less experience of the workplace.

On balance, confidence is highest for young people from White minority backgrounds (85%), and Black women (82%). There is limited variation within broad ethnic groups, except among Asian young people – those from Chinese backgrounds show much lower levels of confidence (60%) compared to those from Indian (77%), Pakistani (71%) or Bangladeshi (71%) backgrounds.

One in five (23%) **Black males** are not confident they will achieve their goals despite being more likely to be prioritising self-employment (20%). **On the other hand, across all ethnicities women have lower confidence than males in achieving their employment goals** (78%, vs 70%). While Black women are drivers for confidence, Asian (66%) and multiple ethnic (68%) women have the lowest confidence. Interestingly, Asian men have a relatively high confidence at 76%, second only to White males at 91%.



Being out of education or work has the most significant bearing on the confidence of young people to achieve their goals and ambitions



Confidence drops to its lowest for those neither working nor in education (53%). This group is most likely to aspire a high salary (52%) and a fun and interesting job (39%), however, 32% are concerned about lack of connections to the 'right people'.

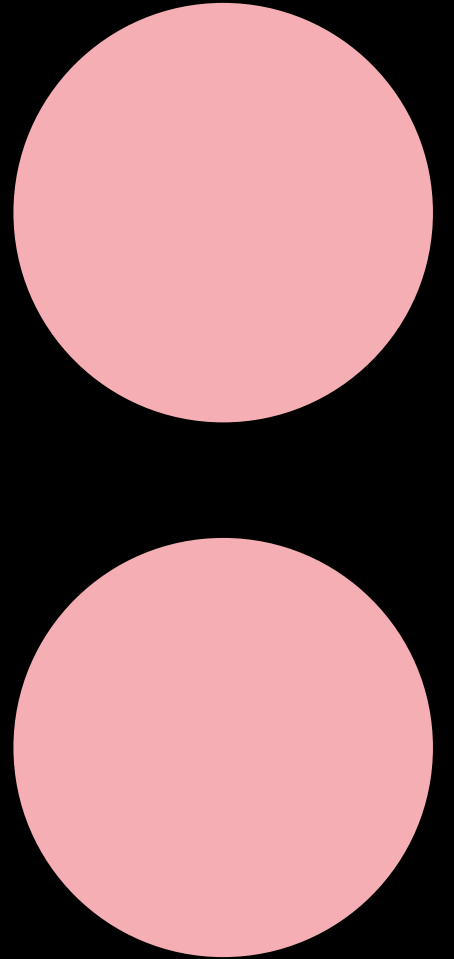
While socio-economic status does not influence confidence in achieving employment goals, there are significant differences in terms of region of domicile; those living in London have the highest confidence (79%), while young people from North East are the most 'unconfident' at 22%.

Confidence also fluctuates by age; 78% of young people from ethnic minority backgrounds aged 18-21 are confident in achieving their goals, dropping to 70% of those aged 22-25. Lack of confidence peaks at 24, one in five (21%) feeling 'unconfident'. Those aged 18-21 are more likely to prioritise impressing their family (10% vs 6%), while the terms of the job (salary, flexibility, conditions etc.) become significantly more important for those aged 22-25.

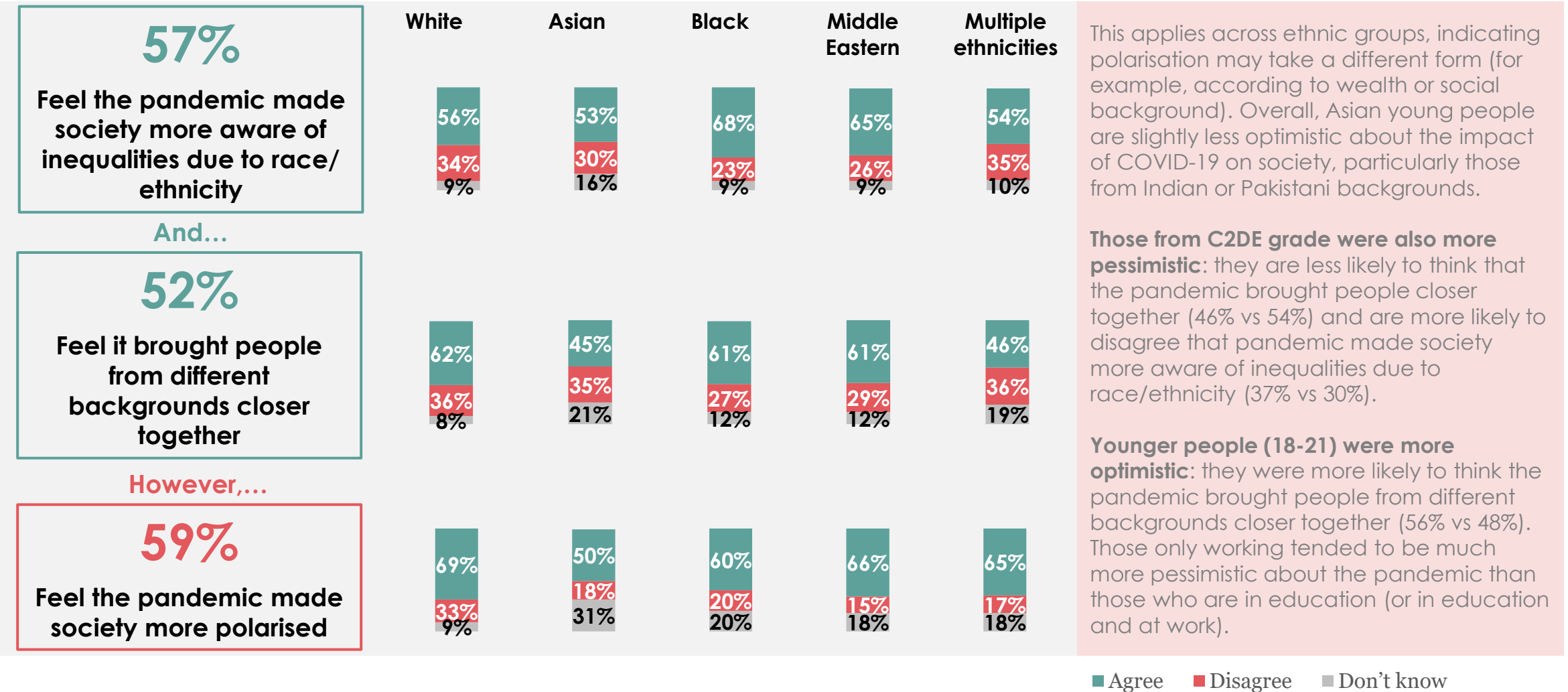
Young people from ethnic minority backgrounds who **have a disability are less likely to feel confident than their counterparts** in achieving their goals (68% vs. 78% of those without a disability).

Section 5

Impacts of the COVID-19
pandemic and cost of living crisis

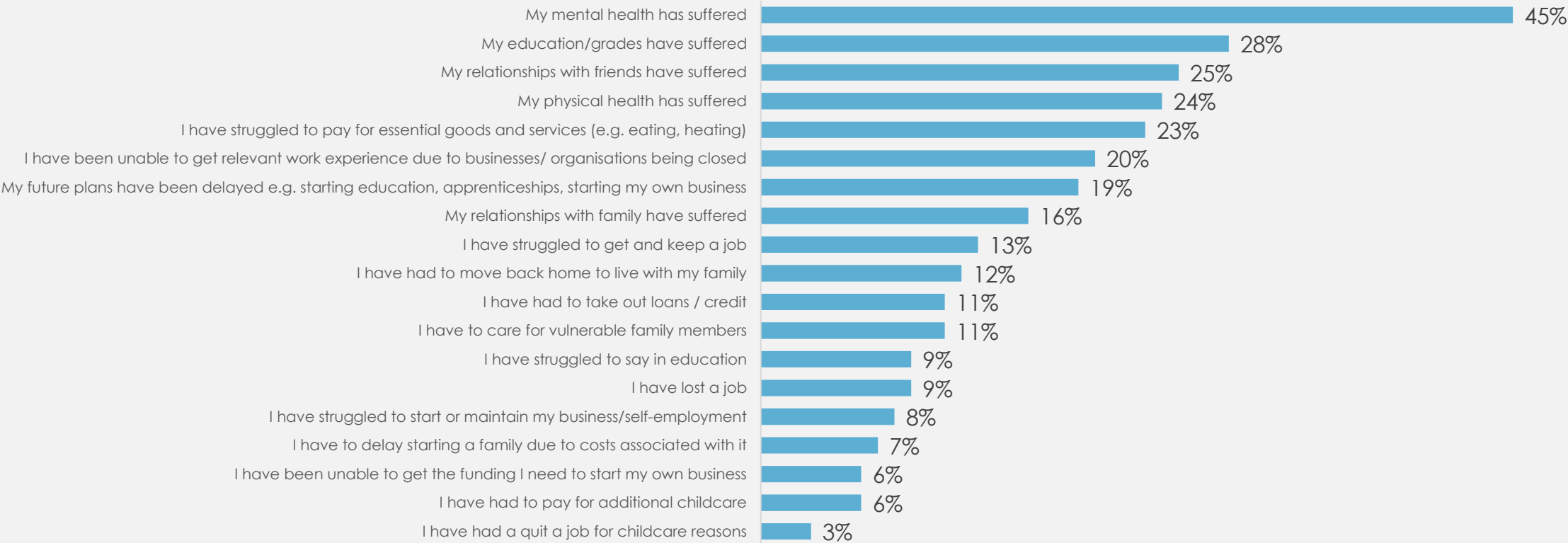


Young people's opinions on how the COVID-19 pandemic has impacted society is mixed



Negative impacts on mental health is the most common impact of the pandemic, while one in five say they have delayed future plans

Negative impacts of the pandemic *(All respondents)*



A third (31%) of young Black people struggled to pay for essential goods due to the pandemic

Young Black people are also more likely to have had their future plans delayed (24%), and to have taken out loans/credit (17%).

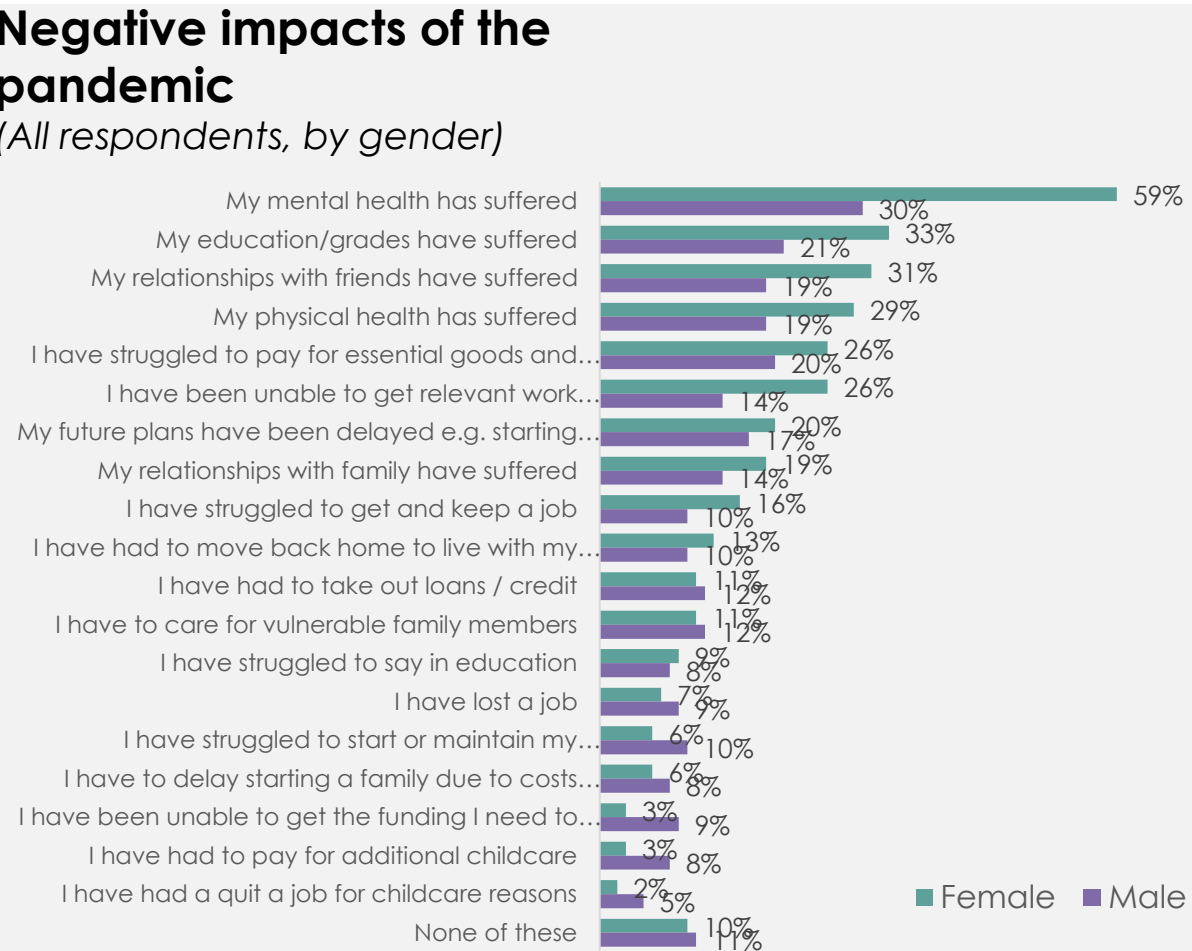
Young Asian people are more likely than other groups to say their mental health (50%) and education/grades (33%) have suffered. Within the Asian ethnic group, those from **Pakistani** backgrounds are more likely to say their physical health has suffered (33%) or that they have struggled to pay for essential goods (28%). Those from **Bangladeshi** backgrounds are more likely than other Asian ethnicities to have experienced direct impacts on employment prospects – such as being unable to get relevant work experience due to businesses being closed (29%), struggling to get and keep a job (20%) or struggling to start or maintain their business/self-employment (11%).

Those from **multiple ethnic backgrounds** are similarly likely as Asian young people to report negative impacts on mental health (54%) and education/grades (30%).

White young people, particularly those from Irish backgrounds, are least likely to have been negatively impacted.



Across ethnic minority groups, women and those from a C2DE socio-economic grade are more likely to have experienced negative impacts due to the pandemic

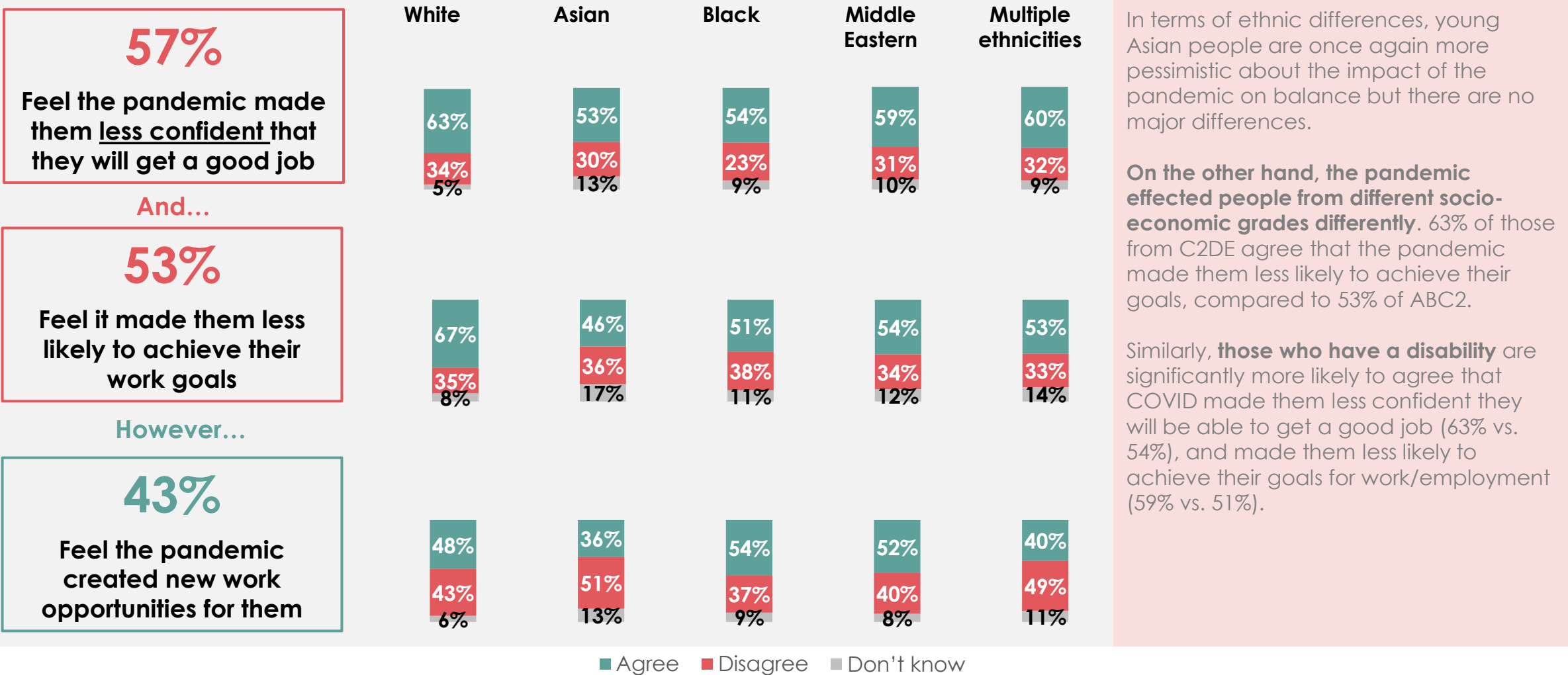


Across ethnic minority groups, women are more likely to have experienced negative impact. Men, on the other hand, are more likely to say they have experienced none (11% vs. 10%). This is particularly pronounced when it comes to the negative impacts on mental health (59% vs. 30%). Those with a disability or those who identify as LGBTQ+ are also more likely to have experienced each of the negative impacts tested. The latter also have struggled to stay in education (16%).

Young people in the C2DE socio-economic grade are more likely to have experienced multiple negative impacts: their mental health (53%) and education/grades have suffered (36%), have struggled to pay for essential goods and services (32%), have been unable to get relevant work experience (26%), had to take out loans / credit (16%) and have had a quit a job for childcare reasons (7% vs 3%).

Those who are in education and working at the same time were more likely to have had to take out loan (15%), to have struggled to start or maintain business/self-employment (10%), and to had to delay starting a family due to costs associated with it (10%).

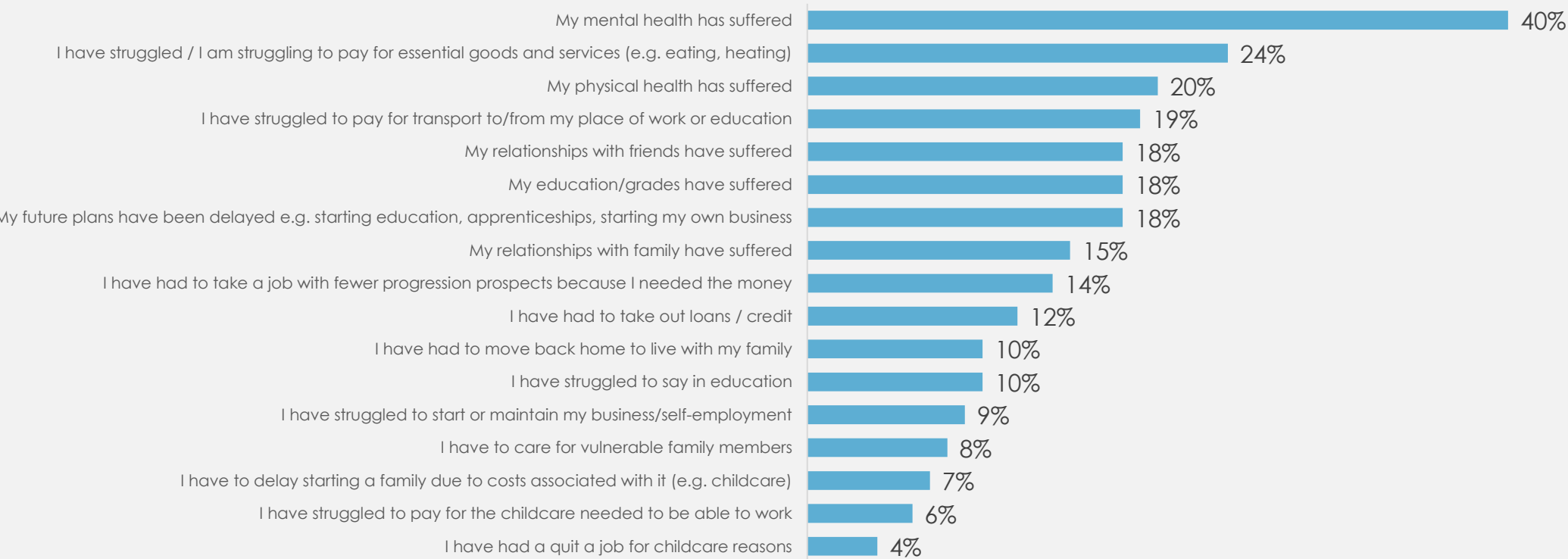
Around half of young people feel less confident about work and that they are less likely to achieve their goals, but there is some optimism around the pandemic too



Mental health is once again coming under pressure from the cost-of-living crisis, while a quarter (24%) are struggling to pay for essential goods

Negative impacts of the cost-of-living crisis

(All respondents)



Young Black people are particularly likely to be impacted by the cost-of-living crisis

In addition to being more likely to struggle to pay for essential goods and services (31%), they are also more likely to have struggled to pay for transport to/from my place of work or education (23%), had relationships with family suffer (18%), taken out loans / credit (15%), struggled to maintain their business/self-employment (15%), and had to care for vulnerable family members (13%).

Young people from Middle Eastern backgrounds are particularly likely to have had their education or grades suffer (28%), and are also more likely to have had their physical health suffer (27%) or have had to care for vulnerable family members. They are much less likely to say their mental health has suffered (28%) or to have struggled or be struggling to pay for essential goods (18%).

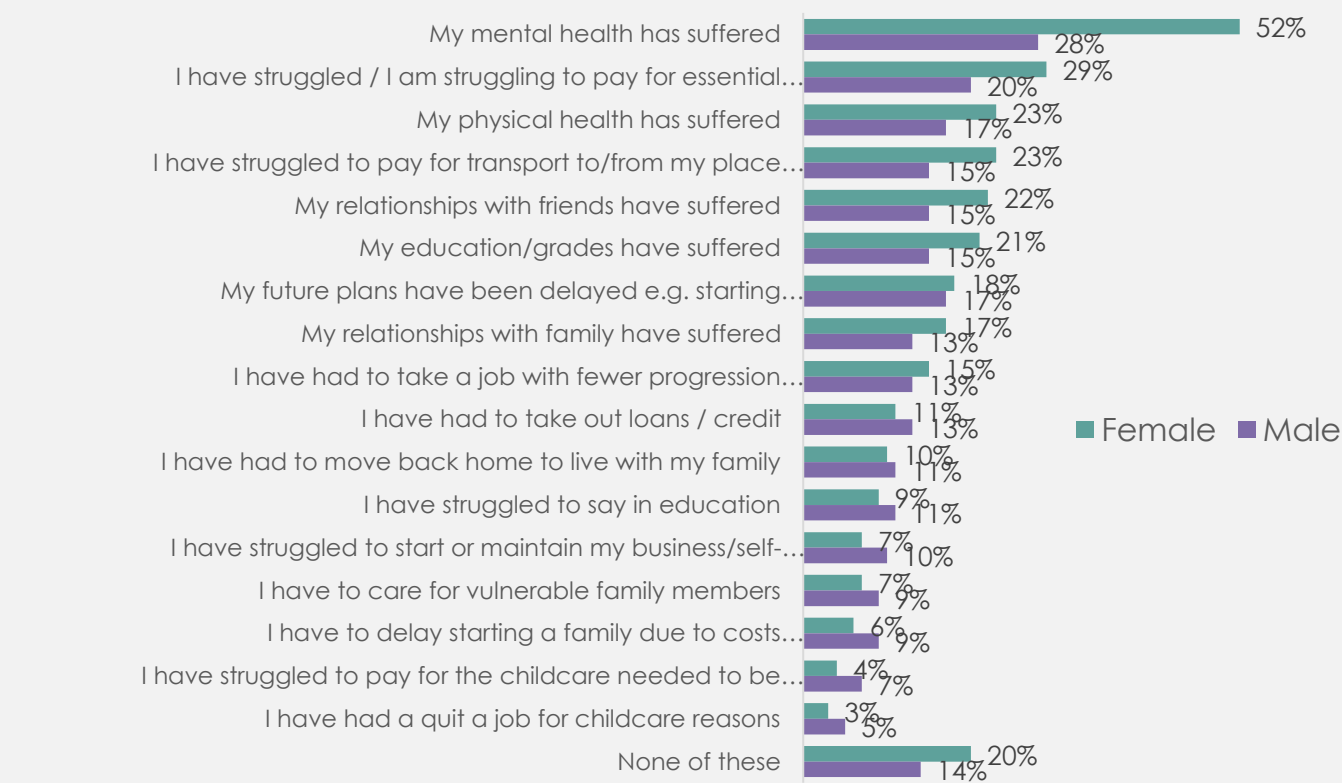
Among Asian young people, the most common impact has been on mental health (44%), but overall they are more likely to say they have experienced 'none of these' impacts (22%). Experiences across different Asian ethnicities are relatively consistent, but Pakistani and Bangladeshi young people are more likely to have struggled to pay for transport to work/education (both 25%), while Chinese young people are much less likely to say their physical health has suffered as a result of the cost of living (13%).



As with the pandemic, the cost-of-living crisis disproportionately impacts young women from ethnic minority backgrounds

Negative impacts of the cost-of-living crisis

(All respondents, by gender)



As with the COVID-19 pandemic, women are more likely to have experienced negative impacts; once again, this is particularly noticeable when comes to mental health (52% vs. 28%).

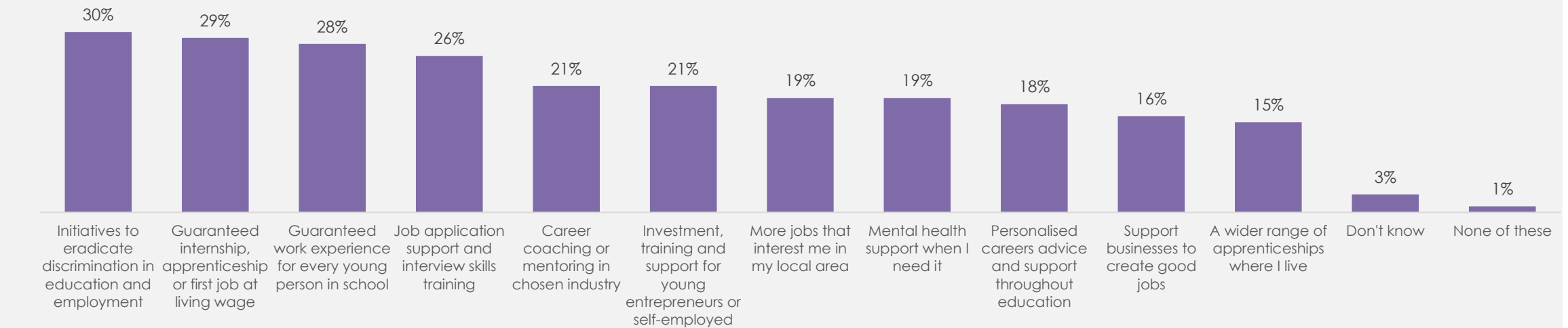
Those belonging to C2DE grades were also more impacted by the cost-of-living crisis in various ways: they are more likely to have struggles paying for essential goods/services (33%) and for transport (27%). Their mental health (48%) and education/grades have also more likely to have suffered (33%), and found it harder to stay in education (17%) or to start/ maintain their business/self-employment (14%). They are also more likely to have to care for vulnerable family members (12%).

Young people from ethnic minority backgrounds who have a disability were more likely than those who are not to have felt the various cost of living crisis impacts – similarly to the impacts on COVID-19.

Government support in the form of guaranteed ‘good’ employment in some form has the widest appeal

What the government should do

(All respondents)



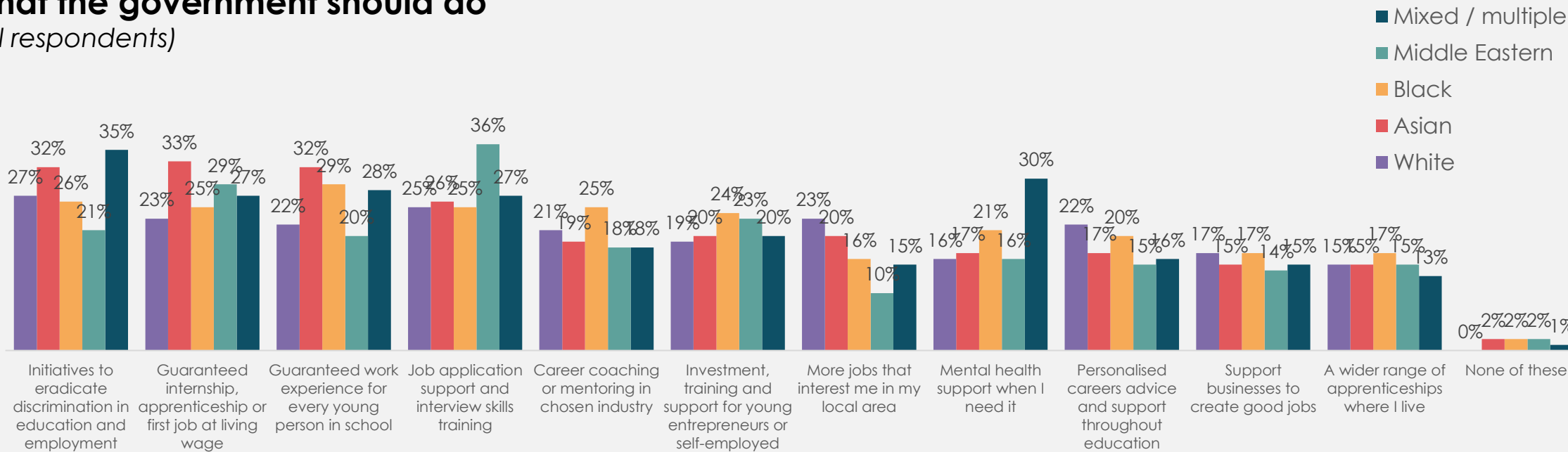
Young women from ethnic minority backgrounds were more likely than their male counterparts to want job application support and interview skills training (30%), as well as guaranteed work experience (34%) and guaranteed internship, apprenticeship or first job at living wage (31%). The latter was also important for 1 in 3 (36%) of those from a C2DE socio-economic grade. **Mental health support was also more likely to be among the three most attractive measures for women (23%) and those with a disability (31%).**

Nearly 1 in 4 (23%) of those aged 22-25 were interested in investment, training and support for young entrepreneurs or self-employed, while those aged 18-21 were more likely to want guaranteed work experience for every young person in school (30%).

Support for guaranteed employment opportunities is generally stronger among young people from Asian backgrounds, while self-employment initiatives are more likely to draw interest from Black young people

What the government should do

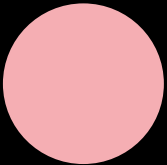
(All respondents)



Support for guaranteed employment initiatives is particularly strong among those from Bangladeshi backgrounds (41%). They are also more likely to want to see more jobs that interest them in their local area (28%).

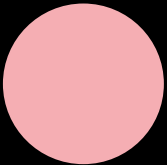
Young Black people are more likely to prioritise support with self-employment, such as career coaching or mentoring in their chosen industry (25%) or investment, training and support for young entrepreneurs or self-employed (24%). This reflects that young Black people are more likely to aspire to self-employment. **Middle Eastern young people are most likely to want the Government to provide job applications and interview skills training (36%),** while those from multiple ethnic backgrounds are more likely than other groups to say they want mental health support (30%).

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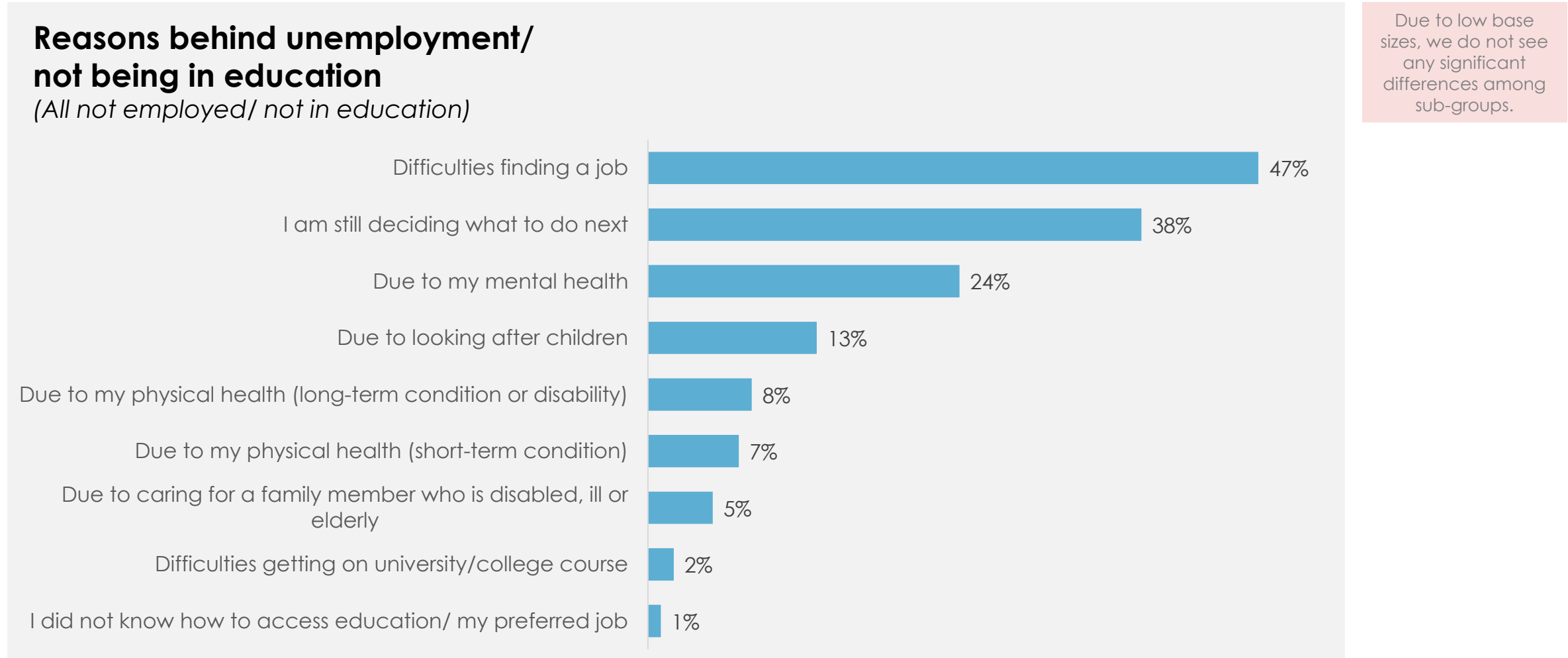
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Appendix

Difficulties finding a job or being unsure about what to do next are the main reasons for not being in education and/or work



Technical note

Sampling

The survey sample is drawn from pre-recruited online research panels, and used a non-probability quota sampling approach to achieve a sample representative of young people aged 18-25 from minoritised ethnic backgrounds (defined as non-‘White British’ backgrounds) by ethnicity, age, gender and region. Savanta uses an above industry standard combination of technological and manual checks to validate both respondent and their responses to ensure that data is of the highest quality, including geographical validation, digital fingerprinting, Google Captcha, and double opt-in email validation.

Quotas and weighting

Following fieldwork, RIM (Randomised Iterative Method) weighting was applied to ethnicity, age, gender and region to address any discrepancies in quotas and make the sample representative of young people aged 18-25 by these factors. The weighting efficiency is 72.33%.

Significance and statistical testing

Statistical significance tests were applied to the data at the 95% confidence level. To test the statistical significance of differences between sub-groups; Z-tests were applied on percentages, and T-tests were applied on means.