

BRIGHTON AND HOVE

RACE EQUALITY OF
EMPLOYMENT AND SKILLS
IN THE CITY

RESEARCH AND RECOMMENDATIONS

October 2016



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Brighton & Hove

Race Equality Issues of Employment and Skills in the City

1 Executive Summary

- 1.1 Brighton & Hove has a strong reputation for its laid-back, liberal feel and its positive sense of inclusiveness and diversity. This reputation is reflected through 'Pride', and the profile and efforts to support LGBT equality issues in the city. It is also based on the city's youthful vibe, and Brighton & Hove as a seaside destination and a place of expression and relaxation. However, this reputation is not always the experience of all people. Almost inevitably there are levels of inequality in a wide spectrum of activities and elements of social, health and economic life.
- 1.2 With respect to people's engagement in the working environment there are obvious disparities of employment and unemployment in the labour market, which often result in different economic outcomes and achievements. From a race equality perspective, the evidence from this research shows that there are areas of underrepresentation of Black and minority ethnic (BME) people in the labour market and in employment and skills across the city.
- 1.3 Brighton & Hove's BME population is dispersed across the city; the community is growing steadily and is proportionally younger when compared with the whole population. The community infrastructures that support the BME people are limited. There are few umbrella organisations and a larger number of small single-ethnic associations and bodies. Faith organisations also play a part in this infrastructure with mosques, temples, synagogues and churches providing a strong community focus. Many of these organisations provide cultural and educational support but more often, they simply provide a meeting space for the city's diverse communities.
- 1.4 The City Council and other public institutions have previously undertaken independent reviews of equality, race equality, and fairness across Brighton & Hove - most recently with the presentation of the recommendations by the Fairness Commission in June 2016. From a workforce perspective, the council and other public bodies have had assessments with numerous recommendations to address race equality concerns. It is clear from these reports that much has been reviewed in the past to assess the needs of BME communities. Indeed, some of these reports have also reviewed employment and skills in the city. What seems clear from all these studies is that there is a strong collective recognition that if the city truly wants to be strong in its response to race equality, more needs to be done to support BME communities to access resources and provision locally and to enable these communities to effectively compete in the city.

Introduction

- 1.5 Seeking and gaining employment is an individual pursuit, as people are clearly unique and different jobs will better suit some more than others. A real factor in all, if not most employment, is that people need to be able to meet the requirements of the job but employers are looking for someone who can not only fulfil the role but hopefully do more and add value. To be able to compete effectively in the labour market prospective employees need to be job ready. In Brighton & Hove, the notion of job readiness is critical and this applies to all people from all communities. Clearly everyone who has the right to work should have the opportunity to seek

employment in whatever way they can and to access the labour market to fulfil their need for work and the income that it generates.

- 1.6 There are clear barriers to employment for many people, including personal and financial barriers; legal barriers; health, emotional and physical barriers; training, qualifications and work experience; and job seeking knowledge and preparedness. Nonetheless, it appears that some generic barriers are more likely to affect some communities than others. Evidence shows that there are some more specific barriers for BME communities putting some of these groups further away from the labour market. In short, there is a strong likelihood that some people are better placed to succeed in the labour market and others are less able to access it and therefore less likely to get a job.

Assessing the data

- 1.7 Across Brighton & Hove, the data review clearly shows the underrepresentation of BME communities in employment and an overrepresentation of those that are economically inactive. Compounding this inequality, there is a lower uptake of training opportunities and apprenticeships from some BME communities, disproportionately affecting outcomes and ultimately their ability to access employment. There is also evidence of limited access to career progression for some, particularly those working in large public-sector organisations - this is an important area to address.
- 1.8 It is difficult and not desirable to lump all ethnic minority groups into the same category and analysis of the data shows this to be the case, particularly as it masks the differential achievements of different groups. Moreover, there are examples, in all communities, of successes and achievements in the labour market. In some cases, determinants such as age and gender affect employment and skills outcomes or at least seem to be reflected in the data reviewed.
- 1.9 The full BME community in Brighton & Hove represents 19.5% of the city's overall population¹. Indeed, from an employment and skills perspective, white Irish and white Other groups outperform the white British Population and so when they are included in the BME statistics they push up the overall BME outcomes and mask the under achievements of other 'Non-white' BME categories. In some of the analysis, this report has taken out those that are white Irish, Gypsy and Irish Traveller² and white Other and in this case the BME population makes up just under 11% of the population. In other areas of analysis, we have addressed the issues of the white Gypsy and Irish Traveller population, which currently is 0.4% of the city's population. This group also has higher levels of unemployment and lower levels of economic activity in the working-age population and seems in many ways to reflect the employment and skills outcomes of the city's non-white BME population.
- 1.10 Economic activity data (2011 Census) shows:
- 66% (n=122,121) of the city's population are economically active compared to 67% (n=29,568) from the BME population and 61% (n=13,704) from the BME population, excluding white Irish and white Other.

¹ Census 2011

² The employment needs of Irish or Gypsy Traveller groups have been address separately within this report.

- The unemployment rate is 7% (n=9,419) across the city, the BME unemployment rate is running at 10%(n=1,632)
 - 34%(n=77,335) are economically inactive across the city compared to 39% (n=14,535) from the BME population.
- 1.11 This headline data shows a clear difference between the whole population and the BME population in the city. In fact, these differences are even more distinct when one looks at specific ethnic groups.
- 1.12 In relation to economic activity, the city's rate is 66% across the whole working-age population. However, the levels of economic activity are lower among some ethnic groups, with Pakistani economic activity running at 51%, Irish or Gypsy Traveller 51%, Black African 52% and Bangladeshi 53%.
- 1.13 The city's unemployment rate is 7% compared with 19% Black African, 17% mixed white/African, 16% mixed white/Caribbean, 15% Gypsy or Irish Traveller, 14% Bangladeshi and 12% Pakistani. These rates show that unemployment levels are much higher for some ethnic communities in the city.
- 1.14 There is a clear contrast regarding economic inactivity. Across the city, 34% of the population are economically inactive compared with 61% in the Chinese population, 53% in the Arab population, and 41% in the Pakistani population. Indeed, there are some quite significant levels of disparity in the levels of economic inactivity when breaking down these ethnic clusters to their constituent groupings.
- 1.15 Of those that are employed, except for a higher percentage of BME people employed as process, plant and machine operatives, all other occupation types have proportionately fewer BME people in Brighton & Hove. The employment profile of the BME and the white population by industry type is similar. The most striking difference is the proportion of people employed in distribution, hotels and restaurants, accounting for more than one quarter (26.6%) of BME people compared with 18.8% of people who are white British.
- 1.16 Regarding educational attainment, the picture differs - 40% of BME people have a level 4 qualification (degree equivalent) compared with the citywide figure of 37%, with Asian people having 41%, Mixed 37% and Black people 37%. Correspondingly, 9% of the BME population have no qualification against a citywide population figure of 16% (white British population 17%), compared with the Black population with 7%, Mixed populations with 7% and Asian population with 9%. This would suggest that degree-level education attainment is slightly higher proportionally in the BME groups. In contrast, a far higher proportion of the white British population have no qualifications at all.

Research findings

- 1.17 As part of this research, interviews were completed with stakeholders, employers and community representatives/ A survey was also undertaken with BME people in the city (118 responses) and 11 focus groups were completed.
- 1.18 The headline **survey** findings indicated that:
- There is a clear perception that there are barriers to accessing employment, skills, training and apprenticeship programmes in Brighton & Hove for people from BME communities.

- Respondents feel discouraged from submitting applications in the first place. A recurring perception from the responses and comments is that most jobs are 'earmarked' for people that are already working within the organisation.
- Respondents feel strongly that employers discriminate and all too often jobs are given to less-qualified and a less-experienced non-BME applicants.
- Respondents feel the application process is difficult and cumbersome and differs between organisations.
- There is a perception among respondents that employers lack awareness of cultural differences and do not promote diversity. In some cases, employers at interview negatively perceive English spoken with an accent and do not recognise overseas qualifications and experience.
- BME women feel, in addition to the above, their barriers to accessing employment, skills, training and apprenticeship programmes are further increased by the demands and cost of childcare for small children and the lack of part-time employment opportunities.
- In improving access to employment, skills, training and apprenticeship programmes, many feel access to more information about skills, training and apprenticeship programmes is required. For example, through community centres and places of worship supported with access to English classes such as ESOL.

1.19 With respect to specific survey findings:

- 64.4% agree they know where to look for jobs.
- 61.5% agree support would help them to compete for jobs in the city.
- 60.2% agree they were treated with respect during the interview.
- 46.1% agreed it is easy accessing information about jobs.
- 42.2% agree their experience and qualifications have been taken into consideration.
- 39.2% agree that application processes are orientated towards certain people getting the job.
- 32.4% agree they feel they are poorly equipped to compete for jobs in the city.
- 28.0% agree they go for jobs that other BME friends/acquaintances tell them about.
- 25.0% agree they found getting a job in Brighton & Hove easy and straightforward.

1.20 The key findings from the focus groups indicate that:

- BME people engaged in these focus groups were, overall, aware that when they arrived in Brighton & Hove that they were migrants to the city and their need to work and earn was strong. This often meant taking whatever work was available.
- A strong proportion of people felt there was bias and/ or discrimination in the employment market. Several mentioned discrimination, stating that employers said that they did not have the skills, did not meet the requirements of the job or did not have the experience. But many felt this was not the only reason and that they were simply not wanted by the employer and their face did not fit.
- Key barriers included, effective English (without which employment options were limited to working with employers from within their own communities); to some extent the recognition of qualifications achieved elsewhere (too costly to convert); and simply not knowing how to find out about jobs.

- Several had registered with employment agencies and had success getting work through these bodies, but there is a cost and there is a concern that they were being used to make profits for the agencies.
- There was little understanding of cultural and/or religious needs by both employment agencies and employers. Some were prepared to help and support where they understood these needs. Others were keener to ensure that every member of staff worked to the same conditions and so did not allow any adaptations for staff from different ethnic groups.
- Employers are clever and do not want to seem to be discriminating but often 'we know they don't want someone like me from a different ethnic group'.
- Apart from school and university few had undertaken further work-related training, particularly training to get into new areas of work.

Key race equality issues in the labour market for Brighton & Hove

1.21 There are clearly generic barriers to the labour market in Brighton & Hove. The key race equality issues in the labour market are set out below. They reflect the research undertaken and have been highlighted to support the improvement of economic outcomes for the BME communities in the city:

- Unintentional and intentional **bias** clearly exists in the labour market. The city's larger employers, particularly in the public sector, have sought to address this through established Equal Opportunities policies and practices, particularly in the selection and recruitment processes. However, most smaller businesses do not embody these policy positions in their staff resourcing and appointment practice.
- **Discrimination and Racism** have been cited by BME communities furthest away from the labour market. This has equally been a concern for staff progression, training and internal promotion.
- Poor written and verbal **English** is a significant problem for BME people. Business and customer-focused language is particularly needed for a range of jobs in the city.
- Complexity of the **application process**, particularly online applications has been cited in consultation with the BME community and indeed by some staff within the public-sector establishments in the city.
- Effective equality decisions need to be based on **effective equality monitoring**. There is currently a wide range of data sets for race equality in employment and skills. Some of this information is based on inconsistent matrices and in some cases; the monitoring is poor and inconsistent. Monitoring needs to be in line with census monitoring data and needs to improve to secure a better understanding of the impact of the City Employment Skills Plan (CESP) going forward.
- Across the city, there is **underrepresentation** of BME people, in some occupation types and in senior positions within most workforces.
- Through this research, there is poor **awareness and knowledge** of available services and this limits access to local job opportunities for the BME community.
- There is demand for more **inclusive labour market initiatives** coupled with specific BME services for employment and skills support.
- Underrepresentation within the hierarchy of organisations and lack of **visible leadership roles** for BME members of the community.
- The **public sector** needs to address its race equality commitments through:
 - A workforce which reflects the community

- More accessible and fair selection and recruitment processes supported with ongoing training
- Promotion of social value³ through the Public Procurement process to develop greater employment opportunities for BME people in the city.
- Recognition of the further issues faced through ethnicity and gender and, particularly, the need to support **BME women** into the labour market. This would need targeted training and support and potentially targeted and priority childcare.
- Recognition of **Professional and Educational qualifications** gained abroad has been cited as a concern for some BME people. Ensuring that they have ready access to the UK NARIC (the designated United Kingdom national agency for the recognition and comparison of international qualifications and skills) is a strong starting point and this engagement needs to be supported.
- **Supporting BME Business**, particularly to support their response to enforcement, business regulatory fulfilment, representation, networking and mutual support. It is evident that support for growth of BME businesses is not forthcoming at present in the City and this needs to be improved.
- Improving the responses to employment by the **BME third sector** is a key issue for the city. The BME third-sector organisations are undergoing some forms of organisational transition, with new board members and the need to secure their funding position and sustainability. Nonetheless, there has in the past been little engagement with BME organisations in supporting skills and employment of their members and communities in the labour market. A more robust BME third sector could play a pivotal role in ensuring that BME communities make progress in accessing skills and jobs to succeed in the labour market.

Recommendations and actions

- 1.22 The BME community is dispersed across the city and there are no distinct localities where the BME communities live in any large densities. Nonetheless, this lack of critical mass within the city does not ameliorate the need for action. Employment and skills evidence shows that there are disproportionately more negative outcomes for BME communities in terms of accessing work, career progression, economic inactivity, qualification and educational attainment and skills development and apprenticeships. While educational attainment and qualifications are relatively strong in the BME community, apart from the Gypsy and Irish Traveller community these outcomes also vary between people's educational backgrounds and the length of time they have been in the country.
- 1.23 Throughout this report there are a wide variety of areas of concern which if mitigated would improve the employment and training outcomes of BME communities in the city. While not all of these potential recommendations are possible at any one time, in conjunction with the project working group, the report highlights those recommendations and actions, which are felt to be deliverable and which if applied would make the greatest impact.
- 1.24 The research findings echo the City Employment and Skills Plan perspective that there is a clear need for effective leadership and accountability for delivering on employment and skills ambitions in Brighton & Hove. We recommend that the Learning, Skills and Employment Partnership overseen by the City Management

³ Define social value

Board takes on responsibility for overseeing progress against the recommendations and actions set out in this report and integrate them into the CESP recommendations. We also recommend that either the existing CESP 'Action Groups', or where appropriate new task and finish groups, are accountable for progress on individual actions and that the actions should be reviewed by the Brighton & Hove BME Needs Assessment Working group and or possibly the city's Equality and Inclusion Partnership.

Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
Recommendations and Actions for the CESP						
1	Set BME Employment and Skills targets ⁴ for the key outcomes of the CESP	<ul style="list-style-type: none"> Under-representation in Economic Activity Higher rate of unemployment Higher rates of economic inactivity (See Section 3 of report) 	<ul style="list-style-type: none"> Meet with Action Group chairs to negotiate targets in the CESP CESP Action Group Leads to agree the setting of BME Headline targets for outcomes Set monitoring arrangement to assess achievement of targets 	<ul style="list-style-type: none"> Cost neutral 	<ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Learning, Skills and Employment Partnership 	Spring 2016
2	Address the under-representation of BME people achieving apprenticeships in the city	<ul style="list-style-type: none"> Low levels of BME apprenticeship take up City College, Sussex Training Providers, although more reflective in Northbrook College (See Section 3 of report) 	<ul style="list-style-type: none"> Work with training providers and BME businesses to define specific actions to deliver change including, promotional material, engagement of BME communities and parents Engage with BME Businesses to offer apprenticeships Engage with SMEs across the city to increase the recruitment of BME apprenticeships Review findings from the BME Employment Research and Recommendations report and set priorities for future delivery addressing barriers experienced by BME Communities 	<ul style="list-style-type: none"> Contained within existing budgets 	<ul style="list-style-type: none"> Employer Action Group Children, Families and Learning Economic Development Sussex Council of Training Providers 	Autumn 2016 Spring 2017 Spring 2017 Spring 2017
Recommendations and Actions for Public Sector and Large Private Sector employers						
3	For the Public Sector to take a lead to address race equality in its workforce	<ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports BME Needs assessment 	<ul style="list-style-type: none"> Deliver on actions set out in Workforce Equalities Reports All public partners to review Employment/Workforce Equalities Reports Raise the profile and seek to celebrate BME staff within the organisation. 	<ul style="list-style-type: none"> Contained within existing budgets 	<ul style="list-style-type: none"> HR Leads and CEO in public bodies across the city 	Autumn 2016 Spring 2017

⁴ Ethnicity targets to be based on 19.5% BME and 11% BME when white Irish and white Other are removed

Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
4	For the Public Sector to take a lead to address race equality in its procurement processes	<ul style="list-style-type: none"> Commitment to implement the social value framework for procurement 	<ul style="list-style-type: none"> Set employment targets for service providers requiring them to develop a workforce that reflects the community, ensuring 19.5% BME representation in the workforce and 11% BME without white Irish and white Other 	<ul style="list-style-type: none"> Cost contained within the contract value 	<ul style="list-style-type: none"> Procurement Equalities 	Autumn 2017
5	For the Public and private sector employers to take a lead to address race equality in their selection and recruitment, promotion and employee development processes	<ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports Organisational commitment to address unconscious bias in the selection and recruitment process 	<ul style="list-style-type: none"> Review the current selection and recruitment training and assess the race equality component Review selection and recruitment panels to ensure representation of BME staff/co-opted Deliver pilot training programme Remove any identifying elements of the applicant to remove unconscious bias. Review internal staff promotion processes and support those underrepresented in senior management positions from BME staff within the organisation 	<ul style="list-style-type: none"> Contained within existing S&R, staff development and training budgets 	<ul style="list-style-type: none"> HR leads/ departments across the city 	Spring 2017
Recommendations and Actions for the BME 3rd Sector						
6	Develop and support BME third sector to effectively disseminate Employment and skills opportunities to BME communities across the city	<ul style="list-style-type: none"> Under-representation of BME community in Labour Market (See Section 3 of report) Low levels of awareness and engagement of BME communities Limited information and support of BME 	<ul style="list-style-type: none"> Services Action Group to explore the funding of BME led Employment and Skills support in the city Enable the flow of opportunities from prospective employers via Employment and Skills Action Group To encourage collaboration between BME organisations and other third sector employment and skills providers BME 3rd Sector to link with the Brokerage support providers 	<ul style="list-style-type: none"> £20k needed to support the BME sector to deliver this programme of work 	<ul style="list-style-type: none"> CESP Action Group Lead Communities, Equality and 3rd Sector Team BME 3rd Sector 	<p>Spring/summer 2017</p> <p>April 2017</p> <p>April 2017</p>

Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
		<ul style="list-style-type: none"> people seeking employment and skills development BME venues not used to support employment and training events 	<ul style="list-style-type: none"> Disseminate information through the BME networks (using email, social media and web based information sites) Support specific initiatives with job fairs and skills seminars in BME venues 			<p>April 2017</p> <p>Summer 2017</p>
Recommendations and Action for targeted Employment and Skills Support						
7	To target and support BME women in the labour market in particular Bangladeshi, Pakistani, Arab, Chinese and African women in the city	<ul style="list-style-type: none"> Under-representation of Bangladeshi, Pakistani, Arab, Chinese and African women in the labour market (See Section 3 of report) 	<ul style="list-style-type: none"> Develop and expand the good practice of women only training support Develop specific campaign in conjunction with Action 6 above. Target women returning to work from these communities supporting them into the labour market Develop culturally sensitive childcare provision by supporting BME women to become registered child care professionals (consider a social enterprise option) 	<ul style="list-style-type: none"> Within existing budgets Supported by the budget set out in action 6 above 	<ul style="list-style-type: none"> BME Third Sector Employment and Training Brokerage CESP Action Group 3 	<p>Ongoing</p> <p>Spring 2017</p> <p>Autumn 2017</p>
8	To target employment and skills support to Gypsy and Irish Traveller community	<ul style="list-style-type: none"> High levels of poor literacy and numeracy Low educational achievement Little engagement in the local labour market Little or no awareness of opportunities in for employment and skills 	<ul style="list-style-type: none"> Work with Gypsy and Irish Travellers both in registered and unregistered sites to develop a programme of interventions to support: <ul style="list-style-type: none"> Job readiness Increased awareness of opportunities in the labour market Skills and training opportunities including apprenticeships 	<ul style="list-style-type: none"> £2-3k needed to support Friends, Families and Travellers to develop this programme of work 	<ul style="list-style-type: none"> Friends, Families and Travellers Communities, Equality and 3rd Sector Team CESP Action Group Lead 	<p>Spring 2017</p>

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Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
9	To continually support English for speakers of other languages (ESOL) and targeting it to those with the greatest need	<ul style="list-style-type: none"> • Research findings see section 3 • Focus group findings see section 4 	<ul style="list-style-type: none"> • Continued support for ESOL provision across the city • Develop specific ESOL provision targeting people seeking work • Develop ESOL provision that is orientated to support employability • Develop ESOL that support strong customer interface • Work with ESOL funders to tailor employment focused ESOL training. 	<ul style="list-style-type: none"> • Currently there are no employment focused 'technical' English programmes • Cost as yet unknown 	<ul style="list-style-type: none"> • BME Third Sector • Skills Training providers • Friends Centre • ESOL Funders 	Autumn 2017
10	To address the effective recognition of overseas qualifications	<ul style="list-style-type: none"> • Research Findings see section 4 • Clear concern from BME communities engaged 	<ul style="list-style-type: none"> • Engagement with UK NARIC • Ensure accessible information for all BME residents seeking work with overseas qualifications to enable them to contact NARIC • Explore funding options to support individual qualification conversion 	<ul style="list-style-type: none"> • Costs held within existing employment and skills budgets 	<ul style="list-style-type: none"> • BME Third Sector • City skills leads 	Spring 2017 Spring 2017 Autumn 2017
Recommendations and Actions for SME Business community in the city						
11	To support SMEs across the city to increase their appointment of BME staff	<ul style="list-style-type: none"> • Low levels of BME staff working in many of the City's SME businesses 	<ul style="list-style-type: none"> • To use the new apprenticeship programme to engage SMEs across the city to increase the recruitment of BME people. • Provide advice and support for SME employers to address their equal opportunities responsibilities as employers 	<ul style="list-style-type: none"> • Costs held within existing employment and skills budgets 	<ul style="list-style-type: none"> • Employer Action Group • Children, Families and Learning • Economic Development • Sussex Council of Training Providers 	Spring 2017 Autumn 2017

Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
Recommendations and actions to support BME Businesses						
12	To support BME businesses in the city to grow	<ul style="list-style-type: none"> Large number of BME businesses dispersed across the city BME communities not engaged with business support 	<ul style="list-style-type: none"> Consult with BME businesses to consider their networking needs Ensure information and advice is available from regulatory services, trading standards and business support agencies Engage BME businesses with services available through Brighton Chamber membership 	<ul style="list-style-type: none"> Costs held within existing business support budgets 	<ul style="list-style-type: none"> BME Third Sector Economic Development Coast to capital Business Navigator Brighton Chamber 	<p>Spring 2017</p> <p>Autumn 2017</p> <p>Autumn 2017</p>
Recommendations and Action to improve Race Equality Monitoring						
13	To improve the quality of ethnic monitoring and data capture for outcomes in employment and skills	<ul style="list-style-type: none"> Inconsistent monitoring of BME outcomes in the local labour market 	<ul style="list-style-type: none"> Agree the effective monitoring criteria for all CESP activity Establish full Census categories in all ethnic monitoring across the CESP 	<ul style="list-style-type: none"> No cost impact 	<ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Commissioning and contract management for CESP Delivery 	<p>Autumn 2016</p>
Recommendations and Actions to develop effective leadership of Race Equality across the city						
14	Build leaderships focus to support Race Equality commitments in the city	<ul style="list-style-type: none"> Community engagement and research findings workshop have all argued the need for strong organisational leadership to address race equality priorities across the city 	<ul style="list-style-type: none"> Design and deliver Training and Development support (Leadership and Governance) Develop Race Equality Champions in the all the main public sector bodies in the city 	<ul style="list-style-type: none"> £5K training programme 	<ul style="list-style-type: none"> City Management Board Equalities leads across the city/HR departments 	<p>Autumn-Spring 2016/7</p>

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2 Introduction, methodology and context

- 2.1 This report was commissioned by Brighton & Hove City Council in May 2016 to support the development of specific actions to address Black and Minority Ethnic Employment and Skills outcomes across the city. In part, it highlights priorities established through the research and, in part, it provides recommendations and actions which will supplement the City Employment and Skills Plan 2016.
- 2.2 The oversight for this work has been through a project steering group drawn from the Brighton & Hove BME Needs Assessment Steering Group. The development of this work has been presented to the steering group at key stages of the project's progress.
- 2.3 The aims of research were to:
- Review existing data and research locally, regionally and nationally, as applicable, to determine areas of focus for Stage Two.
 - Produce a recommendation report for areas of focus for consideration and approval by the project steering group.
 - Devise consultation that will draw out the specific barriers faced by the communities identified for specific focus in Stage Two. These may include gender, ethnic or national origin, language, culture, religion, lack of access to informal networks, proximity to services, discrimination and unconscious bias, and overseas qualifications.
 - Implement the methodology, ensuring that the target groups are adequately represented.
 - Hold consultation events, ensuring that the target communities can engage.
 - Draft recommendations for actions that will provide a material step change in how businesses and individuals, along with local support services, can help the identified groups (back) into work.
 - Present the recommendations to the project steering group for consideration and sign off.
 - Identify the resource implications for the proposed recommendations, including the use of existing or new resources, partnership opportunities and opportunities to learn from best practice, and present these in a format that fits with the CESP action plan.
 - Present the findings and recommendations to the BME Needs Assessment Steering Group and the city's Skills and Learning Partnership, along with an outline of suggested next steps to take forward the recommendations.
- 2.4 The commission will result in the following outcomes that are bespoke and tailored to the city and the target communities:
- A proposal for practical interventions that will result in a tangible increase in the employment chances of the target communities currently facing discrimination in the labour market and take account of the range of employment sectors in the city and the number of SMEs versus large employers and the associated risk and opportunities.
 - Recommendations as to how the proposed actions can be resourced
 - A clear set of recommendations for action that can be included in the City Employment & Skills Action Plan.

- A report setting out how the work was undertaken, including the research, the methodology and the rationale for the proposed interventions.

2.5 The broad methodology for this commission included:

- Project planning and inception meetings with Steering Group
- Desk research and data analysis
- Employment and unemployment data review
- Development of community and stakeholder Engagement plan
- Primary research including:
 - Interviews with stakeholders and partners (24)
 - Interviews with key representative community organisations (15)
 - Interviews with employers (9)
 - Quantitative research; Community survey – E-Survey and Paper based survey, distributed to meeting of these organisations and requests for them to be circulated to members and partners (120 responses)
- Qualitative Research: 11 focus groups with:
 - Arab Group (Female)
 - Bangladeshi (Female)
 - Bilingual teaching assistants
 - Black African/Caribbean (Male and Female)
 - BME Employers
 - BME Young People
 - Chinese (Female) Chinese Community Group
 - Gypsy and Traveller (Male and Female)
 - Mosaic Group
 - Pakistani (Female)
 - Workshop with training and apprenticeship providers
- Analysis and reporting
- Recommendations and action plan
- Project presentation and community workshops

2.6 The report addresses the data context for BME employment and skills and provides accounts of the research findings established in the research undertaken as part of this commission. The report identifies priorities for action and makes recommendations for specific action to be delivered as a result of this research.

Headline Context

2.7 The section below sets out some reports that have been previously completed in the city. In part, these set the backdrop and policy context for this research.

Global HPO Race Equality in Employment at Brighton & Hove City Council⁵

2.8 In 2013 the council commissioned independent experts Global HPO to examine policies and processes and see how they affect the City Council's Black and Minority Ethnic staff. The report recognises that the council has had some significant achievements and initiatives in equality and employment but rightly challenges the organisation to do more to meet the standards that staff and customers expect. Because of the study, the Council has produced a high-level action plan to indicate where it wants and needs to be on workforce equalities.

2.9 A more detailed plan of action has also been produced year on year. The plan lists accountable officers and officers responsible for implementation. Many of its recommendations are already being put into practice, such as improving management information, making sure that the council has shared values and behaviours across the organisation and reviewing staff training.

Black and Minority Ethnic Communities in Brighton & Hove (April 2015)

2.10 In April 2015, the city council's Policy, Scrutiny & Communities Unit completed a snapshot review of the Black and Minority Ethnic communities in the city. The report sought to provide an accessible overview of statistics about Black and Minority Ethnic people living in Brighton & Hove, with the aim of creating a shared sense of priorities. It was written to inform the work of the Brighton & Hove BME Needs Assessment Steering Group and it draws heavily on, and updates, a snapshot report originally prepared for that group and published in December 2013. This report provides trend data, where possible, and is based on a wealth of information, mainly collected by the local authority and partner agencies. Sources are referenced so that readers can investigate topics of interest in more depth if they wish to.

2.11 The report recognised that although it focused on ethnicity and variations between ethnic groups, it may be misleading to think of ethnicity as the main, or most likely, explanation for any differences. Other factors such as age, migrant or socio-economic status, cultural or religious differences and poor service delivery may be more important influences. Furthermore, the report highlighted that there is growing recognition of diversity within ethnic communities, and other protected groups, and that this 'super diversity' makes it difficult to draw general conclusions based on protected characteristic alone.

2.12 The report defined Black & Minority Ethnic as anyone who identifies their ethnicity as anything other than 'white English / Welsh / Scottish / Northern Irish / British'. The report went on to state that in many cases it is either not possible, or not ethical, to conduct analysis using all the different groups identified as the numbers within these sub-categories can be very small, which might make some individuals identifiable, or because data has been collected using a different, narrower range of categories. However, this research has tried to consider the different groups and to provide as much detail as possible within these constraints. It should also be noted

⁵ [Global HPO report on Race equality in the council \(PDF 1.1MB\)](#).

that where samples are small, small differences can distort proportions more markedly.

Fairness Commission (July 2016)

- 2.13 The Fairness Commission was set up to find out how to make Brighton & Hove a fairer and more equal place to live and work. Launched in September 2015, it was set up by the council administration as an independent body. The 12 independent commissioners on the Fairness Commission explored issues that cause inequality and listened to the concerns of residents, community organisations and businesses across the city. The Fairness Commission released its report on 27 June 2016⁶. The report provides recommendations to the council and its partners to increase opportunities for the city's residents.
- 2.14 In its report on fairness in employment and skills, the Commission set out a series of recommendations. The commission stated that the city needs to do more to create fair employment and good work for all, embracing a culture of 'learning to earn' throughout life and providing targeted support to particularly disadvantaged people. In headline terms, the Fairness Commission made the following recommendations and asked for them to be included in the new CESP action plan:
- To develop a range of routes into work and ensure that no one is left behind
 - To develop training programmes as a gateway to work encapsulated through 'Learn to earn'
 - To develop baseline education and training to support 'Learning for life and work'
- 2.15 These recommendations called for a strong multi-agency support, but with emphasis on employers, Local Enterprise Partnership (LEP), the Chamber of Commerce, City Council, Job Centre Plus, training, schools and Higher Education (HE) and Further Education (FE) providers.

Communities and Third Sector Commissioning Prospectus 2017-2020

- 2.16 The Communities and Third Sector Commissioning Prospectus 2017-2020 builds on the achievements and learning from the council's discretionary grant programme, the Financial Inclusion Commission, the existing Communities and Third Sector prospectus 2014-2017 and other relevant commissions. The prospectus delivers on the council's Communities and Third Sector Policy. The council has reviewed its Third Sector investment and commissioning arrangements to ensure they are delivering maximum value for money, meeting community need and effectively supporting the Voluntary and Community Sector to improve and thrive.
- 2.17 The prospectus has been developed in collaboration with the Voluntary and Community Sector (VCS) through a range of meetings and discussions between October 2014 and June 2016, including dialogue with current commissioned providers, large events open to CVS organisations of all sizes, and locally based evening drop-ins for small groups facilitated by community development providers.
- 2.18 As a result, Brighton & Hove City Council and NHS Clinical Commissioning Group are pooling their investment and resources and working in partnership to deliver the prospectus. The prospectus brings together investment from different parts of the

⁶ <http://www.brighton-hove.gov.uk/sites/brighton-hove.gov.uk/files/Report%20-%20Fairness%20Commission.pdf>

Council (Communities, Equality and Third Sector Team, Adult Social Care and Public Health) and the local NHS Clinical Commissioning Group (CCG).

- 2.19 This commissioning environment is critical for the BME community and voluntary sector and could in many ways support some of the work that is being prioritised in this research study.

City Employment and Skills Plan (Sept 2016)

- 2.20 The City Employment and Skills Plan 2016-2020 (CESP) has been developed at a time of real shifts in policy and funding at national, Greater Brighton City Region and Brighton & Hove City levels. These shifts in direction and investment into employment and skills alongside the regeneration and development taking place in the city represent a great opportunity to focus efforts on supporting residents and business more effectively, making the most of the funding, resources and assets the city has available.
- 2.21 The city has benefited from economic growth with a strong financial services sector, vibrant visitor economy, emerging dominance in the creative and digital sectors and a centre for learning and innovation. However, there is evidence that this growth has not benefited everybody. Youth unemployment is falling but is still high. The city has deeply entrenched unemployment for some residents and increasing polarisation between wealth and poverty.
- 2.22 Considering both the opportunity and challenges, the CEPS has identified three priorities for the CESP 2016-2020 to address:
- **Priority 1 – No one left behind** – Residents and workers suffering disadvantage in the labour market either through unemployment, low pay or lack of aspiration are supported effectively to make the most of the economic opportunity that the city and its wider partnerships can offer.
 - **Priority 2 – Supporting learn to earn transitions** – Young people and those making career transitions at any age are supported on their journey from learning to earning and can take advantage of the career, lifestyle and further education opportunities that the city can offer.
 - **Priority 3 – Enabling businesses and workers to benefit from growth** – The key employment sectors of the city that are driving growth such as Creative, Digital and IT, and those which are critical to sustaining a healthy and vibrant city such as Financial Services, Public Sector and Tourism, are accessing employees with the right technical skills, aptitude and readiness for work. These employers are given support to help their workforce grow and prosper.
- 2.23 The plan has four objectives, each supported by three tangible actions which will help us put in place the systems, funding and structures to make our employment, skills and business support infrastructure work much better to serve the needs of individuals and businesses. These include:
- **Objective 1** – Working better with employers to secure jobs and develop careers for our residents
 - **Objective 2** – Making skills infrastructure and funding work better for sectors key to our resilience and growth

- **Objective 3** – Making our services, providers and funding work better to help those furthest from the labour market
- **Objective 4** – Supporting business growth and sustainability

2.24 The CESP will be overseen by the City Management Board and the Learning Employment and Skills partnership.

- 2.25 By 2020 we expect that the CESP will have delivered the following:
- at least 1,000 new apprenticeships will have started helping young people move into sustainable careers for the future
 - 2,000 residents will have moved out of unemployment into sustainable employment
 - 3,000 opportunities will have been provided from the business community through the pledge, such as jobs, work experience, apprenticeships, helping schools and providers better prepare people for work.

Summary

2.26 It is clear from these reports that much has been reviewed in the past to assess the needs of the BME community as well as employment and skills in the city. There is a strong collective recognition that if the city truly wants to be strong in its response to race equality more needs to be done to support the BME communities to access resources and provision locally and to enable the communities to effectively compete in the city.

2.27 In terms of employment and skills, this report will further examine the impact of jobs, unemployment, economic activity and economic inactivity on the communities of the city. It will also address skills gaps and job readiness in these communities to support an understanding of how resources, if available, can be used to effectively enable a greater level of race equality outcomes in the field of employment and skills in Brighton & Hove.

3 Data Analysis

Introduction

- 3.1 This section sets out a summary profile of BME communities across Brighton & Hove with a specific focus on employment and skills outcomes. A comprehensive data review is set out in appendix 2 of this full report. Specifically, the section includes the demographic profile of Brighton & Hove, including age, gender and ethnicity. Data sets with a breakdown of ethnicity include, economic activity, employment and unemployment rates, economic inactivity, employment by occupation and industry, benefit claims, highest level of qualification, GCSE attainment, national curriculum assessments (key stage 1), not in education, employment or training (NEET) and apprenticeships.
- 3.2 Where available, comparisons have been drawn to the average rates across England. The data in this section has originated from multiple sources to report on the 18 ethnic categories used in the Census 2011. However, limitations of data available with detailed ethnic groupings has resulted in some data being reported in the five broad ethnic categories; white, Asian, Black, Mixed and Other ethnic groups

Population

- 3.3 In 2015, the estimated population of Brighton & Hove was around 285,270,⁷ with a similar number of males and females. The age profile of residents of Brighton & Hove differs to England, in that a larger proportion are aged 20-44. The chart below shows the distribution of the population of Brighton & Hove and England by age and gender.
- 3.4 There are around 239,600 people aged 16 and over, representing 84.0% of the total population and around 201,520 working age people (16-64), representing 70.6% of the total population. There is a substantial student population in the city; at the time of the 2011 census full-students aged over 16 accounted for 14.1% of the population living in the city (32,920).⁸

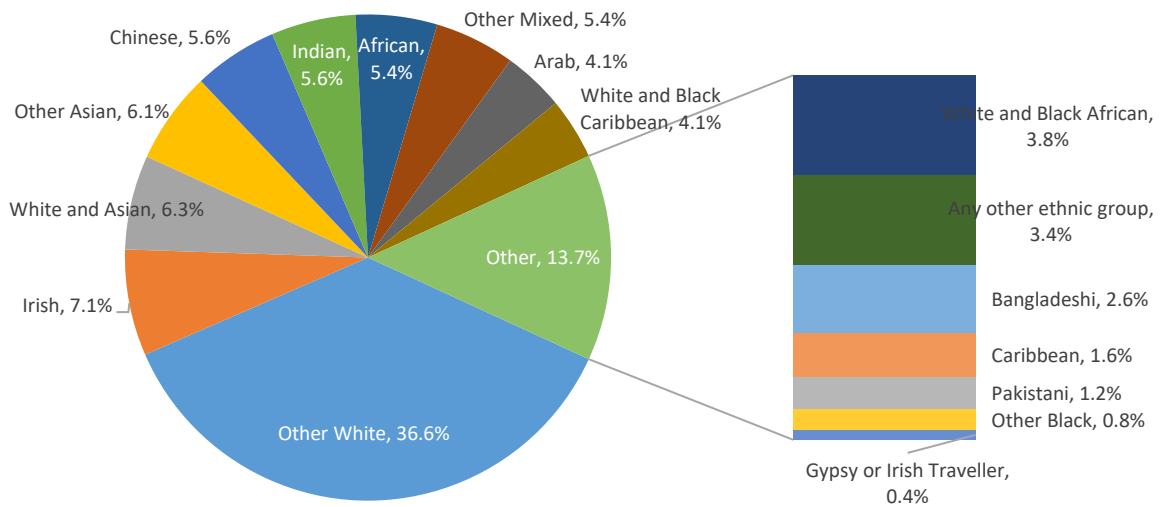
Ethnicity

- 3.5 Figures from the Census 2011 indicate 53,351 people in Brighton & Hove are from BME groups (including Irish, Gypsy or Irish Traveller and Other white). This is around one in five (19.5%) of the total Brighton & Hove population, slightly lower in comparison to the percentage of BME people across England (20.2%). Excluding Irish, Gypsy or Traveller and other white groups, 10.9% of the population of Brighton & Hove are BME.
- 3.6 The chart below shows the breakdown of the BME population only. The largest BME group is Other white representing more than a third (36.6%) of the total BME population, followed by Irish (7.1%), mixed – white and Asian (6.3%), other Asian (6.1%), Chinese (5.6%).

⁷ Mid-2015 population estimates, Office for National Statistics (ONS): June 2016 Release (<http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>)

⁸ Brighton and Hove City Snapshot: Report of Statistics 2014 (<https://www.bhconnected.org.uk/sites/bhconnected/files/City%20Snapshot%20Report%20of%20Statistics%202014%202.pdf>)

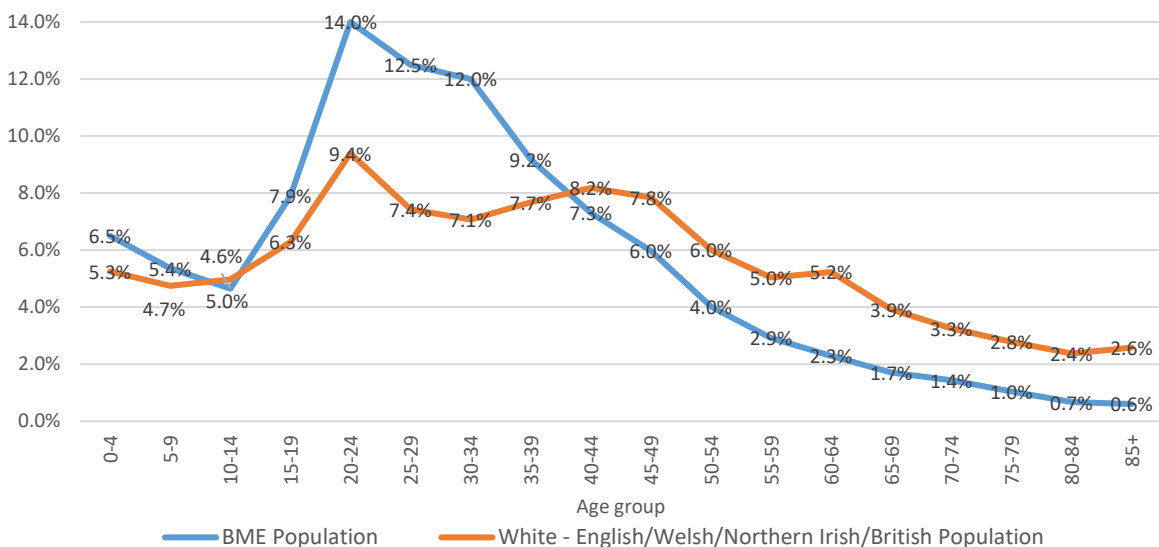
Chart 1: Brighton & Hove Ethnicity Profile 2011 BME Groups (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016



3.7 Since the last Census, the BME population of Brighton & Hove has increased by 7.5%, the increase has been across all ethnic groups, except for a slight decrease in the Irish ethnic group. This data confirms that the city's BME community is growing and growing significantly.

3.8 There are clear differences in the age profile of the BME population (usual residents) in comparison with the age profile of people from the white British ethnic group (Census 2011). There are more people from the BME population in the 15-39 age range, and fewer aged 40 and over. The BME community has a larger younger population and so is most likely to be those people in school and post-school education and or starting on their labour market journeys.

Chart 2: Brighton & Hove Age and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016

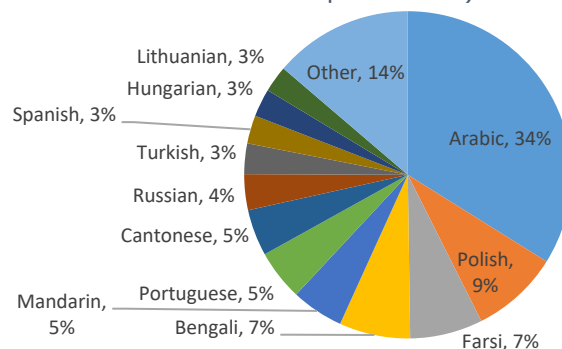


3.9 This distribution of people by age within different ethnic groups shows, as a proportion of each ethnic group, the highest percentage of people aged 16-24 are within the total Black population (29%) and total Asian population (29%). The

highest percentage of people of working age as a proportion of each ethnic population are Other white (85%). The highest percentage of people aged 65 and over as a proportion of each ethnic population are white British (21%). This can be seen in the charts below.

- 3.10 The distribution of males and females by ethnic group varies. A higher percentage of females in the Other white ethnic group (55%) and the lowest percentage of females in the Arab ethnic group (41.0%).
- 3.11 In Brighton & Hove, for 8.3% of residents (aged 3 and over) English was not their main language (Census 2011). Aside from English, Arabic is the most widely spoken language in Brighton & Hove with 0.8% (2,226 people) using this as their main language, followed by Polish (0.8%, 2,043 people), Chinese (0.7%, 1,940 people), Spanish (0.6%, 1,624 people) and French (0.5%, 1,335 people).
- 3.12 Sussex Interpreting Services provides community interpreting, translation and advocacy services throughout Sussex. 34% of interpretation sessions were for Arabic speakers. In their 2014-15 annual report, the Sussex Interpreting Service, supported 3,200 service users, through 14,550 interpretation sessions in 48 different languages. Just over one third (34%) interpretation sessions were for Arabic speakers, followed by Polish (9%), Farsi (7%) and Bengali (7%). The chart below shows the percentage of sessions by language (figures are taken from the annual report⁹).

Chart 3: Interpretation Sessions, Sussex Interpreting Services by Language (SIS) 2014-15 (Source SIS Annual Report 2014-15)



Economically active

- 3.13 Economically active refers to people who are either in employment or unemployed. The economically inactive are defined as people who are not in employment or unemployed. The many reasons why an individual may be inactive include studying, looking after family, retired or long-term sick. These individuals are not part of the supply of labour but are important as they are a potential labour supply in the future.
- 3.14 Based on the Census 2011, around 151,689 people aged 16 and over were economically active¹⁰ (people in employment or unemployed), around one in five

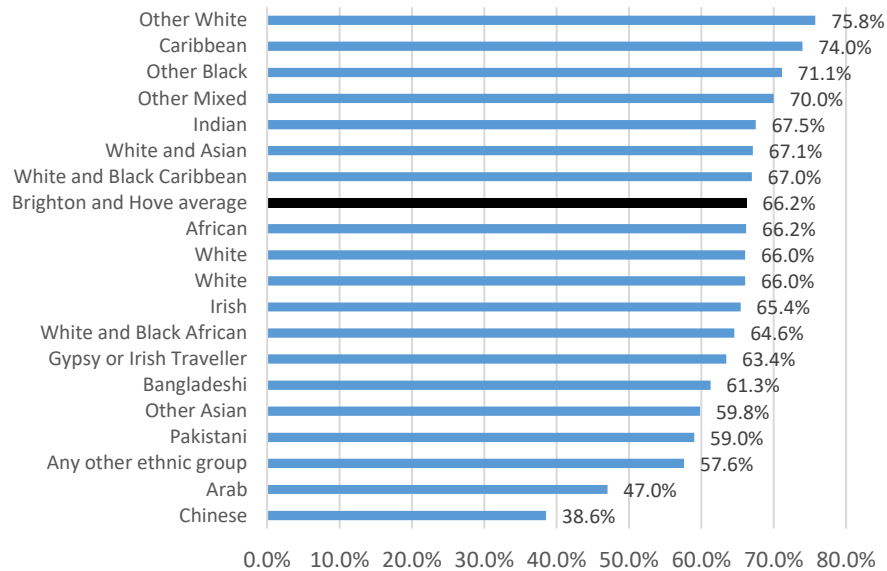
⁹ Sussex Interpreting Services, Annual Report 2014-15
<http://www.sussexinterpreting.org.uk/annualreview/2014-15/sis-annual-review-14-15-EN.pdf>

¹⁰ Definition please!

were from BME groups (19.5%), demonstrating broad comparison with the city's population profile.

- 3.15 Of the people that are economically active as a percentage of the total BME population of Brighton & Hove, around three-quarters are from six ethnic groups, 45.3% were Other white, 8.0% Irish, 6.1% Indian, 5.8% Other Asian, 5.5% African and 4.5% mixed white and Asian.
- 3.16 Across Brighton & Hove 66.2% of people aged 16 and over are economically active. In the chart below, as a percentage of the total number of people within each ethnic group, the highest economic activity is among people that are in the Other white group (75.8%), followed by people that are in the Caribbean group (74.0%), Other Black (71.1%), Other Mixed (70.0%), Indian (67.5%), White and Asian (67.1%), White and Black Caribbean (67.0%), Brighton and Hove average (66.2%), African (66.2%), White (66.0%), White (66.0%), Irish (65.4%), White and Black African (64.6%), Gypsy or Irish Traveller (63.4%), Bangladeshi (61.3%), Other Asian (59.8%), Pakistani (59.0%), Any other ethnic group (57.6%), Arab (47.0%) and Chinese (38.6%).

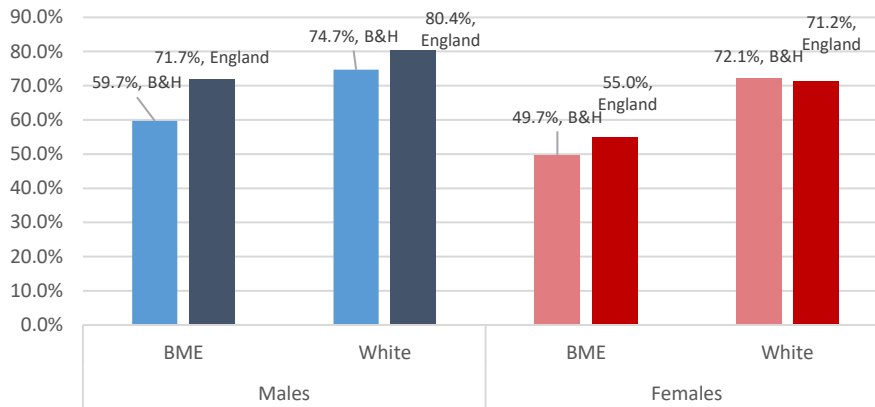
Chart 4: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



Employment rate

- 3.17 The Annual Population Survey ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and Other white. The count of the BME population in Brighton & Hove is 10.9%, once again this is proportionate to this group's population profile.
- 3.18 In December 2015, the employment rate for the BME people of working age (aged 16-64) in Brighton & Hove was 54.6% and the employment rate for the total white population in Brighton & Hove was 73.4%. Across England, the employment rate for BME people was 63.1%.
- 3.19 This shows a significantly lower rate of employment for BME people compared with white British people in Brighton & Hove and, in comparison with the employment rate for BME people in England.

Chart 5: Brighton & Hove Employment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016

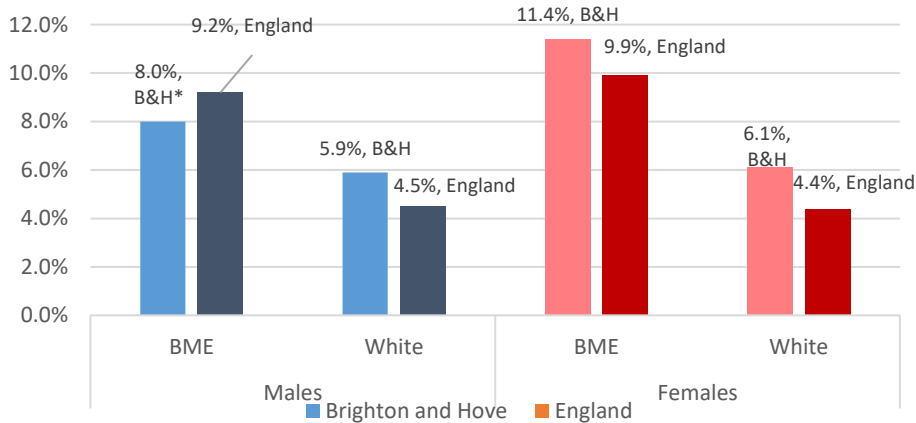


3.20 The employment rate also differs significantly between BME men and women and is considerably lower in Brighton & Hove compared with the average across England.

Unemployment rate

3.21 The Annual Population Survey shows the unemployment rate for people aged 16 and over is higher among BME groups than people from all white ethnic groups.¹¹ In December 2015, the average unemployment rate across Brighton & Hove was 6.3%. However, the unemployment rate for BME groups was much higher at 9.3% compared with 6.0% for people from all white groups. The rate of unemployment for BME women in Brighton & Hove was 11.4% and the rate of unemployment for BME men in Brighton & Hove was 8.0%.¹²

Chart 6: Brighton & Hove Unemployment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016



3.22 The unemployment rate differs significantly between BME men and women and is higher, in particular, for BME women in Brighton & Hove compared with the Brighton & Hove and England averages.

¹¹ The Annual Population Survey, ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and other white. As such the count of the BME population in Brighton and Hove is 10.9%.

¹² The 8.0% unemployment rate for BME males in Brighton and Hove is taken from the December 2014 Annual Population Survey results, male BME unemployment rates for December 2015 have been suppressed due to small sample size.

Economically inactive

- 3.23 Based on the Census 2011, 77,335 people were economically inactive (people that are studying, looking after family, retired or long-term sick), 18.8% were from BME groups. These individuals are not part of the supply of labour but are important as they are a potential labour supply in the future.
- 3.24 People who are economically inactive as a percentage of the total BME population of Brighton & Hove, Census 2011, shows around two-thirds are from five ethnic groups. With 29.5% Other white, 11.6% Chinese, 8.6% Irish, 7.9% Other Asian and 6.2% Arab.
- 3.25 Economically inactive people, as a percentage of the total BME population (people aged 16-64):
- Around two-thirds of BME people that are retired are from Other white (35.1%) and Irish groups (25.4%).
 - Over half of BME people that are in full or part-time study are from Other white (28.2%), Chinese (18.0%) and Other Asian (8.4%) groups.
 - The majority of BME people that are looking after the family or home are from Other white (26.7%), Other Asian (11.1%) and Arab groups (10.6%)
 - The majority of BME people that are long-term sick or disabled are from Other white (25.7%), Irish (11.3%) and Arab (9.6%).
- 3.26 Economic inactivity by each ethnic group shows, the majority of all BME groups are inactive due to full or part-time study. This accounts for 82% of all Chinese people, which reflects the high population of Chinese students in the city's universities. The majority of people from Irish and white British ethnic groups are retired (58% and 53% respectively).

Employment by Occupation

- 3.27 In December 2015, for people aged 16 and over, in the majority of occupations there is an underrepresentation of BME people in Brighton & Hove, with the exception of people employed in sales and consumer services or as process, plant and machine operatives. This is evident in the higher-ranking occupation types, for example, one in 23 (4.3%) people employed as managers, directors and senior officers in Brighton & Hove are BME people, across England this ratio is one in 10. Similarly, across England the percentage of BME people employed in professional occupations is almost double in comparison to BME people employed in professional occupations in Brighton & Hove (14.5% and 8.2% respectively)
- 3.28 In the table below, the percentage of people aged 16 and over employed by occupation type is presented by all white¹³ and all BME groups for the 12-month period ending December 2015. With the exception of a higher percentage of BME people in Brighton & Hove employed as process, plant and machine operatives, in all other occupation types there are proportionately fewer BME people.

¹³ This data is taken from the Annual Population Survey and does not provide a breakdown of white ethnicity groups therefore BME groups represent 10.9% of the total population of Brighton and Hove.

Table 1: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016

Employed in/as by Occupation Type	white (B&H)	BME Groups (B&H)	BME Groups (England)	% difference between BME Groups B&H and England
Managers, Directors & Senior Officers	95.7%	4.3%	9.9%	-5.6%
Professional Occupations	91.8%	8.2%	14.5%	-6.3%
Associate Professional & Technical Occupations	96.3%	3.7%	10.2%	-6.5%
Administrative & secretarial Occupations	94.4%	5.6%	11.2%	-5.6%
Skilled Trades Occupations	97.8%	2.2%	7.7%	-5.5%
Caring, Leisure and Other Service Occupations	91.5%	8.5%	14.9%	-6.4%
Sales and Consumer Service Occupations	84.4%	15.6%	16.4%	-0.8%
Process, Plant & Machine Operatives	81.8%	18.2%	14.7%	3.5%
Elementary Occupations	91.8%	8.2%	15.7%	-7.5%

Employment by Industry

3.29 The proportion of BME people aged 16 years of age and over, employed by industry type is broadly similar for the BME population and those who are from white British people, based on Census 2011. With the most striking difference in people employed in distribution, hotels and restaurants, accounting for more than one quarter (26.6%) of BME people compared with 18.8% of people who are white British.

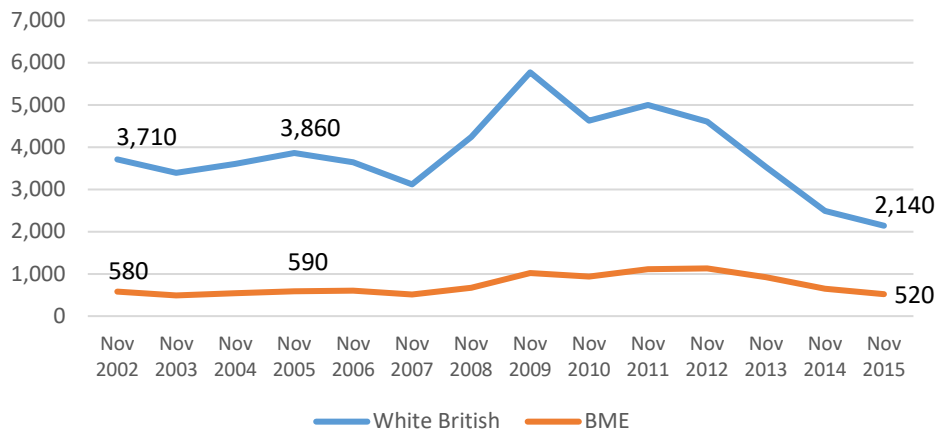
Table 2: Brighton & Hove, Employment by Industry Type (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, LC6211EW), Accessed June 2016

Industry Type	white British		BME (including Irish, other white and Gypsy and Irish Traveller)	
	(n)	(%)	(n)	(%)
Agriculture, energy and water	1,730	1.5%	297	1.1%
Manufacturing	4,397	3.9%	889	3.3%
Construction	7,713	6.8%	929	3.5%
Distribution, hotels and restaurants	21,338	18.8%	7154	26.6%
Transport and communication	11,946	10.5%	2549	9.5%
Financial, Real Estate, Professional and Administrative activities	24,070	21.2%	5748	21.4%
Public administration, education and health	34,758	30.6%	7810	29.0%
Other	7,784	6.8%	1526	5.7%
Total	113,736		26,902	

Benefits Claims

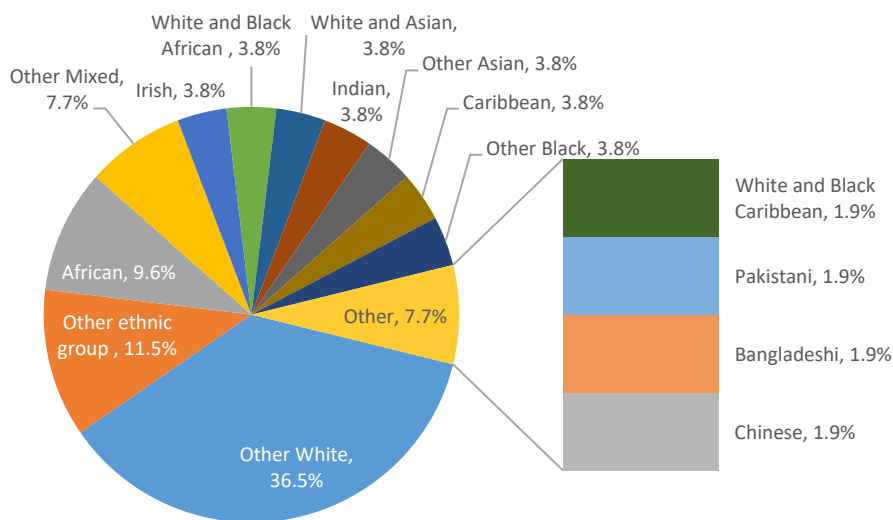
3.30 In November 2015, there were around 2,790 people (aged 16 and over) claiming Job Seeker's Allowance (JSA), 18.9% were from BME groups. Since 2002 there has been an overall decline in the trend of the number of people claiming JSA benefits. It is worth noting that the rate of decline in JSA claims has been less from BME groups (11.9% reduction) compared with people from the white British group (44.9% reduction).

Chart 7: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



3.31 The BME profile, where known¹⁴, of JSA claimants is set out in the chart below using the National Statistics classification of ethnicity.¹⁵ This shows as a proportion of the total BME JSA claimants, the majority are from Other white groups (36.5%), Other Ethnic groups (11.5%), African (9.6%) and Other Mixed groups (7.7%).

Chart 8: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



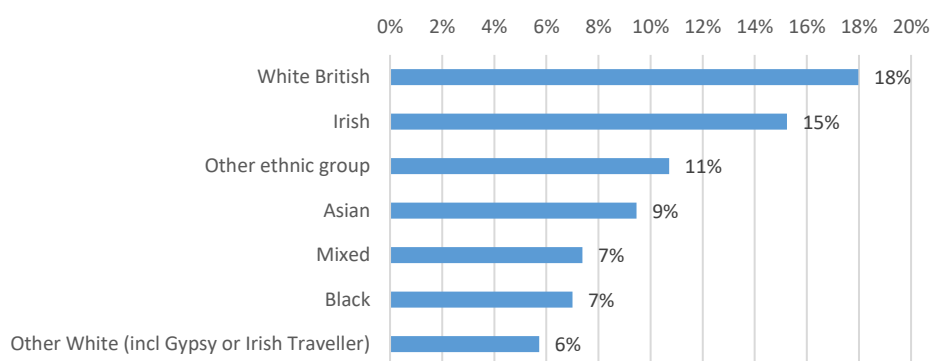
¹⁴ Of the 2,790 JSA claimant's ethnicity was unknown or claimants preferred not to say in 130 claimants. This group represent 4.7% of the total number of JSA claimants. The average size of this group across England is 8%.

¹⁵ The National Statistics Classification of Ethnicity is used. This contains 16 detailed categories; white – British, white – Irish, white – other, mixed – white and Black Caribbean, mixed – white and Black African, mixed –white and Asian, mixed – other, Asian or Asian British – Asian, Asian or Asian British – Bangladeshi, Asian or Asian British – Pakistan, Asian or Asian British – other Asian, Black or Black British – Caribbean, Black or Black British – African, Black or Black British – African, Black or Black British – other Black, Chinese or other ethnic group – Chinese, Chinese or other ethnic group – other ethnic group, prefer not to say, unknown. Claimants can opt out of stating their ethnicity in which case they are recorded as prefer not to say.

Skills and levels of qualifications

- 3.32 The qualifications attained by the public were reviewed in the Census 2011. This data is reported by the five broad categories of ethnicity with a breakdown of the white category that includes white – English/Welsh/Northern Irish/British, white – Irish and white Other (white – Irish or Gypsy Traveller has been merged with white Other)¹⁶, are split into four categories (level 1-4) plus those with no qualifications and those on apprenticeships.
- 3.33 Fewer people from BME populations have no qualifications, compared with people from the white British group in Brighton & Hove.
- 3.34 The chart below shows the proportion of people (aged 16 and over) by broad ethnic group with no qualifications, as a percentage of the total population of Brighton & Hove (aged 16 and over). The largest proportion of people by ethnic group with no qualifications are white British (18%), followed by Irish (15%), as a percentage of the total white British and Irish populations aged 16 and over.

Chart 9: Brighton & Hove Levels of Qualification (No Qualifications) (aged 16 and over) by Ethnic Groups, 2011
(Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016



- 3.35 The levels of qualifications¹⁷ attained are derived from the type of qualification held covering professional, vocational and a range of academic qualifications, and for people with foreign qualifications, the closest equivalent. Qualifications are split into four levels. Level 1 includes the equivalent of 1-4 GCSEs (any grade), level 2 includes the equivalent of 5 or more GCSE (passes), level 3 includes the equivalent 2 or more A levels and level 4 and above includes the equivalent of degree (BA or BSc).
- 3.36 The data shows that within each ethnic group the majority hold level 4 qualifications (degree or above), the highest being Irish (47.6%), Other white (44.6%), Asian

¹⁶ The ethnic group classification in the Highest Level of Qualification Table: LC5202EW (Census 2011) is based on the five broad categories from the census questionnaire, with additional detail provided for the 'white' category, because counts for the 'white Gypsy or Irish Traveller' category were too small, or disclosive, the category has been merged with 'Other white' for this table.

Level 1: 1-4 O Levels/CSE/GCSEs (any grades), Entry Level, Foundation Diploma, NVQ Level 1, Foundation GNVQ, Basic/Essential Skills

Level 2: 5+ O Level (Passes)/CSEs (Grade 1)/GCSEs (Grades A*-C), School Certificate, 1 A Level/ 2-3 AS Levels/VCEs, Intermediate/Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma

Level 3: 2+ A Levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression/Advanced Diploma, Welsh Baccalaureate Advanced Diploma, NVQ Level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma

Level 4 and above: Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI), Professional qualifications (for example teaching, nursing, accountancy)

(41.2%), Black (37.3%), Mixed (37.2%), white British (35.7%) and Other Mixed ethnic groups (33.9%).

- 3.37 The category of apprenticeships and other qualifications includes apprenticeships, vocational or work-related qualifications and foreign qualifications (not stated or level unknown). As a percentage of the total ethnic groups, less than 2.5% of people from BME groups have apprenticeships and other qualifications, including apprenticeships, vocational or work-related qualifications and foreign qualifications, compared with people from white British groups 5.0%.

Apprenticeships

- 3.38 There were fewer people from BME groups starting apprenticeships in Brighton & Hove compared with England. In June 2016, 4.9% of all young people (aged 16-24) that started an apprenticeship in Brighton & Hove were from BME groups, lower in comparison with the ethnic profile of apprenticeship starts in England, 16.6% (April 2016).

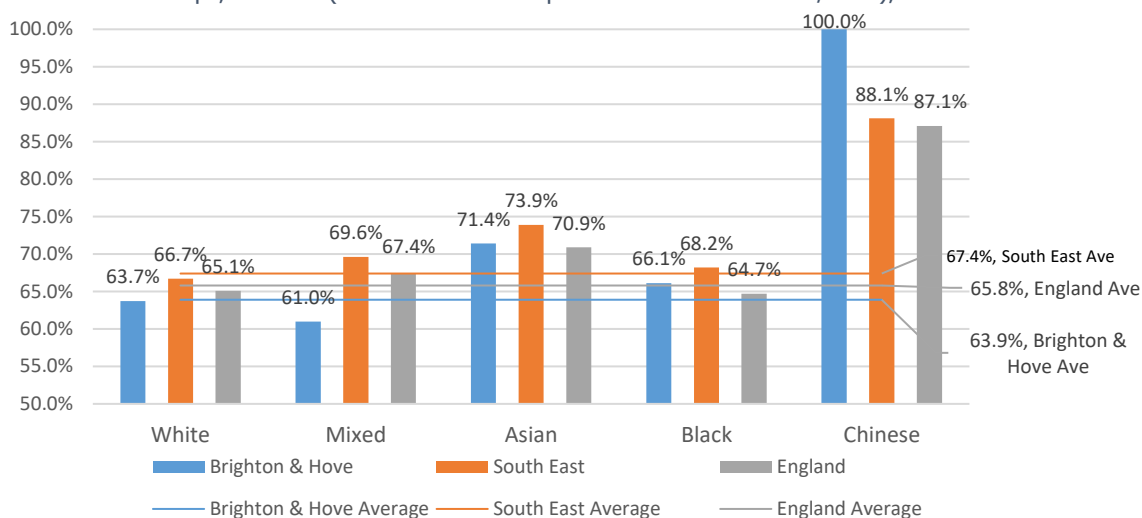
Table 3: Brighton & Hove Active Apprentices (June 2016), England Apprenticeship Programme Starts (June 2016) (Source: Brighton & Hove, local data/England, Skills Fund Agency June 2016)

Ethnicity	England (Apprenticeship Programme Starts, Q4, April 2016)	Brighton & Hove (Active Apprentices June 2016)	% Difference between B&H and England
white British	83.4%	95.2%	11.8%
Other white	4.6%	1.8%	-2.8%
Irish	0.15%	0.0%	-0.2%
Gypsy or Irish Traveller	0.15%	0.0%	-0.2%
Mixed	2.2%	1.8%	-0.4%
Asian	4.1%	0.2%	-3.9%
Black	3.2%	0.9%	-2.3%
Other ethnic group	0.6%	0.2%	-0.4%
Unknown	1.6%		-1.6%
Total BME	16.6%	4.9%	-11.7%

GCSE attainment

- 3.39 In 2013-14, a higher proportion of pupils from Asian and Chinese ethnic groups in Brighton & Hove achieved 5 or more GCSE grades A* to C, compared with the average in Brighton & Hove and across the South-east and England. Pupils from mixed ethnic groups achieved lower than the average in Brighton & Hove and across the South-east and England.

Chart 10: Brighton & Hove, South East & England, Achievements at GCSE equivalent (key stage 4) by Ethnic Groups, 2013-14 (Source: National Pupil Database Table SFR06/2015), Accessed June 2016



Not in education, employment or training

- 3.40 ONS defines NEET as any young person (aged 16-24) that is not in education, training or employment. Consequently, a person identified as NEET will always be either unemployed or economically inactive.¹⁸
- 3.41 Across England, in the period between January-March 2016, 12.0% of all young people were NEET. Applying this percentage to the 2015 population estimates of Brighton & Hove, there are about 5,590 people aged 16-24 classed as NEET.
- 3.42 However, there is no breakdown of NEET by ethnicity to show whether there are more or fewer cases among different ethnic groups.

Summary of key headline data

- There are 53,351 BME people in Brighton & Hove (including Irish, Gypsy or Irish Traveller and other white) 2015 ONS population estimates, accounting for 19.5% of the total population.
- Age profile of the BME population is younger with more people aged 15-39 and fewer people age 40 and over. There are variations within each ethnic group.
- One in five (19.5%) of economically active people (aged 16 and over) are from BME groups.
- 67% of BME people are economically active, there is a spectrum of economic activity (76%, white Other population and 39% among the Chinese population).
- In December 2015, the employment rate for the white population in Brighton & Hove was 73% (74% for white men and 72% for white women), the employment rate for the BME population in Brighton & Hove was 55% (60% for BME men and 50% for BME women). Significantly lower in comparison with the employment rate for the total white population.

¹⁸ Young People Not in Education, Employment or Training (NEET): May 2016, <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/may2016>

- In December 2015, the unemployment rate for the BME population was 9.3%, compared with 6.0% unemployment rate for the total white population in Brighton & Hove.
- 20% of economically inactive people (aged 16-64) are from BME groups. Most BME groups are economically inactive because of being in full or part-time study, while most economically inactive people from Irish and white British ethnic groups are in retirement.
- In December 2015, for people aged 16 and over, in most occupation types there is an underrepresentation of BME people in Brighton & Hove, except for people employed in sales and consumer services or as process, plant and machine operatives.
- In November 2015, there were around 2,790 people (aged 16 and over) claiming Job Seeker's Allowance (JSA), 18.9% were from BME groups. Since 2002 there has been an overall decline in the trend of the number of people claiming JSA benefits. The rate of decline in JSA claims has been less from BME groups (11.9% less) compared with people from the white British group (44.9% less)
- Figures from the Census 2011, show fewer people from BME groups have no qualifications, compared with people from the white British group in Brighton & Hove.
- Within each ethnic group the majority hold level 4 qualifications (degree or above), the highest being Other white (64.4%) and the lowest being Other Mixed ethnic groups (43.8%).
- There are significantly fewer people from BME groups starting apprenticeships (5%) in Brighton & Hove in comparison with the BME population across England (17%).

4 Research Findings

- 4.1 There were three component parts to this research programme: interviews with stakeholders, employers and community representatives; a survey of BME people supported by BME organisations across the city; and a series of focus groups with BME communities.

Interview programme

- 4.2 As part of this research more than 55 interviews have been completed with people in the city from the City Council, stakeholders, employers and the BME community. The key findings and points raised in the interviews have been summarised and are set out below. In some cases these are summary points made by a number of people (where this is the case we have tried to quantify these points) and in other cases these are quotes taken from some of our interviews. By providing both, this report seeks to provide a qualitative perspective of the views expressed in this interview programme.

Stakeholder perspectives (Council, Health, Universities and training providers)

- 'There has been little drill down of employment by stakeholders and as a result BME employment is seen as comparable with the white community.'
- Most public body employees (90%) recognise that their organisation's employment of BME communities is disproportionately lower than the local BME population profile.
- Public bodies are therefore clearly aware of the need to address underrepresentation of BME people in their workforces.
- Staff in key public bodies (Council, Schools, Health, Police) recognise their organisations have action plans to address race equality but there is a clear sense from most these people (75%+) that much of this activity is process led (monitoring and research) and that there are few outcomes that have had a significant impact or have made step change.
- 'Educational attainment rates are perceived to be lower for BME people, however, this isn't completely the case if you take a closer look.'
- NEET rates are higher for BME people.
- Many public and larger employers see apprenticeships and particularly the levy as an opportunity to affect positive action in relation to BME people.
- Training providers recognise that there is a lower level of BME apprenticeship take-up.
- Employment and training agencies see young, white males as a citywide priority.
- Organisations have tried to work with the BME community but this has either been with one-off pilot programmes and many initiatives have lost their impetus with reduced funding; or in some cases, with projects that lacked effective engagement with the target communities.

Employer perspectives

- 'There are cultural reasons for fewer black employees in my business'
- a business owner's reference to employment in the petro-chemical sector.
- 'In this sector, fewer black people apply for vacancies as blue-collar work is a white domain, this perception needs to be broken as the organisation is expanding and does have vacancies.'

- 'Increasing the number of black employees is not seen as necessary because of the broad make up of their employee profile" (significant numbers of white Other employees).
- 'Black people just don't apply to positions that we have as readily.' This issue is common with other employers. 'Targeted recruitment campaigns may be the only option but who will drive them?'
- 'Ethnicity is not something we have thought too much about in the past, in our recruitment we do tend to have a lot of non-British applicants and staff but predominantly from other European countries.'
- 'We found apprenticeships to not work for us so we developed our own academy.'
- 'There are low levels of BME memberships in local chamber of commerce.'
- BME businesses do not feel the Chamber is relevant to them (BME Business workshop)
- BME employers have found it difficult to engage in the apprenticeships in the city.
- BME employers have difficulty recruiting, caused by Visa restrictions and lack of awareness of employment agencies.

Community Perspectives

- There is an underlying perception that race is a determinant in employment
- Recognition that language and written English are essential for employment
- Equal recognition that there is reluctance in some BME communities to not engage in the formal economy
- Language, skills and education are all criteria against which employability are critical for the BME community
- Strong recognition that there are some issues of qualification recognition, particularly if these qualifications have been achieved and accredited abroad
- A significant proportion of newer migrants to the city are prepared to work in lower-skills jobs than they are qualified to do, and some are not prepared to transfer these skills to UK qualifications because the cost of retraining and the length of time this takes was seen to have a negative impact on their family income
- Different communities have different pathways to employment, many work within their own communities
- Some communities have built a network where employment can be achieved. In particular, the Coptic Christians from north Africa who drive taxis in the city
- Many BME businesses operate through small, family retail establishments and catering outlets/restaurants
- Black Caribbean and Black African communities find accessing employment less easy
- Asian males tend to look for work through contacts in their community
- Chinese employment is often within the Chinese community itself, through businesses owned by Chinese people
- There is quite a distinction between mainland Chinese communities and their employment patterns and those who came from Hong Kong
- Chinese communities with education and language skills are pretty well equipped to enter and succeed in the labour market
- The city has a high level of Chinese students many of whom return home after their visas have expired
- Many young South Asian men are not very engaged in mainstream society across the city. They feel isolated and not supported

- In most BME communities those without skills find it much harder and often opt to seek employment in their own communities
- 'There is a large hidden BME population in the city that are not involved in many mainstream activities including work, social settings, positions of authority and training. This isolation is impacting on their ability to find work. Many of these individuals are not even linked to their own communities.'
- 'We need to draw a complete picture of all the city's cultural diversity needs if we are serious about helping his communities.'
- 'Is there a colour blindness to employment or do many employers just employ white people.'
- We need to have a greater understanding of all the skills needs of individuals from different communities, any collective answer is too general.

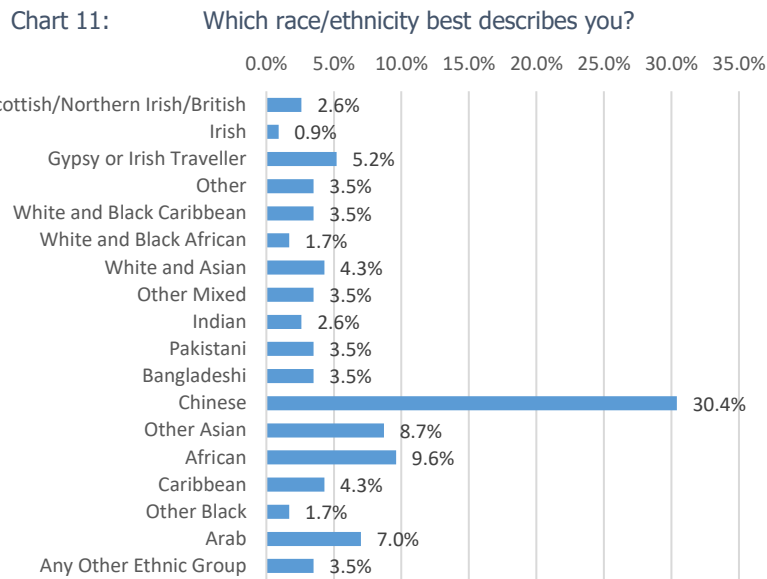
BME Employment and skills survey

- 4.3 This survey was designed to enable as many people from BME communities as possible to engage in this research. The survey went live at the end of June and closed on the 6 October 2016. The key findings of the survey are set out below.
- 4.4 Overall, it is clear there is a perception among the respondents that there are barriers to accessing employment, skills, training and apprenticeship programmes in Brighton & Hove for people from BME communities.
- 4.5 Many respondents feel discouraged from submitting applications in the first place. A recurring perception from the responses and comments is that that most jobs are 'earmarked' for people that are already working within the organisation. Respondents feel strongly that these organisations discriminate and it is their perception and experience that all too often jobs have been given to less-qualified and a less-experienced non-BME applicants. In addition, respondents feel the application process is difficult and cumbersome and differs between organisations.
- 4.6 There is also a perception, that employers lack awareness of cultural differences and do not promote diversity. In some cases, employers at interview negatively perceive English spoken with an accent and do not recognise overseas qualifications and experience.
- 4.7 BME women feel, in addition to the above, their barriers to accessing employment, skills, training and apprenticeship programmes are increased by the demands and cost of childcare for small children and the lack of part-time employment opportunities.
- 4.8 In improving access to employment, skills, training and apprenticeship programmes, many feel access to more information is required, for example through community centres and places of worship. This is supported with access to English classes such as ESOL.

Profile of respondents

- 4.9 In total, 114 people completed the survey. The majority of respondents were females (68.3%). The respondents' age profile is broadly represented with people from all ages, with 13.8% aged 16-24, more than half (55.2%) aged 25-44 and 31.1% aged over 45.

4.10 People from all ethnicities responded, the majority were Chinese (30.4%), followed by African (9.6%) and other Asian (8.7%).



4.11 More than three-quarters (77.5%) of respondents are economically active (just under half of respondents are in employment with an equal proportion in full-time (24.1%) and part-time (24.1%) employment, around one fifth (18.1%) are self-employed and 11.2% are unemployed).

Experiences and barriers to employment

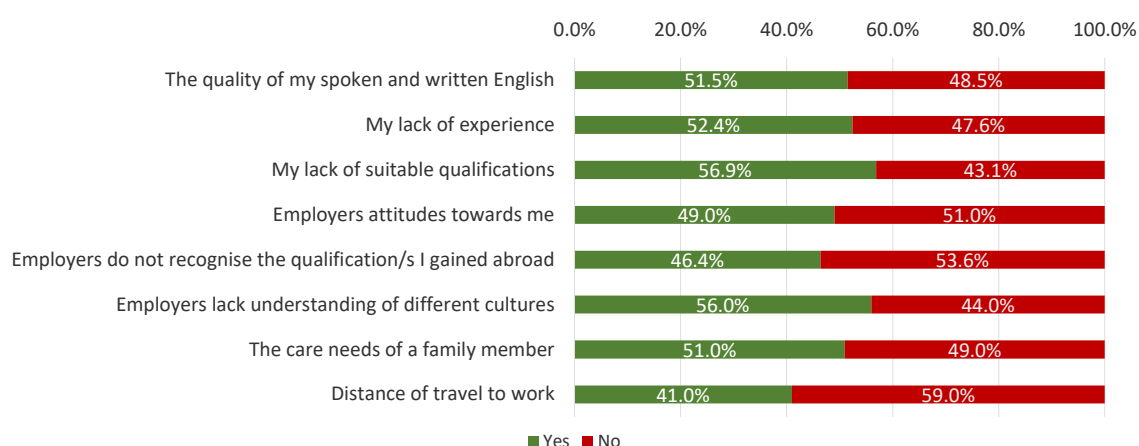
4.12 Around 8 in 10 respondents are currently trying to or have previously tried to get employment in Brighton & Hove.

4.13 Respondents were asked the extent to which they agree or disagree with the following statements about access to employment:

- 46.1% agree it is easy accessing information about jobs
- 25.0% agree they found getting a job in Brighton & Hove easy and straightforward
- 64.4% agree they know where to look for jobs
- 28.0% agree they go for jobs that others tell them about
- 60.2% agree that during the interview they were treated with respect
- 39.2% agree that application processes are orientated towards certain people getting the job
- 42.2% agree their experience and qualifications have been taken into consideration
- 32.4% agree they feel they are poorly equipped to compete for jobs in Brighton & Hove
- 61.5% agree support would help them to compete for jobs in the city

4.14 In considering other barriers to employment, a higher proportion of respondents feel their lack of suitable qualifications and the employers understanding of different cultures is a barrier, and the lowest proportion of respondents feel that the distance of travel to work is a barrier.

Chart 12: Do you feel the following are barriers to accessing employment?



4.15 Other barriers identified by respondents include, bullying and being marginalised, others being defensive about religion, difficulties with childcare. There is a perception that people from particular ethnicities are not expected to have an interest in certain jobs. Some respondents feel the jobs are already 'earmarked' for people the employers know and that there is little confidence in the whole recruitment process.

"Going through the application and interview process to later find out the person they have taken on is someone that already works there. Quite frustrating as it feels like the whole application process is a farce, to tick box the 'equality' policy."

Experiences and barriers to training, skills and apprenticeships

4.16 Just under half (48.0%) of respondents are currently trying, or in the past have tried to, access training.

4.17 Respondents were asked the extent to which they agree or disagree with the following statements about access to training, skills and apprenticeships:

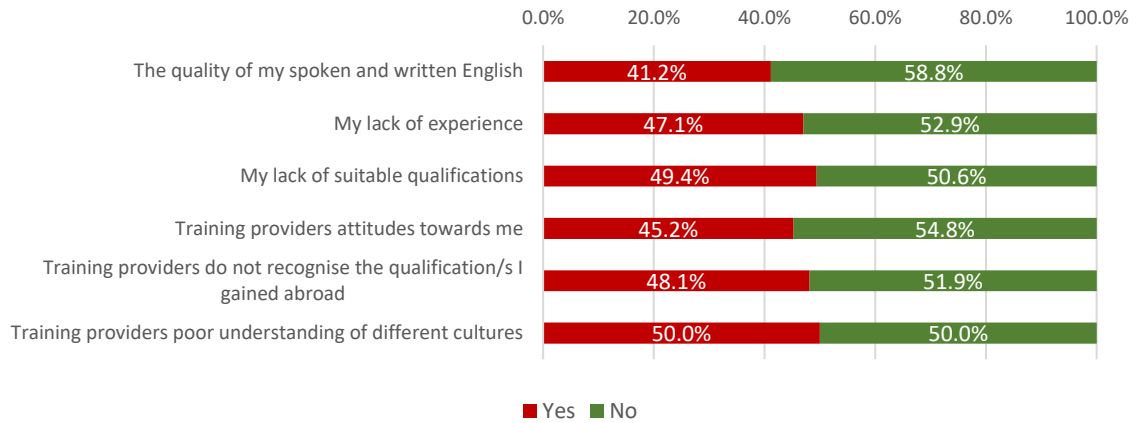
- 38.6% agree the information about training and skills was easy to access
- 45.2% agree the information about training and skills was easy to understand
- 38.1% agree the application form for training and skills was easy to complete
- 31.8% agree that the training and skills on offer was not relevant or appropriate
- 23.5% agree the process of getting on training and skills programmes was unfair and discriminatory
- 46.4% agree they need support to ensure they can effectively access training and skills
- 35.7% agree their experience and qualification were taken into considerations
- 33.3% agree that they feel training and skills in Brighton & Hove is aimed at the white community
- 65.4% agree training and skills providers need to better understand the needs of diverse communities

4.18 Respondents feel there needs to be more recognition of the diverse needs of BME communities in delivering training programmes to make them more accessible for everyone. Training is also felt to be expensive and unaffordable.

"It is expensive - I don't have that much saving"
"They need to make access [to training] for everyone"

4.19 In considering other barriers to training, skills and apprenticeships, a higher proportion of respondents feel that the training provider's poor understanding of different cultures is a barrier and the lowest proportion of respondents feel the quality of their spoken and written English is a barrier:

Chart 13: Do you feel the following are barriers to accessing training, skills and, or apprenticeships?



Working in Brighton & Hove

4.20 Respondents were asked which of the following occupations they have worked in, are seeking or previously sought to move into and occupations they have not considered.

- Just under half (46.7%) of respondents have worked in and previously sought or are seeking to work in caring, leisure and other services occupations (26.7% worked in and 20.0% sought or seeking to work in), 53.3% have not considered this occupation
- Followed by 42.1% of respondents who have worked in and previously sought or are seeking to work as professionals (22.1% worked in and 20.0% sought or seeking to work in), 57.9% have not considered an occupation as a professional

4.21 More than half (55.8%) of the respondents agree they are happy with their current job, 24.7% agree they are working too few hours, 41.9% agree they are doing a job that they are overqualified for, 43.5% agree they feel fulfilled by their current job, 24.1% agree their skills are not being recognised, 19% agree they are working too many hours, 29.4% agree they are not paid the market rate for the job they do.

4.22 Around 3 in 10 respondents feel they had experience of having been prevented from getting promoted in their current or previous employments. The respondents that said they had been prevented from a promotion were asked to state which of the following statements best describe the reasons:

- 14.8% their lack of experience, 16.7% their lack of skills and or capabilities, 22.2% their lack of awareness of the opportunities available, 24.1% the unwillingness of managers to promote them, 22.2% unfair and discriminatory processes, 29.6% the lack of recognition of what they had achieved, 20.4% stated they had never applied for a promotion

Improving employment opportunities in Brighton & Hove

4.23 Respondents were asked which of the following improvements could be made to support employment skills and training for people seeking to enter and or progress in employment in Brighton & Hove:

- 75% feel more information about training and skills opportunities are needed
- 70.5% feel employers having better awareness of the cultural diversity of Brighton & Hove is needed
- 69.3% feel better access to job opportunities is needed
- More than half feel removing barriers to employment skills and training (56.8%) and getting employers to ensure their workforce reflects the community (55.7%) is needed
- Less than half feel more support for those furthest from the labour market (43.2%), targeting apprenticeships (40.9%) and targeting employment to those furthest from the labour market (37.5%) is needed

4.24 Respondents were asked to identify other action that could be taken to ensure a fair and equitable labour market in the city. In addition to the above, respondents feel easier access to information through community centres, GP surgeries and places of worship and information about training, jobs and apprenticeships that is specific to BME communities. Language classes that take a shorter time to achieve the qualification. Some respondents feel companies or organisations should be made to recruit from diverse communities. The application process could be made easier. There is also a perception that some companies and organisations only hire their 'friends' and as a result many do not even consider putting in an application.

"My application won't be considered..." "I think the application process should be made easy and employers should be responsible for hiring from diverse groups"

4.25 Respondents were asked to comment about employment, skills and training, from a BME perspective in Brighton & Hove, and indicate the areas where they feel improvements can be made:

- Language is a key barrier in accessing employment and in particular for BME women, which has an impact on their confidence.
- Raising the awareness of employers in terms of recognising achievements and overseas qualifications.
- Recruitment processes are unfair and discriminate. There should be more checking of larger organisations' recruitment policies and counting of which people from which ethnic groups are being recruited.
- More work should be done between BME communities and organisations from the public, private and voluntary sector to break down barriers to job and training opportunities.
- The opportunity of more part-time work, especially for those who have young children.

"Maybe more ESOL classes targeting these communities or being employed by someone who can speak in their mother tongue."

"Ensure employers have a better awareness in; recognition of what I have achieved... recognition of our qualification even if it is from abroad..."

"Recognition of overseas qualification and appreciation of overseas experiences."

Focus Group Headline Outcomes

4.26 Between June and September 2016, 11 Focus Groups with BME organisations and people were set up and completed. These groups included, Arab Group (Female), Bangladeshi (Female), Bilingual teaching assistants, Black African/Caribbean (Male and Female), BME Employers, BME Young People, Chinese (Female) Chinese Community Group, Gypsy and Traveller (Male and Female), Mosaic Group, Pakistani (Female) and a workshop with training and apprenticeship providers.

4.27 Within each focus group there was a commitment by the facilitators to address:

- Perceptions of Employment, Education and Skills with/from a BME lens
- The experience of unemployment and seeking work from a BME Perspective
- Barriers to education, skills, training, employment and career progression
- Perceptions of apprenticeships
- Qualification and their recognition in the UK
- Skills development
- The perceptions of race, cultural and language in the context of employment and skills
- Improving access and awareness to support services and new/emerging employment and skills opportunities.

4.28 These focus groups have provided an important qualitative perspective to this research, from people in the city describing their experience from their racial, ethnic and cultural perspectives. There were some consistent messages across all focus groups, these included:

- People from BME communities engaged in these focus groups were on the whole aware that when they arrived in Brighton & Hove they were migrants to the city and the need to work and earn was strong and this often meant taking whatever work was available.
- A strong proportion felt there was bias and/or discrimination in the employment market, several mentioned discrimination stating that they did not have the skills, did not meet the requirements of the job or did not have the experience. But many felt that these were not the only reasons but that they were simply not wanted by the employer and their face did not fit.
- Key barriers included, effective English (without which employment options were limited to working with employers from within their own communities), to some extent the recognition of qualifications achieved elsewhere (too costly to convert) and simply not knowing how to find out about jobs.
- Job centres are basic and do not seem to want to get too engaged in your case they just want to move you along, perhaps they would do better if they were on commission to get you a job.
- Several had registered with employment agencies and had success getting work through these bodies, but there is a cost and there is a concern that they were being used to make profits for the agencies.
- There was very little understanding of cultural and/or religious needs by both employment agencies and employers alike. Some were prepared to help and support where they understood these needs, others were more keen to ensure that every member of staff worked to the same conditions and so did not allow any adaptations for staff from different ethnic minorities.
- Employers are clever and do not want to seem to be discriminating but often 'we know they don't want someone like me from a different ethnic group'.

- Apart from school and university, few had undertaken further work-related training, particularly training to get into new areas of work

4.29 The table below sets out the key specific findings from these focus groups. These findings have been summarised and in some cases are consistent responses to the discussions in all of the focus groups. Nonetheless, the priorities and perspectives set out below were specific to the groups that were run.

EMAS Service	Chinese	Mixed Communities
<ul style="list-style-type: none"> • More support for BME Children in schools by the schools themselves. • Language and accents are an inhibitor to progress but young people are resilient and adapt. • Little awareness of careers options for young people. • Particular concern for children of mixed heritage relating to issues of educational underachievement and disengagement 	<ul style="list-style-type: none"> • No real barriers to employment other than in some cases language. • Chinese often focus on work within their own communities. • Qualification recognition for/of qualifications gained abroad. 	<ul style="list-style-type: none"> • Mixed communities tend to have better English. • Education attainment and cultural identity key issues for employment • Bias and discrimination was not so overt, although this changed when meeting employers face to face.
Pakistani	Arab	BME Employers
<ul style="list-style-type: none"> • Greater language support needed, particularly English supporting people in the workplace (Hangleton and Knoll project) • Qualification recognition for/of qualifications gained abroad. • Perception of relatively high levels of unemployment. 	<ul style="list-style-type: none"> • Language. • Increasing sense of Islamophobia. • Community seeks to support itself where it can. • More information about jobs, skills and learning. • Difficulty of integration for many (Medina Mosque). 	<ul style="list-style-type: none"> • Need for staff particularly since 2009 Visa Restrictions. • Need for business support and networking. • Need to address growth of these businesses. • Need support to fulfil regulators requirements. • 'As businesses we have not been given any information about apprenticeships.'
Bangladeshi	Black Caribbean	Coptic Christians
<ul style="list-style-type: none"> • Consideration should be given to the provision of women only training. (Hangleton and Knoll project). • Local training provision needs to be improved to cater for those with low self-confidence (The Hub). 	<ul style="list-style-type: none"> • Perceptions of racism and discrimination at the point of recruitment. • Lack of awareness of job opportunities. • Confusion over the agencies role in supporting employment. 	<ul style="list-style-type: none"> • More support is needed for people over the age of 50 (Jasmine Group). • Significant proportion seek employment through their own community. • 'Many, have turned to taxi driving as they

<ul style="list-style-type: none"> • Greater language training provision required by many in the community (Hangleton and Knoll Project and The Hub). 	<ul style="list-style-type: none"> • 'Many young men feel isolated and do not know where to go for support.' 	cannot find a job in their real professions.'
Gypsy and Traveller	Black African	
<ul style="list-style-type: none"> • Stability of housing and need for an address, bank account etc. • Education particularly a need for reading, writing and numeracy skills. • Little or no awareness of opportunities in the labour market. • Concerns that discrimination against Gypsy and Travellers would prevent sustainable employment. 	<ul style="list-style-type: none"> • Some cases of language and accents. • Accessibility of support and awareness of job opportunities. • Need support particularly for online applications. 	

Summary

- 4.30 The overall research findings provide a diverse picture of the BME community in relation to employment and skills needs and outcomes. The categorisation of the BME communities has all too often been too limited and often fails to address the relevant data for specific groups. This has made it extremely difficult to understand underlying issues and/or problems affecting any one ethnic group.
- 4.31 Many of the BME respondents in the survey and participants in the focus groups do not think in terms of ethnicity and simply prefer to think that everything is equal for everyone. However, we know that in terms of employment the outcomes for different groups of people are often quite contrasting. Indeed, this colour-blind approach has proffered a situation where some agencies simply feel there is either no problem and others that are aware there may be problems but feel that these disparities are not significant enough (lower numbers) to prioritise action.
- 4.32 Moreover, from the BME communities' perspective there is a sense that actions from previous research and engagements have either not be fulfilled or have been slow in making any difference. As such, this sets a scene for the city where more could be done and where key organisations and employers particularly in the public sector need to address race equality both through their work and through their workforces becoming more reflective of the city's ethnic population.

5 Key Issues

- 5.1 A full picture of BME communities in relation to employment and skills is both complex and fragmented. As has been argued, the categorisation of BME communities has all too often been too broad and does not take account of the diversity of groups that this description tries to encapsulate. Moreover, when reviewing the data that surrounds this cluster, ethnic classifications are often gathered in an inconsistent way, making it difficult to fully understand any underlying issues and/or problems affecting different groups.
- 5.2 In clustering the BME community together, this body of people includes all ethnic categories that are not defined as white British. This would include those who are white Irish, Gypsy and Traveller and white Other (European and international). When removing these white groups from the BME cluster the remaining BME groups show significantly different proportions in both employment and skills data sets. Arguably it would take a more considered drill down of data (where it is available/broken down) to understand the differences of outcomes in employment, economic activity, skills/training and educational attainment and to compare this with the white communities and the whole population the city. While much of the information available has been, generic and focused on the BME community the following section highlights some of the key issues faced by individual communities and is based on quantitative data from sources such as the 2011 Census and the completed survey and qualitative information from in-depth focus group and individual interviews.

Comparative data

- 5.3 A review of the BME economic activity data for all ethnic groups (based on the Census 2011) shows a clear disparity in outcome both in terms of economic activity and economic inactivity, for example:

Table 4: Economic Activity and Inactivity, Ethnic Groups compared against B&H Baseline Census 2011¹⁹

	Number of economically active people	Economically active as a % of total ethnic group	Number of economically inactive people	Economically inactive as a % of total ethnic group
England				
Brighton & Hove	151,689	66%	77,335	34%
white British	122,121	66%	62,800	34%
Irish British	2354	65%	1,244	35%
Gypsy or Irish Traveller	111	63%	64	37%
Other white	13399	76%	4,286	24%
white and Black Caribbean	828	67%	408	33%
white and Black African	656	65%	360	35%
white and Asian	1332	67%	652	33%
Other Mixed	1282	70%	549	30%
Indian	1808	68%	870	32%
Pakistani	311	59%	216	41%
Bangladeshi	533	61%	337	39%
Chinese	1,061	39%	1,690	61%
Other Asian	1710	60%	1,148	40%

¹⁹ Colour code relates to the % variation from the Brighton Base line of more than 5 % (Red) less than 5% (Amber) Consistent or better than Baseline (Green).

	Number of economically active people	Economically active as a % of total ethnic group	Number of economically inactive people	Economically inactive as a % of total ethnic group
African	1612	66%	823	34%
Caribbean	602	74%	212	26%
Other Black	249	71%	101	29%
Arab	794	47%	894	53%
Other ethnic	926	58%	681	42%

5.4 In the chart above, the percentage of people that are economically active and inactive in the broad ethnic group categories shows that a high proportion of Black, Mixed and white groups are economically active. With higher levels of economic inactivity amongst Pakistani, Bangladeshi, Chinese, Other Asian, Arab and Other ethnic.

Table 5: Brighton & Hove Economically Active (by type) and Ethnicity Profile 2011(all usual residents aged 16 and over) (Source: ONS Census 2011 NOMIS DC6201EW)

	Number of economically active people	In employment	Self-employed	FT students	Unemployed
England	27,332,373	75%	14%	4%	7%
Brighton & Hove (average)	151,689	69%	18%	6%	7%
white British	122,121	69%	18%	5%	7%
Irish British	2354	71%	18%	4%	7%
Gypsy or Irish Traveller	111	51%	24%	9%	15%
Other white	13399	71%	17%	6%	6%
white and Black Caribbean	828	55%	14%	15%	16%
white and Black African	656	55%	16%	12%	17%
white and Asian	1332	63%	17%	9%	11%
Other Mixed	1282	61%	17%	12%	10%
Indian	1808	65%	16%	10%	9%
Pakistani	311	51%	21%	16%	12%
Bangladeshi	533	53%	22%	11%	14%
Chinese	1,061	61%	21%	9%	10%
Other Asian	1710	62%	19%	10%	9%
African	1612	52%	9%	21%	19%
Caribbean	602	56%	18%	12%	13%
Other Black	249	67%	15%	8%	10%
Arab	794	55%	26%	7%	12%
Other ethnic	926	59%	23%	9%	9%
BME	29568	59%	18%	11%	12%
Non white	13704	48%	15%	10%	10%

5.5 However, when broken down, the types of economic activity vary. In the table above, of those that are in employment against a city base line of 69%, only the white British, Irish and white Other have similar or higher levels of employment. Indeed, apart from Indian and Other Black all the Other groups have at least a 5% less proportion of people in employment than the Brighton baseline. The proportion of self-employment across the city is higher than the national profile of 14%. Indeed, the BME percentages are broadly consistent with the Brighton baseline of

18% apart from Black Africans who have half the level of self-employment profile at 9%. The table indicates the high number of students in the city relative to the national average. This is particularly accentuated among the African, Pakistani and white and Black Caribbean population and may have a bearing on the level of economic inactivity among these groups.

5.6 Finally, with regards to unemployment there are higher levels of unemployment in the African (19%), white Black African (17%), white Black Caribbean (16%), Gypsy and Traveller (15%), Bangladeshi (14%), Caribbean (13%), Pakistani (12%) and Arab population (12%).

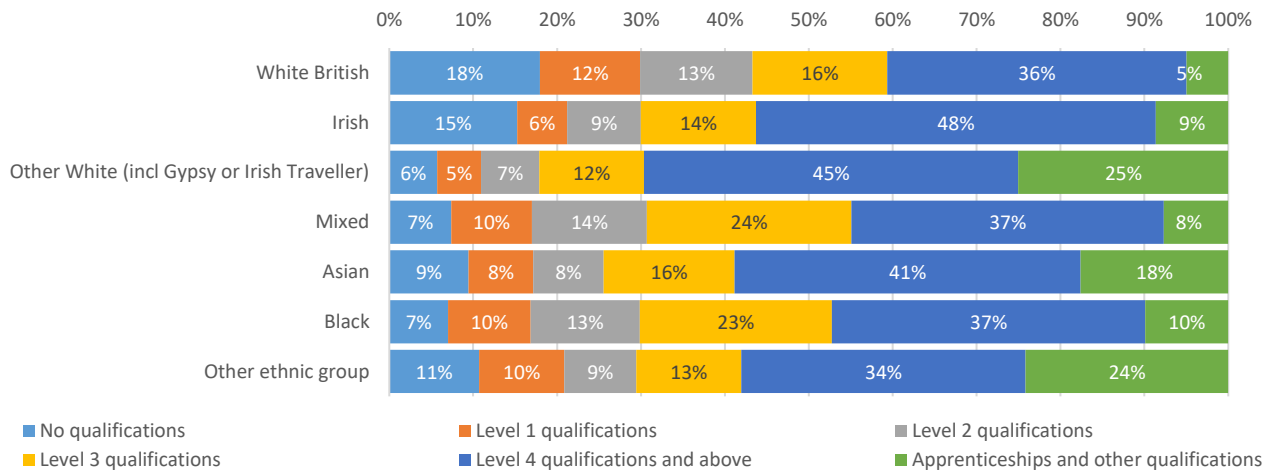
Table 6: Brighton & Hove Economically Inactive (by type) and Ethnicity Profile 2011(all usual residents aged 16 and over) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016

	Number of economically inactive people	Retired (as % of total)	Student (as % of total)	Looking after home/family (as % of total)	Long-term sick (as % of total)	Other (as % of total)
England						
Brighton & Hove	77,335	47%	27%	9%	12%	5%
white British	62,800	53%	21%	9%	13%	5%
Irish British	1,244	58%	20%	6%	11%	5%
Gypsy or Irish Traveller	64	13%	17%	14%	36%	20%
Other white	4,286	23%	51%	11%	7%	8%
white and Black Caribbean	408	11%	58%	10%	13%	8%
white and Black African	360	10%	51%	15%	14%	10%
white and Asian	652	14%	61%	8%	8%	9%
Other Mixed	549	12%	52%	17%	12%	7%
Indian	870	23%	56%	10%	5%	5%
Pakistani	216	11%	50%	20%	9%	10%
Bangladeshi	337	10%	29%	39%	10%	12%
Chinese	1,690	9%	82%	4%	1%	4%
Other Asian	1,148	13%	56%	17%	5%	8%
African	823	7%	62%	16%	8%	8%
Caribbean	212	21%	50%	9%	14%	5%
Other Black	101	13%	46%	21%	14%	7%
Arab	894	11%	48%	21%	13%	7%
Other ethnic	681	16%	49%	12%	15%	8%

5.7 It is clear, that the percentages of the sub-classifications of those that are economically inactive differ between the BME population and the total white population. Around three in five white people that are economically inactive are retired (a reflection of the higher proportion of older people in this ethnic group), in most BME groups 13% and below are retired, apart from those in the Indian and Caribbean communities who represent over 20% (still below the city average). However, the student profile is strikingly high for most BME groups compared with the Brighton & Hove average. Further study is required to determine whether the

numbers of overseas students is impacting on the levels of economic inactivity among all BME groups.

5.8 There are proportionately more people across BME groups with level 1 to 4 qualifications in comparison with people from the white ethnic groups.



Barriers to Employment

5.9 Given these levels of disparity, it is clear there are barriers that prevent some BME people from accessing and succeeding in the labour market. Through this research there were key barriers to employment, skills and training that emerged as themes and were common to many people from BME communities in the city seeking employment, including:

- Lack of awareness of opportunities (advertised and not advertised)
- Language and lack of English both verbal and written
- Complexity of the application process
- Fear and limitations in what people seek by way of employment
- Overseas qualifications and experience are not recognised by employment agencies or employers
- Employers do not recognise references obtained outside the UK
- Being born outside the UK seems to be a barrier to higher-level work
- Discrimination and/or unconscious bias are a significant barrier to employment
- Rejection in the application process based on their name alone
- Omission from the recruitment process because of foreign/overseas accents
- Rejection by agencies and employers without a valid explanation
- More priority to support employment is given to school leavers
- Race and gender provide cause for imbalances in outcomes particularly across some cultural groups
- Age as a barrier is compounded by race
- Being a family person with children appears to be a major disadvantage aligned with a lack of suitable/affordable childcare provision and employer inflexibility
- Employer inflexibility is reinforced by agency inflexibility and lack of responsiveness to diversity of job seekers needs

5.10 These key barriers are further examined below. To do this, we have drawn together the findings of the survey and the views expressed by those engaged in the focus

groups to provide some understanding of the key issues that affect the ability of BME communities in the city to succeed in the labour market.

- 5.11 It should be noted that a clear finding throughout this research was the commitment of people from all BME communities to earn money through paid employment. This shows a strong work ethic and this was generated in part through their commitment to support their families either in the UK or abroad (particularly for migrant workers).

Discrimination and Racism

- 5.12 Throughout the community interviews and focus groups, the issues of racism and discrimination were raised as obstacles to finding work. It must be stressed that these issues were never seen, by any of the groups, as the sole reason, but more as a contributory factor. One Sudanese woman said that her son had commented that he did not stand a chance in an interview for a job as all the other candidates were white.
- 5.13 It is clear, however, that discrimination and racism is experienced by BME communities seeking employment and skills in Brighton & Hove. In fact, 49% of respondents to the survey felt that the employer's attitude towards them was a barrier to getting employment - 29% felt they had been prevented from getting promotion in either their current or previous employments and 22% felt that unfair and discriminatory processes had prevented them from getting promotion.
- 5.14 Often discrimination is not overt, but it is experienced, with people feeling that their face and the colour of their skin did not fit or that they were excluded in the selection and recruitment process because of their names, ethnicity and/or their cultural identity. This gives a sense also that there is an unwitting form of racism and discrimination, which while not explicit is still impacting negatively on the city's BME communities.
- 5.15 Racism and discrimination must be tackled not just because it is morally and legally wrong but also because it undermines the confidence of those furthest from the labour market and reinforces prejudice. It reduces trust in businesses and organisations, affecting their reputation. Members of the BME community must be seen at all occupational levels to dispel notions of prejudice and discrimination.
- 5.16 Through the focus group, people from all communities, particularly where they were either new migrants or foreigners moving to the area, felt that racism and discrimination and xenophobia are normal and to be expected. However, in British society people should not be expected to accept racism, be it infrequently or daily. Whether racism and discrimination occurs within the selection and recruitment process or the workplace or within the city in general, it is still unacceptable and illegal.
- 5.17 Discrimination and/or racism can manifest itself in either conscious or unconscious bias in the labour market. Employers and staff within companies undertaking recruitment are all subject to their own bias and this can be made worse by the systems and processes that are used to secure recruitment and to fill vacancies. For the city to excel in race equality in employment, there is a real need to ensure that bias in the selection and recruitment process is either eliminated or mitigated.

Selection and recruitment training, cultural awareness and managing diversity training all play their part in supporting this aim.

Language

- 5.18 At the points of application, selection and recruitment, many engaged in this research stated that they felt that cultural issues, nationality and language were significant barriers to getting a job. Language was a factor for many reasons, not simply that employers do not want to have staff with poor English, but also that the lack of good English from the person seeking employment impacts on their confidence and self-esteem, often preventing them from pursuing the job in the first place. Another issue was that employers felt BME applicants' accents were too extreme for people to understand their English. Participants in the focus group, particularly the Asian, Chinese and Black African groups, felt that some BME people shied away from some jobs because of their poor verbal and written English. Poor English is a major contributory factor to low self-esteem, fewer employment opportunities and greater marginalisation.
- 5.19 Clearly this concern did not apply to British-born ethnic minorities of all forms, particularly those that had gone to schools in this country and Brighton & Hove.
- 5.20 Many interviewees talked of only finding work through contacts in their own communities - working with people they feel more familiar with and who they can talk with in their mother tongue. This was particularly the case with the Chinese, Asian (Pakistani, Bangladeshi) and Arab focus groups. Anecdotally, some felt that 'Black' employers were not always the best managers, with tough working conditions and a reliance on a sense of loyalty from those that they offered employment to.
- 5.21 Others were simply ill-equipped to apply for jobs with their standard of written English, and thus found the application process very daunting. However, even where some had ventured into making applications there was a self-proclaimed statement that they were unable to write applications that were successful. Finally, some felt that the application forms, the person specification, and the selection criteria made the task of applying for some jobs just too complicated and so they either did not even attempt the application or they simply gave up or just did not try in the first place.
- 5.22 Poor language and low confidence clearly impacts on an individual's ability to find work. Confidence is a barrier in all job applications. Two women from the Hangleton and Knoll Project said that many women from the Bangladeshi community lacked the confidence to travel by themselves into the city centre. This was a causal factor in not seeking and/or finding employment.
- 5.23 Language capabilities are a significant barrier, not only in the labour market, but also when trying to promote cohesive communities. Local communities need access to language classes in more accessible locations. Local BME organisations could be consulted to ascertain the best venues and times for ESOL classes to be held.
- 5.24 There are a range of courses and providers of ESOL and Secure English Language tests in the city, as well as many language schools. A Basic ESOL Communication

course would last 11-12 weeks and cost around £300 at a college but there is some free/discounted ESOL provision through the Friends Centre in Brighton.

Online application forms

- 5.25 Several of those interviewed and some within focus groups mentioned the difficulty the community has in completing the online application processes. The City Council was cited as well as other public/private-sector organisations that use e-application processes. Many felt that the use of electronic applications created a problem, particularly when IT skills were limited. The perception is that these are difficult enough to complete for anybody but even more so for some within the BME communities who have poorer language and/or IT skills.
- 5.26 Focus group participants from the Chinese, Black (African and Caribbean), Asian and Arab groups indicated that they were put off applying for jobs that used complicated interactive application forms. One community organisation said that many of their clients did not know how to go about filling in an application form and did not know where to go for support. Sadly, some felt that their continued rejection had stopped them applying for further jobs.

Impact of nationality and culture

- 5.27 The right to work is defined by nationality or at the very least domiciliary and employment rights to this country. However, while nationality was less of an issue for BME people in general who are seeking employment and skills, it was still quoted as a concern from many who were foreign nationals engaged in this research. This was made worse following the Brexit vote - those who are also foreign nationals felt decidedly less sure about their place in the community and their rights in respect to employment and training opportunities.
- 5.28 Members of Chinese, Bangladeshi, Pakistani and Arab communities felt there was a low level of understanding of their cultural needs both as applicants and employees and many felt that application forms and recruitment processes were very British orientated and ethnocentric. This may be something that can be addressed by some of the larger employers through appropriate training. However, with the clear majority of employers in the city, being small and medium-sized enterprises or micro-businesses it will be more difficult to amend employment practices to widen the pool of potential applicants. For smaller companies, with a focus on service capability, their need for English as a basic requirement is likely to inhibit applications from people from different and diverse cultural backgrounds.

Poor and inconsistent ethnic monitoring

- 5.29 Most representatives from employment services in Brighton & Hove feel that there are no real issues with the employment and placement of BME unemployed people. However, the data reviewed does challenge this assumption especially when looking at specific cultural groups within the BME community. More robust monitoring, within employment services, training providers and the commissioners of training, needs to be rigorously enforced to ensure that an equitable number of BME people are accessing support. Where BME people are shown to be underrepresented, then the reasons behind this should be investigated.
- 5.30 Ethnic monitoring and national identity formed an important point of discussion with all the groups engaged. Many respondents do not consider themselves to fall under the term BME or indeed the term black. This broad term impacts on people's

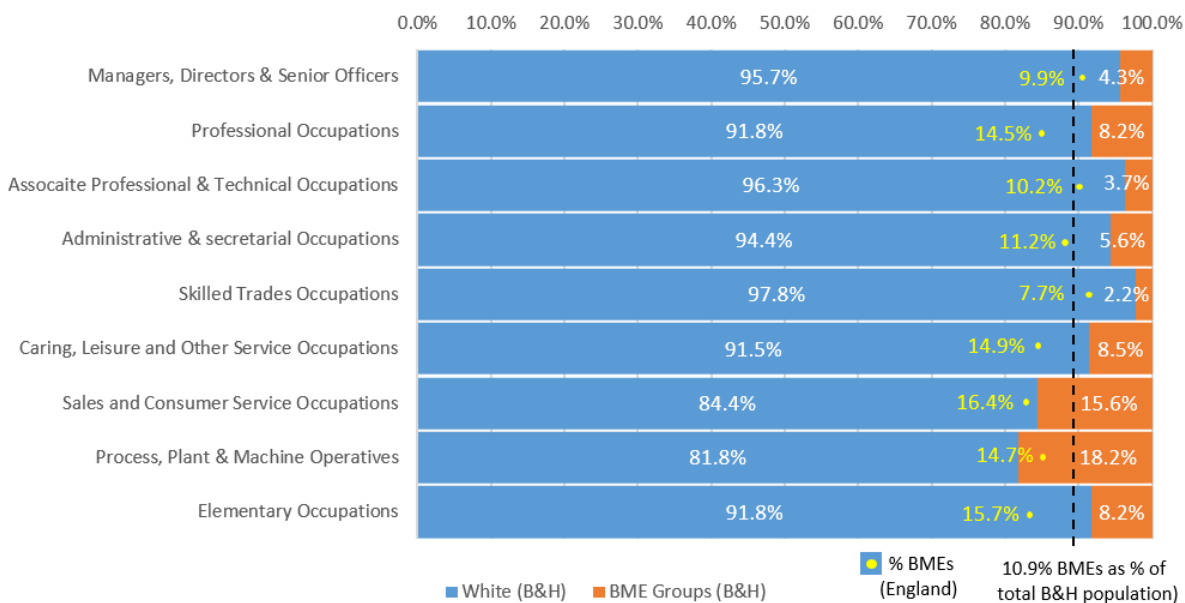
perception of themselves and their involvement in initiatives being proposed in the city and for employment in particular. Many people stated they just want to live their lives and not be considered as special in any way and others felt that being 'shoe horned' into a broad BME category was limiting their ultimate chances of securing worthwhile livelihoods.

5.31 It is worth noting that whole groups of people are being treated differently because of their ethnicity, nationality, language, culture, religion etc and therefore it is critical that key partners delivering employment and skills provision in the city use the ethnic classifications consistent with the National Census to enable a more effective level of drill down into the employment and skills needs and outcomes of people from different ethnic groups.

Underrepresentation of BME people occupations

5.32 The percentage of people from BME and white ethnic groups in employment by occupation in Brighton & Hove can be seen in the chart below, plotted against the percentage of those in employment by occupation across England.

Chart 14: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



5.33 This chart shows that only in the occupations of 'sales and consumer services' and 'process, plant and machine operatives' is there a level of employment that is proportionate to the BME population in the city.

Limited access to local job opportunities for the BME community

5.34 The lack of awareness of job opportunities acts as a critical barrier to BME employment. This is a barrier for most, if not all, people especially as many jobs are never advertised, but simply passed around through word of mouth. Nonetheless, BME people are often less engaged with the larger number of small and medium enterprises that make up most the city's business base and so are less likely to be

asked or considered for employment opportunities that may arise. Moreover, few if any of these SMEs take on employees beyond their own networks of acquaintances.

- 5.35 When jobs are advertised, BME people often find it difficult to follow up on employment opportunities. When they do they are often told that the positions have closed and that the job has been taken or withdrawn. While this may indeed have been the case, there is a sense from some respondents to our research that this was an 'excuse' from the employer to prevent them from getting these jobs.

Poor awareness and knowledge of available services

- 5.36 Very few in the BME communities are aware of services that support people seeking employment. Little effort is being made across the city to target BME communities to access training and skills support and/or apprenticeships. Traditional sources of support including the Employment Service (Job Centre Plus), training providers, colleges/universities and private training providers have done little to specifically target the BME communities and identify their employment and skills needs. This work has been carried out at a local level by community organisations in Whitehawk, and Hangleton and Knoll. However, there is a clear need for a broader more universal approach to engage and support the BME communities furthest from the labour market.
- 5.37 Equally, community organisations have undertaken some self-support work to assist people into the labour market but this tends to have been part of previous funding regimes and, once again, not part of a broader strategy to support people into work.

Need for more inclusive employment initiatives

- 5.38 This study demonstrates that even though BME people are identified as being a target group for employment initiatives, there is little in the way of BME-specific employment initiatives in city and city-region areas. Interventions such as outreach support have been identified and suggested as tools to facilitate greater employment-market inclusion. Some of this work has happened in the past - when SRB and other social and physical regeneration programmes were in place - but seem not to be supported through current mainstream funding channels.
- 5.39 The research reveals a sense that there is inexperience and a skills gap within employment support providers when engaging and supporting BME people seeking work. It was felt by some, particularly women from the Bangladeshi, Coptic and Arab communities, that it was important for employment advisors to be from the BME community and so be more able to relate to cultural sensitivities and distinctive barriers that their communities encounter.
- 5.40 Some suggested cultural awareness training would be beneficial to support advisors to work more effectively with the city's diverse communities.

Specific BME services for employment and skills support needed

- 5.41 There is clear evidence that there is a need for more defined culturally orientated employment and skills support. The level of underrepresentation in both the workforces of local businesses and the underrepresentation of BME people in skills training and apprenticeships is such that there is a clear argument for a more determined effort to address this imbalance. Consultees were keen to ensure that there was a focus on support that takes account of culture - for example, women

only training, provision of times for prayer, culturally orientated uniforms, as well as support for employers to help them manage diverse workforces. There was particular support for increased awareness, advice and guidance on job opportunities for BME people through the network of BME community organisations.

Underrepresentation within the hierarchy of organisations and lack of visible leadership roles for BME members of the community

5.42 There is a need to redress the lack of representation within hierarchical structures across the city from city partnerships to commissioning working groups and working parties, particularly in the upper echelons of both the command and control and elected positions. Evidence would suggest that the BME community is seemingly excluded from 'higher positions' within statutory sector employment. This extends to honorary positions where there appears to be a concentration of power within the white British population. In addressing this inequitable balance of power, consideration must be given to avert 'tokenism', which is a form of discrimination and humiliation.

Public procurement and supplier diversity as sources of opportunity

5.43 Policies on procurement need to be strengthened and public bodies must start using procurement more effectively to enhance equality and race equality. The city council's social value in procurement guidance is welcomed but there is little perceived effort being undertaken to support the diversification of employment and supplier bases for public bodies.

5.44 This approach has been undertaken in large-scale public procurement processes. In many local authorities, this includes setting targets for supplier workforce profiles to reflect the local BME community. This commitment has not been incorporated into the procurement process and so the opportunities afforded by supplier diversity initiatives are not being realised. This action would provide a clear commitment from the public sector and a signal to all future supply chain providers.

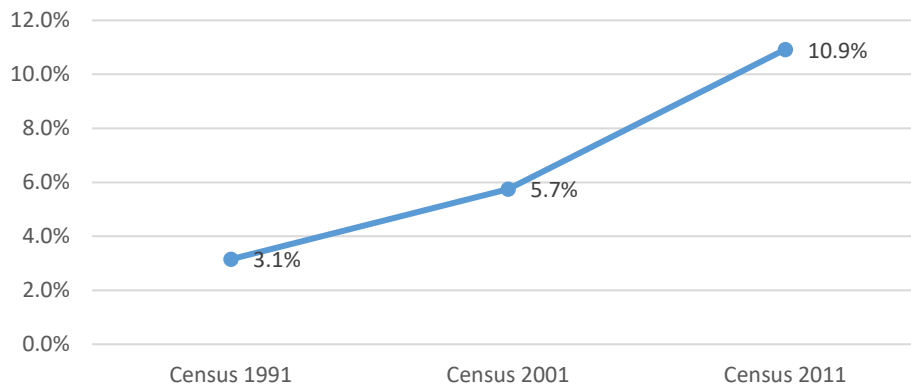
The need for increased understanding of diversity in the city

5.45 There is a need for greater knowledge and understanding of cultural differences particularly where it challenges the misrepresentation/stereotyping of Black, Asian and minority ethnic communities. Only by overcoming the lack of communication and engagement can there be better understanding and articulation of diversity and work culture. This issue applies across the board, in educating all employment sectors (private, statutory and voluntary) to the value of a diverse workforce.

5.46 This will become increasingly important because the BME population in the city has been growing over the last three decades and continues to do so. Since the 1991 Census, the BME population in Brighton & Hove has more than tripled in size, from 3.1% in 1991 to 10.9% in 2011, and this trend is seemingly growing.²⁰

²⁰ Due to inconsistencies in ethnicity categories used in the 1991, 2001 and 2011, it is only possible to chart the growth of non-white BME populations.

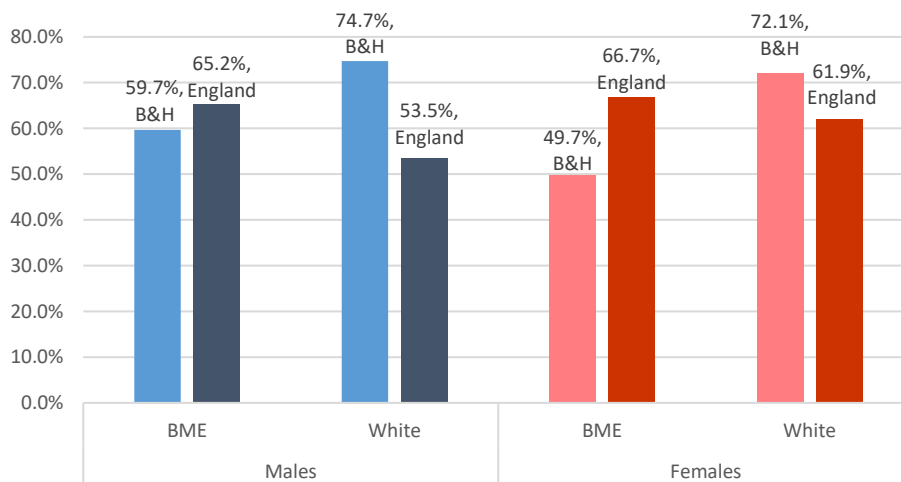
Chart 15: Brighton & Hove Ethnicity Profile 1991, 2001 and 2011 BME Groups (all usual residents)
 (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016



Recognition of the further issues faced through ethnicity and gender

5.47 There are clear differences in the outcomes of employment and skills across the city by ethnic group and by gender. In almost all cases women from ethnic groups fair less well in the labour market and are less engaged in education, training and skills. We know that the employment rate for BME women in Brighton & Hove is 5% lower compared with the BME employment rate for women across England and 22% lower than their white counterparts in Brighton & Hove.

Chart 16: Brighton & Hove Employment Rate by Ethnicity (Males and Females) (aged 16-64), 2014-2015
 (Source: Annual Population Survey, NOMIS), Accessed June 2016



5.48 Equally, we know that the unemployment rate for BME women in Brighton & Hove is 2% higher compared with the BME unemployment rate for women across England and 4% higher than their white counterparts in Brighton & Hove. Confidence and language are the major barriers to accessing the labour market. Analysis would suggest that the communities most in indeed of targeted support are women from the Arab, Bangladeshi, Black African, Chinese and Pakistani communities.

Need for childcare

5.49 Through the focus groups, women have said that childcare provision is not always appropriate for the BME communities. For example, within the catering industry where the levels of BME representation are higher than other sectors, working hours are more likely to be during evenings and weekends when there is little

formal childcare available. In addition, a large proportion of BME people utilise their immediate family as there is a perception that private childcare provision may not be culturally sensitive. Innovative ways of looking at formal childcare provision in dispersed BME communities are essential to facilitate women's integration into paid work. The inclusion of BME people as registered childcare professionals is imperative. Institutional barriers to BME women beginning and returning to work are exacerbated as there appears to be no specific policy focus on BME women, whereas there are policies on women and ethnic minorities more generally.

Awareness of second-generation economic outcomes being better to first-generation immigrants.

- 5.50 From discussion with older members of the BME community across almost all ethnic groups it was clear that there is a different set of outcomes for BME children born in the UK and who have been through the education system. In these cases, the pursuit of academic achievement is strong with second and third-generation children of migrant/immigrant families often exceeding their parents in the labour market. Evidence through focus groups also suggests that with perfect English, local accents and a stronger cultural awareness of British society, BME people's employability is enhanced considerably.

Recognition of Professional and Educational qualifications

- 5.51 Across the research with the BME community in the city it became clear that communities prioritised the achievement of academic, technical and professional employment qualifications. However, there are good examples of well-qualified individuals from the BME community, who are working in lower-paid and underqualified positions, in part because their qualifications gained abroad have not been recognised. The recognition of qualifications gained abroad is a barrier to employment for many well-educated BME people who have moved to this country.
- 5.52 The cost of converting these qualifications is often prohibitive and time consuming. For several of those engaged in the focus groups, there was a reluctance to convert these qualifications because the process is deemed to be too costly, complicated, onerous and time consuming. Thus, there are examples of doctors, lawyers, technicians, engineers and architects who are working in low-paid jobs because their qualifications are not recognised and because they need to earn now, to support themselves and their families. This was noted particularly among the first-generation Coptic community that arrived in the city during the 1990s and more recent Arab entrants.

Ethnic Minority Business

- 5.53 There is a strong argument, backed up with data that entrepreneurial skills are alive and well in the BME community as many opt for self-employment as a route to support their families. Indeed, the Chinese, Bangladeshi, Pakistani, Arab and Gypsy and Traveller communities have a higher than average level of self-employment in Brighton & Hove. It is important to support the development of existing and new businesses run by individuals from ethnic minority backgrounds. Initiatives for the expansion of established businesses to increase their economic potential will also increase the number of businesses sensitive to the needs of ethnic-minority workers. Programmes like 'Coast to Capital' are in place to support all businesses in the area although mainstream services are often insufficiently aware or experienced enough to deal with this specific sub-sector as an area of potential growth.

- 5.54 BME business owners have set up and settled in Brighton & Hove and are clustered in the retail, restaurant, hotel and leisure industries. There are some smaller family based accountancy and legal practices, and a smaller number of property management/development companies.
- 5.55 Supporting these companies to grow is one way to further support the BME employment base in the city, as in many cases the growth of these companies would provide further employment opportunities. Nonetheless, some of these companies are family based lifestyle businesses and their growth capacity is often restricted.

Responses to employment by the BME Third sector

- 5.56 Across all the BME communities in the city, there has been little engagement and joined-up work to drive better employment and skills outcomes for diverse groups. It was clear that third-sector organisations representing BME communities in the city are not engaged with the right agencies to work to support better employment outcomes. Moreover, there are no formal arrangements that link BME people with key commissioners and specialist employment support and training providers.
- 5.57 The coordination of services for the BME community does not take place through a single point and the overused adage of people silo working - meaning doing their own thing - generally applies. The fragmented nature of BME Third Sector support and provision has led to a difficulty in coordinating employment activity and/or other social support. The resources in the community are thinly spread and most organisations focus on cultural celebrations with some targeted activity for children and young people and older people, or as the priorities present themselves. Advice, information and guidance within the employment and skills field is a specialised field that these community organisations are not qualified to deliver to their communities. However, access to communities these organisations represent is critical and some work could be done to broker a conduit for better employment and skills engagement and support.

A case for intervention

- 5.58 With an awareness of these barriers and with an understanding of the dynamics in the BME communities it is evident that there are obstacles to employment and skills that can be removed and specific opportunities that could to be enhanced. In many respects these would be 'positive actions'²¹ to address these negative impacts and to work to balance outcomes and to ensure greater equality among all ethnic groups.
- 5.59 The BME community is dispersed across the city and there are no distinct localities where the BME community lives in any larger densities. Nonetheless, this lack of critical mass within the city does not reduce the need for action. There is now an opportunity for the Gypsy and Irish Traveller community with the new 'place based' setting to do some targeted work. Employment and skills evidence shows that there are disproportionately more negative outcomes for BME communities in terms of accessing work, career progression, economic inactivity, qualification and educational attainment and skills development and apprenticeships. This evidence shows that there is now a better case to prioritise this growing segment of the

²¹ Positive action is a legitimate response to evidenced needs as set out in the Equality Act 2010

labour market and to identify ways to address inequalities experienced in employment.

- 5.60 Priorities and actions can be undertaken to enable greater equality in the labour market and to enable those who were furthest from the labour market from ethnic groups, particularly women within some ethnic groups, to get greater access to employment skills and training. To achieve this there needs to be political and organisational leadership and willingness to address change. It is also clear that a culture of inclusiveness is needed to ensure that employment opportunities are open to all and that in some cases positive action needs to be taken to address community needs.
- 5.61 A key issue when considering what actions need to be taken is the size of the community that we are seeking to benefit. For example, while unemployment rates for the white and Black Caribbean, white and Black African and African communities is disproportionately high, the number that would benefit from any one intervention targeted at these groups would be relatively small. With the limited financial resources available, consideration may need to be given to an intervention strategy that seeks to benefit a broader cohort of the BME community and a greater number of beneficiaries.

6 Priorities for Brighton & Hove

- 6.1 This section draws together the findings from sections 4 and 5 and offers key priorities for Brighton and Hove. From an employment and skills perspective there are some relevant priorities for the city to undertake. Not all these priorities will become recommendations of this report but it is important that they are set out for consideration.
- 6.2 It would seem from the evidence gathered that there are real labour market disparities between the BME community and the white British community in the city. This is demonstrated in data relating to employment, unemployment and economic activity and inactivity, skills attainment, and through the findings of the primary research and through consultation with local organisations and people. However, this is not only an issue about employment and skills. There is a sound case that the city needs to make a step change in the way public bodies, local agencies and businesses address race equality.
- 6.3 Despite the strongly perceived inclusiveness of the city, the practices of public bodies and the attitudes of local people suggest that Brighton & Hove has some distance to travel to address race equality effectively. To some extent the problem of race inequality in relation to employment and skills comes from a lack of awareness that a problem exists. The main impression gained from this research is that Brighton & Hove still has much to do to fulfil its race equality aspirations. In many areas of social life, the city has not addressed the needs of its BME community with the vigor that other cities have. Some of these other places may have a bigger BME population but they have taken a more proactive approach to race equality, incorporating positive action in employment, service delivery, governance and leadership. Irrespective of the size of the residential BME population in the city there is a strong and growing case to ensure that the employment needs of these groups are both valid and worthy of support. The delivery of this agenda needs to be put before the public sector, driven by the City Employment and Skills Plan (CESP) and further supported by the findings and recommendations of the Fairness Commission.
- 6.4 From this report's analysis, it would seem that the notion of job readiness is something that is clearly different for different people; ranging from those with the greatest job readiness and the greatest capacity to compete in the labour market to those that are least job ready and so potentially the least competitive. Policymakers will need to decide how these concerns can be addressed - if the targeting of interventions to those with greatest need is the right approach or if resources should be targeted to those who could make the greatest impact to procure the best labour market outcomes.
- 6.5 The city is developing its **City Employment and Skills Plan** and action groups have been set up to put the fine detail on the priorities and targets that emerge from the plan. Equality targets must become intrinsic to these plans. Therefore, it would be priority for the city to set, at the very least, proportional targets for the outcomes the plan is seeking to achieve and to ensure that these targets are reported on. This would include a 19.5% target for the BME community and an 11% target for BME communities without white Irish and white other populations.

To achieve this, these targets should apply to beneficiaries of jobs, employment opportunities and apprenticeships.

- 6.6 The CESP partners and training providers should work to address the underrepresentation of BME people getting **apprenticeships** in the city. Partners should work together to increase the uptake of apprenticeships by BME communities. While support exists for those accessing apprenticeships there appears to be a vacuum of information and no coordinated approach or strategy to engage with those furthest from the labour market, particularly those from the BME communities. This has been highlighted throughout the study and emphasised by the lack of knowledge about the programme.
- 6.7 Public Bodies should continue to work to meet their stated **race equality priorities** and should take the lead and set the right example by creating workforces that 'reflect the community'. This should also include the establishment of staff profiles with ethnic diversity at all tiers of the organisation from frontline staff to supervisors, managers and directors. Also, efforts to implement the actions of previous race equality reviews should be maintained and even reinvigorated to support efforts to address race equality in the city. Importantly, leadership and governance of race equality is critical. There is a constant need to train and support management in their pursuit of equality, and to performance manage the outcomes of the race equality agenda.
- 6.8 A key focus of this research is the need to address conscious and unconscious bias in the selection and recruitment process. Many larger organisations have established **selection and recruitment training**, however, these courses are currently less available with organisations opting for e-learning packages. Therefore, it is critical that selection and recruitment training is reviewed to ensure it is achieving the equality outcomes this agenda seeks. It is also important to ensure that the selection and recruitment process is devoid of any opportunity to exhibit bias in both the application and the shortlisting processes. To achieve this, the removal of the names and demographic profiling of candidates must to be applied in the selection and recruitment assessment process at least until the point of the interview. Research has shown that some of the largest public bodies in the city still do not remove this identifying information which opens the selection and recruitment process to both conscious and unconscious bias.
- 6.9 Public-sector bodies also have the capacity to use their procurement and purchasing power to impact change. Developing comprehensive supplier diversity initiatives can work to ensure that commissioned providers of services meet workforce levels set through the contracting process. In short, a campaign of **social value and supplier diversity** could contribute to addressing the underrepresentation of BME employment in, education, health, the care sector and environmental services through the procurement of public services. Beyond supplier diversity, the public sector can use the lever of procurement to ensure that all suppliers sign up to equality driven targets within their own staff and aim to achieve a workforce that reflects the community.
- 6.10 Economic and employment intelligence from the City Council's economic development team has shown that there are some **new employment opportunities** currently emerging within the city. The City Council is reviewing its apprenticeship programme, the NHS is undertaking a comprehensive apprenticeship

scheme, and there are local employers who are developing their own skills academies (RiiG Ltd) and other employers are recruiting (Amex and the city's burgeoning IT sector). With this information, it is important that these vacancies and opportunities are distributed across the whole city population. It is important that these opportunities are advertised and promoted through BME networks to ensure that information is targeted to those seeking work. It is also important that market intelligence is used to drive the skills agenda for all in the city, including members of the BME community. Wired Sussex remarked that the city's IT sector was 'talent hungry' and 'underrepresented by the BME community'.

- 6.11 Evidence shows that there is need to support **BME women** in the labour market. Specific women-only training and support is needed particularly with those women furthest from the labour market. Coordinating this provision would be critical to making a real difference to women's access to the labour market, particularly those from Bangladeshi, Pakistani, Arab, Chinese and African communities.
- 6.12 A specific area of training is **English for Speakers of other Languages (ESOL)**. Good-quality spoken and written English was cited as a significant barrier to employment and this is critical especially given the volume of provision in the city. ESOL provision is available in the city and organisations can work to better target this provision to those seeking employment and working to achieve British citizenship. Indeed, it was widely recognised by stakeholders and members of the community that this language training needs to be focused on employment and work-specific language training to enable effective spoken English to assist people to compete in the labour market. This would include English language training at a level where good, effective customer interface can be achieved.
- 6.13 There is a sizeable **BME business** base in the city. Many businesses are small retail and/or food outlets and several are lifestyle businesses. This sector provides services for the whole community but there is a need to ensure that these companies are receiving the right business and/or enterprise support. Furthermore, support needs to seek to embed staff development within the BME business base. This need not be through the provision of training but more through channels of information where training is offered. The approach will have the dual purpose of improving the BME business outlook and providing an improved career-progression ladder.
- 6.14 **Qualification recognition** has been cited as a key barrier for many new immigrants to this country and of those engaged through this research in Brighton & Hove. UK NARIC is the designated United Kingdom national agency for the recognition and comparison of international qualifications and skills. It performs this official function on behalf of the UK Government. If further training/education is required once NARIC has converted a non-UK qualification, local offers will need to be put in place by JCP to prevent benefits being cut for those in receipt of them.
- 6.15 The affordability of the transfer courses to enable the employability of these people with real skills is critical, as is the need to enable people to have an income while learning. This is a serious problem which if effectively addressed could provide skills needed in the wider economy. This is essentially a national concern as this is something that either the benefits system or the student-loan system could

consider. The process of skills recognition through NARIC is complicated and would benefit by a point of contact with knowledge of the process.

- 6.16 As has been mentioned throughout this report, the quality of **ethnic monitoring and data capture** for outcomes in employment and skills is limited and in some cases data is summarised by the five broad categories of race (white, Asian, Black Mixed and Other). However, it would be important for all CESP plans to use the 18 ethnic classifications used in the census. This should at the very least enable a proper comparison with the census baselines.
- 6.17 Through this research it has become clear that the BME community through its constituent **third sector**, voluntary and community organisations is simply not aware of job and employment opportunities and indeed training and skills development opportunities. The situation seems to be crying out for an effective **Job brokerage** and or Job club specific for BME community. However, there is a clear need if something is to be set up to ensure that this resource is a lasting and sustainable provision. There is even evidence of the need for a **BME Business and Employment coordinator role** at least to be able to identify the potential opportunities that the BME community in the city could benefit from.
- 6.18 The strength and capacity of the third sector in Brighton & Hove is currently weak. It is of vital important to the achievement of race equality in the labour market that the **BME third sector** is made more robust and supported to play its part to secure effective change. The current Communities and Third Sector Funding Prospectus does recognise the need to develop BME engagement for both the City Council and the CCG and this is an important 'service contract' that the BME Third sector needs to be a part of. Without a vibrant BME third sector some of the recommendations of this report will be weakened and so efforts need to be made to enable BME groups to play their part if only to ensure that opportunities are disseminated to the BME community and that the BME community is supported to fulfil its potential in the labour market.

7 Recommendations and Action Plan.

- 7.1 Throughout this report there are a wide variety of areas of concern which if mitigated would improve the employment and training outcomes of BME communities in the city. While not these recommendations are possible at any one time, in conjunction with the project working group, we have sought to highlight those recommendations which are felt to be deliverable and which if applied would make the greatest impact. In defining these recommendations, effort has been made to set appropriate actions against which these recommendations will be delivered and measured. (NB this action plan is also replicated in the Executive Summary of this report.)
- 7.2 The delivery of these actions should be reviewed by the Brighton & Hove BME Needs Assessment Working group and the CESP delivery team.

N°	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
Recommendations and Actions for the CESP						
1	Set BME Employment and Skills targets ²² for the key outcomes of the CESP	<ul style="list-style-type: none"> Under-representation in Economic Activity Higher rate of unemployment Higher rates of economic inactivity (See Section 3 of report) 	<ul style="list-style-type: none"> Meet with Action Group chairs to negotiate targets in the CESP CESP Action Group Leads to agree the setting of BME Headline targets for outcomes Set monitoring arrangement to assess achievement of targets 	<ul style="list-style-type: none"> Cost neutral 	<ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Learning, Skills and Employment Partnership 	Spring 2016
2	Address the under-representation of BME people achieving apprenticeships in the city	<ul style="list-style-type: none"> Low levels of BME apprenticeship take up City College, Sussex Training Providers, although more reflective in Northbrook College (See Section 3 of report) 	<ul style="list-style-type: none"> Work with training providers and BME businesses to define specific actions to deliver change including, promotional material, engagement of BME communities and parents Engage with BME Businesses to offer apprenticeships Engage with SMEs across the city to increase the recruitment of BME apprenticeships 	<ul style="list-style-type: none"> Contained within existing budgets 	<ul style="list-style-type: none"> Employer Action Group Children, Families and Learning Economic Development 	Autumn 2016 Spring 2017 Spring 2017

²² BME targets to be based on 19.5% BME and 11% BME when white Irish and white Other are removed

Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
			<ul style="list-style-type: none"> Review findings from the BME Employment Research and Recommendations report and set priorities for future delivery addressing barriers experienced by BME Communities 		<ul style="list-style-type: none"> Sussex Council of Training Providers 	Spring 2017
Recommendations and Actions for Public Sector and Large Private Sector employers						
3	For the Public Sector to take a lead to address race equality in its workforce	<ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports BME Needs assessment 	<ul style="list-style-type: none"> Deliver on actions set out in Workforce Equalities Reports All public partners to review Employment/Workforce Equalities Reports Raise the profile and seek to celebrate BME staff within the organisation. 	<ul style="list-style-type: none"> Contained within existing budgets 	<ul style="list-style-type: none"> HR Leads and CEO in public bodies across the city 	Autumn 2016 Spring 2017
4	For the Public Sector to take a lead to address race equality in its procurement processes	<ul style="list-style-type: none"> Commitment to implement the social value framework for procurement 	<ul style="list-style-type: none"> Set employment targets for service providers requiring them to develop a workforce that reflects the community, ensuring 19.5% BME representation in the workforce and 11% BME without white Irish and white Other 	<ul style="list-style-type: none"> Cost contained within the contract value 	<ul style="list-style-type: none"> Procurement Equalities 	Autumn 2017
5	For the Public and private sector employers to take a lead to address race equality in their selection and recruitment, promotion and employee development processes	<ul style="list-style-type: none"> Under-representation stated in Workforce Equality Reports Organisational commitment to address unconscious bias in the selection and recruitment process 	<ul style="list-style-type: none"> Review the current selection and recruitment training and assess the race equality component Review selection and recruitment panels to ensure representation of BME staff/co-opted Deliver pilot training programme Remove any identifying elements of the applicant to remove unconscious bias Review internal staff promotion processes and support those under-represented in senior management positions from BME staff within the organisation 	<ul style="list-style-type: none"> Contained within existing S&R, staff development and training budgets 	<ul style="list-style-type: none"> HR leads/ departments across the city 	Spring 2017

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Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
Recommendations and Actions for the BME 3rd Sector						
6	Develop and support BME third sector to effectively disseminate Employment and skills opportunities to BME communities across the city	<ul style="list-style-type: none"> Under-representation of BME community in Labour Market (See Section 3 of report) Low levels of awareness and engagement of BME communities Limited information and support of BME people seeking employment and skills development BME venues not used to support employment and training events 	<ul style="list-style-type: none"> Services Action Group to explore the funding of BME led Employment and Skills support in the city Enable the flow of opportunities from prospective employers via Employment and Skills Action Group To encourage collaboration between BME organisations and other third sector employment and skills providers BME 3rd Sector to link with the Brokerage support providers Disseminate information through the BME networks (using email, social media and web based information sites) Support specific initiatives with job fairs and skills seminars in BME venues 	<ul style="list-style-type: none"> £20k needed to support the BME sector to deliver this programme of work 	<ul style="list-style-type: none"> CESP Action Group Lead Communities, Equality and 3rd Sector Team BME 3rd Sector 	<p>Spring/summer 2017</p> <p>April 2017</p> <p>April 2017</p> <p>April 2017</p> <p>Summer 2017</p>
Recommendations and Action for targeted Employment and Skills Support						
7	To target and support BME women in the labour market in particular Bangladeshi, Pakistani, Arab, Chinese and African women in the city	<ul style="list-style-type: none"> Under-representation of Bangladeshi, Pakistani, Arab, Chinese and African women in the labour market (See Section 3 of report) 	<ul style="list-style-type: none"> Develop and expand the good practice of women only training support Develop specific campaign in conjunction with Action 6 above. Target women returning to work from these communities supporting them into the labour market Develop culturally sensitive childcare provision by supporting BME women to become registered child care professionals (consider a social enterprise option) 	<ul style="list-style-type: none"> Within existing budgets Supported by the budget set out in action 6 above 	<ul style="list-style-type: none"> BME Third Sector Employment and Training Brokerage CESP Action Group 3 	<p>Ongoing</p> <p>Spring 2017</p> <p>Autumn 2017</p>

Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
8	To target employment and skills support to Gypsy and Irish Traveller community	<ul style="list-style-type: none"> High levels of poor literacy and numeracy Low educational achievement Little engagement in the local labour market Little or no awareness of opportunities in for employment and skills 	<ul style="list-style-type: none"> Work with Gypsy and Irish Travellers both in registered and unregistered sites to develop a programme of interventions to support: <ul style="list-style-type: none"> Job readiness Increased awareness of opportunities in the labour market Skills and training opportunities including apprenticeships 	<ul style="list-style-type: none"> £2-3k needed to support Friends, Families and Travellers to develop this programme of work 	<ul style="list-style-type: none"> Friends, Families and Travellers Communities, Equality and 3rd Sector Team CESP Action Group Lead 	Spring 2017
9	To continually support English for speakers of other languages (ESOL) and targeting it to those with the greatest need	<ul style="list-style-type: none"> Research findings see section 3 Focus group findings see section 4 	<ul style="list-style-type: none"> Continued support for ESOL provision across the city Develop specific ESOL provision targeting, people seeking work Develop ESOL provision that is orientated to support employability Develop ESOL that support strong customer interface Work with ESOL funders to tailor employment focused ESOL training. 	<ul style="list-style-type: none"> Currently there are no employment focused 'technical' English programmes Cost as yet unknown 	<ul style="list-style-type: none"> BME Third Sector Skills Training providers Friends Centre ESOL Funders 	Autumn 2017
10	To address the effective recognition of overseas qualifications	<ul style="list-style-type: none"> Research Findings see section 4 Clear concern from BME communities engaged 	<ul style="list-style-type: none"> Engagement with UK NARIC Ensure accessible information for all BME residents seeking work with overseas qualifications to enable them to contact NARIC Explore funding options to support individual qualification conversion 	<ul style="list-style-type: none"> Costs held within existing employment and skills budgets 	<ul style="list-style-type: none"> BME Third Sector City skills leads 	Spring 2017 Spring 2017 Autumn 2017

Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
Recommendations and Actions for SME Business community in the city						
11	To support SMEs across the city to increase their appointment of BME staff	<ul style="list-style-type: none"> Low levels of BME staff working in Many of the City's SME businesses 	<ul style="list-style-type: none"> To use the new apprenticeship programme to engage SMEs across the city to increase the recruitment of BME people. Provide advice and support for SME employers to address their equal opportunities responsibilities as employers 	<ul style="list-style-type: none"> Costs held within existing employment and skills budgets 	<ul style="list-style-type: none"> Employer Action Group Children, Families and Learning Economic Development Sussex Council of Training Providers 	<p>Spring 2017</p> <p>Autumn 2017</p>
Recommendations and actions to support BME Businesses						
12	To support BME businesses in the city to grow	<ul style="list-style-type: none"> Large number of BME businesses dispersed across the city BME communities not engaged with Business support 	<ul style="list-style-type: none"> Consult with BME businesses to consider their networking needs Ensure information and advice is available from regulatory services, trading standards and business support agencies Engage BME businesses with services available through Brighton Chamber membership 	<ul style="list-style-type: none"> Costs held within existing business support budgets 	<ul style="list-style-type: none"> BME Third Sector Economic Development Coast to capital Business Navigator Brighton Chamber 	<p>Spring 2017</p> <p>Autumn 2017</p> <p>Autumn 2017</p>
Recommendations and Action to improve Race Equality Monitoring						
13	To improve the quality of ethnic monitoring and data capture for outcomes in employment and skills	<ul style="list-style-type: none"> Inconsistent monitoring of BME outcomes in the local labour market 	<ul style="list-style-type: none"> Agree the effective monitoring criteria for all CESP activity Establish full Census categories in all ethnic monitoring across the CESP 	<ul style="list-style-type: none"> No cost impact 	<ul style="list-style-type: none"> CESP Action Group Leads Children, Families and Learning Commissioning and contract management for CESP Delivery 	<p>Autumn 2016</p>

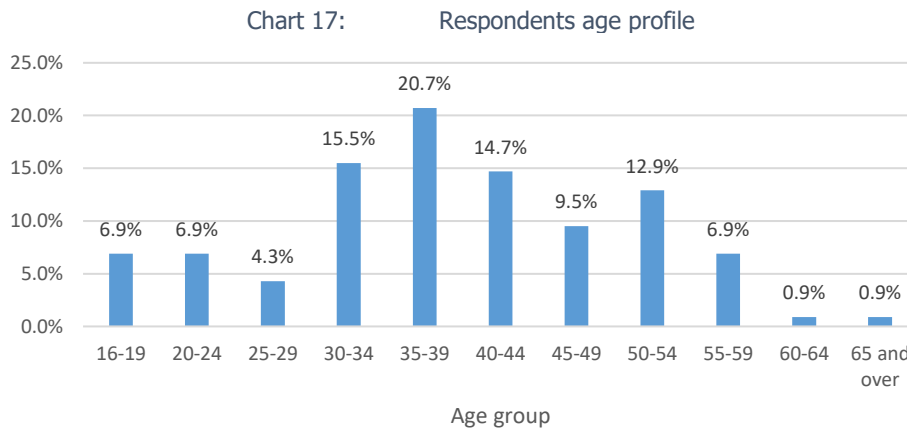
Nº	Recommendations	Evidence	Actions	Cost	Delivery Partner	Timescale
Recommendations and Actions to develop effective leadership of Race Equality across the city						
14	Build leaderships focus to support Race Equality commitments in the city	<ul style="list-style-type: none"> Focus groups, Project steering group and research findings workshop have all argued the need for strong organisational leadership to address race equality priorities across the city 	<ul style="list-style-type: none"> Design and deliver Training and Development support (Leadership and Governance) Develop Race Equality Champions in the all the main public sector bodies in the city 	<ul style="list-style-type: none"> £5K training programme 	<ul style="list-style-type: none"> City Management Board Equalities leads across the city/HR departments 	Autumn-Spring 2016/7

8 Appendix 1: Research Findings, BME employment survey

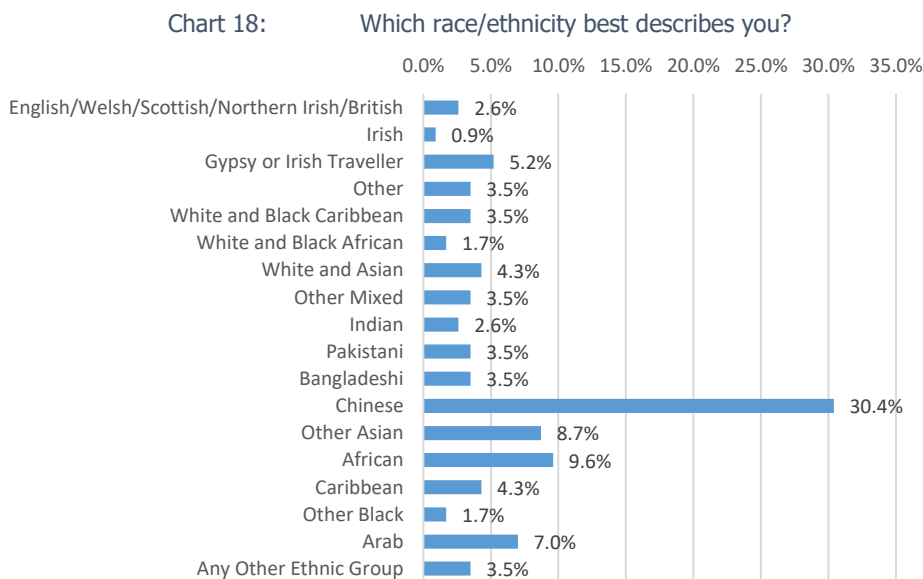
8.1 This survey was designed to enable as many people from BME communities as possible to engage in this research. The survey was distributed through Brighton & Hove’s BME community organisations as a paper-based questionnaire and made available online. The link for the survey was encouraged to be shared by respondents to enable wider dissemination across the city. In addition, focus group participants were encouraged to complete the survey. The survey went live at the end of June and closed on 6 October 2016. The key findings of the survey are set out below.

Profile of respondents

In total, 118 people, from a wide range of ethnicities completed the survey. Most respondents were females (68.3%). The respondents’ age profile is broadly represented with people from all ages, with 13.8% aged 16-24, over half (55.2%) aged 25-44 and 31.1% aged over 45.

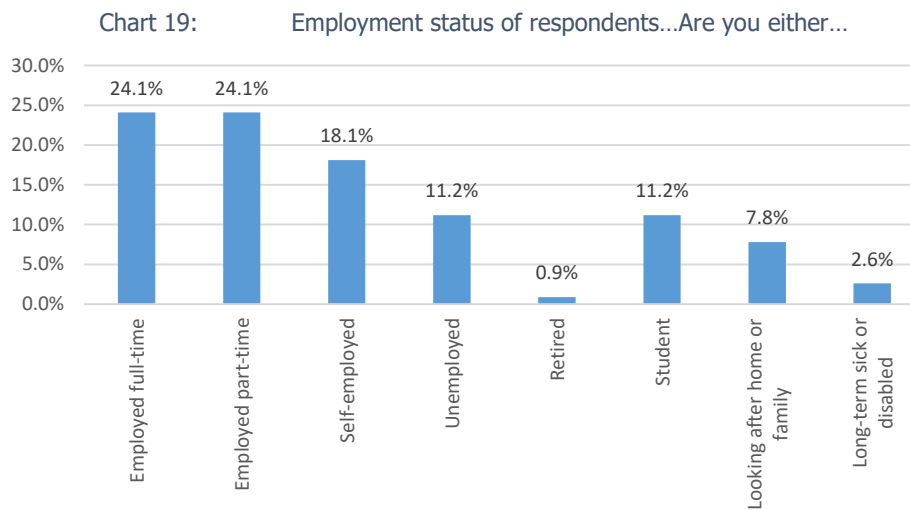


8.2 People from all ethnicities responded, the majority were Chinese (30.4%), followed by African (9.6%) and other Asian (8.7%).



8.3 More than three-quarters (77.5%) of respondents are economically active (just under half of respondents are in employment with an equal proportion in full-time

(24.1%) and part-time (24.1%) employment, around one fifth (18.1%) are self-employed and 11.2% are unemployed. The remaining 22.5% of respondents are economically inactive (11.2% students, 7.8% looking after the home or family, 2.6% long-term sick or disabled and 0.9% retired).



Experiences and barriers to employment

8.4 More than three-quarters (78.1%) of respondents are currently or have in the past tried to secure employment in Brighton & Hove.

8.5 Respondents were asked the extent to which they agree or disagree with the following statements about access to employment:

- Under half (46.1%) agreed it is easy accessing information about jobs, 25.5% neither agree nor disagree and 28.4% disagree.
- A quarter (25.0%) agree they found getting a job in Brighton & Hove easy and straightforward, 29.0% neither agree nor disagree and 46.0% disagree.
- Around two-thirds (64.4%) agree they know where to look for jobs, 15.4% neither agree nor disagree and around one fifth (20.2%) disagree.
- Just over one quarter (28.0%) agree they go for jobs that others tell them about, 21.0% neither agree nor disagree and around half (51.0%) disagree.
- 37.9% agree that job descriptions and application packs are easy to understand, 35.9% neither agree nor disagree and just over a quarter (26.2%) disagree.
- 39.2% agree application form are easy to complete, 31.4% neither agree nor disagree and 29.4% disagree.
- 60.2% agree during the interview they were treated with respect, 23.3% neither agree nor disagree and 16.5% disagree.
- 39.2% agree that application processes are orientated towards certain people getting the job, 38.4% neither agree nor disagree and less than one fifth (18.2%) disagree.
- 42.2% agree their experience and qualifications have been taken into consideration, 22.5% neither agree nor disagree and 35.3% disagree.
- Just under a third (32.4%) agree they feel they are poorly equipped to compete for jobs in Brighton & Hove, 30.4% neither agree nor disagree and 37.3% disagree.
- 61.5% agree support would help them to compete for jobs in the city, 22.1% neither agree nor disagree and 16.3% disagree.

- 8.6 Respondents were asked to expand on their answers, 7.6% commented.
- 8.7 In addition to the above comments, respondents felt more could be done to help in the preparation for interviews. They were demotivated by the time it takes to complete application forms, that forms were different and never result in a job offer.
- 8.8 Language is a barrier. Even with good spoken English, an accent is a barrier to gaining employment.

"I look different as I am an east Asian and speak with a different accent, although my English is excellent"

- 8.9 Some feel that non-British qualifications, coupled with their spoken English is a significant barrier that has led to less qualified and experienced candidates being successful at interviews. Many feel they are employed in positions for which they are overqualified.

"You have to make time from busy daily housework to apply but for every job you have to fill different forms and cover letters... then you find out the company has offered the job to a known person"

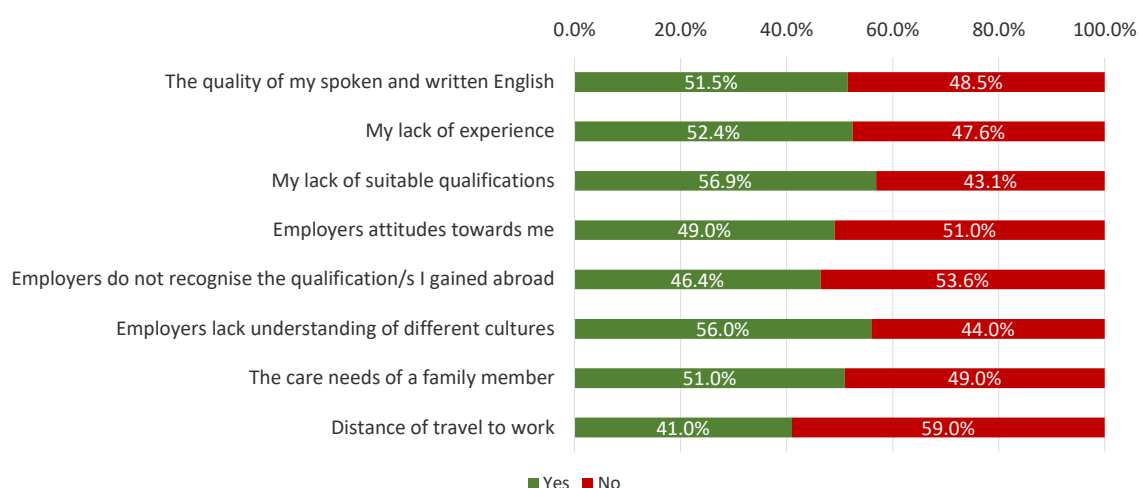
- 8.10 Improving English and help with preparation for interviews would help overcome some of these barriers.

"A centre for work interviews would help a lot"
 "Improve English will be great help"

- 8.11 In considering other barriers to employment, a higher proportion of respondents feel their lack of suitable qualifications and employers' lack of understanding of different cultures is a barrier, and the lowest proportion of respondents feel the distance of travel to work is a barrier:

- 56.0% feel employers' lack of understanding of different cultures is a barrier and 56.9% feel their lack of suitable qualifications is a barrier in accessing employment
- 52.4% feel their lack of experience is a barrier in accessing employment
- 51.5% feel the quality of their spoken and written English is a barrier to accessing employment
- 51.0% feel the care needs of a family member is a barrier in accessing employment
- 46.4% feel employers not recognising qualifications gained abroad is a barrier in accessing employment
- 41.0% feel the distance of travel to work is a barrier in accessing employment

Chart 20: Do you feel the following are barriers to accessing employment?



8.12 Respondents were asked to identify any other barriers they have experienced, 7.6% commented.

8.13 Other barriers identified by respondents include, bullying and being marginalised, others being defensive about religion, difficulties with childcare. There is a perception that people from some ethnicities are not expected to have an interest in certain jobs. Some respondents feel the jobs are already 'earmarked' for people employers know and that there is little confidence in the whole recruitment process.

"I must look after two kids under 5 and working on low wage will not be enough to buy childcare"

"My chosen field was IT. That is not something African Caribbean women are expected to do in Sussex. With an English sounding name, they don't realise my ethnic origin until I walk into the interview"

"Going through the application and interview process to later find out the person they taken on is someone that already works there. Quite frustrating as it feels like the whole application process is a farce, to tick box the 'equality' policy"

Experiences and barriers to training, skills and apprenticeships

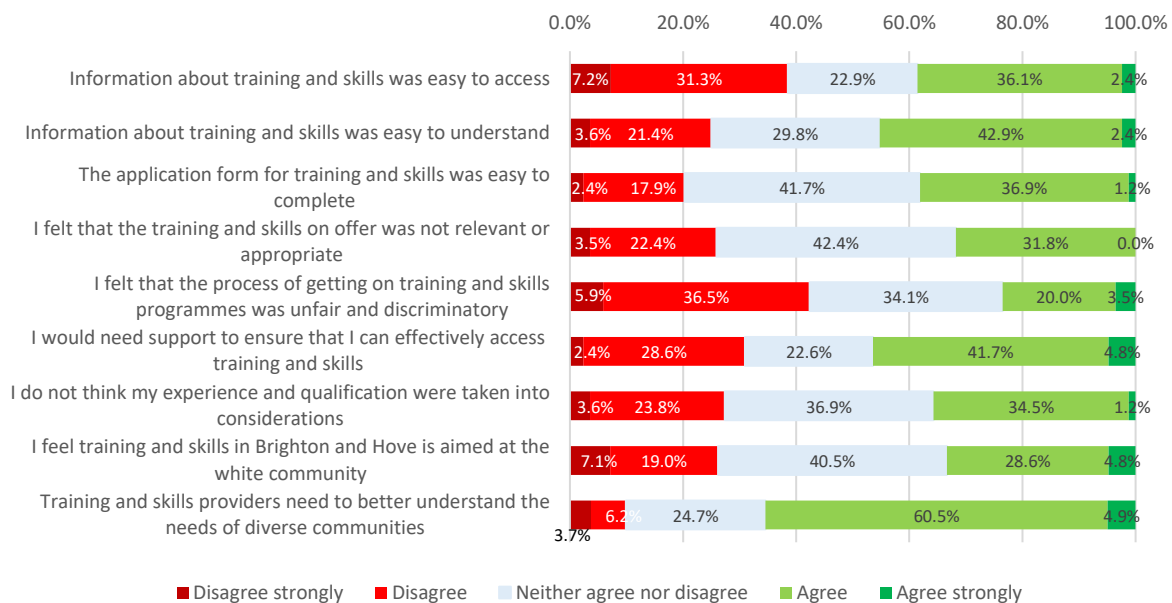
8.14 Just under half (48.0%) of respondents are currently trying, or in the past have tried, to access training.

8.15 Respondents were asked the extent to which they agree or disagree with the following statements about access training, skills and apprenticeships:

- 38.6% agree the information about training and skills was easy to access, 22.9% neither agree nor disagree and 38.6% disagree
- Just under half (45.2%) agree the information about training and skills was easy to understand, 29.8% neither agree nor disagree and 25.0% disagree
- 38.1% agree the application form for training and skills was easy to complete, 41.7% neither agree nor disagree and 20.2% disagree
- Just under one third (31.8%) agree that the training and skills on offer was not relevant or appropriate, 42.4% neither agree nor disagree and 25.9% disagree
- Just under one quarter (23.5%) agree the process of getting on training and skills programmes was unfair and discriminatory, 34.1% neither agree nor disagree and 42.4% disagree

- Just under half (46.4%) agree they need support to ensure they can effectively access training and skills 22.6% neither agree nor disagree and 31.0% disagree
- Just over one third (35.7%) agree their experience and qualifications were taken into consideration, 36.9% neither agree nor disagree and 27.4% disagree
- One third (33.3%) agree that they feel training and skills in Brighton & Hove is aimed at the white community, 40.5% neither agree nor disagree and around one quarter (26.2%) disagree
- Around two thirds (65.4%) agree training and skills providers need to better understand the needs of diverse communities, 24.7% neither agree nor disagree and 9.9% disagree

Chart 21: Do you feel the following are barriers to accessing employment?



8.16 Respondents were asked to expand on their answers, 6.8% commented.

8.17 Respondents feel there needs to be more recognition of the diverse needs of BME communities in delivering training programmes to make them more accessible for everyone. Training is also felt to be unaffordable.

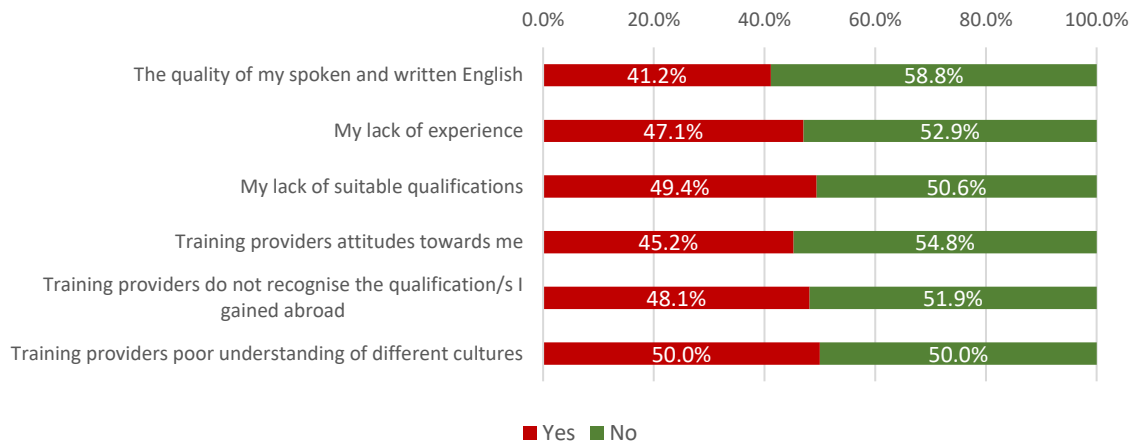
"It is expensive - I don't have that much saving"
"They need to make access [to training] for everyone"

8.18 In considering other barriers to training, skills and apprenticeships, a higher proportion of respondents feel that training providers' poor understanding of different cultures is a barrier and the lowest proportion of respondents feel the quality of their spoken and written English is a barrier:

- 41.2% feel their spoken English is a barrier to accessing, skills and apprenticeships
- 47.1 feel their lack of experience is a barrier to accessing, skills and apprenticeships
- 49.4% feel the lack of suitable qualifications is a barrier to accessing, skills and apprenticeships
- 45.2% feel training providers' attitudes towards them is a barrier to accessing, skills and apprenticeships

- 48.1% feel the training providers do not recognise the qualifications gained abroad is a barrier to accessing, skills and apprenticeships
- 50.0% feel training providers' poor understanding of different cultures is a barrier to accessing, skills and apprenticeships

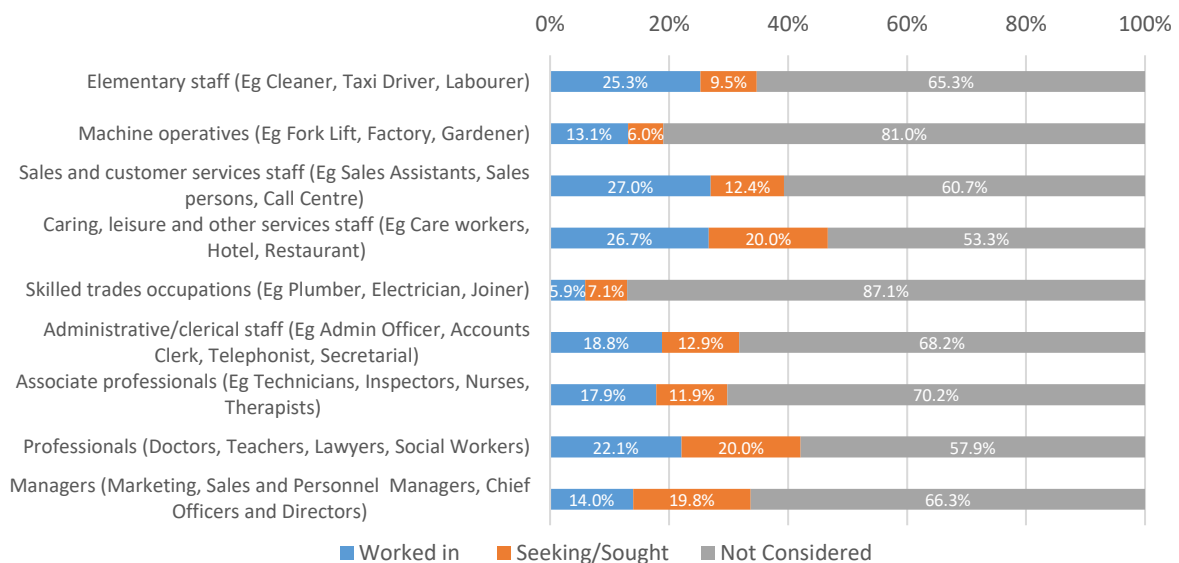
Chart 22: Do you feel the following are barriers to accessing training, skills and, or apprenticeships?



8.19 Working in Brighton & Hove
 Respondents were asked which of the following occupations they have worked in, are seeking or previously sought to move into, and occupations they have not considered:

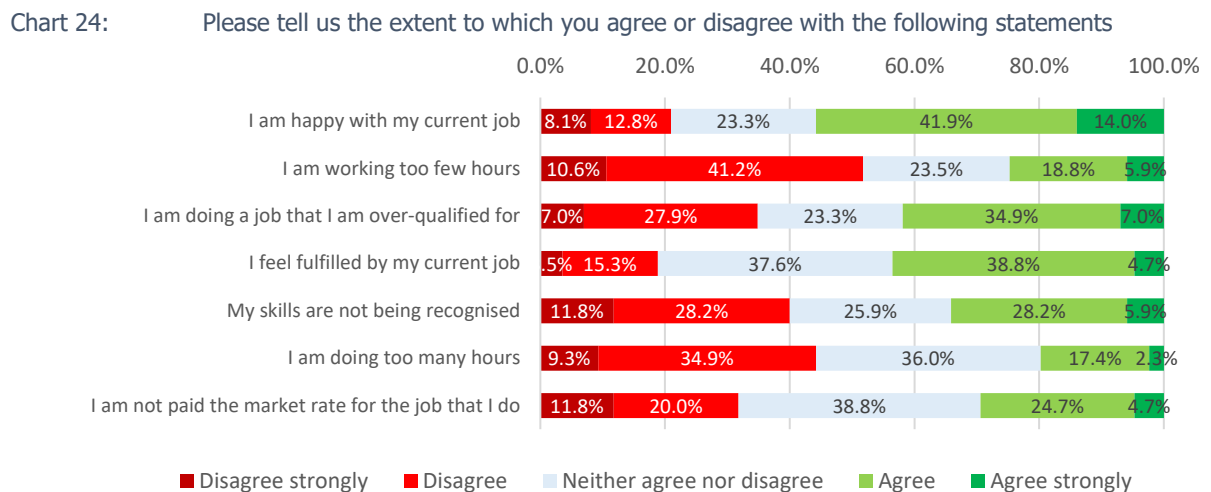
- Just under half (46.7%) of respondents have worked in and previously sought or are seeking to work in caring, leisure and other services occupations (26.7% worked in and 20.0% sought or seeking to work in), 53.3% have not considered this occupation
- Followed by 42.1% of respondents who have worked in and previously sought or are seeking to work as professionals (22.1% worked in and 20.0% sought or seeking to work in), 57.9% have not considered an occupation as a professional

Chart 23: What employment occupations have you worked in, are seeking or have sought and occupations not considered?



8.20 Respondents were asked the extent to which they agree or disagree with the following statements about their current occupation:

- More than half (55.8%) are happy with their current job, around one quarter (23.3%) are neither happy nor unhappy, 34.9% disagree
- Around one quarter (24.7%) agree they are working too few hours, 23.3% neither agree nor disagree and 51.8% disagree
- 41.9% agree they are doing a job that they are overqualified for, 23.3% neither agree nor disagree and 34.9% disagree
- 43.5% agree they feel fulfilled by their current job, 37.6% neither agree nor disagree and 18.8% disagree
- 24.1% agree their skills are not being recognised, 25.9% neither agree nor disagree and 40.0% disagree
- 19% agree they are working too many hours, 36.0% neither agree nor disagree and 44.2% disagree
- 29.4% agree they are not paid the market rate for the job that they do, 38.8% neither agree nor disagree and 31.8% disagree



8.21 Respondents were asked if they had experience of having been prevented from getting promoted in their current or previous employments, 29.3% said they had and 70.7% said they had not. The respondents that said they had been prevented from a promotion were asked to state which of the following statements best describe the reasons:

- 14.8% feel it was their lack of experience
- 16.7% feel it was their lack of skills and/or capabilities
- 22.2% feel it was their lack of awareness of the opportunities available
- 24.1% feel it was the unwillingness of managers to promote them
- 22.2% feel it was due to unfair and discriminatory processes
- 29.6% feel it was the lack of recognition of what they had achieved
- 20.4% stated they had never applied for a promotion

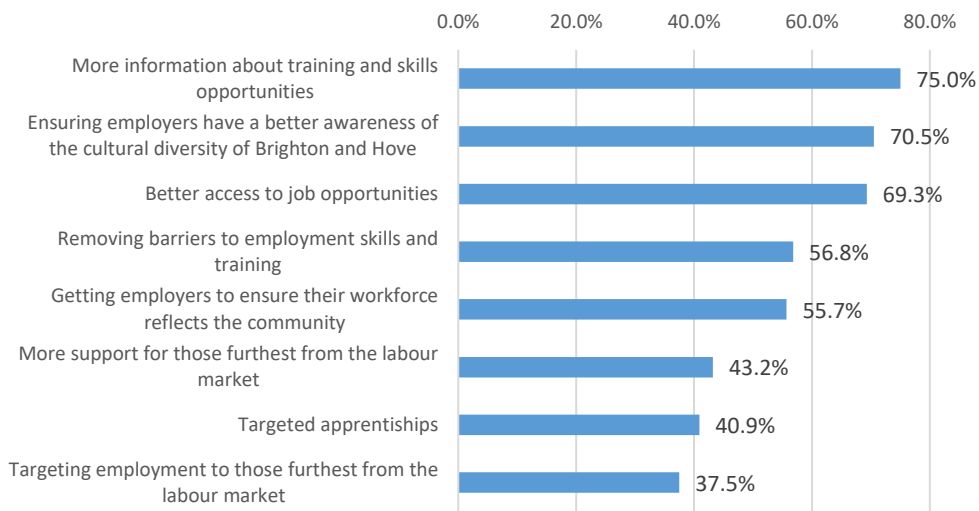
Improving employment opportunities in Brighton & Hove

8.22 Respondents were asked which of the following improvements could be made to support employment skills and training for people seeking to enter and/or progress in employment in Brighton & Hove:

- 75% feel more information about training and skills opportunities is needed

- 70.5% feel employers need better awareness of the cultural diversity of Brighton & Hove
- 69.3% feel better access to job opportunities is needed
- More than half feel removing barriers to employment skills and training (56.8%) and getting employers to ensure their workforce reflects the community (55.7%) is needed
- Less than half feel more support for those furthest from the labour market (43.2%), targeting apprenticeships (40.9%) and targeting employment to those furthest from the labour market (37.5%) is needed.

Chart 25: In your view which of the following improvements could be made to support employment skills and training for people seeking to enter and or progress in employment in Brighton & Hove?



8.23 Respondents were asked to identify other action that could be taken to ensure a fair and equitable labour market in the city. In addition to the above, respondents feel easier access to information through community centres, GP surgeries and places of worship and information about training, jobs and apprenticeships that is specific to BME communities would help. They also wanted language classes that take a shorter time to achieve the qualification. Some respondents feel companies or organisations should be made to recruit from diverse communities and that the application process could be made easier. There is also a perception that some companies and organisations only hire their 'friends'. As a result, many do not even consider putting in an application.

"My application won't be considered..."

"Language classes, including written English classes. Not spread over so many stages that it takes years to get the final qualification"

"It's not just awareness but creation [of] and encourage diverse culture from the top management team"

"I think the application process should be made easy as well as employers should be responsible in hiring from diverse group"

8.24 Respondents were asked to comment about employment, skills and training, from a BME perspective in Brighton & Hove, and indicate the areas where they feel improvements can be made:

- Language is a key barrier in accessing employment, particularly for BME women, which has an impact on their confidence.

"Maybe more ESOL classes targeting these communities or being employed by someone who can speak in their mother tongue"

- Raising the awareness of employers in terms of recognising achievements and overseas qualifications

"Ensure and employers have a better awareness in; recognition of what I have achieved... recognition of our qualification even if it is from abroad..."

"Recognition of overseas qualification and appreciation of overseas experiences"

- Recruitment processes are unfair and discriminate. There should be more checking of larger organisations' recruitment policies and counting of which people from which ethnic groups are being recruited.
- More work should be done between the BME community and organisations from public, private and voluntary sector to break down barriers to job and training opportunities.
- The opportunity of more part-time work, especially for those who have young children.

8.25 In summary, overall it is clear there is a perception among the respondents to this survey that there are barriers to accessing employment, skills, training and apprenticeship programmes in Brighton & Hove for people from BME communities.

8.26 Many respondents feel discouraged from submitting applications in the first place. A recurring perception from the responses and comments is that most jobs are 'earmarked' for people that are already working within the organisation. Respondents feel strongly that these organisations discriminate and it is their perception and experience that all too often jobs have been given to less-qualified and less-experienced non-BME applicants. In addition, respondents feel the application process is difficult and cumbersome and differs between organisations.

8.27 There is also a perception, that employers lack awareness of cultural differences and do not promote diversity. In some cases, employers at interview perceive negatively English spoken with an accent and do not recognise overseas qualifications and experience.

8.28 BME women feel, in addition to the above, their barriers to accessing employment, skills, training and apprenticeship programmes are increased by the demands and cost of childcare for small children and the lack of part-time employment opportunities.

8.29 In improving access to employment, skills, training and apprenticeship programmes, many feel access to more information about skills, training and apprenticeship programmes is required. For example, through community centres and places of worship and by improved access to English classes such as ESOL.

9 Appendix 2: Full Data report

Introduction

- 9.1 This section sets out the demographic profile of the whole population of Brighton & Hove, including age, gender and ethnicity.
- 9.2 Data sets with a breakdown of ethnicity include, economic activity, employment and unemployment rates, economic inactivity, employment by occupation and industry, distance travelled to work and method of travel to work, benefit claims, highest level of qualification, GCSE attainment, national curriculum assessments (key stage 1), not in education, employment or training (NEET) and apprenticeships.
- 9.3 Where available comparisons have been drawn with the average rates across England.
- 9.4 The data in this section has originated from multiple sources, to report on the minor ethnic categories used in the Census 2011. However, limitations of data available with detailed ethnic groupings has resulted in some data being reported in the five broad ethnic categories; white, Asian, Black, Mixed and Other ethnic group.
- 9.5 Where the breakdown of data using the minor ethnic categories has been restricted due to numbers being suppressed, data has been sourced from the Census 2011.
- 9.6 Where data has been reported nationally, percentages have been extrapolated to include estimates using the population of Brighton & Hove.

Demographic profile of Brighton & Hove

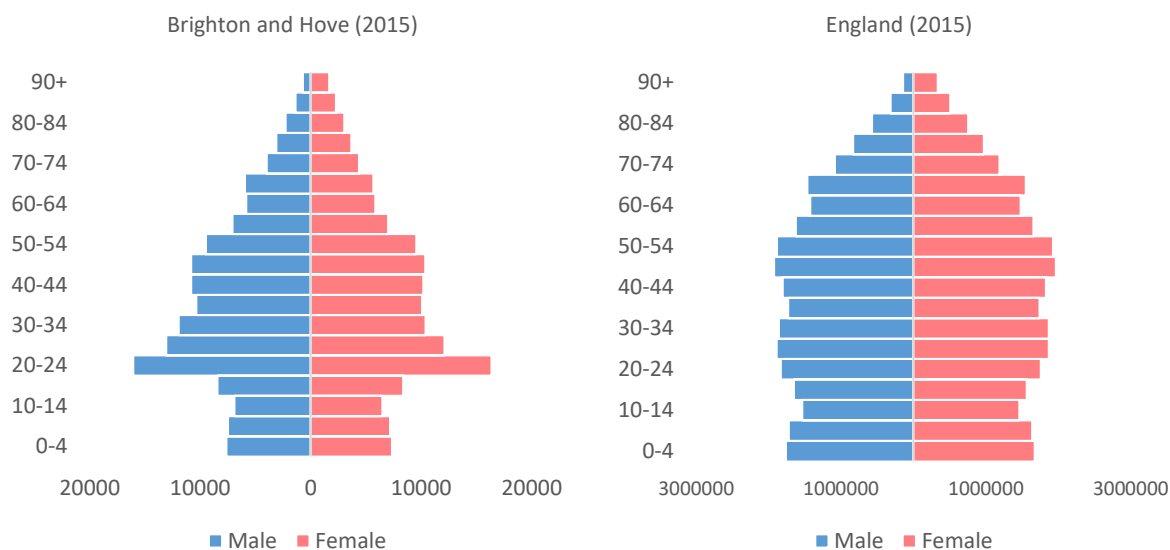
- 9.7 The population of Brighton & Hove is estimated to be 285,276²³ people with an almost equal number of males (143,286) and females (141,990), these figures are based on the 2015 population estimates. Since the Census 2011, the population has increased by 4.4%. The population of Brighton & Hove is projected to increase by an additional 18,724 people (around 6.2%) by 2015, lower compared with the England rate (around 7.3%).²⁴
- 9.8 The age profile of Brighton & Hove is different in comparison with the whole of England, with fewer children and older residents, but a large proportion of those aged 20-44. The chart below shows the distribution of the population of Brighton & Hove and England by age and gender.

²³ Mid-2015 population estimates, Office for National Statistics (ONS): June 2016 Release (<http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>)

²⁴ 2014 based subnational population projections, ONS (Table 2: Local authorities and higher administrative areas within England): May 2016 Release. (<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/dataset/localauthoritiesinenglandtable2>)

Note: % increases have been calculated on the basis of these figures for Brighton and Hove and England.

Chart 26: Population Pyramid, Brighton & Hove and England, mid-2015 Population Estimates (ONS June 2016 Release)



9.9 There are around 239,600 people aged 16 and over, 84.0% of the total population, and around 201,520 working age people (16-64), 70.6% of the total population. There is a substantial student population in the city; at the time of the 2011 Census full-time students aged over 16 accounted for 14.1 per cent of the population living in the city (32,920).²⁵

Ethnicity

9.10 The table below shows a detailed breakdown of the Brighton & Hove population by ethnic groups in numbers and as a percentage of the total population. Ethnicity data in this section is from the Census 2011, where Irish, Gypsy or Irish Traveller and Other white groups have been included in the BME count and analysis.

Table 7: Brighton & Hove Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016

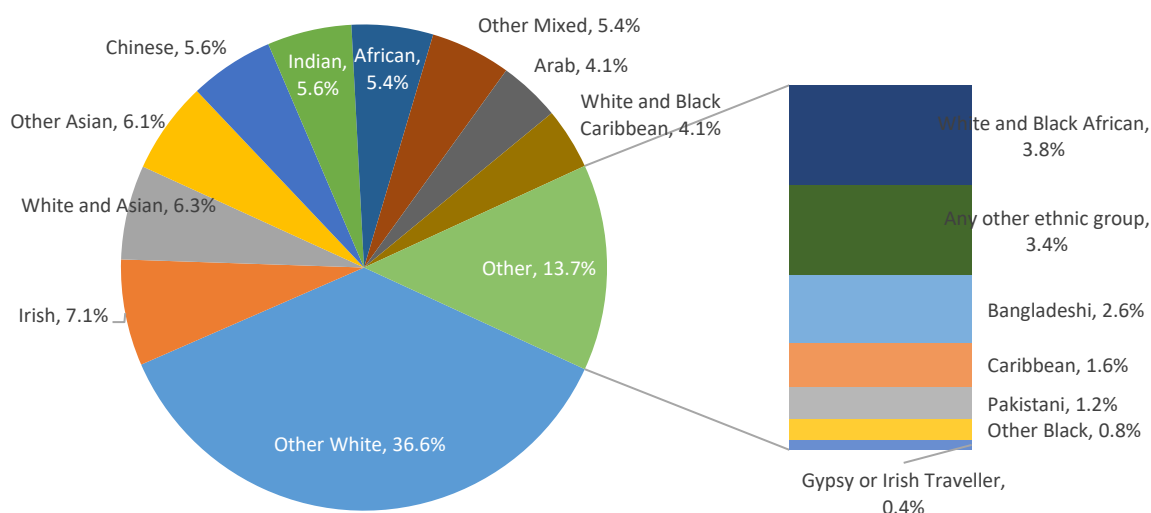
Ethnicity	(n)	(% of total population)
Total white	243,512	89.1%
English/Welsh/Scottish/Northern Irish/British	220,018	80.5%
Irish	3,772	1.4%
Gypsy or Irish Traveller	198	0.1%
Other white	19,524	7.1%
Mixed/multiple ethnic groups	10,408	3.8%
white and Black Caribbean	2,182	0.8%
white and Black African	2,019	0.7%
white and Asian	3,351	1.2%
Other Mixed	2,856	1.0%

²⁵ Brighton and Hove City Snapshot: Report of Statistics 2014 (<https://www.bhconnected.org.uk/sites/bhconnected/files/City%20Snapshot%20Report%20of%20Statistics%202014%202.pdf>)

Asian/Asian British	11,278	4.1%
Indian	2,996	1.1%
Ethnicity	(n)	(% of total population)
Pakistani	649	0.2%
Bangladeshi	1,367	0.5%
Chinese	2,999	1.1%
Other Asian	3,267	1.2%
Black/African/Caribbean/Black British	4,188	1.5%
African	2,893	1.1%
Caribbean	879	0.3%
Other Black	416	0.2%
Other ethnic group	3,983	1.5%
Arab	2,184	0.8%
Any other ethnic group	1,799	0.7%
Total	273,369	

9.10.1 Including white Irish and white Other, Black and Minority Ethnic (BME) groups account for 19.5% of the total population of Brighton & Hove, slightly lower than the BME population across England (20.2%). The chart below shows the breakdown of the BME population. The largest BME group is Other white representing more than two-thirds (36.6%) of the total BME population, followed by Irish (7.1%), Mixed – white and Asian (6.3%), Other Asian (6.1%), Chinese (5.6%).

Chart 27: Brighton & Hove Ethnicity Profile 2011 BME Groups (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW – Ethnic Group Table), Accessed June 2016



9.10.2 Since the 2001 Census, the BME population in Brighton & Hove has increased by 7.5%. In the table below, the change in the BME profile of Brighton & Hove between 2001 and 2011 shows an increase across all BME groups, except for the Irish group, which has reduced from 1.6% in 2001 to 1.4% in 2011, and the Pakistani group which has remained the same. The highest increase has been in the Other white group (up from 4.6% in 2001 to 7.1% in 2011).

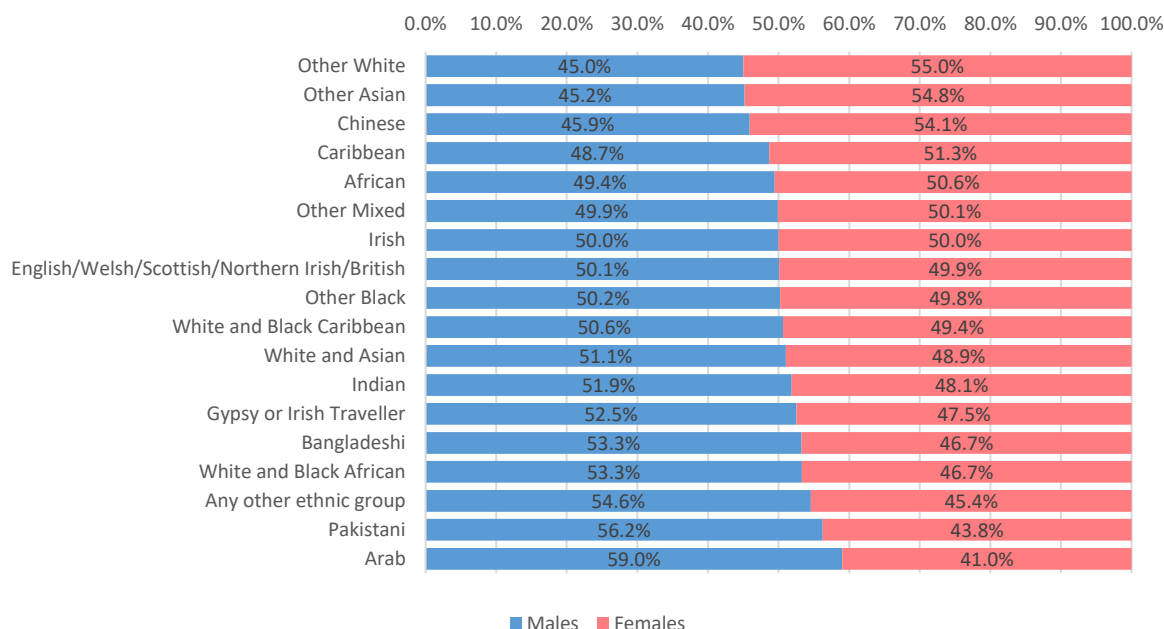
Table 8: Brighton & Hove Ethnicity Profile 2011, compared with 2001 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW & Census 2001 NOMIS KS06 – Ethnic Group Table), Accessed June 2016

Ethnicity	Census 2001	Census 2011	% change
Other White	4.6%	7.1%	▲ 2.5%
Other Asian	0.4%	1.2%	▲ 0.8%
White and Asian	0.6%	1.2%	▲ 0.6%
Chinese	0.5%	1.1%	▲ 0.6%
African	0.6%	1.1%	▲ 0.5%
Other Mixed	0.6%	1.0%	▲ 0.5%
White and Black Caribbean	0.3%	0.8%	▲ 0.5%
White and Black African	0.4%	0.7%	▲ 0.4%
Indian	0.8%	1.1%	▲ 0.2%
Caribbean	0.2%	0.3%	▲ 0.1%
Bangladeshi	0.4%	0.5%	▲ 0.1%
Any other ethnic group	0.6%	0.7%	▲ 0.1%
Other Black	0.1%	0.2%	▲ 0.1%
Pakistani	0.2%	0.2%	0.0%
Irish	1.6%	1.4%	▼ -0.2%
Arab (*)		0.8%	
Gypsy or Irish Traveller (*)		0.1%	
Total BME Population	12.0%	19.5%	▲ 7.5%

(*) not recorded in Census 2001

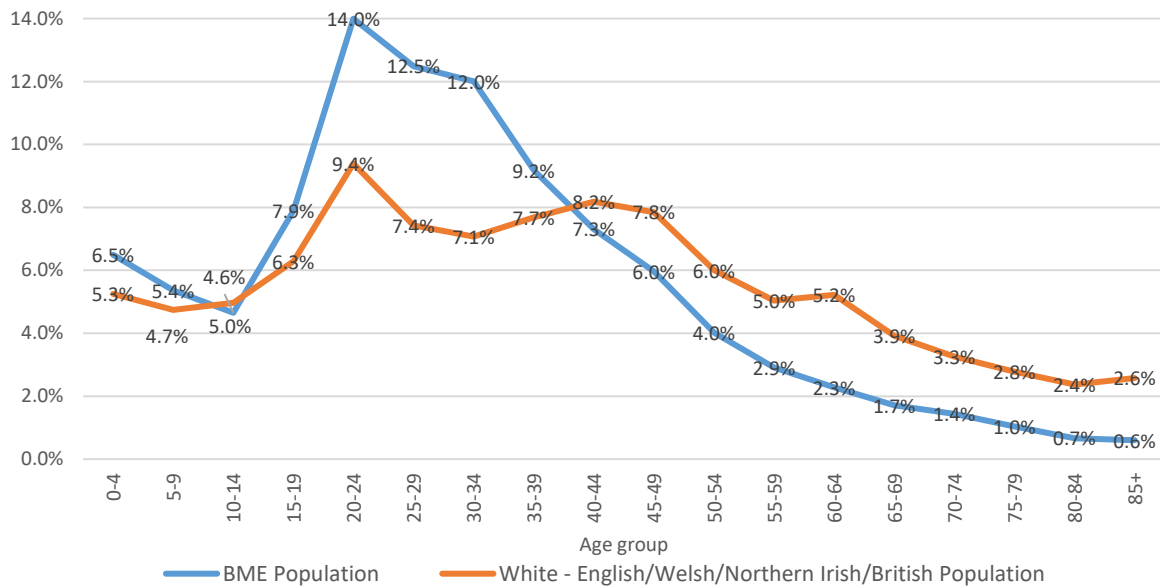
9.10.3 The distribution of the BME population (usual residents) by gender is shown in the chart below, in order of largest female populations. There are more women from Other white (55%), Other Asian (55%), Chinese (54%) and fewer women from the Other ethnic (45%), Pakistani (44%) and Arab (41%) groups. The gender distribution among other ethnic groups is broadly the same.

Chart 28: Brighton & Hove Gender and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016



9.10.4 The chart below sets out the ethnic profile of Brighton & Hove by ethnicity and age groups. The age distribution is presented as a percentage of the total BME group (blue line) and as a percentage of the total white group (orange line).

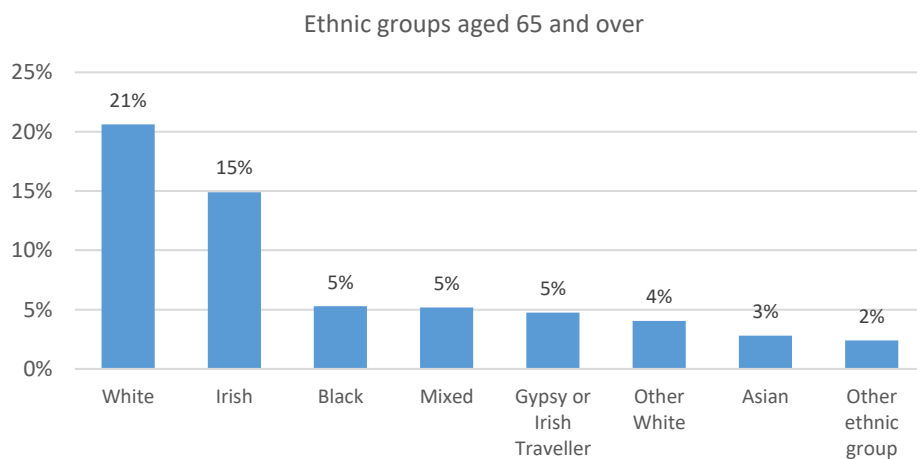
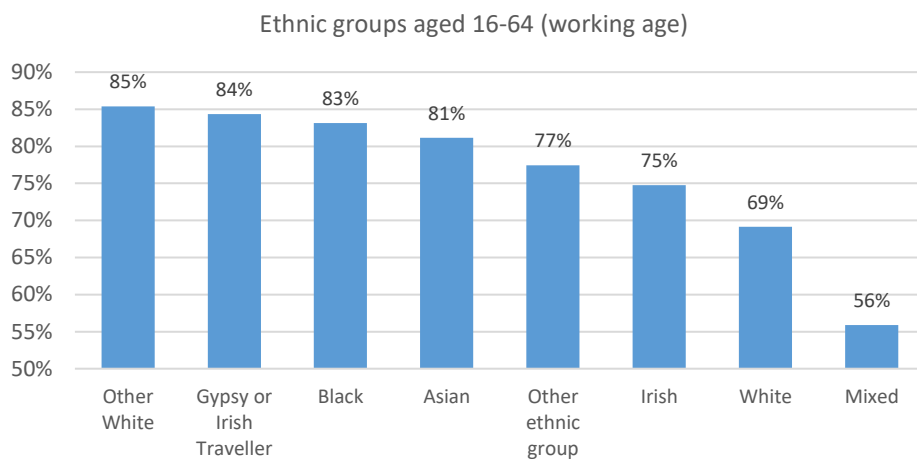
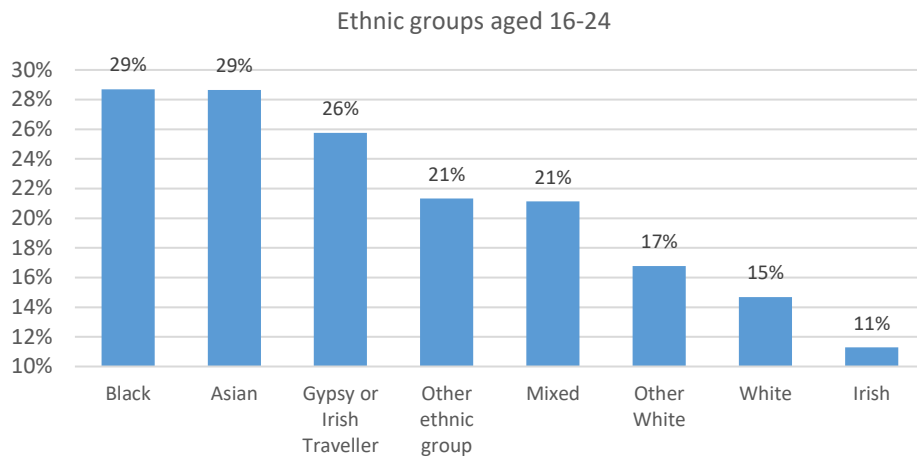
Chart 29: Brighton & Hove Age and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016



9.11 When looking at the age profile of each ethnic group, there are differences. Some ethnic groups have a larger proportion of young people than other groups or a larger proportion of older people than other groups.

9.12 This distribution of people by age within different ethnic groups shows, as a proportion of each ethnic group, the highest percentage of people aged 16-24 are within the total Black population (29%) and total Asian population (29%). The highest percentage of people of working age as a proportion of each ethnic population are Other white (85%). The highest percentage of people aged 65 and over as a proportion of each ethnic population are white British (21%). This can be seen in the charts below.

Chart 30: Brighton & Hove Age and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS KS201EW), Accessed June 2016



9.13 This suggests there are more people in Brighton & Hove from the BME groups that fall within the young person's age range (16-24) and working-age range (16-64). Therefore, potentially a higher proportion in education, vocational training or in employment.

9.14 In Brighton & Hove, for 8.3% of residents (aged 3 and over) English was not their main language (Census 2011). Aside from English, Arabic is the most widely spoken

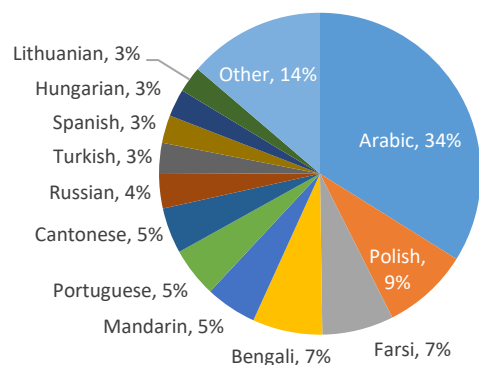
language in Brighton & Hove with 0.8 (2,226 people) using this as their main language, followed by Polish (0.8%, 2,043 people), Chinese (0.7%, 1,940 people), Spanish (0.6%, 1,624 people) and French (0.5%, 1,335 people).

Table 9: Brighton & Hove, England, Main Language (aged 3 and over) Census 2011 (Source: Table QS204EW, NOMIS), Accessed June 2016

Main Language	Brighton & Hove		England
	(n)	(%)	(%)
English	242405	91.7%	92.0%
Welsh (in England only)	32	0.0%	0.0%
Other UK languages	28	0.0%	0.0%
European (excluding English)	11987	4.5%	3.2%
Polish	2043	0.8%	1.0%
Spanish	1624	0.6%	0.2%
French	1335	0.5%	0.3%
Italian	1015	0.4%	0.2%
German	957	0.4%	0.1%
Portuguese	799	0.3%	0.3%
Greek	749	0.3%	0.1%
Slovak	517	0.2%	0.1%
Hungarian	459	0.2%	0.1%
Lithuanian	414	0.2%	0.2%
Czech	352	0.1%	0.1%
Swedish	322	0.1%	0.0%
Other European (EU)	1003	0.4%	0.4%
Other European (non-EU)	396	0.1%	0.1%
Other European (non-national)	2	0.0%	0.0%
Russian	464	0.2%	0.1%
Turkish	422	0.2%	0.2%
Arabic	2226	0.8%	0.3%
West/Central Asian	1077	0.4%	0.4%
Persian/Farsi	699	0.3%	0.1%
Pashto	135	0.1%	0.1%
Other West/Central Asian	243	0.1%	0.1%
South Asian	1699	0.6%	2.5%
Bengali (with Sylheti and Chatgaya)	740	0.3%	0.4%
Gujarati	224	0.1%	0.4%
Urdu	152	0.1%	0.5%
Hindi	128	0.0%	0.1%
Tamil	105	0.0%	0.2%
Other South Asian	350	0.1%	0.9%
East Asian	3087	1.2%	0.7%
Chinese (Mandarin, Cantonese, other Chinese)	1940	0.7%	0.4%
Thai	291	0.1%	0.1%
Japanese	273	0.1%	0.1%
Tagalog/Filipino	259	0.1%	0.1%
Korean	128	0.0%	0.0%
Other East Asian	196	0.1%	0.1%
Caribbean Creole	3	0.0%	0.0%
African	541	0.2%	0.5%
Other Languages	76	0.0%	0.0%
Sign Language	191	0.1%	0.0%
Total	264238		

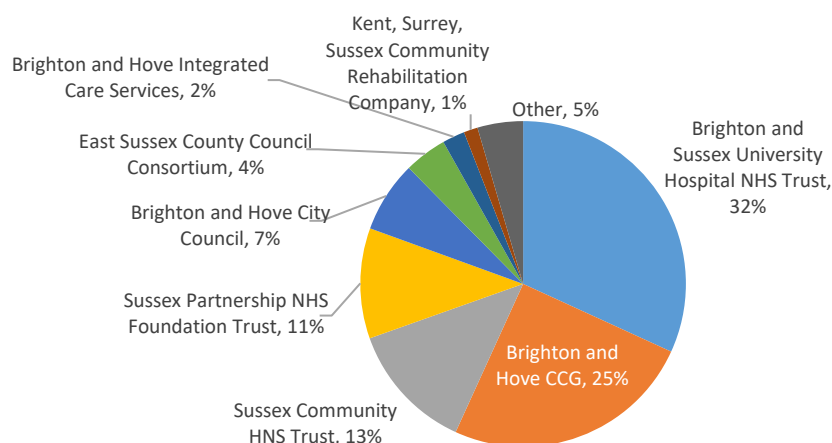
9.15 Sussex Interpreting Services provides community interpreting, translation and advocacy services throughout Sussex. 34% of interpretation sessions were for Arabic speakers. In their 2014-15 annual report, the Sussex Interpreting Service, supported 3,200 service users, through 14,550 interpretation sessions in 48 different languages. Just over one third (34%) of interpretation sessions were for Arabic speakers, followed by Polish (9%), Farsi (7%) and Bengali (7%). The chart below shows the percentage of sessions by language (figures are taken from the annual report²⁶).

Chart 31: Interpretation Sessions, Sussex Interpretation Services by Language (SIS) 2014-15 (Source SIS Annual Report 2014-15)



9.16 Most interpreting services provided by SIS were for people in Brighton & Hove, in relation to healthcare and council services. One third (34%) were interpretation services for Brighton & Hove University Hospital Trust followed by Brighton & Hove Primary Care Trust (30%), Sussex Community NHS Trust (12%) and Brighton & Hove City Council (8%). The chart below shows the percentage of sessions by organization type (figures taken from the annual report).

Chart 32: Interpretation Sessions, Sussex Interpretation Services by Organisation (SIS) 2014-15 (Source SIS Annual Report 2014-15)



²⁶ Sussex Interpreting Services, Annual Report 2014-15 <http://www.sussexinterpreting.org.uk/annualreview/2014-15/sis-annual-review-14-15-EN.pdf>

Economic activity

9.17 Economically active refers to people who are either in employment or unemployed. The economically inactive are defined as people who are not in employment or unemployed. There are many reasons why an individual may be inactive. They may be studying, looking after family, retired or long-term sick. These individuals are not part of the supply of labour but are important as they are potential labour supply in the future.

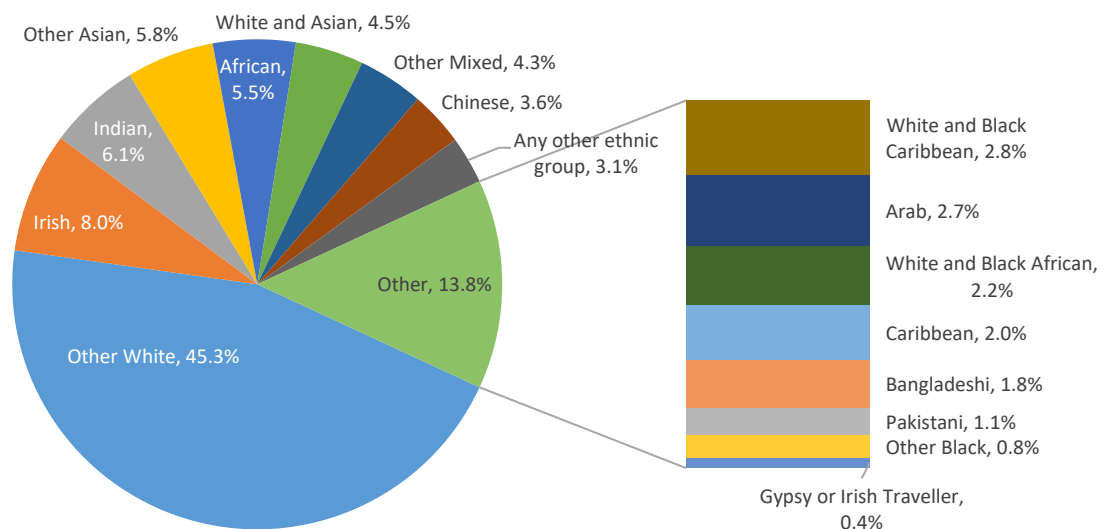
9.17.1 Based on the results of the Census 2011:

- There were 151,690 economically active people, aged 16 and over, in Brighton & Hove. Around one in five were from BME groups (19.5%, 29,568 people).
- Of the total BME population aged 16 and over, 67.0% were economically active - a similar level of economic activity to the white population (67.0%, 122,121 people).
- There were 77,335 economically inactive people, aged 16 and over, in Brighton & Hove. Almost one in five were from BME groups (18.8%, 14,535 people).
- Of the total BME population aged 16 and over, 33.0% were economically inactive – a similar level of economic inactivity to the white population (33.0%).

Economically active – Census 2011

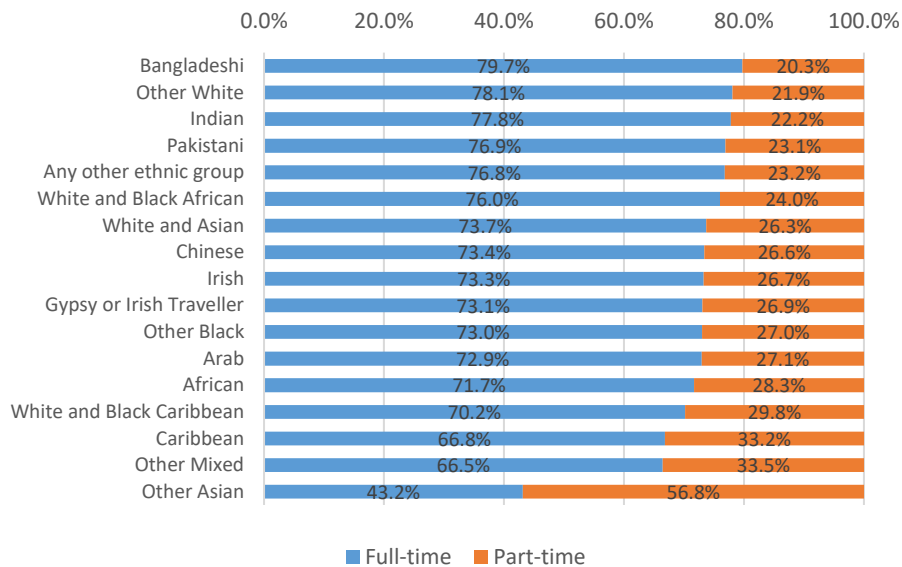
9.17.2 In the chart below, the percentage of BME people in Brighton & Hove that were recorded as economically active, shows three-quarters were from six BME groups, with Other white accounting for just under half (45.3%), followed by Irish (8.0%), Indian (6.1%), Other Asian (5.8%), African (5.5%) and mixed white and Asian (4.5%). The remaining BME groups account for less than 5% each.

Chart 33: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (all usual residents)
(Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



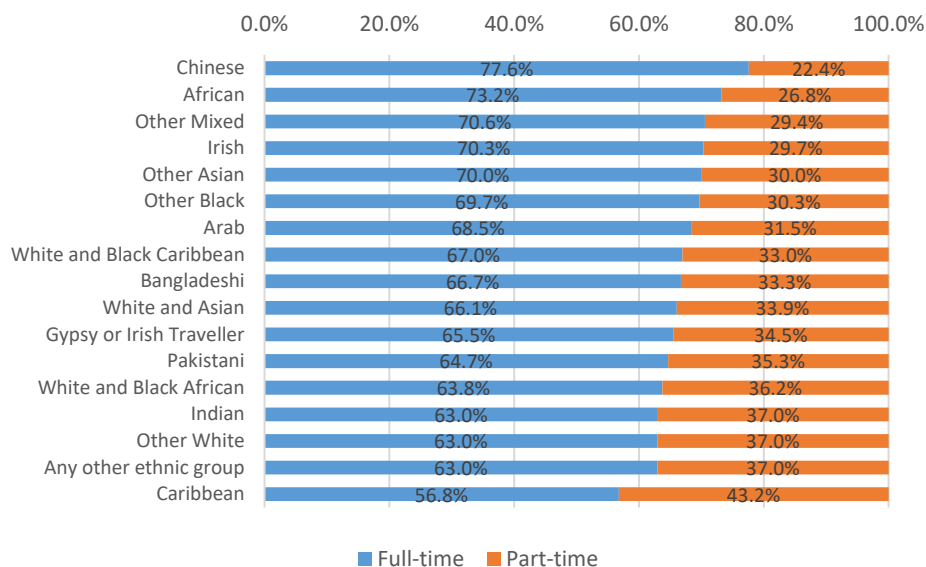
9.18 The chart below shows the proportion of BME people, aged 16 and over in full and part-time employment.

Chart 34: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Full and Part-Time Employment) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



9.19 The chart below shows the proportion of BME people, aged 16 and over who are self-employed, full and part-time.

Chart 35: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Self-Employed, Full or Part-Time) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



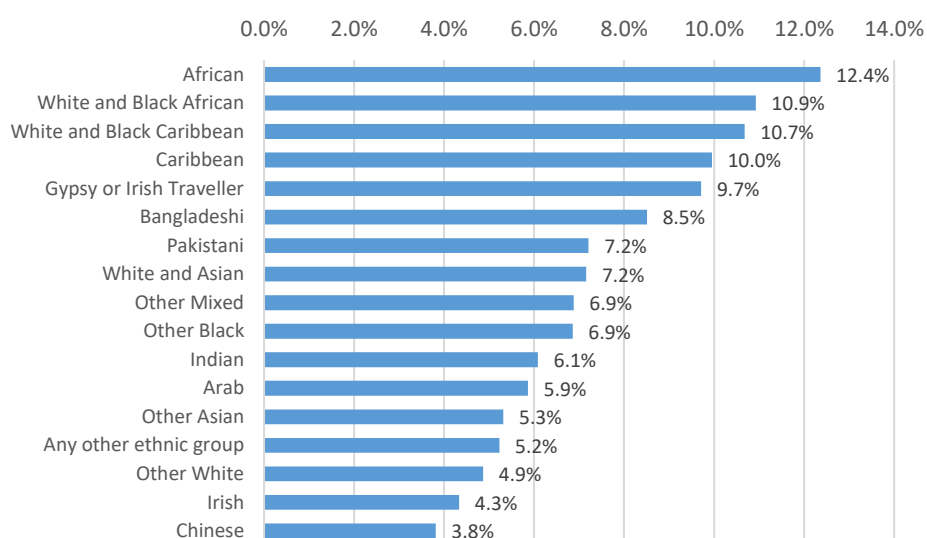
9.19.1 Overall, 5.7% of all BME people aged 16 and over are full-time students. The percentage of people by ethnic group varies within each ethnic group - the highest proportion of full-time students are African (13.6%).

Table 10: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Full-Time Students) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016

Ethnicity	Total BME Population (aged 16 and over)	Full-time Students	Students as a % of total BME Population
African	2,435	331	13.6%
white and Black Caribbean	1,236	127	10.3%
Pakistani	527	51	9.7%
Caribbean	814	75	9.2%
Other Mixed	1,831	158	8.6%
white and Black African	1,016	79	7.8%
Bangladeshi	870	58	6.7%
Indian	2,678	175	6.5%
white and Asian	1,984	123	6.2%
Other Asian	2,858	174	6.1%
Gypsy or Irish Traveller	175	10	5.7%
Other Black	350	20	5.7%
Any other ethnic group	1,607	84	5.2%
Other white	17,685	805	4.6%
Chinese	2,751	92	3.3%
Arab	1,688	55	3.3%
Irish	3,598	93	2.6%
Total	44,103	2,510	5.7%

9.19.2 The chart below shows unemployment (including full-time students) as a percentage of the total BME groups. Groups with between 10% and 12% unemployment are Africans (10%), mixed white and African (10.9%), mixed white and Caribbean (10.7%), Caribbean (10.0%) and Gypsy or Irish Traveller (9.7%).

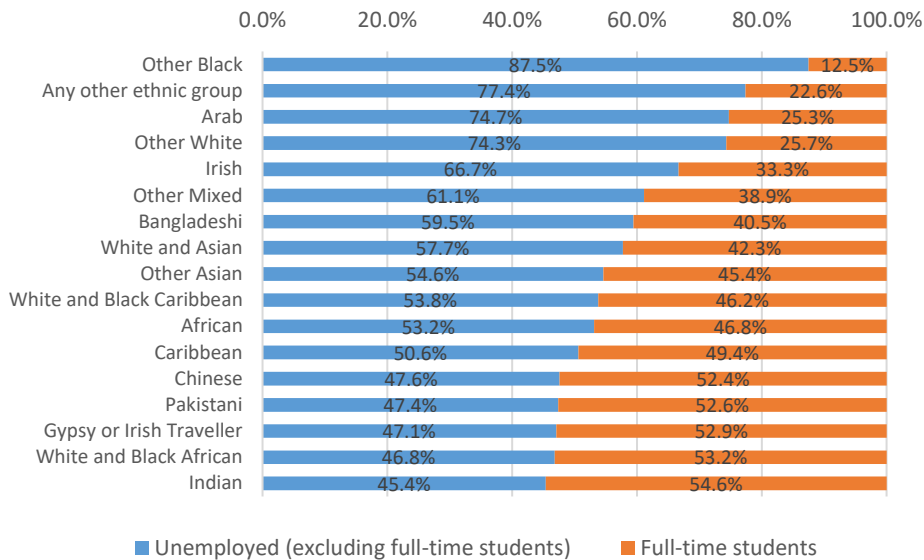
Chart 36: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (Unemployment) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



9.19.3 Of the overall number of unemployed, the chart below shows the proportion of unemployed people excluding full-time students and the proportion of unemployed that are full-time students, within each BME group. This shows the BME group with the highest unemployment excluding full-time students as a

percentage of the total number unemployed is Other Black (87.5%), and around three-quarters for those from any other ethnic group, Arab, Other white. The BME group with the lowest proportion of unemployed excluding full-time students is Indian (45.4%).

Chart 37: Brighton & Hove Economic Activity and Ethnicity Profile 2011 (unemployment excluding full-time students) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



Is there any more current data than this?

Employment rate

9.20 The Annual Population Survey ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and Other white. The count of the BME population in Brighton & Hove is 10.9%, once again this is proportionate to this group's population profile.

9.21 In December 2015, the employment rate for the BME people of working age (aged 16-64) in Brighton & Hove was 54.6% and the employment rate for the total white population in Brighton & Hove was 73.4%. Across England, the employment rate for BME people was 63.1%.

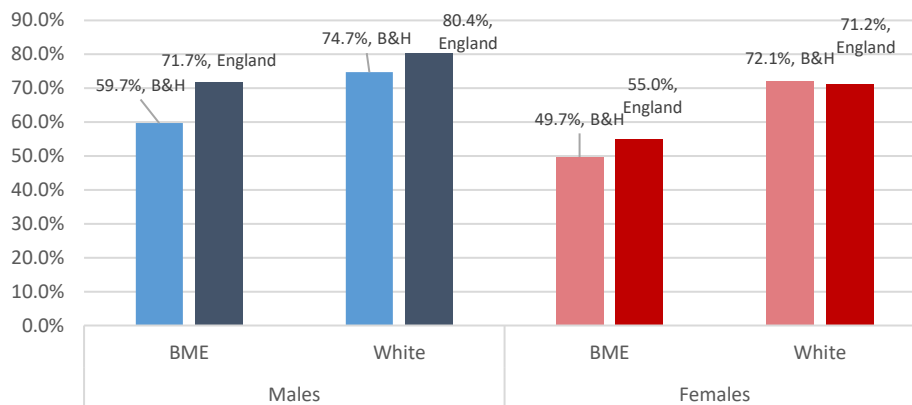
9.22 This shows a significantly lower rate of employment for BME people compared with white British people in Brighton & Hove and, in comparison with the employment rate for BME people in England.

9.23 There are greater differences in the employment rates between men and women of the BME population than the differences between men and women in the total white population:

- Employment rate for BME men (59.7%) and women (49.7%)
- Employment rate for all white men (74.7%) and women (72.1%)

- 9.24 The chart below shows the employment rate (December 2015) for BME men and women, compared with the employment rate for all white men and women in Brighton & Hove and across England.
- 9.25 The employment rate for BME women in Brighton & Hove is 5.3% lower compared with the BME employment rate for women across England and 22.4% lower than their white counterparts in Brighton & Hove.
- 9.26 The employment rate for BME men in Brighton & Hove is 12.0% lower compared to the BME employment rate for men across England and 15.0% lower than their white counterparts in Brighton & Hove.

Chart 38: Brighton & Hove Employment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec 2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016



9.26.1 The chart below shows the differences in employment rates for BME and white men and women, compared with employment rates across England.

9.26.2 Since 2004, the overall employment rate for BME groups has been lower in comparison with white groups. The chart below shows the employment rate for male and female, white and ethnic minority groups.

Chart 39: Brighton & Hove Employment Rate by Ethnicity (Males) (aged 16-64), 2004-2015 (Source: NOMIS), Accessed June 2016

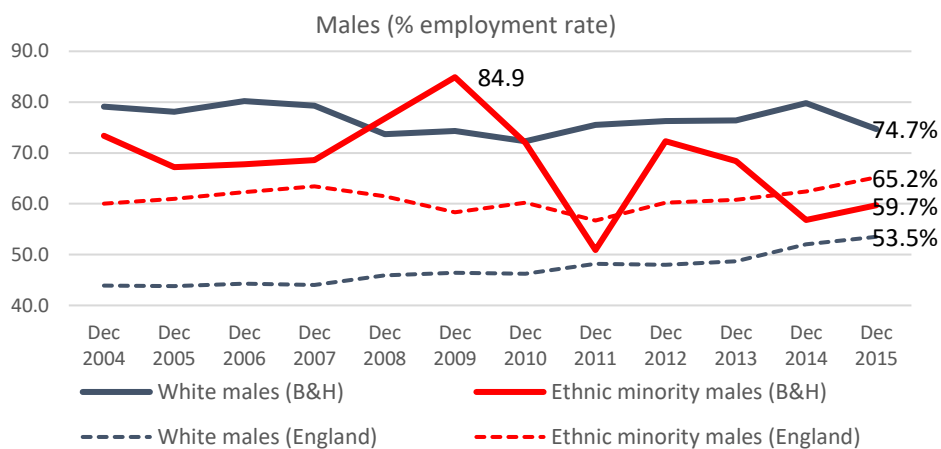
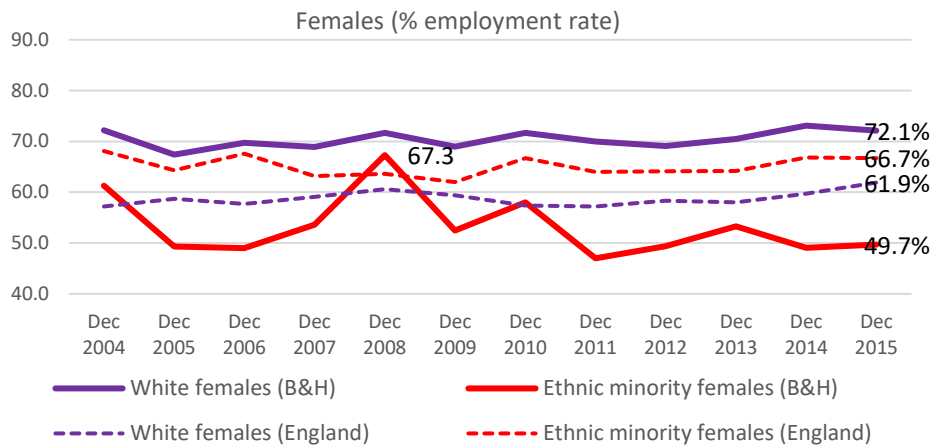


Chart 40: Brighton & Hove Employment Rate by Ethnicity (Females) (aged 16-64), 2004-2015
(Source: NOMIS), Accessed June 2016



Unemployment rate

9.27 The Annual Population Survey shows the unemployment rate for people aged 16 and over is higher among BME groups than people from all white ethnic groups.²⁷ In December 2015, the average unemployment rate across Brighton & Hove was 6.3%. However, the unemployment rate for BME groups was much higher at 9.3% compared with 6.0% for people from all white groups.

9.28 The rate of unemployment for BME women in Brighton & Hove was 11.4% and the rate of unemployment for BME men in Brighton & Hove was 8.0%.²⁸

9.29 Unemployment rates between men and women differ more significantly in the BME population than in the total white population:

- Unemployment rate for BME men (8.0%) and women (11.4%)
- Unemployment rate for all white men (5.9%) and women (6.1%)

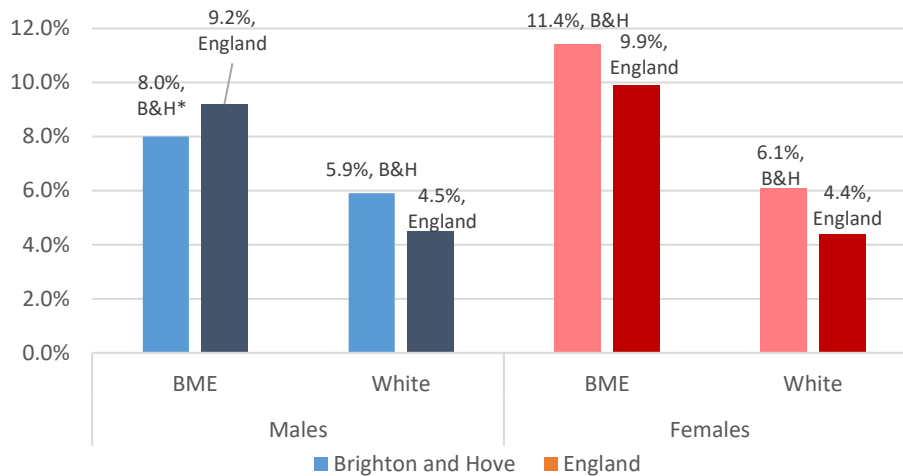
9.30 The unemployment rate for BME women in Brighton & Hove is 1.5% higher compared with the BME unemployment rate for women across England and 5.3% higher than their white counterparts in Brighton & Hove.

The unemployment rate for BME men in Brighton & Hove is 1% lower compared with the BME unemployment rate for men across England and 2.1% higher than their white counterparts in Brighton & Hove.

²⁷ The Annual Population Survey, ethnic group classification is based on the five broad ethnic categories from the Census 2011. Therefore, the total white ethnic category includes Irish, Gypsy or Irish Traveller and other white. As such the count of the BME population in Brighton and Hove is 10.9%.

²⁸ The 8.0% unemployment rate for BME males in Brighton and Hove is taken from the December 2014 Annual Population Survey results, male BME unemployment rates for December 2015 have been suppressed due to small sample size.

Chart 41: Brighton & Hove Unemployment Rate by Ethnicity (Males and Females) (aged 16-64), Jan 2015-Dec2015 (Source: Annual Population Survey, NOMIS), Accessed June 2016



The unemployment rate differs significantly between BME men and women and is higher, for BME women in Brighton & Hove, compared with the England averages.

Economically inactive – aged 16-64

- 9.31 In December 2015, the overall economic inactivity rate for people aged 16-64 in Brighton & Hove was 23.4%, the rate for white groups was 21.8% and for BME groups was 39.7%.
- 9.32 In Brighton & Hove, the economic inactivity rate for BME groups is significantly higher compared with the rate for white groups and in comparison, to the overall BME economic inactivity rate across England (30.3%). Economic inactivity is greater in women from BME groups than men (43.9% for women and 35.4% for men).
- 9.33 In the charts below, the trend in economic inactivity for BME men and women in Brighton & Hove since 2004 shows the rate has fluctuated but there has been an overall increase in economic inactivity.

Chart 42: Brighton & Hove Economically Inactive Rate (aged 16-64) by Ethnic Groups (Males), 2004-2015 (Source: Annual Population Survey NOMIS), Accessed June 2016

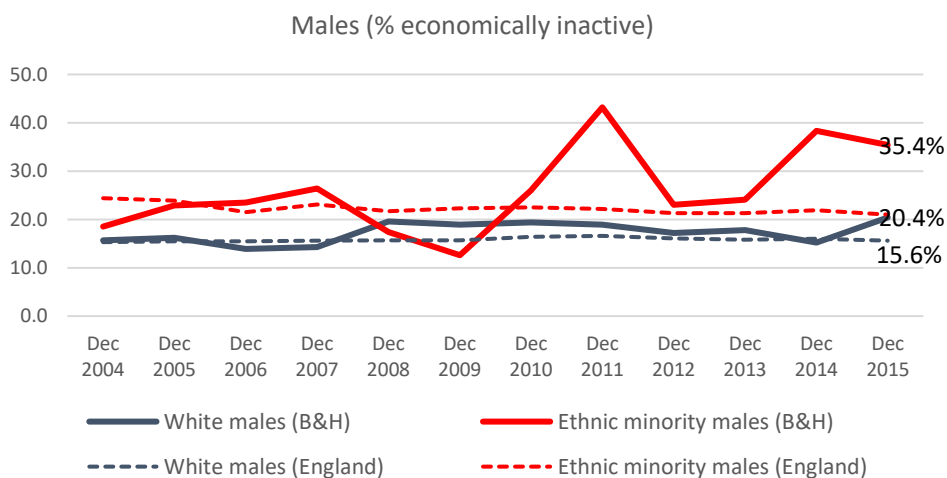
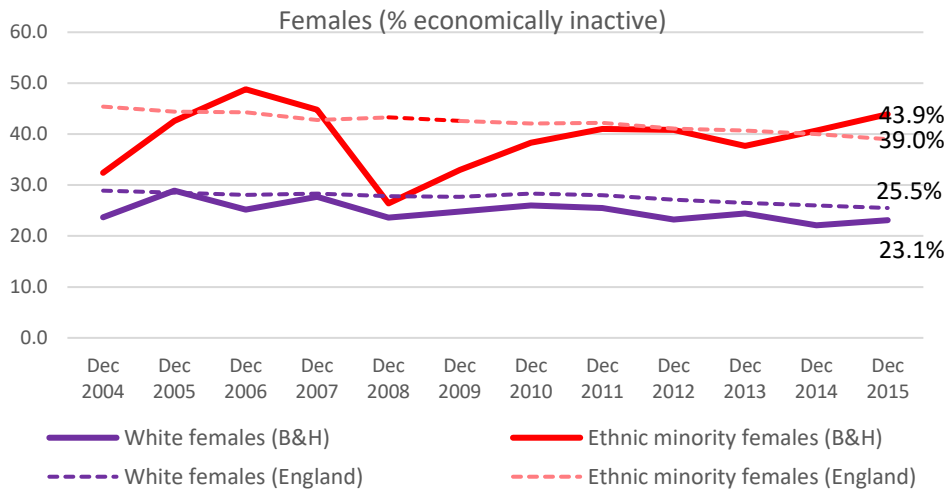


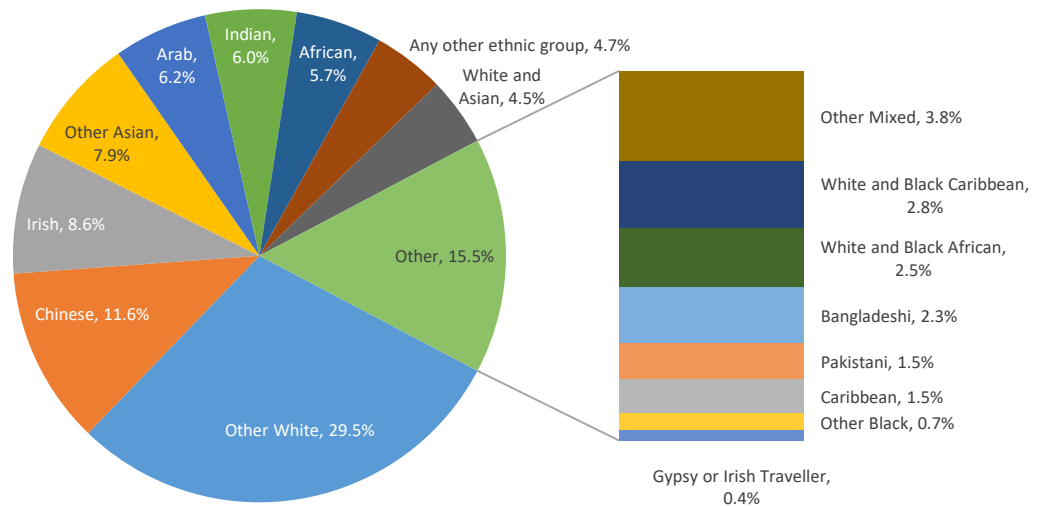
Chart 43: Brighton & Hove Economically Inactive Rate (aged 16-64) by Ethnic Groups (Females), 2004-2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



Economically inactive – Census 2011

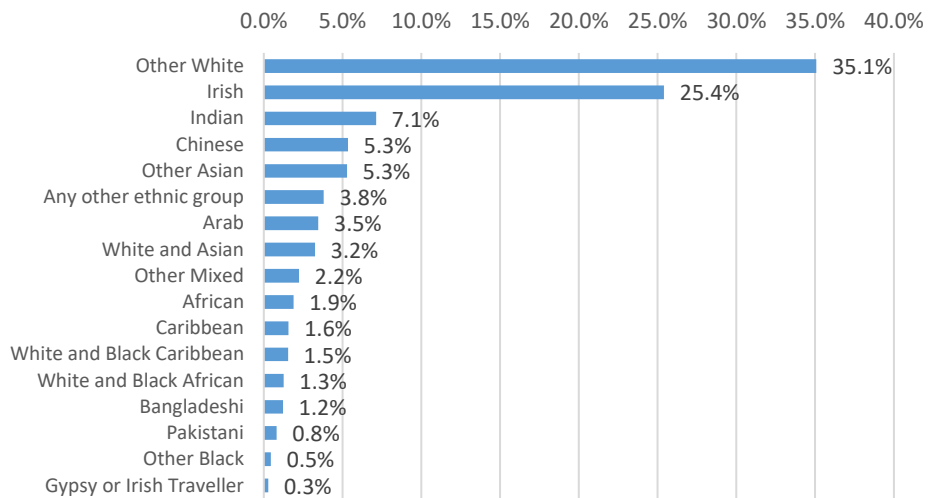
9.34 In the chart below, the percentage of BME people in Brighton & Hove that were recorded as economically inactive shows around two-thirds were from five BME groups (Other white 29.5%, Chinese 11.6%, Irish 8.6%, Other Asian 7.9% and Arab 6.2% groups).

Chart 44: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



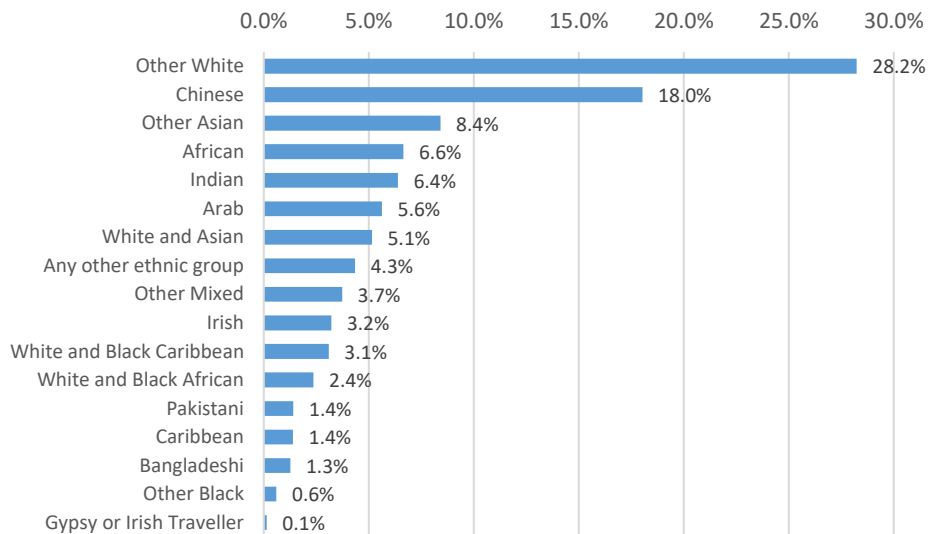
9.35 Among BME groups recorded as being economically inactive due to retirement, more than one third are Other white (35.1%) and one quarter (25.4%) are Irish. This is consistent with the age profiles.

Chart 45: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Retirement) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



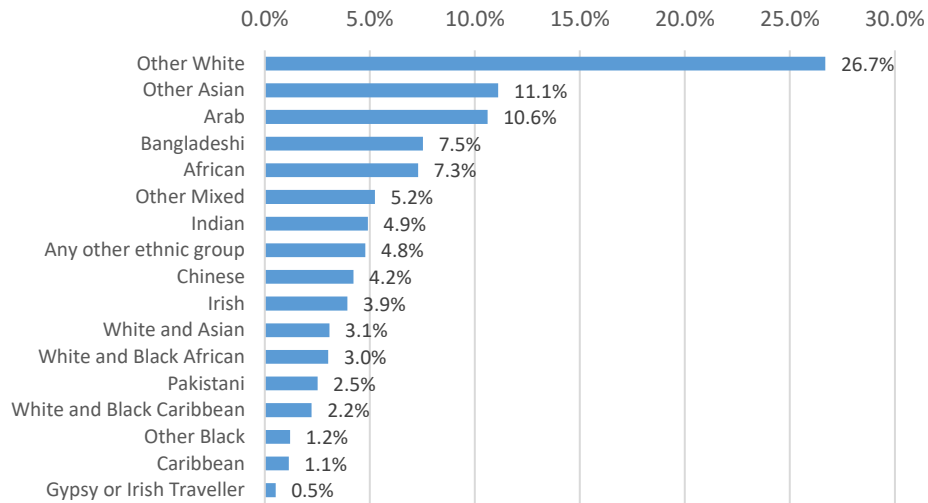
9.36 Among BME groups recorded as being economically inactive due to studying full or part-time, most are from other white groups (28.2%) and almost one in five (18.0%) are Chinese.

Chart 46: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Full or Part Time Study) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



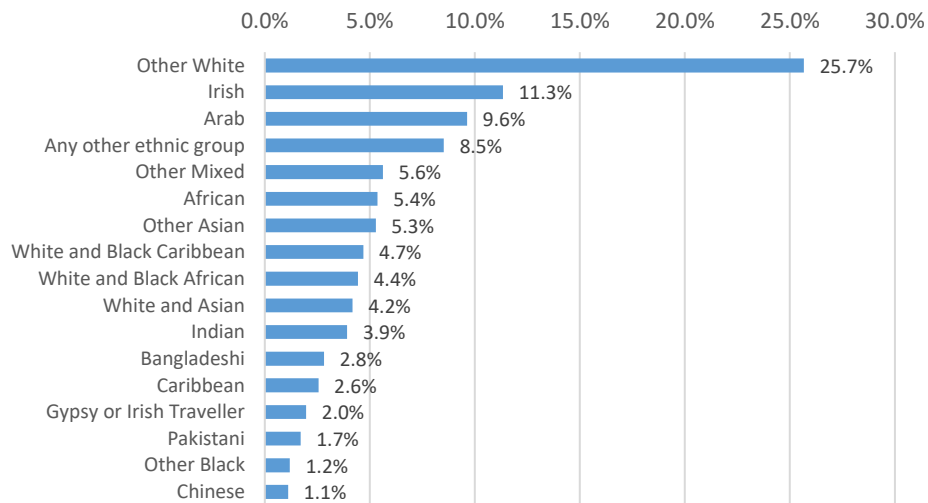
9.37 Among BME groups recorded as being economically inactive due to looking after the home or family, around one quarter are from Other white groups (26.7%) and around one in ten are Other Asian (11.1%) and Arab (10.6%).

Chart 47: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Looking after the Home or Family) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



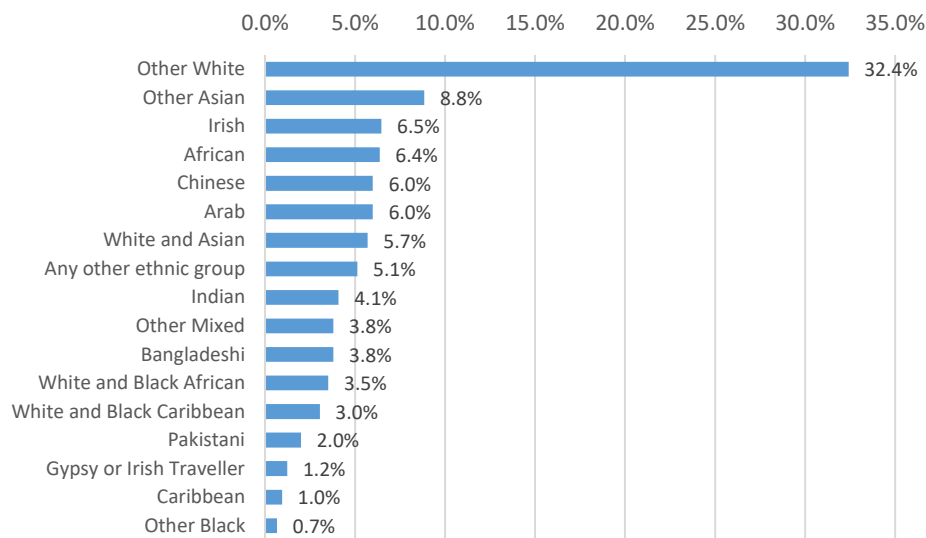
9.38 Among BME groups recorded as being economically inactive due to long-term sickness or being disabled, around one quarter are from Other white groups (25.7%) and around one in ten are Irish (11.3%) and Arab (9.6%).

Chart 48: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Long Term Sick or Disabled) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016



9.39 Among BME groups recorded as being economically inactive due to other reasons, around one third are from Other white groups (32.4%) and around one in nine are Other Asian (8.8%).

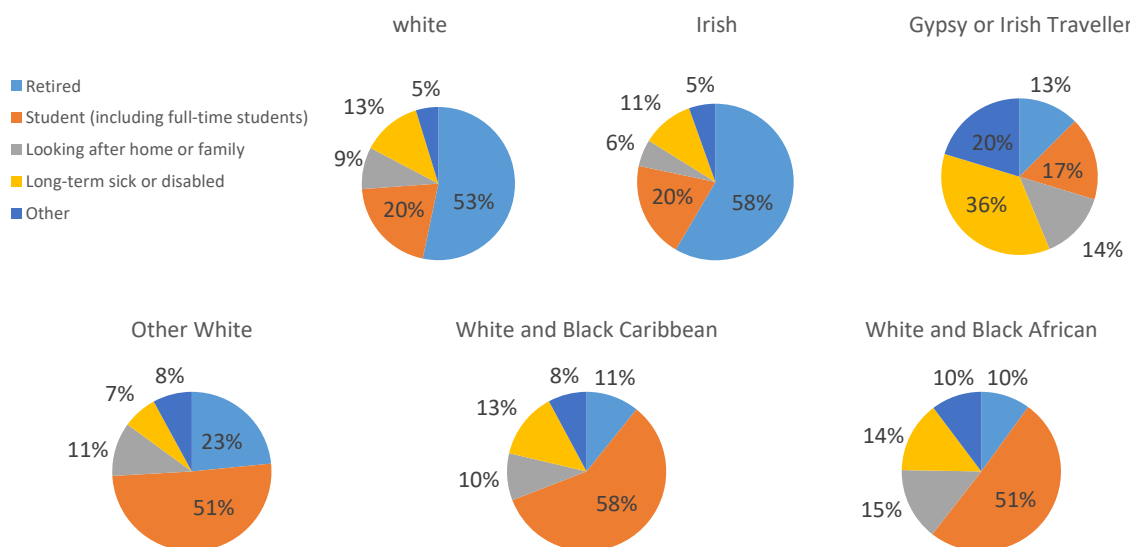
Chart 49: Brighton & Hove Economic Inactivity and Ethnicity Profile 2011 (Long Term Sick or Disabled) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016

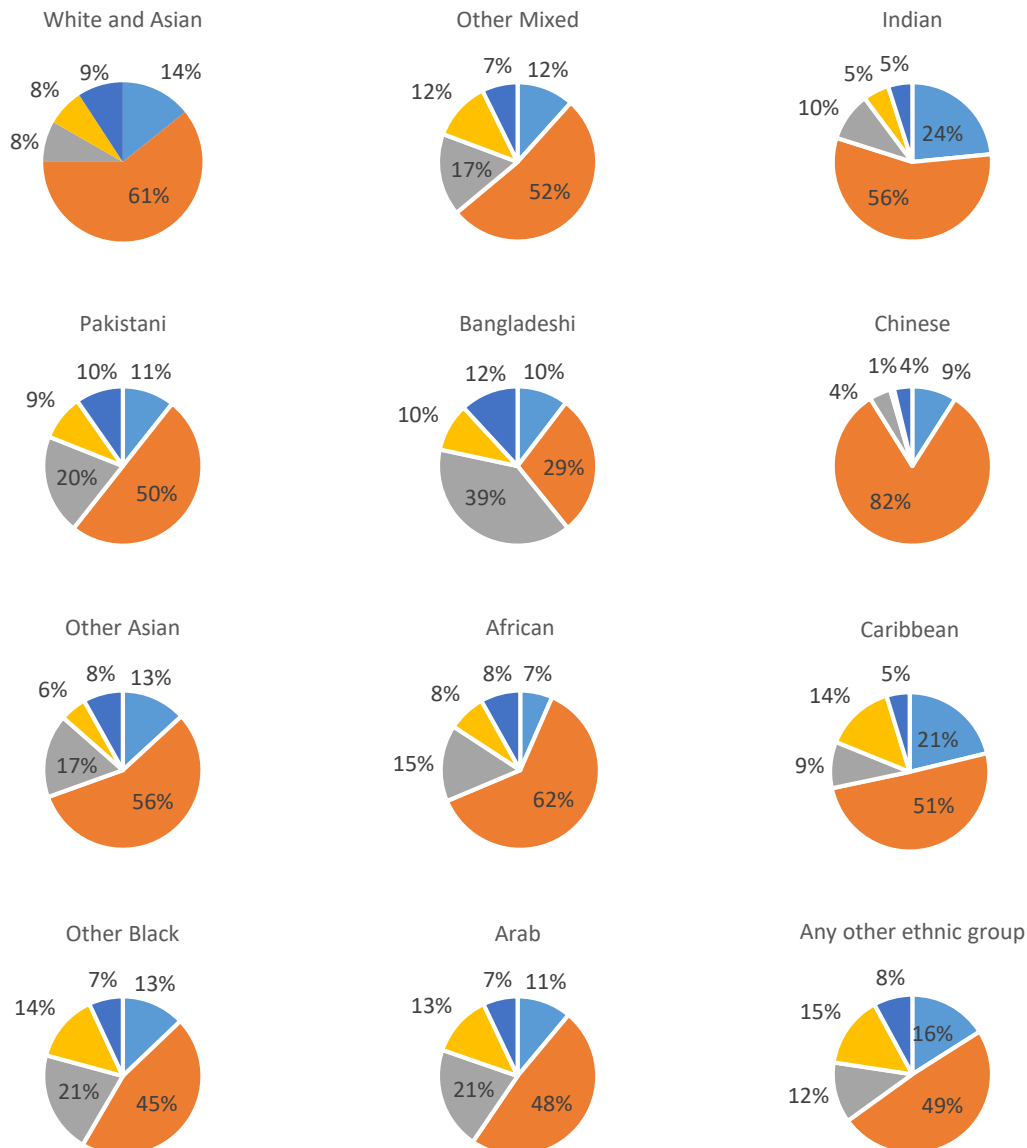


9.40 The reasons for people being economically inactive vary among ethnic groups. In the charts below, the reasons are shown as a percentage of all economically inactive people by ethnicity.

9.41 More than half the people in the white and Irish ethnic groups were economically inactive due to retirement (53% and 58% respectively). Among the majority of the remaining ethnicity groups, more than half were full or part-time students. As a proportion of all Chinese people that are economically inactive, 82% were students. More than one third (36%) of all Gypsy or Irish Travellers that were economically inactive were long-term sick or disabled (NOMIS data ESA 2015).

Chart 50: Brighton & Hove Economic Inactivity (Reasons) by Ethnic Groups 2011 (Long Term Sick or Disabled) (all usual residents) (Source: ONS Census 2011 NOMIS DC6201EW), Accessed June 2016





Employment by occupation

9.42 In December 2015, for people aged 16 and over, in the majority of occupations there was an underrepresentation of BME people in Brighton & Hove, with the exception of people employed in sales and consumer services or as process, plant and machine operatives.

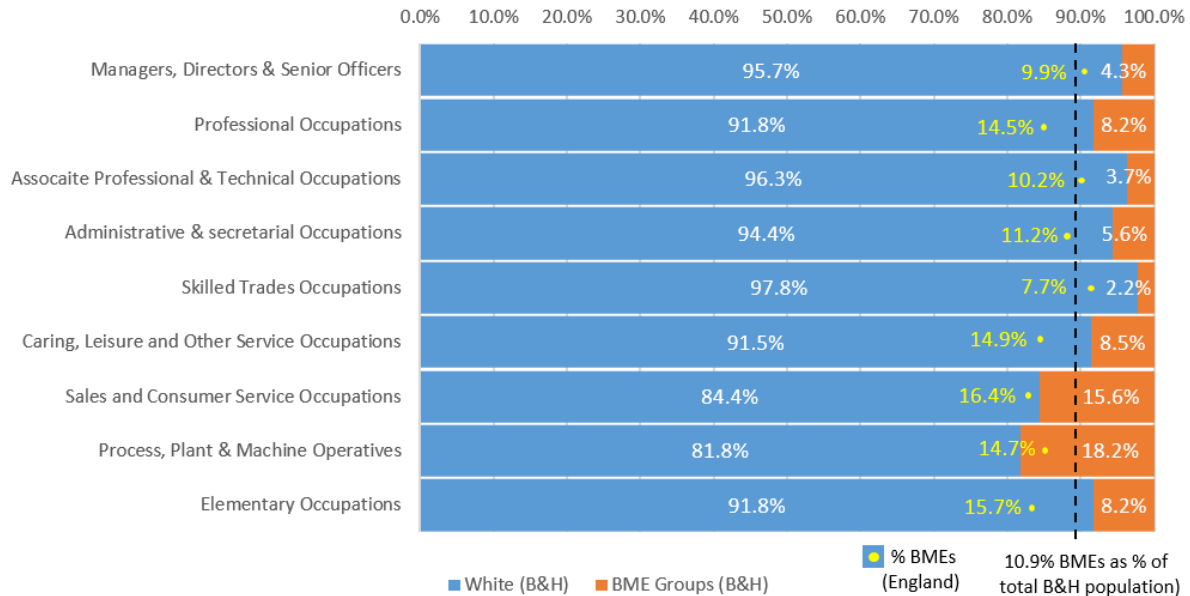
9.43 In comparison with the percentage of BME groups employed by occupation type across England, the percentage of BME groups in Brighton & Hove is considerably lower, with the exception of BME groups employed as process, plant and machine operatives (14.7% in England and 18.2% in Brighton & Hove). This can be seen in the table below.

9.44 In particular, this is evident in the higher-ranking occupation types, for example, one in 23 (4.3%) people employed as managers, directors and senior officers in Brighton & Hove are BMEs, across England this ratio is one in ten. Similarly, across England the percentage of BMEs employed in professional occupations are almost

double in comparison to BMEs employed in professional occupations in Brighton & Hove (14.5% and 8.2% respectively).

9.45 The percentage of people from BME and white ethnic groups in employment by occupation in Brighton & Hove can be seen in the chart below, plotted against the percentage of BMEs in employment by occupation across England and BMEs as a percentage of the total Brighton & Hove population.

Chart 51: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



9.46 In the table below, the percentage of people aged 16 and over employed by occupation type is presented by all white²⁹ and all BME groups for the 12-month period ending December 2015. The table compares this to the percentage of BME groups by occupation type across England. Except for a higher percentage of BMEs in Brighton & Hove employed as process, plant and machine operatives, in all other occupation types there are proportionately fewer BMEs.

Table 11: Brighton & Hove, England % Employed by Occupation Type by Ethnicity (aged 16 and over) y/e December 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016

Employed in/as by Occupation Type	white (B&H)	BME Groups (B&H)	BME Groups (England)	% difference between BME Groups B&H and England
Managers, Directors & Senior Officers	95.7%	4.3%	9.9%	-5.6%
Professional Occupations	91.8%	8.2%	14.5%	-6.3%
Associate Professional & Technical Occupations	96.3%	3.7%	10.2%	-6.5%
Administrative & secretarial Occupations	94.4%	5.6%	11.2%	-5.6%
Skilled Trades Occupations	97.8%	2.2%	7.7%	-5.5%
Caring, Leisure and Other Service Occupations	91.5%	8.5%	14.9%	-6.4%
Sales and Consumer Service Occupations	84.4%	15.6%	16.4%	-0.8%
Process, Plant & Machine Operatives	81.8%	18.2%	14.7%	3.5%
Elementary Occupations	91.8%	8.2%	15.7%	-7.5%

²⁹ This data is taken from the Annual Population Survey and does not provide a breakdown of white ethnicity groups therefore BME groups represent 10.9% of the total population of Brighton and Hove.

9.47 These disparities are significant and worthy of consideration by economic policymakers.

Employment by industry

9.48 The Census 2011 reports on industry type for people in employment (aged 16 and over) by ethnicity. The table below shows the number of people in each industry type and as a percentage of the total people from white and BME populations. With the exception of the construction industry and distribution, hotels and restaurants, there are a similar proportion of people in employment by industry across white and BME groups.

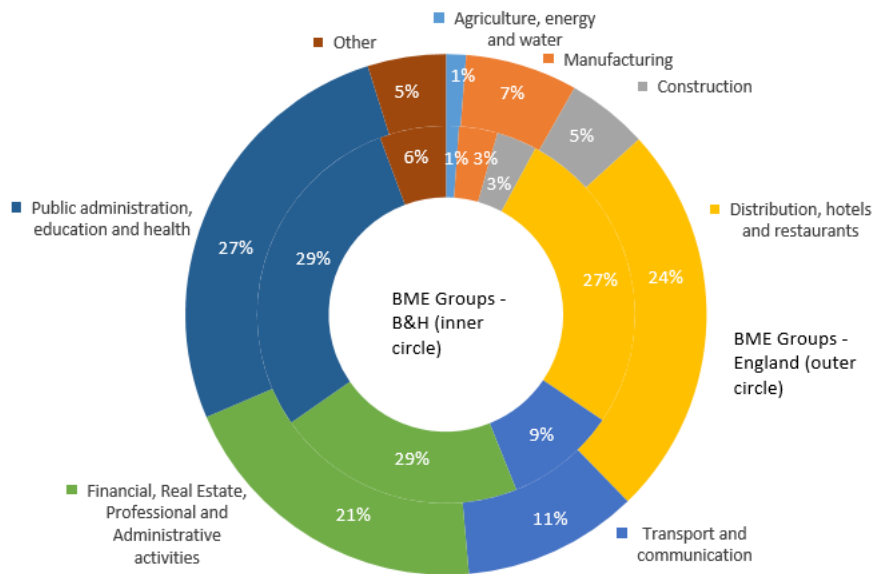
9.49 The percentage of BME people employed in construction is lower compared with people in the white population (3.5% and 6.8% respectively) and a higher percentage of BME people are employed in distribution, hotels and restaurants compared with the percentage of people in the white population (26.6% and 18.8% respectively).

Table 12: Brighton & Hove, Employment by Industry Type (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, LC6211EW), Accessed June 2016

Industry Type	white		BME (including Irish, other white and Gypsy and Irish Traveller)	
	(n)	(%)	(n)	(%)
Agriculture, energy and water	1,730	1.5%	297	1.1%
Manufacturing	4,397	3.9%	889	3.3%
Construction	7,713	6.8%	929	3.5%
Distribution, hotels and restaurants	21,338	18.8%	7154	26.6%
Transport and communication	11,946	10.5%	2549	9.5%
Financial, Real Estate, Professional and Administrative activities	24,070	21.2%	5748	21.4%
Public administration, education and health	34,758	30.6%	7810	29.0%
Other	7,784	6.8%	1526	5.7%
Total	113,736		26,902	

9.50 As a percentage of all BME groups in employment, the chart below shows this distribution by industry type compared with England as a whole. Among the BME groups in Brighton & Hove, the percentage employed in financial, real estate, professional and administrative activities is 29% compared with 21% in England, and in distribution, hotels and restaurants it is 27% compared with 24% across England.

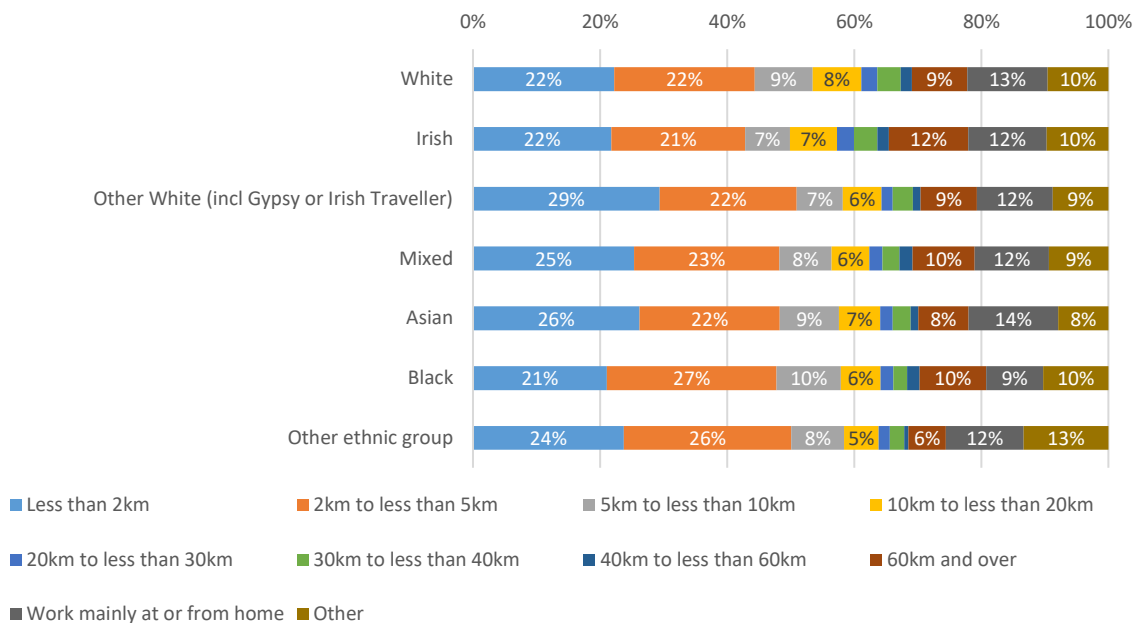
Chart 52: Brighton & Hove, Employment by Industry Type (aged 16 and over) by Ethnic Groups, 2011
 (Source: ONS Census 2011 NOMIS, LC6211EW), Accessed June 2016



Distance travelled to work

9.51 The Census 2011 reports on the distance travelled to work for people in employment (aged 16 and over) by the broad ethnicity categories. The distance travelled is broadly similar among all ethnic groups.

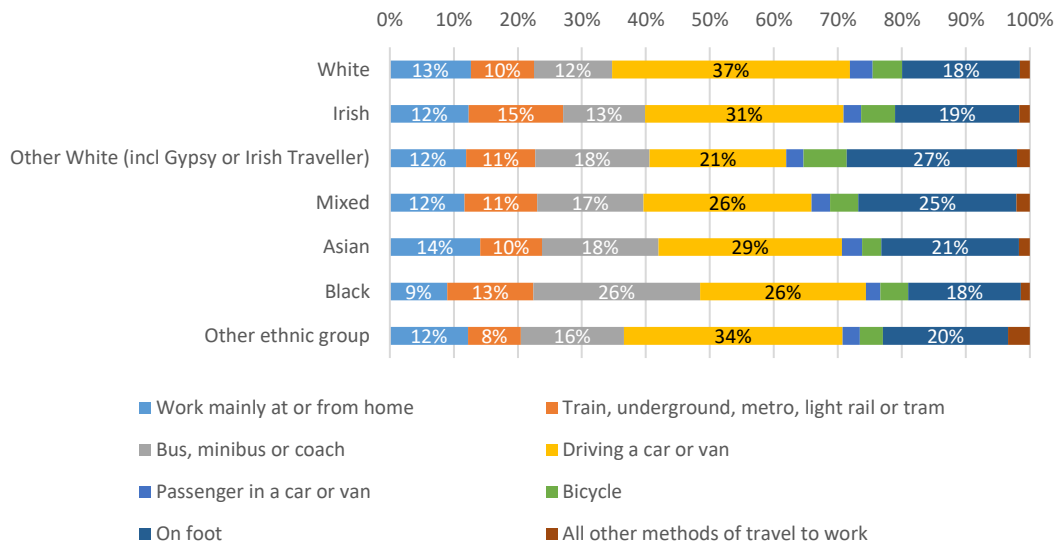
Chart 53: Brighton & Hove Distance Travelled to Work (aged 16 and over) by Ethnic Groups, 2011
 (Source: ONS Census 2011 NOMIS, DC7202EW1a), Accessed June 2016



Method of travel to work

9.52 The Census 2011 reports on the method of travel to work for people in employment (aged 16 and over) by the broad ethnicity categories. The method of travel to work is broadly similar among all ethnic groups.

Chart 54: Brighton & Hove Method of Travel to Work (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, DC7201EW1a), Accessed June 2016

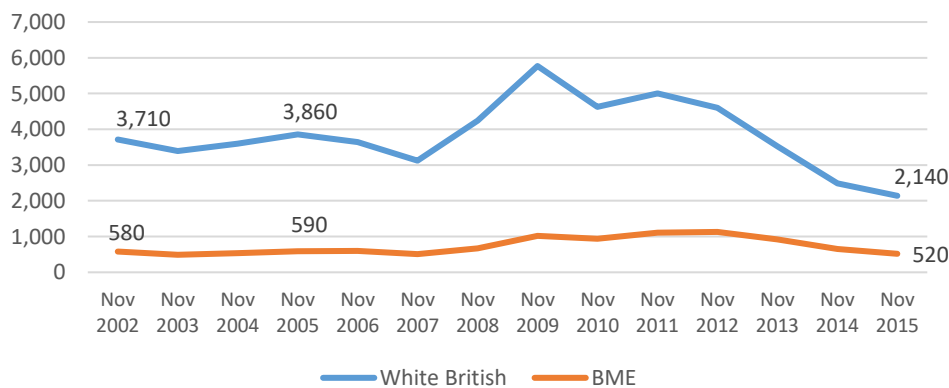


Benefit Claims

9.53 In November 2015, there were around 2,790 people (aged 16 and over) claiming Job Seeker's Allowance (JSA), 18.9% were from BME groups.

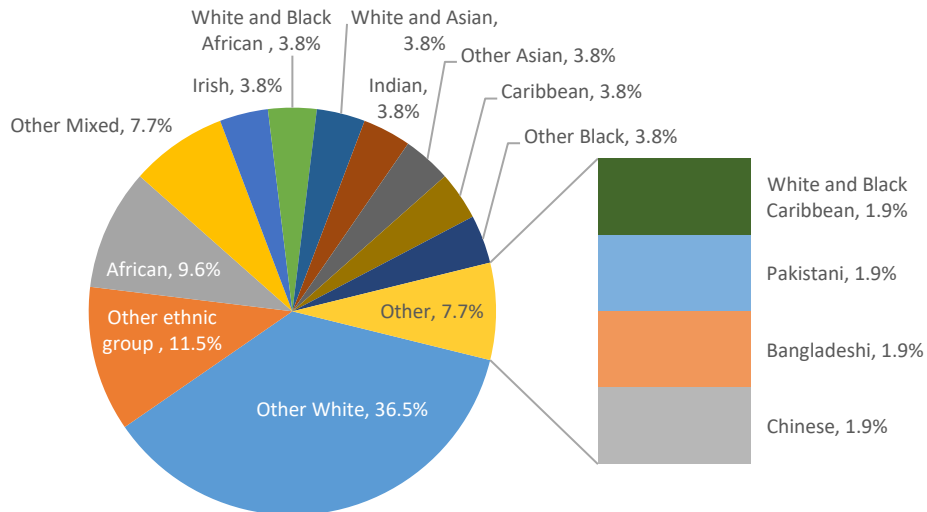
9.54 Since 2002 there has been an overall decline in the number of people claiming JSA benefits. The chart below shows the number of BME and white British people claiming JSA benefits between 2002 to 2015 in Brighton & Hove. It is worth noting that the rate of decline in JSA claims has been less from BME groups (11.9% reduction) compared with people from the white British group (44.9% reduction).

Chart 55: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



9.55 The BME profile, where known³⁰, of JSA claimants is set out in the chart below using the National Statistics classification of ethnicity.³¹ This shows as a proportion of the total BME JSA claimants, the majority are from Other white groups (36.5%), Other ethnic groups (11.5%), African (9.6%) and Other Mixed groups (7.7%).

Chart 56: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, November 2015 (Source: Annual Population Survey NOMIS), Accessed June 2016



9.56 The chart below, shows the number of JSA claimants as a percentage of each BME group, compared with the total BME population of Brighton & Hove (age 16 and over). Gypsy or Irish Travellers have been merged with Other white for comparative purposes).

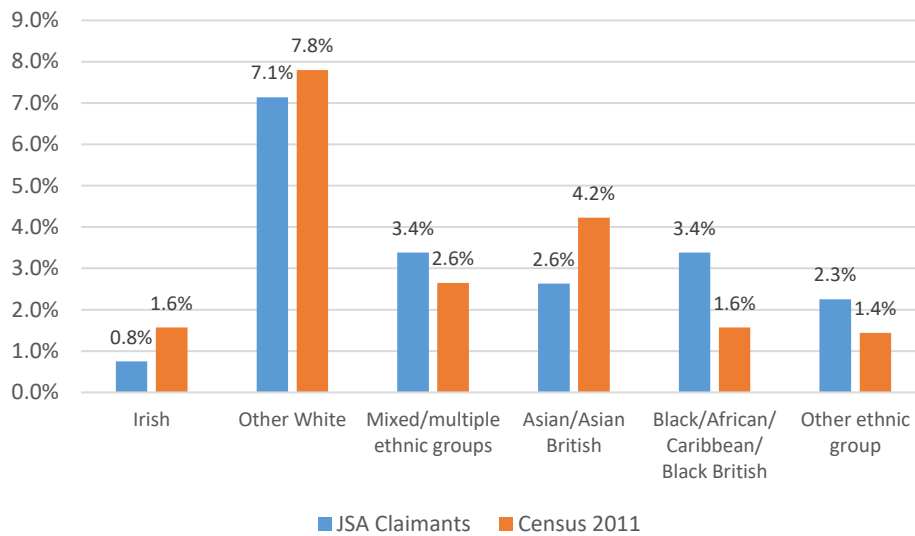
9.57 Overall, 19.5% of all JSA claimants in Brighton & Hove (aged 16 and over) are from BME groups, which is similar to the percentage of the BMEs in the total population of Brighton & Hove (aged 16 and over), 19.3%.

9.58 However, there are some differences among the major ethnic groups claiming JSA. Proportionately fewer claimants are from Asian groups (2.6%) compared with the proportion of Asians in the whole population (4.2%) of Brighton & Hove and there are more claimants from Black groups (3.4%) compared with the proportion of Black people in the whole population (1.6%).

³⁰ Of the 2,790 JSA claimant's ethnicity was unknown or claimants preferred not to say in 130 claimants. This group represent 4.7% of the total number of JSA claimants. The average size of this group across England is 8%.

³¹ The National Statistics Classification of Ethnicity is used. This contains 16 detailed categories; white – British, white – Irish, white – other, mixed – white and Black Caribbean, mixed – white and Black African, mixed –white and Asian, mixed – other, Asian or Asian British – Asian, Asian or Asian British – Bangladeshi, Asian or Asian British – Pakistan, Asian or Asian British – other Asian, Black or Black British – Caribbean, Black or Black British – African, Black or Black British – African, Black or Black British – other Black, Chinese or other ethnic group – Chinese, Chinese or other ethnic group – other ethnic group, prefer not to say, unknown. Claimants can opt out of stating their ethnicity in which case they are recorded as prefer not to say.

Chart 57: Brighton & Hove Benefit Payments - JSA (aged 16 and over) by Ethnic Groups, 2011 (Source: Annual Population Survey NOMIS, Accessed June 2016)

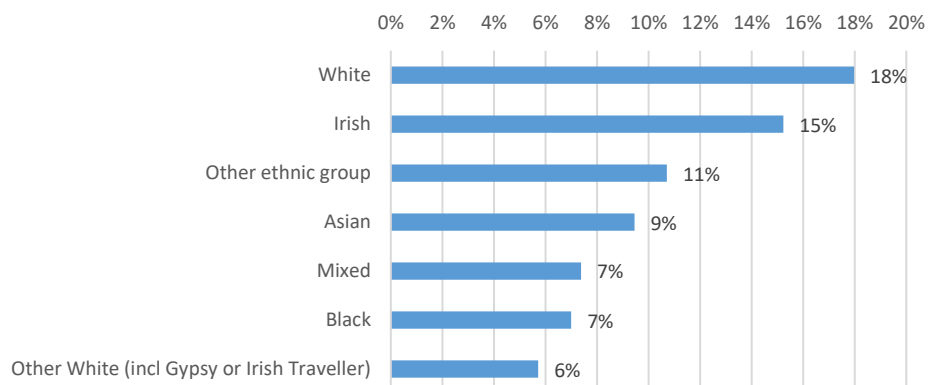


Highest level of qualification

9.59 The Census 2011 reports on the 'highest level of qualification' (including the closest equivalent where foreign qualifications are held) by the major ethnicity categories. This data is reported by the five broad categories of ethnicity with a breakdown of the white category that includes white – English/Welsh/Northern Irish/British, white Irish and white Other (white Irish or Gypsy Traveller has been merged with white Other)³², split into four categories (level 1-4) plus those with no qualification and those on apprenticeships.

9.60 The chart below shows the proportion of people (aged 16 and over) by BME groups with no qualifications, as a percentage of the total population of Brighton & Hove (aged 16 and over) by ethnicity. The largest proportion of people by ethnic group with no qualifications are white (18%), followed by Irish (15%), as a percentage of the total white and Irish populations aged 16 and over.

Chart 58: Brighton & Hove Highest Level of Qualification (No Qualifications) (aged 16 and over) by Ethnic Groups, 2011 November 2015 (Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016

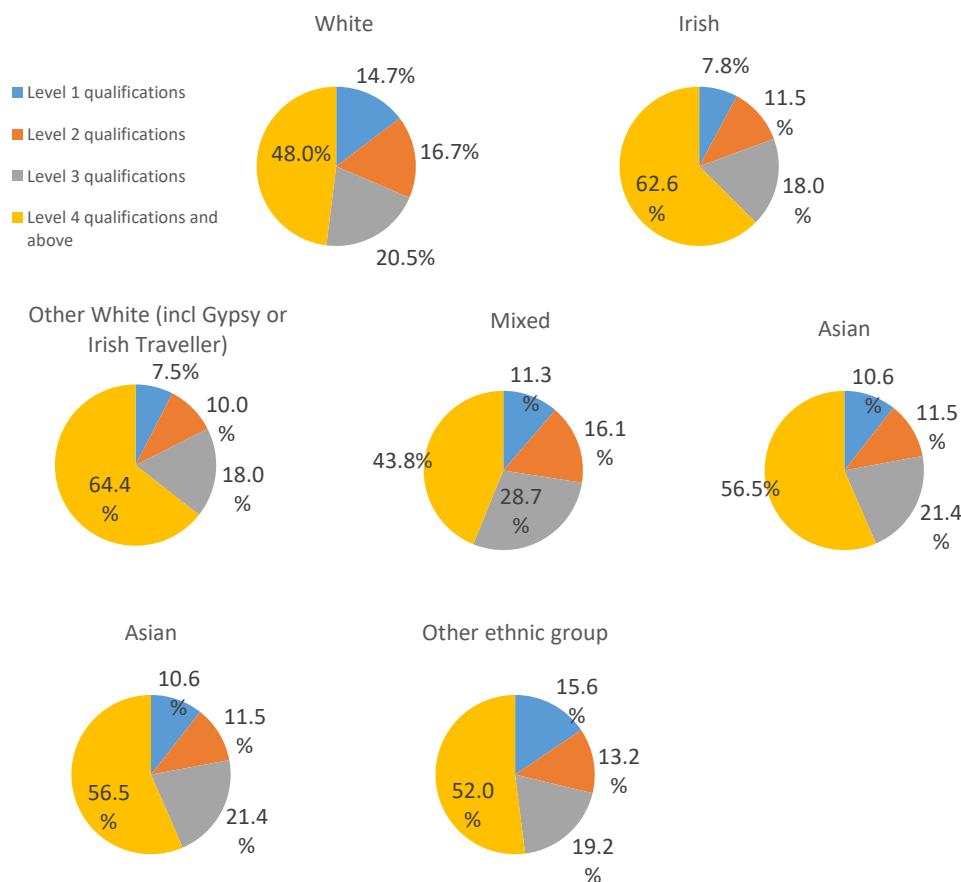


³² The ethnic group classification in the Highest Level of Qualification Table: LC5202EW (Census 2011) is based on the five broad categories from the census questionnaire, with additional detail provided for the 'white' category, because counts for the 'white Gypsy or Irish Traveller' category were too small, or disclosive, the category has been merged with 'Other white' for this table.

9.61 Qualifications levels are derived from the type of qualification held covering professional, vocational and a range of academic qualifications, and for people with foreign qualifications the closest equivalent. Qualifications are split into four levels. Level 1 includes the equivalent of 1-4 GCSEs (any grade), level 2 includes the equivalent of 5 or more GCSE (passes), level 3 includes the equivalent of 2 or more A-levels and level 4 and above includes the equivalent of a degree (BA or BSc).³³

9.62 The chart below shows the percentage of people with either level 1, 2, 3 or 4 qualifications as a proportion of the total ethnic group (aged 16 and over) holding some level of qualifications. This shows, within each ethnic group the majority hold level 4 qualifications (degree or above), the highest being Other white (64.4%) and the lowest being Mixed ethnic groups (43.8%).

Chart 59: Brighton & Hove Level of Qualification (Level 1-4) (aged 16 and over) by Ethnic Groups, 2011
(Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016

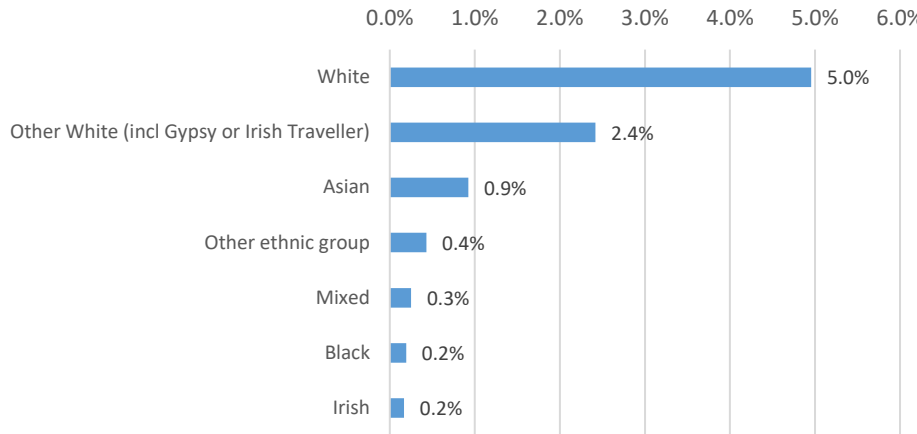


9.63 The category of apprenticeships and other qualifications includes apprenticeships, vocational or work-related qualifications and foreign qualifications (not stated)

Level 1: 1-4 O Levels/CSE/GCSEs (any grades), Entry Level, Foundation Diploma, NVQ Level 1, Foundation GNVQ, Basic/Essential Skills
 Level 2: 5+ O Level (Passes)/CSEs (Grade 1)/GCSEs (Grades A*-C), School Certificate, 1 A Level/ 2-3 AS Levels/VCEs, Intermediate/Higher Diploma, Welsh Baccalaureate Intermediate Diploma, NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma
 Level 3: 2+ A Levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression/Advanced Diploma, Welsh Baccalaureate Advanced Diploma, NVQ Level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma
 Level 4 and above: Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI), Professional qualifications (for example teaching, nursing, accountancy)

or level unknown). The chart below shows as a proportion of the total by ethnic group, 5% are white, and 2.4% are from Other white groups (including Gypsy or Irish Traveller).

Chart 60: Brighton & Hove Highest Level of Qualification (Apprenticeships) (aged 16 and over) by Ethnic Groups, 2011 (Source: ONS Census 2011 NOMIS, LC5202EW), Accessed June 2016

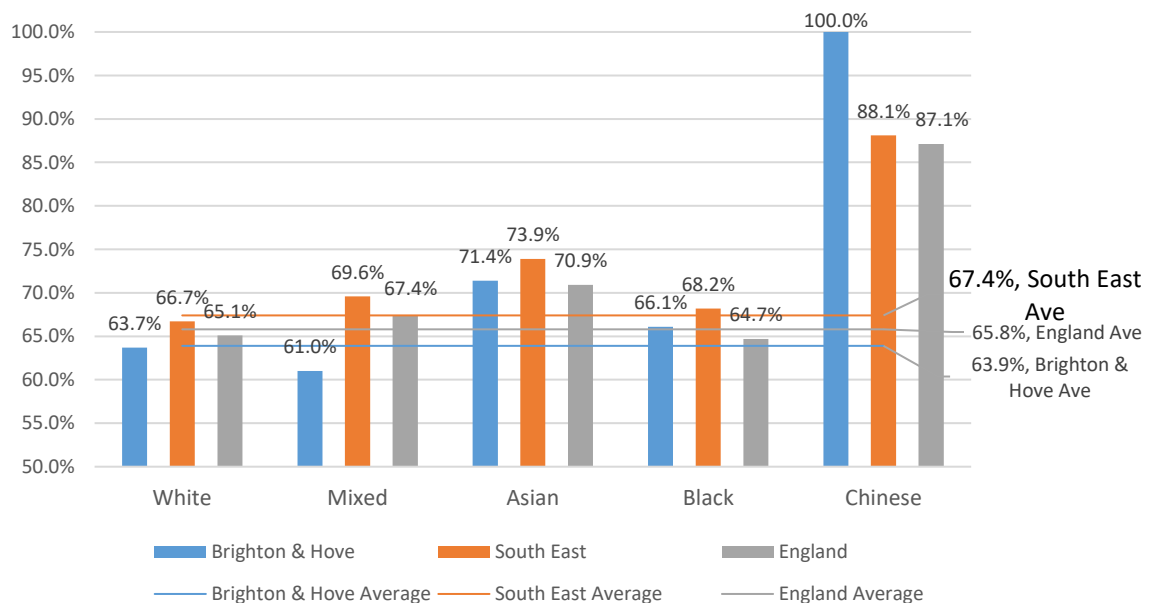


GCSE attainment

9.64 The chart below shows the percentage of pupils at the end of key stage 4, achieving 5 or more A*-C GCSE grades. The percentages for pupils in Brighton & Hove are compared with the South-east and England average by ethnicity and the average for all pupils in Brighton & Hove, the South-east and England.

9.65 This shows, in 2013-14, a higher proportion of pupils from Asian and Chinese ethnic groups in Brighton & Hove achieved 5 or more GCSE grades A* to C, compared with the average in Brighton & Hove and across the South-east and England. Pupils from Mixed ethnic groups achieved lower than the average in Brighton & Hove and across the South-east and England.

Chart 61: Brighton & Hove, South East & England, Achievements at GCSE equivalent (key stage 4) by Ethnic Groups, 2013-14 (Source: National Pupil Database Table SFR06/2015), Accessed June 2016



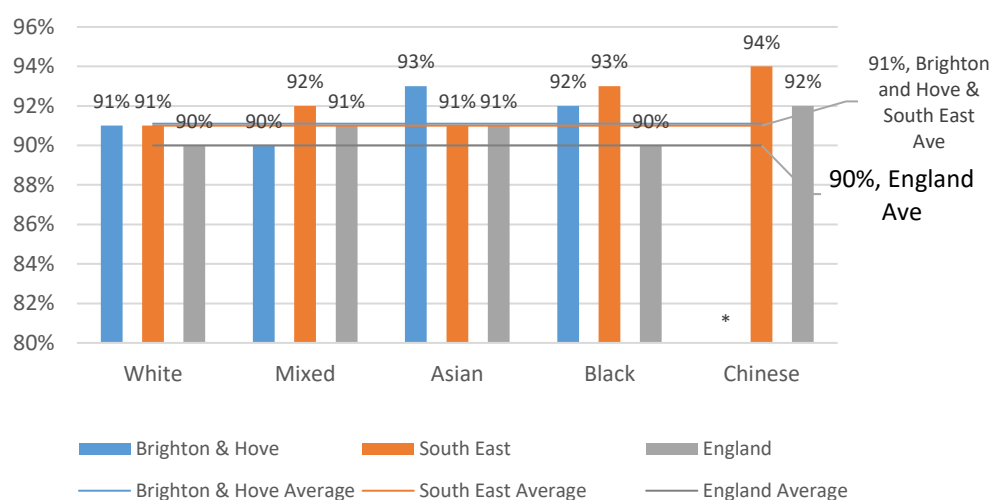
National curriculum assessments (key stage 1)

9.66 The national curriculum assessments at key stage 1, show the proportion of pupils achieving level 2 or above across four subjects - reading, writing, mathematics and science.

9.67 In the charts below, the percentages for pupils achieving level 2 or above in the four subjects in Brighton & Hove are compared to the South-east and England average by ethnicity and the average for all pupils in Brighton & Hove, the South-east and England.

9.68 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in reading in 2014. On average, across Brighton & Hove, in 2014, 91% of pupils achieved level 2 or above in reading, similar to the average across the South-east and slightly higher than the average across England. Among different ethnic groups in Brighton & Hove there were slight variations, but all were at or above 90%.

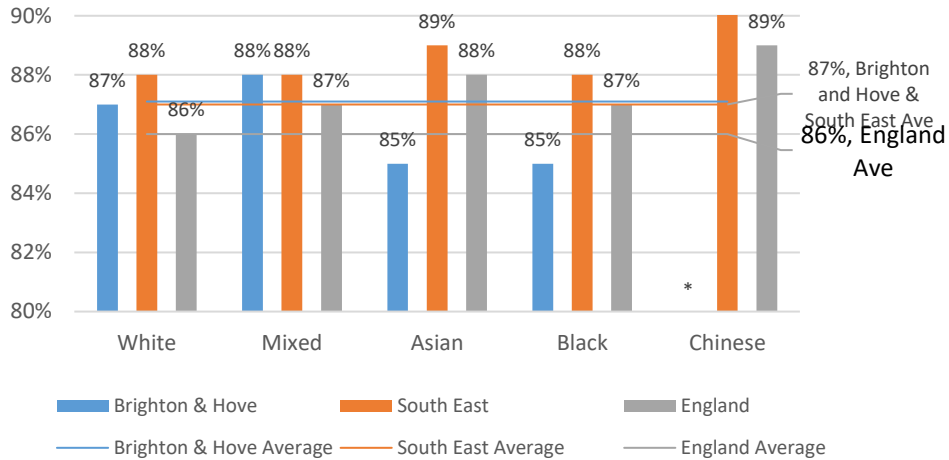
Chart 62: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Reading) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016



9.69 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in writing in 2014. On average, across Brighton & Hove, in 2014, 87% of pupils achieved level 2 or above in writing, similar to the average across the South-east and slightly higher than the average across England (86%).

9.70 Among different ethnic groups in Brighton & Hove there were slight variations, with the percentage of pupils from Asian (85%) and Black (85%) groups below the averages across the South-east (89% of Asians and 88% of Blacks) and England (88% of Asians and 87% of Blacks).

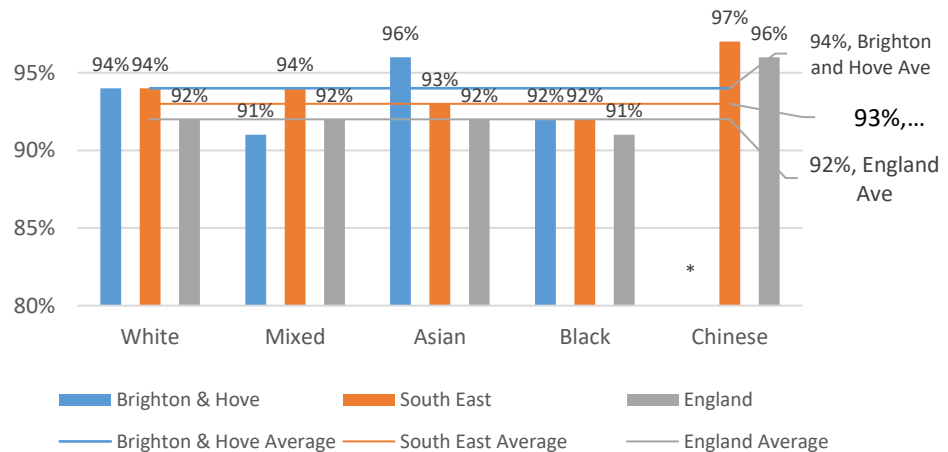
Chart 63: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Writing) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016



9.71 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in mathematics in 2014. On average, across Brighton & Hove, in 2014, 94% of pupils achieved level 2 or above in mathematics, above the average across the South-east (93%) and across England (92%).

9.72 Among different ethnic groups in Brighton & Hove there were slight variations, with the percentage of pupils from Mixed ethnic groups (91%) groups below the averages across the South-east (94% of Mixed ethnicity) and England (92%).

Chart 64: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Mathematics) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016

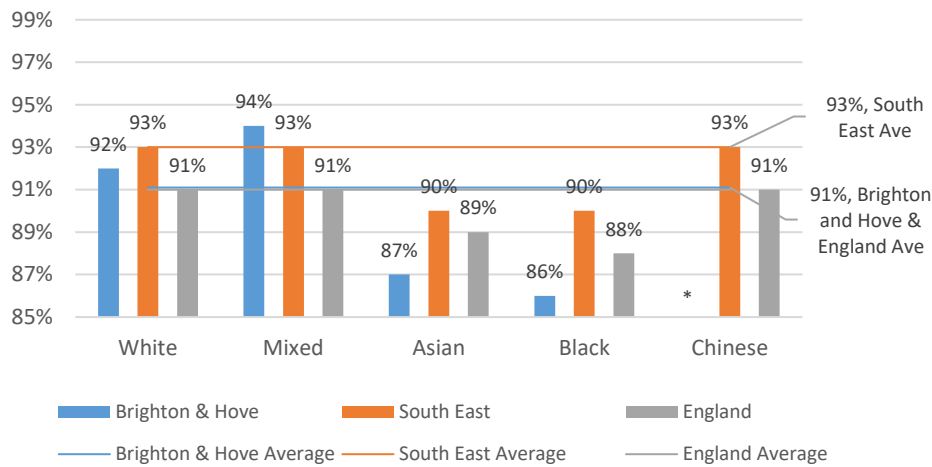


9.73 The chart below shows the percentage of pupils at the end of key stage 1, achieving level 2 or more in science in 2014. On average, across Brighton & Hove, in 2014, 91% of pupils achieved level 2 or above in science, below the average across the South-east (93%) and like England (91%).

9.74 Among different ethnic groups in Brighton & Hove there were slight variations, with the percentage of Asian pupils (87%) and Black pupils (86%) below the averages

across the South-east (90% for Asian pupils and 90% for Black pupils) and England (89% for Asian pupils and 88% for Black pupils).

Chart 65: Brighton & Hove, South East & England, Achievements at Key Stage 1 (Science) by Ethnic Groups, 2014 (Source: Department for Education Table SFR34/2014), Accessed June 2016



Not in education, employment or training (NEET)

- 9.75 A person (defined by ONS)³⁴ is considered to be in education or training if they are enrolled on an educational course; they are doing an apprenticeship; they are on a government-supported employment or training programme; they are working or studying towards a qualification; or they have had job-related training or education in the last 4 weeks. A person in employments includes all people in some form of paid work (including part-time work).
- 9.76 Any young person aged 16-24 not in the above forms of education or training and who is not in employment is considered to be 'NEET'. Consequently, a person identified as NEET will always be either unemployed or economically inactive.
- 9.77 Across England, in the period between January-March 2016, 12.0% of all young people were NEET. Applying this percentage to the 2015 population estimates of Brighton & Hove indicates around 5,590 people aged 16-24 were NEET.
- 9.78 However, there is no breakdown of NEET by ethnicity to show whether there are more or fewer NEET among different ethnic groups.

³⁴ Young People Not in Education, Employment or Training (NEET): May 2016, <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/may2016>

Apprenticeships

9.79 The number of active apprenticeships for people aged 16-24 by ethnicity in Brighton & Hove, in June 2016, shows of the 454 apprenticeships almost all, 96.9% are white and 3.1% BME. In the latest figures, April 2016, 16.6% of apprenticeships starts were people from BME groups.

Table 13: Brighton & Hove, NEET (aged 16-24) Jan-Mar 2016 Applying Population Estimates (2015), Jan – Mar 2016 (Source: ONS NEET Statistics, Released May 2016/Population Estimates, Released June 2016)

Ethnicity	England (Apprenticeship Programme Starts, Q4, April 2016)	Brighton & Hove (Active Apprentices June 2016)	% Difference between B&H and England
white	83.4%	95.2%	11.8%
Other white	4.6%	1.8%	-2.8%
Irish	0.15%	0.0%	-0.2%
Gypsy or Irish Traveller	0.15%	0.0%	-0.2%
Mixed	2.2%	1.8%	-0.4%
Asian	4.1%	0.2%	-3.9%
Black	3.2%	0.9%	-2.3%
Other ethnic group	0.6%	0.2%	-0.4%
Unknown	1.6%		-1.6%
Total BME	16.6%	4.9%	-11.7%

10 Appendix 3: Ethnic Minority Specific reports

Table 14: Brighton & Hove Cross Data Analysis - white British (Source: ONS Statistics)

		England	Brighton & Hove (average)	white British
Census 2011	Population	Number of people	273,369	220,018
		As a % of total Brighton & Hove population	100%	80.5%
		% of males	50%	50%
		% of females	50%	50%
Census 2011	Age Profile	16-24	43,541	32,304
		As % of total ethnic group	16%	15%
		16-64	193,332	152,138
		As % of total ethnic group	71%	69%
		65 and over	35,692	32,783
	As % of total ethnic group	13%	15%	
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151,689
		As a % of total ethnic group	64%	66%
		In employment (as % of total economically active population by ethnic group)	75%	69%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%
		FT students (as % of total economically active population by ethnic group)	4%	6%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335
		As a % of total ethnic group	36%	34%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%
		Student (as % of total economically inactive population by ethnic group)	14%	27%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%
		Other (as % of total economically inactive population by ethnic group)	6%	5%

Table 15: Brighton & Hove Cross Data Analysis - Irish British (Source: ONS Statistics)

		England	Brighton & Hove (average)	Irish British	
Census 2011	Population	Number of people	273,369	3,772	
		As a % of total Brighton & Hove population	100%	1.4%	
		% of males	50%	50%	
		% of females	50%	50%	
Census 2011	Age Profile	16-24	43,541	426	
		As % of total ethnic group	16%	11%	
		16-64	193,332	2,820	
		As % of total ethnic group	71%	75%	
		65 and over	35,692	778	
	As % of total ethnic group	13%	21%		
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	2354
		As a % of total ethnic group	64%	66%	65%
		In employment (as % of total economically active population by ethnic group)	75%	69%	71%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	18%
		FT students (as % of total economically active population by ethnic group)	4%	6%	4%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	7%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	1,244
		As a % of total ethnic group	36%	34%	35%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	58%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	20%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	6%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	11%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	5%

Table 16: Brighton & Hove Cross Data Analysis – Gypsy and Traveller (Source: ONS Statistics)

		England	Brighton & Hove (average)	Gypsy or Irish Traveller	
Census 2011	Population	Number of people	273,369	198	
		As a % of total Brighton & Hove population	100%	0.1%	
		% of males	50%	53%	
		% of females	50%	47%	
Census 2011	Age Profile	16-24	43,541	51	
		As % of total ethnic group	16%	26%	
		16-64	193,332	167	
		As % of total ethnic group	71%	84%	
		65 and over	35,692	8	
		As % of total ethnic group	13%	4%	
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	111
		As a % of total ethnic group	64%	66%	63%
		In employment (as % of total economically active population by ethnic group)	75%	69%	51%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	24%
		FT students (as % of total economically active population by ethnic group)	4%	6%	9%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	15%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	64
		As a % of total ethnic group	36%	34%	37%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	13%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	17%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	14%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	36%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	20%

Table 17: Brighton & Hove Cross Data Analysis – Other white (Source: ONS Statistics)

		England	Brighton & Hove (average)	Other white	
Census 2011	Population	Number of people	273,369	19,524	
		As a % of total Brighton & Hove population	100%	7.1%	
		% of males	50%	45%	
		% of females	50%	55%	
Census 2011	Age Profile	16-24	43,541	3,277	
		As % of total ethnic group	16%	17%	
		16-64	193,332	16,673	
		As % of total ethnic group	71%	85%	
		65 and over	35,692	1,012	
		As % of total ethnic group	13%	5%	
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151,689	13,399
		As a % of total ethnic group	64%	66%	76%
		In employment (as % of total economically active population by ethnic group)	75%	69%	71%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	17%
		FT students (as % of total economically active population by ethnic group)	4%	6%	6%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	6%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	4,286
		As a % of total ethnic group	36%	34%	24%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	23%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	51%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	11%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	7%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	8%

Table 18: Brighton & Hove Cross Data Analysis – white Black Caribbean (Source: ONS Statistics)

		England	Brighton & Hove (average)	white and Black Caribbean	
Census 2011	Population	Number of people	273,369	2,182	
		As a % of total Brighton & Hove population	100%	0.8%	
		% of males	50%	51%	
		% of females	50%	49%	
Census 2011	Age Profile	16-24	43,541	519	
		As % of total ethnic group	16%	24%	
		16-64	193,332	1,174	
		As % of total ethnic group	71%	54%	
		65 and over	35,692	62	
	As % of total ethnic group	13%	3%		
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	828
		As a % of total ethnic group	64%	66%	67%
		In employment (as % of total economically active population by ethnic group)	75%	69%	55%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	14%
		FT students (as % of total economically active population by ethnic group)	4%	6%	15%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	16%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	408
		As a % of total ethnic group	36%	34%	33%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	11%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	58%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	10%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	13%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	8%

Table 19: Brighton & Hove Cross Data Analysis – white Black African (Source: ONS Statistics)

			England	Brighton & Hove (average)	white and Black African
Census 2011	Population	Number of people		273,369	2,182
		As a % of total Brighton & Hove population		100%	0.7%
		% of males		50%	53%
		% of females		50%	47%
Census 2011	Age Profile	16-24		43,541	393
		As % of total ethnic group		16%	19%
		16-64		193,332	988
		As % of total ethnic group		71%	49%
		65 and over		35,692	28
		As % of total ethnic group		13%	1%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	656
		As a % of total ethnic group	64%	66%	65%
		In employment (as % of total economically active population by ethnic group)	75%	69%	55%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	16%
		FT students (as % of total economically active population by ethnic group)	4%	6%	12%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	17%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	360
		As a % of total ethnic group	36%	34%	35%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	10%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	51%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	15%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	14%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	10%

Table 20: Brighton & Hove Cross Data Analysis – white and Asian (Source: ONS Statistics)

			England	Brighton & Hove (average)	white and Asian
Census 2011	Population	Number of people		273,369	3,351
		As a % of total Brighton & Hove population		100%	1.2%
		% of males		50%	51%
		% of females		50%	49%
Census 2011	Age Profile	16-24		43,541	723
		As % of total ethnic group		16%	22%
		16-64		193,332	1,893
		As % of total ethnic group		71%	56%
		65 and over		35,692	91
		As % of total ethnic group		13%	3%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	1332
		As a % of total ethnic group	64%	66%	67%
		In employment (as % of total economically active population by ethnic group)	75%	69%	63%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	17%
		FT students (as % of total economically active population by ethnic group)	4%	6%	9%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	11%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	652
		As a % of total ethnic group	36%	34%	33%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	14%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	61%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	8%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	8%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	9%

Table 21: Brighton & Hove Cross Data Analysis – Other Mixed (Source: ONS Statistics)

			England	Brighton & Hove (average)	Other Mixed
Census 2011	Population	Number of people		273,369	2,856
		As a % of total Brighton & Hove population		100%	1.0%
		% of males		50%	50%
		% of females		50%	50%
Census 2011	Age Profile	16-24		43,541	564
		As % of total ethnic group		16%	20%
		16-64		193,332	1,762
		As % of total ethnic group		71%	62%
		65 and over		35,692	69
		As % of total ethnic group		13%	2%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	1282
		As a % of total ethnic group	64%	66%	70%
		In employment (as % of total economically active population by ethnic group)	75%	69%	61%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	17%
		FT students (as % of total economically active population by ethnic group)	4%	6%	12%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	10%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	549
		As a % of total ethnic group	36%	34%	30%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	12%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	52%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	17%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	12%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	7%

Table 22: Brighton & Hove Cross Data Analysis – Indian (Source: ONS Statistics)

			England	Brighton & Hove (average)	Indian
Census 2011	Population	Number of people		273,369	2,996
		As a % of total Brighton & Hove population		100%	1.1%
		% of males		50%	52%
		% of females		50%	48%
Census 2011	Age Profile	16-24		43,541	729
		As % of total ethnic group		16%	24%
		16-64		193,332	2,457
		As % of total ethnic group		71%	82%
		65 and over		35,692	221
		As % of total ethnic group		13%	7%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	1808
		As a % of total ethnic group	64%	66%	68%
		In employment (as % of total economically active population by ethnic group)	75%	69%	65%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	16%
		FT students (as % of total economically active population by ethnic group)	4%	6%	10%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	9%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	870
		As a % of total ethnic group	36%	34%	32%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	23%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	56%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	10%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	5%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	5%

Table 23: Brighton & Hove Cross Data Analysis – Pakistani (Source: ONS Statistics)

			England	Brighton & Hove (average)	Pakistani
Census 2011	Population	Number of people		273,369	649
		As a % of total Brighton & Hove population		100%	0.2%
		% of males		50%	56%
		% of females		50%	44%
Census 2011	Age Profile	16-24		43,541	168
		As % of total ethnic group		16%	26%
		16-64		193,332	503
		As % of total ethnic group		71%	78%
		65 and over		35,692	24
		As % of total ethnic group		13%	4%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	311
		As a % of total ethnic group	64%	66%	59%
		In employment (as % of total economically active population by ethnic group)	75%	69%	51%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	21%
		FT students (as % of total economically active population by ethnic group)	4%	6%	16%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	12%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	216
		As a % of total ethnic group	36%	34%	41%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	11%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	50%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	20%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	9%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	10%

Table 24: Brighton & Hove Cross Data Analysis – Bangladeshi (Source: ONS Statistics)

			England	Brighton & Hove (average)	Bangladeshi
Census 2011	Population	Number of people		273,369	1,367
		As a % of total Brighton & Hove population		100%	0.5%
		% of males		50%	53%
		% of females		50%	47%
Census 2011	Age Profile	16-24		43,541	219
		As % of total ethnic group		16%	16%
		16-64		193,332	836
		As % of total ethnic group		71%	61%
		65 and over		35,692	34
	As % of total ethnic group		13%	2%	
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	533
		As a % of total ethnic group	64%	66%	61%
		In employment (as % of total economically active population by ethnic group)	75%	69%	53%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	22%
		FT students (as % of total economically active population by ethnic group)	4%	6%	11%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	14%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	337
		As a % of total ethnic group	36%	34%	39%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	10%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	29%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	39%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	10%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	12%

Table 25: Brighton & Hove Cross Data Analysis – Chinese (Source: ONS Statistics)

			England	Brighton & Hove (average)	Chinese
Census 2011	Population	Number of people		273,369	2,999
		As a % of total Brighton & Hove population		100%	1.1%
		% of males		50%	46%
		% of females		50%	54%
Census 2011	Age Profile	16-24		43,541	1,423
		As % of total ethnic group		16%	47%
		16-64		193,332	2,631
		As % of total ethnic group		71%	88%
		65 and over		35,692	120
		As % of total ethnic group		13%	4%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	1,061
		As a % of total ethnic group	64%	66%	39%
		In employment (as % of total economically active population by ethnic group)	75%	69%	61%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	21%
		FT students (as % of total economically active population by ethnic group)	4%	6%	9%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	10%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	1,690
		As a % of total ethnic group	36%	34%	61%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	9%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	82%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	4%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	1%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	4%

Table 26: Brighton & Hove Cross Data Analysis – Other Asian (Source: ONS Statistics)

			England	Brighton & Hove (average)	Other Asian
Census 2011	Population	Number of people		273,369	3,267
		As a % of total Brighton & Hove population		100%	1.2%
		% of males		50%	45%
		% of females		50%	55%
Census 2011	Age Profile	16-24		43,541	693
		As % of total ethnic group		16%	21%
		16-64		193,332	2,723
		As % of total ethnic group		71%	83%
		65 and over		35,692	135
		As % of total ethnic group		13%	4%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	1710
		As a % of total ethnic group	64%	66%	60%
		In employment (as % of total economically active population by ethnic group)	75%	69%	62%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	19%
		FT students (as % of total economically active population by ethnic group)	4%	6%	10%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	9%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	1,148
		As a % of total ethnic group	36%	34%	40%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	13%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	56%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	17%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	5%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	8%

Table 27: Brighton & Hove Cross Data Analysis – African (Source: ONS Statistics)

			England	Brighton & Hove (average)	African
Census 2011	Population	Number of people		273,369	2,893
		As a % of total Brighton & Hove population		100%	1.1%
		% of males		50%	49%
		% of females		50%	51%
Census 2011	Age Profile	16-24		43,541	889
		As % of total ethnic group		16%	31%
		16-64		193,332	2,369
		As % of total ethnic group		71%	82%
		65 and over		35,692	66
		As % of total ethnic group		13%	2%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	1612
		As a % of total ethnic group	64%	66%	66%
		In employment (as % of total economically active population by ethnic group)	75%	69%	52%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	9%
		FT students (as % of total economically active population by ethnic group)	4%	6%	21%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	19%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	823
		As a % of total ethnic group	36%	34%	34%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	7%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	62%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	16%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	8%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	8%

Table 28: Brighton & Hove Cross Data Analysis – Caribbean (Source: ONS Statistics)

			England	Brighton & Hove (average)	Caribbean
Census 2011	Population	Number of people		273,369	879
		As a % of total Brighton & Hove population		100%	0.3%
		% of males		50%	49%
		% of females		50%	51%
Census 2011	Age Profile	16-24		43,541	232
		As % of total ethnic group		16%	26%
		16-64		193,332	775
		As % of total ethnic group		71%	88%
		65 and over		35,692	39
		As % of total ethnic group		13%	4%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	602
		As a % of total ethnic group	64%	66%	74%
		In employment (as % of total economically active population by ethnic group)	75%	69%	56%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	18%
		FT students (as % of total economically active population by ethnic group)	4%	6%	12%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	13%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	212
		As a % of total ethnic group	36%	34%	26%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	21%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	50%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	9%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	14%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	5%

Table 29: Brighton & Hove Cross Data Analysis – Other Black (Source: ONS Statistics)

			England	Brighton & Hove (average)	Other Black
Census 2011	Population	Number of people		273,369	416
		As a % of total Brighton & Hove population		100%	0.2%
		% of males		50%	50%
		% of females		50%	50%
Census 2011	Age Profile	16-24		43,541	81
		As % of total ethnic group		16%	19%
		16-64		193,332	338
		As % of total ethnic group		71%	81%
		65 and over		35,692	12
		As % of total ethnic group		13%	3%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	249
		As a % of total ethnic group	64%	66%	71%
		In employment (as % of total economically active population by ethnic group)	75%	69%	67%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	15%
		FT students (as % of total economically active population by ethnic group)	4%	6%	8%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	10%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	101
		As a % of total ethnic group	36%	34%	29%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	13%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	46%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	21%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	14%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	7%

Table 30: Brighton & Hove Cross Data Analysis – Arab (Source: ONS Statistics)

			England	Brighton & Hove (average)	Arab
Census 2011	Population	Number of people		273,369	2,184
		As a % of total Brighton & Hove population		100%	0.8%
		% of males		50%	59%
		% of females		50%	41%
Census 2011	Age Profile	16-24		43,541	445
		As % of total ethnic group		16%	20%
		16-64		193,332	1,589
		As % of total ethnic group		71%	73%
		65 and over		35,692	99
		As % of total ethnic group		13%	5%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	794
		As a % of total ethnic group	64%	66%	47%
		In employment (as % of total economically active population by ethnic group)	75%	69%	55%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	26%
		FT students (as % of total economically active population by ethnic group)	4%	6%	7%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	12%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	894
		As a % of total ethnic group	36%	34%	53%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	11%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	48%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	21%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	13%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	7%

Table 31: Brighton & Hove Cross Data Analysis – Other Ethnic (Source: ONS Statistics)

			England	Brighton & Hove (average)	Other ethnic
Census 2011	Population	Number of people		273,369	1,799
		As a % of total Brighton & Hove population		100%	0.7%
		% of males		50%	55%
		% of females		50%	45%
Census 2011	Age Profile	16-24		43,541	405
		As % of total ethnic group		16%	23%
		16-64		193,332	1,496
		As % of total ethnic group		71%	83%
		65 and over		35,692	111
		As % of total ethnic group		13%	6%
Census 2011	Economically active (aged 16 and over)	Number of economically active people	27,332,373	151689	926
		As a % of total ethnic group	64%	66%	58%
		In employment (as % of total economically active population by ethnic group)	75%	69%	59%
		Self-employed (as % of total economically active population by ethnic group)	14%	18%	23%
		FT students (as % of total economically active population by ethnic group)	4%	6%	9%
		Unemployed (as % of total economically active population by ethnic group)	7%	7%	9%
Census 2011	Economically Inactive (aged 16 and over)	Number of economically inactive people	15,657,247	77,335	681
		As a % of total ethnic group	36%	34%	42%
		Retired (as % of total economically inactive population by ethnic group)	58%	47%	16%
		Student (as % of total economically inactive population by ethnic group)	14%	27%	49%
		Looking after home/family (as % of total economically inactive population by ethnic group)	11%	9%	12%
		Long-term sick (as % of total economically inactive population by ethnic group)	10%	12%	15%
		Other (as % of total economically inactive population by ethnic group)	6%	5%	8%

11 Appendix 4: Acknowledgements

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