

# Bristol: a city divided?

## Ethnic Minority disadvantage in Education and Employment

### Summary

This Briefing draws on data from the 2001 and 2011 Censuses and workshop discussions of academic researchers, community representatives and service providers, to identify patterns and drivers of ethnic inequalities in Bristol, and potential solutions. The main findings are:

- Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in education and employment and this is particularly so for Black African people.
- There was a decrease in the proportion of young people with no educational qualifications in Bristol, for all ethnic groups, between 2001 and 2011.
- Black African young people are persistently disadvantaged in education compared to their White peers.
- Addressing educational inequalities requires attention to: the unrepresentativeness of the curriculum, lack of diversity in teaching staff and school leadership and poor engagement with parents.
- Bristol was ranked 55th for employment inequality between White British and ethnic minorities.
- People from Black African (19%), Other (15%) and Black Caribbean (12.7%) groups had persistently high levels of unemployment.
- Almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people.
- In order to tackle employment inequality both recruitment processes and office culture need to be revised.

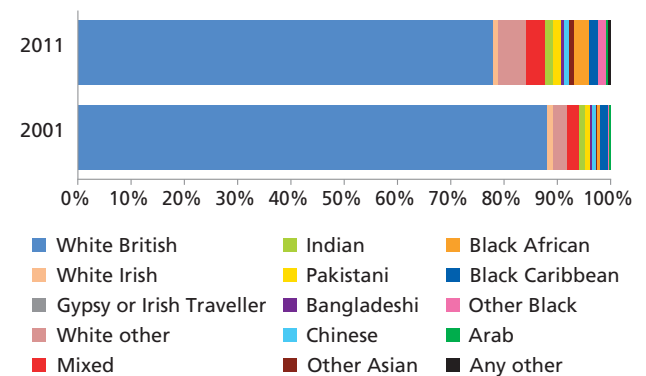
### Ethnic Diversity and Inequality in Bristol

In 2011, 1 in 5 people living in Bristol (22%) identified with an ethnic group other than White British.

Bristol ranked 7th out of the 348 districts of England & Wales (1=worst) on the Index of Multiple Inequality<sup>1</sup>

In February 2016 The Runnymede Trust co-hosted a workshop on ethnic inequalities in Bristol, with support from Black South West Network, CoDE and Barclays. The purpose was to discuss data from the Local Ethnic Inequalities project in order to understand the drivers of ethnic inequality in Bristol.

**Figure 1.** Population 2001 and 2011.



Source: Census 2001 & 2011

Ethnic minorities in Bristol experience greater disadvantage than the national average in education and employment, as shown in Tables 1 and 2. In Education, ethnic minorities in England and Wales on average have higher proportions with qualifications than White British people but this is not the case in Bristol, and inequality for the Black African

### Measuring Local Ethnic Inequalities

Inequality for ethnic minorities in relation to the White British in education, employment, health and housing has been calculated for districts in England and Wales using data from the 2001 and 2011 England and Wales Census. Ethnic inequality is calculated as the absolute difference in the proportion of the White British group and a particular ethnic minority group who experience disadvantage on key social indicators. The indicators of inequality are: percent aged 16-24 with no qualifications (Education); percent aged 25 and over who are unemployed (Employment); percent with a limiting long term illness (LLTI indirectly age standardized) (Health); percent living with an occupancy rating of -1 or below, indicating overcrowding (Housing). A negative value indicates inequality (disadvantage) for the minority group. Inequality was calculated for nine ethnic minority groups: White Irish, White Other, Mixed, Indian, Pakistani, Bangladeshi, Chinese, Black African, Black Caribbean. For full details see the national report.<sup>1</sup>





