

Oxfordshire Local Enterprise Partnership

Skills, employment and enterprise of Oxfordshire's ethnic minority communities

30 November 2021

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This report...

- In early 2021, the Oxfordshire Local Enterprise Partnership commissioned a data review and report on the skills, employment and enterprise of Oxfordshire's ethnic minority communities in order to:
 - inform OxLEP's work on skills;
 - feed into the Local Industrial Strategy and the Economic Recovery plan and
 - inform the November 2021 review of the Local Skills Report and Plan.
- This report has been prepared by Oxfordshire County Council's data and analytics team with research, data analysis and reporting by Margaret Melling and Alick Bird.
- Project steering was by Oxfordshire County Council data analytics and OxLEP.
- We are grateful to everyone who was involved in the peer review process and provided comments and feedback.
- In this report the term *ethnic minority* is used in preference to other terms such as "non white British" or BAME.
- The overall definition of ethnic minority includes white minorities, for example white Irish and white Gypsy, Roma and Irish Traveller groups.
- As far as possible data has been provided for detailed ethnic minority groups rather than broad groupings such as "Black" and "Asian".

[Writing about ethnicity - GOV.UK](https://www.gov.uk/guidance/writing-about-ethnicity)
(ethnicity-facts-figures.service.gov.uk)

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Data used in this report

- This report highlights facts and figures from a wide range of sources including a special extract for Oxfordshire provided by the Higher Education Statistics Agency.
- Note that several sections rely on data from the Census 2011 survey, which was the latest at the time of writing. Data from the 2021 Census is expected to be published from mid-2022.
- Because Oxfordshire's ethnic minority population is relatively small it has not always been possible to look at differences by ethnic group. In some cases we have included national data to illustrate key (potential) issues for Oxfordshire.
- Throughout the process of analysing and sharing these findings we have noted gaps in the data and areas for further research. These include the potential for qualitative research to provide a context to the numbers.

Main sources..

- *Office for National Statistics Census 2011 survey from nomisweb.co.uk*
- *ONS migration statistics, ONS internet users*
- *Home Office (EU settled status)*
- *Oxfordshire County Council analysis of pupil census data and young people Not in Education, Employment or Training*
- *Department for Education pupil statistics (including detailed additional data for Oxfordshire by ethnicity provided on request)*
- *Department for Work and Pensions - for National Insurance Number Scheme data*
- *MHCLG Indices of Deprivation 2019*
- *Higher Education Statistics Agency - student data and graduate outcomes data for Oxfordshire provided on request*
- *Office for students*
- *British Business Bank*
- *Companies House*
- *Federation of Small Businesses*

Oxfordshire's ethnic minority population

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Chapter summary - Population

- In 2011, Oxfordshire had a lower proportion of ethnic minority residents (16%) than nationally (20%).
- Urban areas of Oxfordshire typically have the higher proportions of ethnic minority residents, with 57% of Oxfordshire's ethnic minority population living in Oxford and Banbury.
- There is variation in the ethnicity profiles of different towns and small areas across Oxfordshire: e.g. the Pakistani group account for a larger proportion of Banbury's ethnic minority population than Oxford's.
- The largest ethnic minority group in Oxfordshire is the 'Other White' group, accounting for 38% of the total ethnic minority population in 2011.
- This may be associated with the national increase in net migration from EU countries since 2004. Of all ethnic minority groups, the 'Other White' group had the highest proportion of residents born outside the UK (89%).
- The countries outside the UK where most Oxfordshire residents were born (in 2011) were: Poland (1.1% of total population), Germany (0.9%) and the United States (0.9%).
- Different ethnic groups in Oxfordshire have different age profiles: the White group has the oldest profile, whereas the Mixed group has the youngest profile.
- Between the 2001 and 2011 Census, Oxfordshire's ethnic minority population grew from 10% of the total population, to 16% of the total population.
- Data collected by the School Census between 2011 and 2021, and derived from EU settlement scheme applications in 2021, suggest that this trend of increasing diversity has continued.
- The cohort of students soon to enter the labour market (those in post-16 education) are more ethnically diverse than the overall Oxfordshire 2011 population

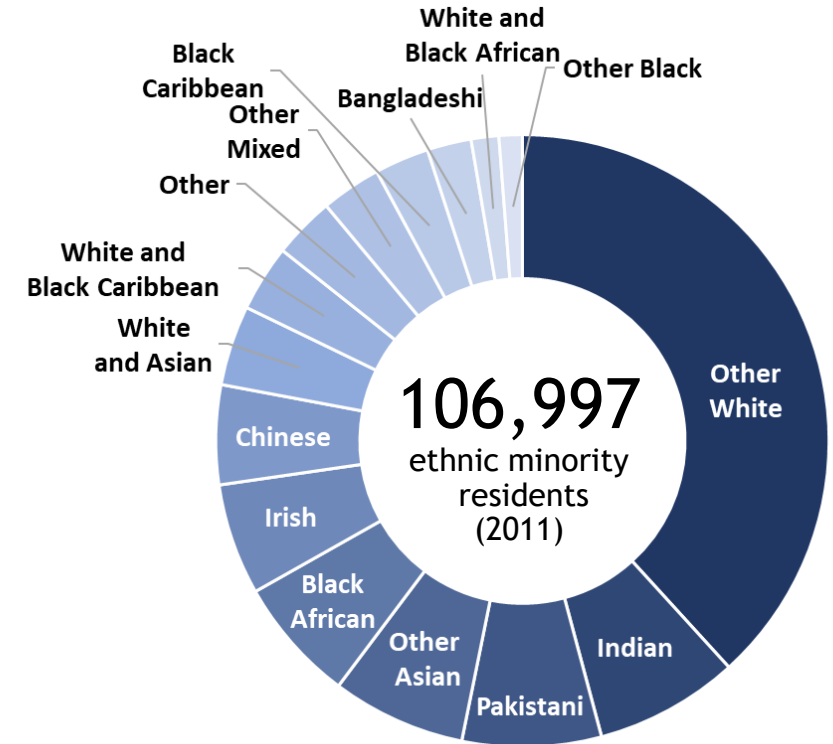
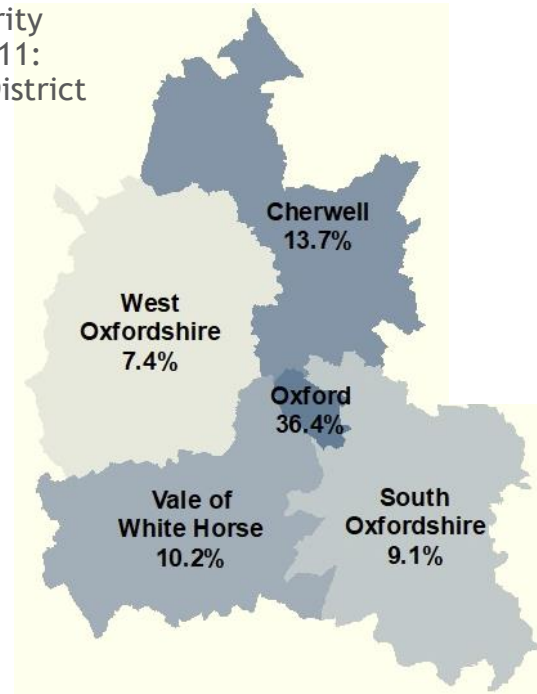
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Key figures

Census count of ethnic minority residents:
proportion of Oxfordshire's population

10% → **16%**
(2001) (2011)

Ethnic minority residents 2011:
proportion by District

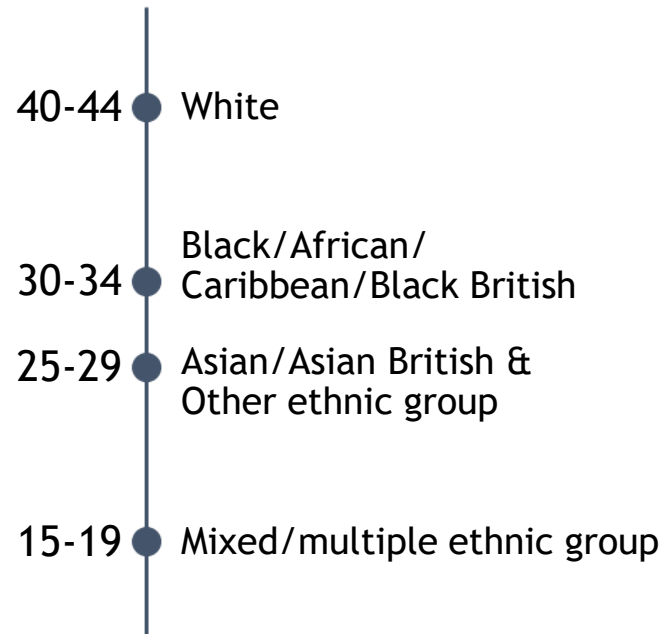


ONS Census 2011 tables KS201EW and Census 2001 table UV009 from [nomis](#)
Census 2021 results expected in 2022

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Key figures

Median age group for broad ethnicity categories (2011)



ONS Census 2011 tables
LC2109EWIs & KS201EW.
Oxfordshire county council,
from pupil census data

Census count of ethnic minority residents:
proportion of Oxfordshire's population

16% → **TBA%**
(2011) (2021)

↓
Proportion of Oxfordshire state school
pupils with an ethnic minority background,
2011-2021



↓
Given the increase in the proportion of ethnic
minority students at state schools between 2011 and
2021, we can predict that the 2021 census will show
that the proportion of ethnic minority residents in
Oxfordshire has also increased since 2011.

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Ethnic minorities in Oxfordshire (all residents)

- According to the ONS Census 2011 survey, **16.4%** of the Oxfordshire population had an ethnic minority background (compared to 20% nationally), with the most common ethnic minority group being 'Other White' (6.2% of the total population).

Ethnic groups in Oxfordshire (Census 2011)

Ethnic group	count	%
White: British	546,801	83.63%
Ethnic minority	106,997	16.37%
White: Other White	40,289	6.16%
Asian: Indian	8,140	1.25%
Asian: Pakistani	7,846	1.20%
Asian: Other Asian	7,562	1.16%
Black: African	7,039	1.08%
White: Irish	6,291	0.96%
Asian: Chinese	5,618	0.86%

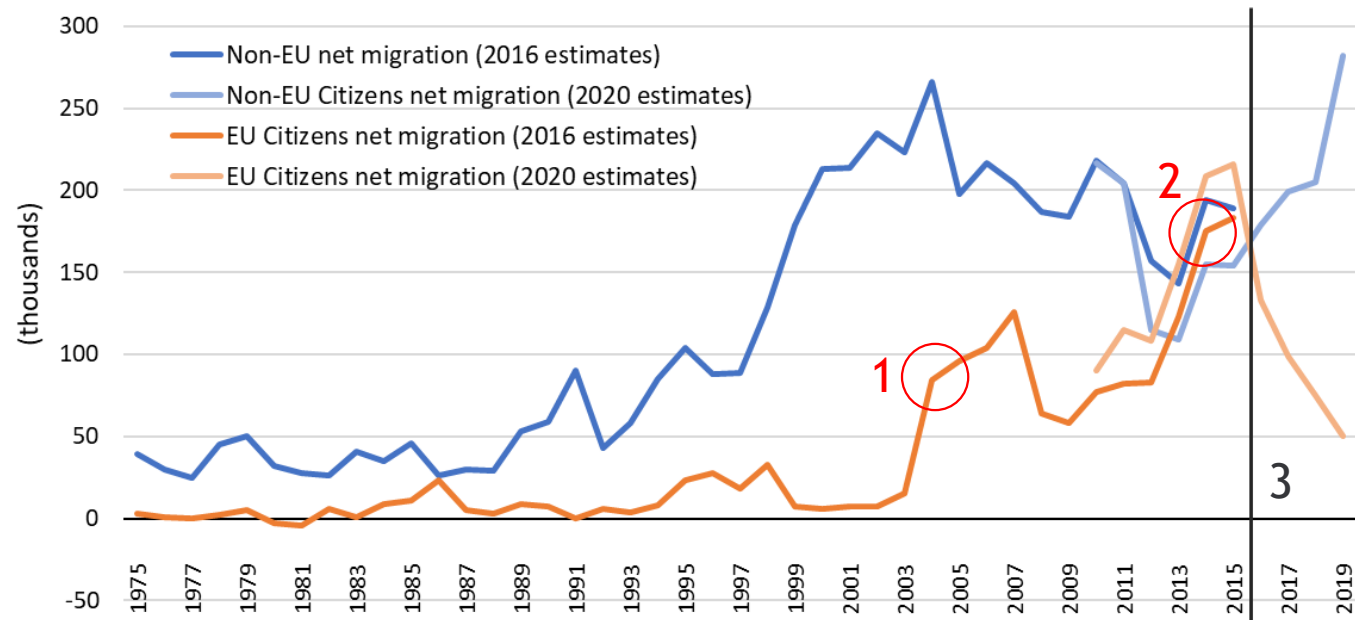
<i>Continued...</i>		
Mixed: White and Asian	4,521	0.69%
Mixed: White and Black Caribbean	3,759	0.57%
Mixed: Other Mixed	3,396	0.52%
Black: Caribbean	3,070	0.47%
Asian: Bangladeshi	2,491	0.38%
Any other ethnic group	2,122	0.32%
Mixed: White and Black African	1,557	0.24%
Other ethnic group: Arab	1,358	0.21%
Black: Other Black	1,315	0.20%
White: Gypsy or Irish Traveller	623	0.10%

ONS Census 2011 table KS201EW from [nomis](#)

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Migration to the UK: recent events

- Migration patterns have influenced the ethnic composition of the UK population over time. The recent migration of people from EU countries, which have predominantly 'Other White' populations, has likely contributed to the size of this ethnic group in Oxfordshire.



[Explore 50 years of international migration to and from the UK](#) (ONS, 2016)
ONS [Migration Statistics Quarterly Report: August 2020](#)

1) 2004: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, Slovenia, Malta, and Cyprus join the EU.

2) 2007: Bulgaria and Romania join the EU. The UK places employment restrictions on these citizens, which are lifted in 2014.

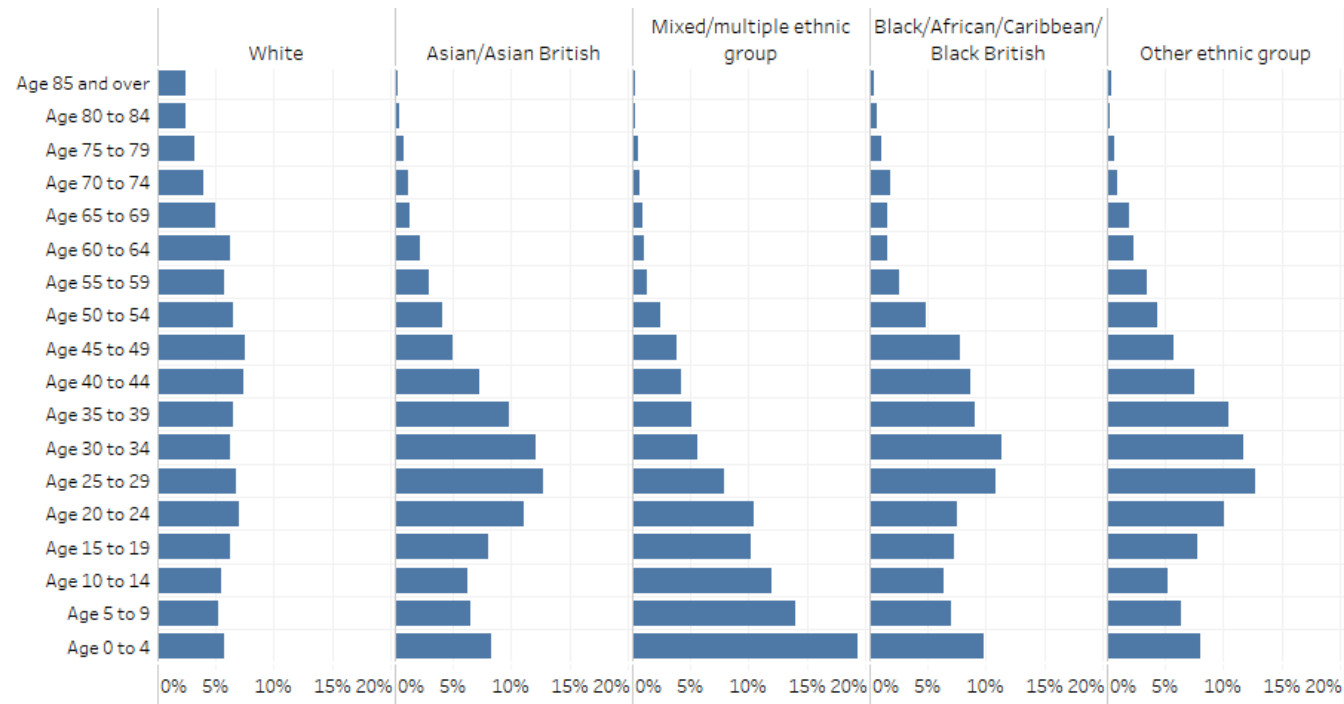
3) 2016: the UK votes to leave the EU.

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Ethnicity and age

- According to the ONS Census 2011 survey, the White ethnic group¹ population in Oxfordshire had an older age profile compared to other ethnic groups.
- The Mixed ethnic group population had the youngest age profile.

Age composition, 5 year age groups as a % of the total ethnic group population

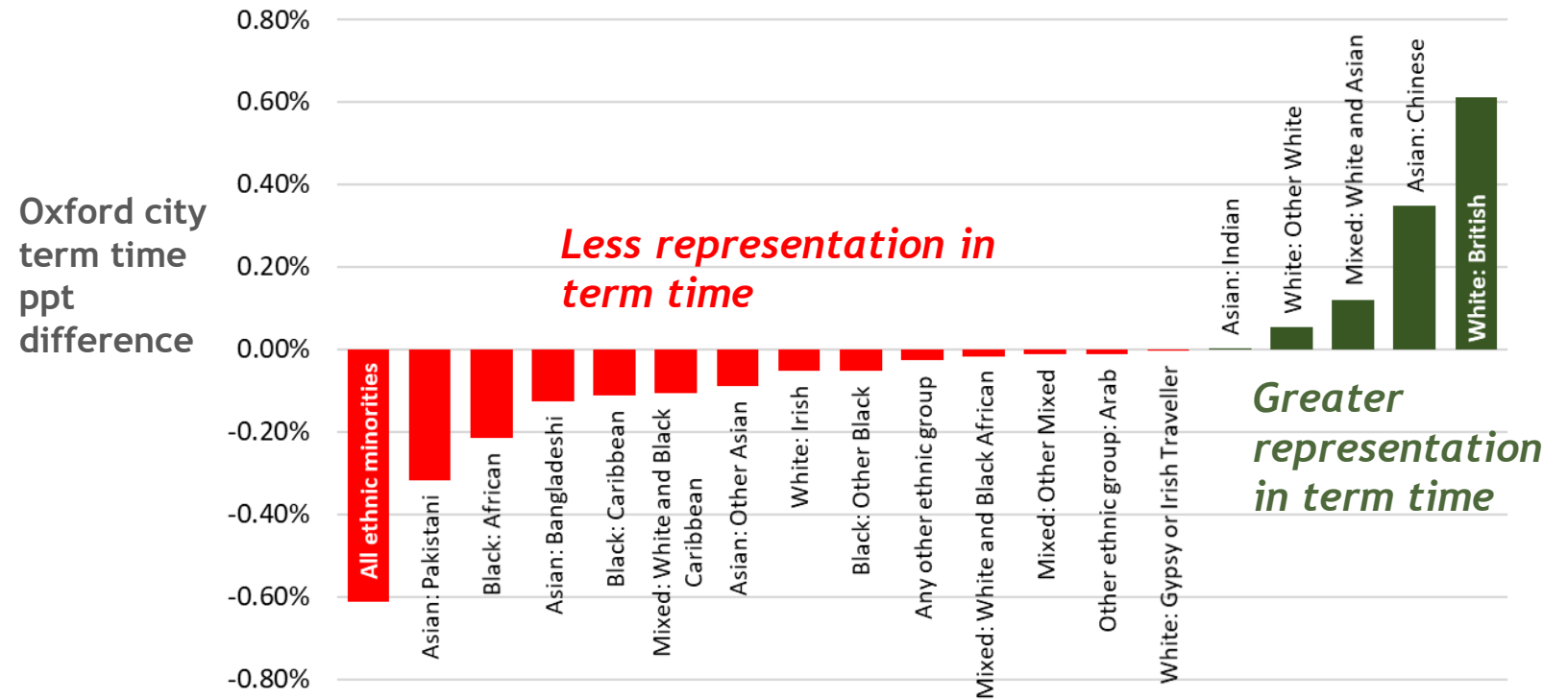


ONS Census 2011 table LC2109EW1s
 [1] Note: this includes the 'White: Other' ethnic group

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Oxford city and the student effect

- As of the 2011 Census, Oxford city had a more ethnically diverse population compared to the other districts of Oxfordshire (**36%** ethnic minority compared to **16%** county wide).
- The student population is large enough in Oxford city to have a small effect on the city's overall ethnic composition. The share of all ethnic minorities in the term time population is 0.6 percentage points lower compared to out of term time.



ONS Census 2011 tables KS201EW and OT201EW from [nomis](#)

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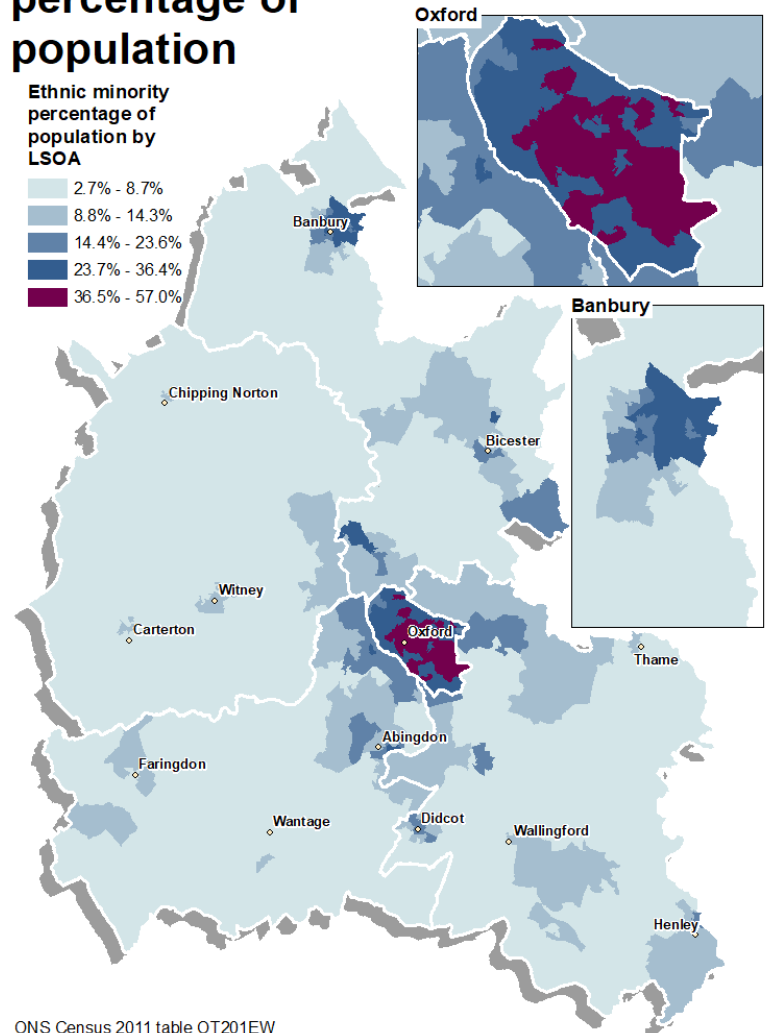
Geographical patterns

- As of the 2011 census, the majority (**57%**) of the out of term time ethnic minority population in Oxfordshire was based in the two largest urban areas of Oxfordshire: Oxford and Banbury.

This map shows the out of term time (i.e. excluding students) non white British population as % of all residents.

ONS Census 2011 table LC2101 and table OT201EW from [nomis](#), mapped by Lower Super Output Area

Out of term time ethnic minority as a percentage of population



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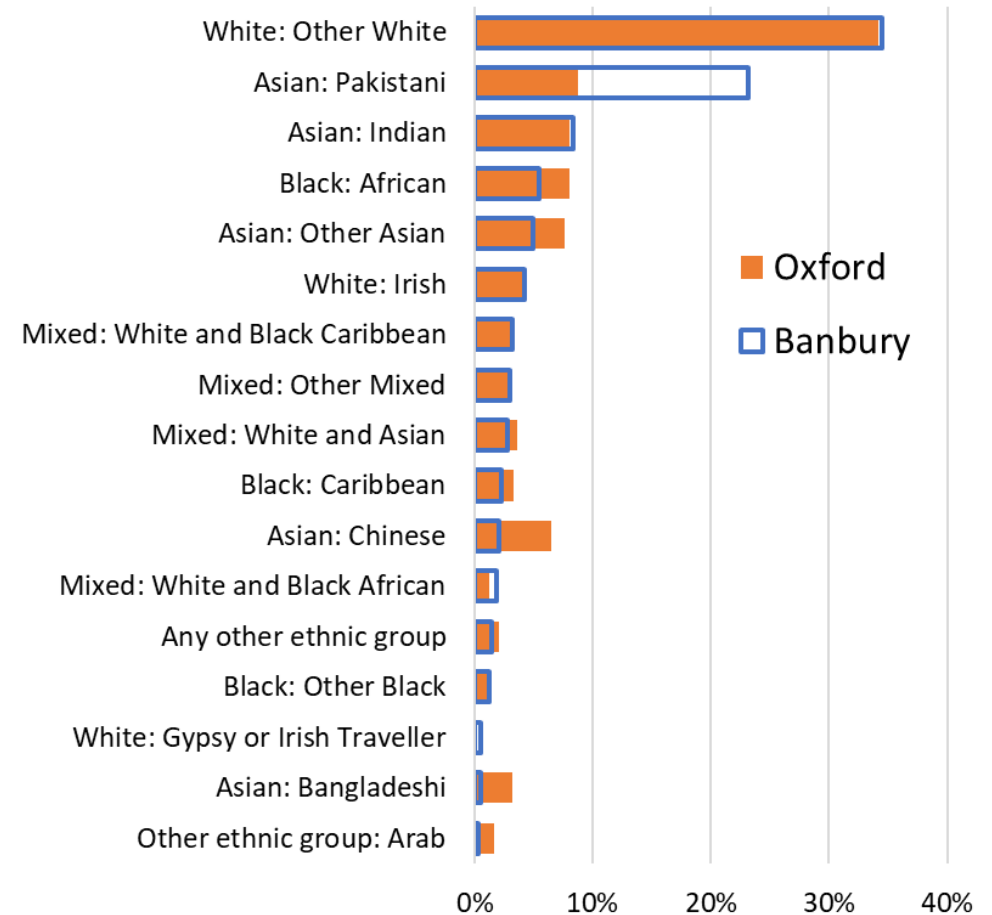
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Oxford city and Banbury: different ethnic minority profiles

- Oxford city has a larger share of ethnic minority residents (**36.4%**) than Banbury (**18.2%**).
- The 'Other White' and 'Pakistani' groups account for the majority of the ethnic minority population in Banbury. In Oxford, there is greater diversity in that no two groups account for the majority of the ethnic minority population.
- The 'Other White' ethnic group potentially also has a different profile in Banbury and Oxford: 24.5% of non-UK born residents in Banbury were born in Poland, compared to 6.2% in Oxford.

Ethnic minority groups in Oxford and Banbury: share of total ethnic minority population



ONS Census 2011 table KS201EW

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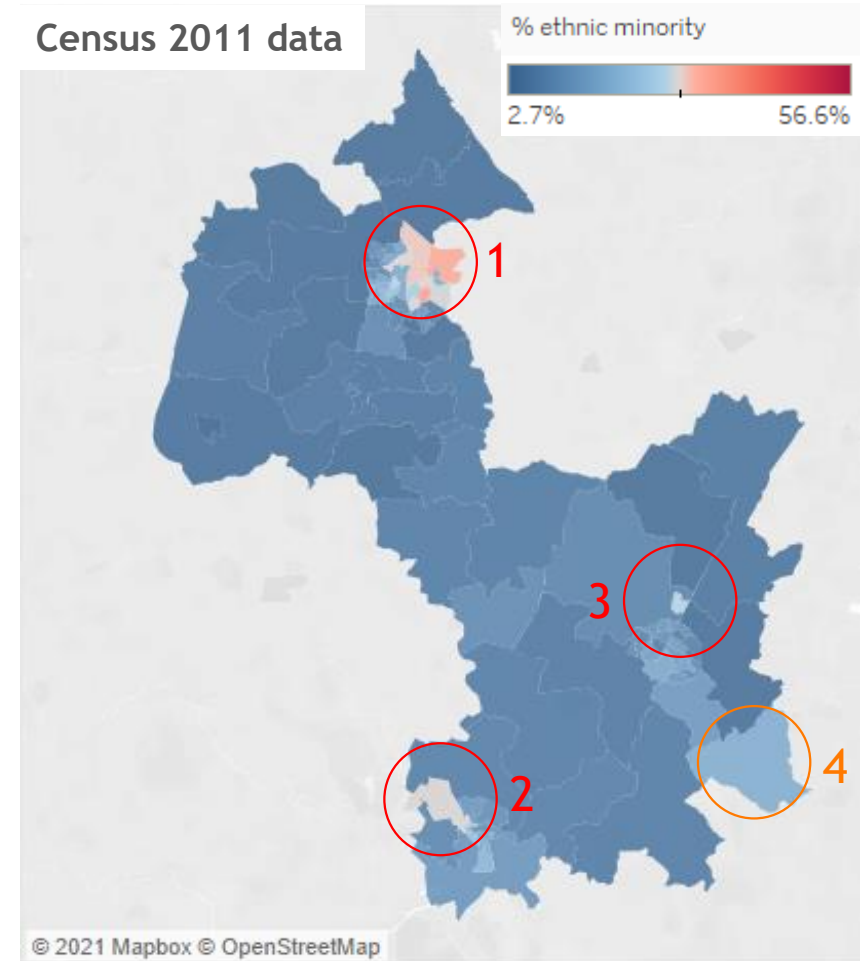
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Cherwell

The areas of Cherwell with the highest proportions of ethnic minority population in 2011 included: Banbury (1), West of Kidlington (2), and Caversfield (3).

1. See previous slide for ethnic minority profile. Significant Polish born population, and population with Pakistani background.
2. Included Campsfield House immigration detention centre ([now closed](#)).
3. 18.4% of the 2011 population in Caversfield were born in the United States. US Air Force in Europe personnel working at nearby RAF Croughton have been [accommodated in Caversfield](#) in the past.
4. Area of interest: the Arcott - Piddington area had a higher ethnic minority population proportion than the surrounding area. HMP Bullingdon is located here.



ONS Census 2011 table KS201EW, ONS Census 2011 table QS203EW, next Census data due mid-2022

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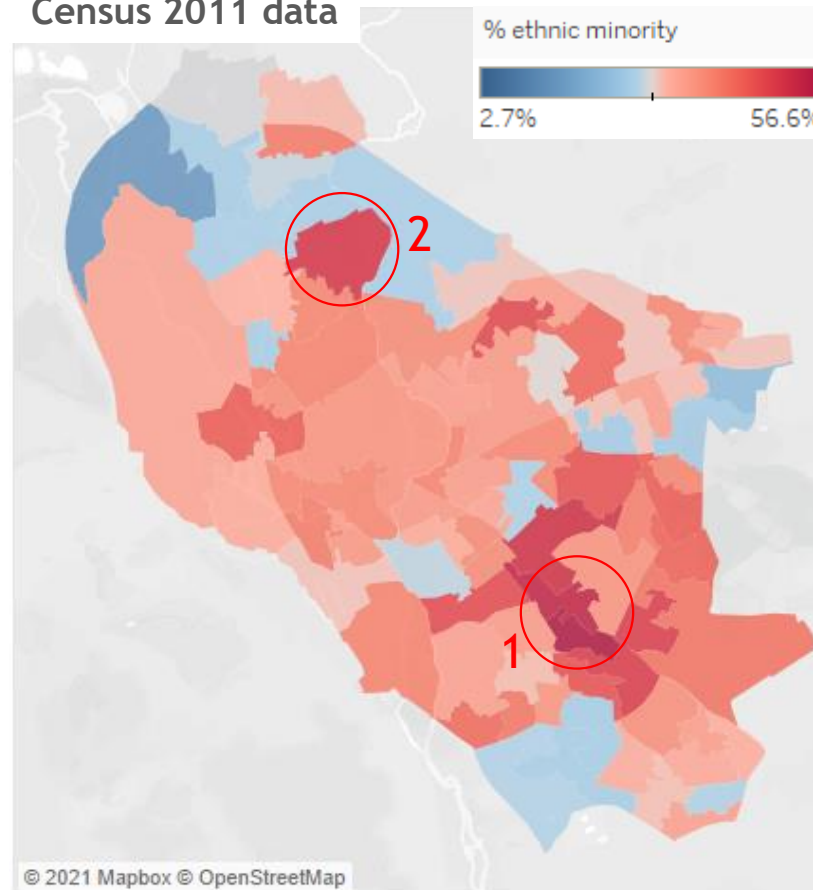
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Oxford

Many areas of Oxford had relatively high ethnic minority population proportions in 2011. Two small areas where more than half of the population had an ethnic minority background were: Temple Cowley (1) and an area in the vicinity of Summertown (2).

1. 56.6% of the Cowley 15B LSOA population had an ethnic minority background in 2011. There was diversity in the ethnic minority backgrounds here: 16.7% were 'Other White', 10.9% Pakistani, 5.0% 'Other Asian', 4.2% Indian, and 3.9% 'Black: African' (with more groups representing <2% of the population).
2. 50.2% of the St. Margaret's 03B LSOA had an ethnic minority background in 2011. 30.6% of the population was 'Other White'. This area includes Wolfson College - a graduate college of the University of Oxford, and St. Clare's - an international boarding school.

Census 2011 data



ONS Census 2011 table KS201EW; LSOA = Lower Super Output Area (Census geography),
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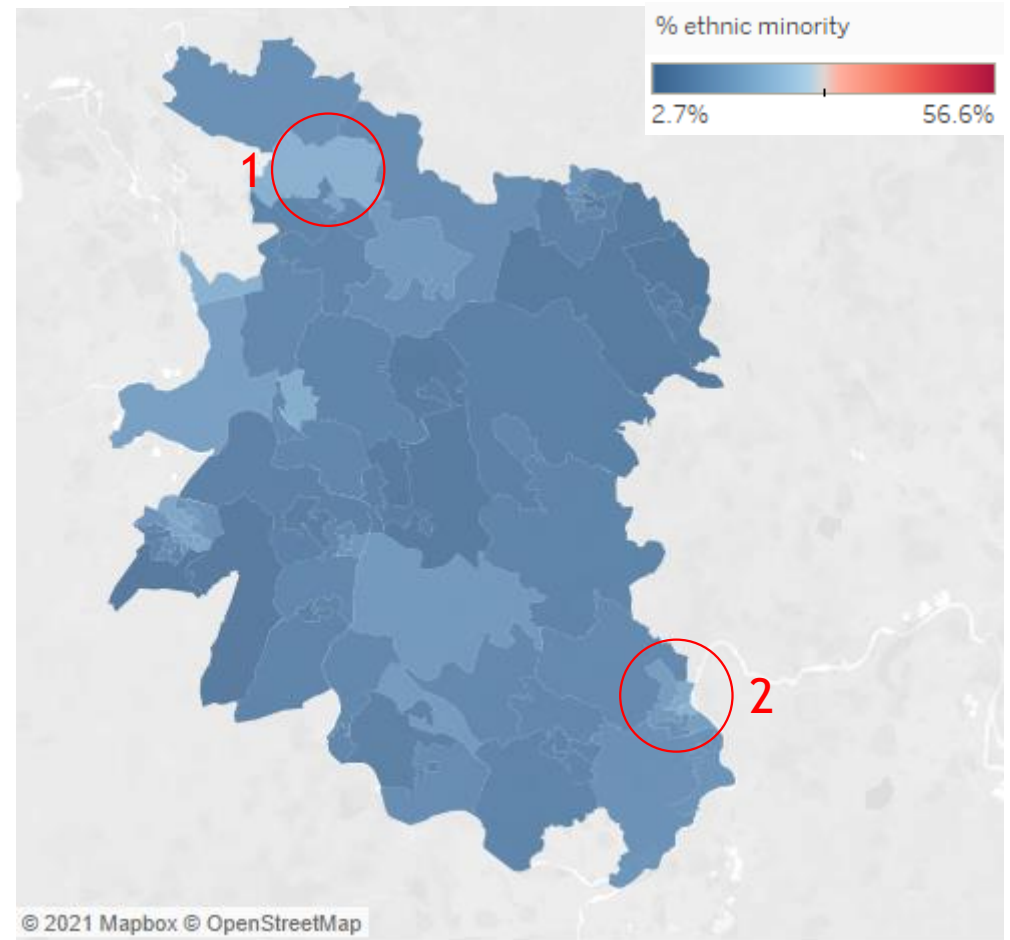
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South Oxfordshire

The areas of South Oxfordshire with the highest proportions of ethnic minority population in 2011 included: areas adjacent to Oxford city (e.g. 1) and the towns in the district (e.g. Henley - 2)

1. The Forest Hill and Holton area - includes the Oxford Brookes University Wheatley Campus.
2. Henley on Thames 17C LSOA - 12.5% of the population had an 'Other White' background.

Census 2011 data



ONS Census 2011 table KS201EW, next Census data due mid-2022

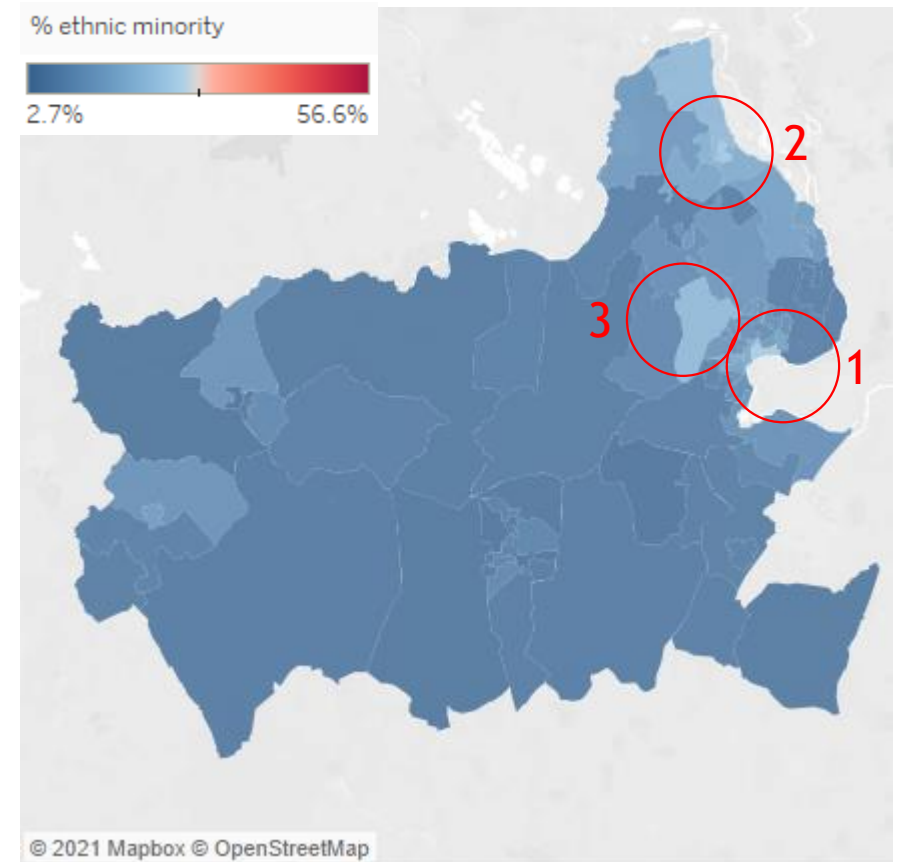
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Vale of White Horse

The areas of Vale of White Horse with the highest proportions of ethnic minority population in 2011 included: areas of central Abingdon (1), areas adjacent to Oxford city (2), and the area around Dalton barracks (3).

1. Abingdon Abbey Northcourt 06G LSOA - 11.6% of the population had an 'Other White' background.
2. Botley and Sunningwell 02D LSOA - 11.2% of the population had an 'Other White' background.
3. Marcham 03A LSOA - 7.4% of the population had a 'Black: African' background. Dalton barracks is located here.

Census 2011 data



ONS Census 2011 table KS201EW, next Census data due mid-2022

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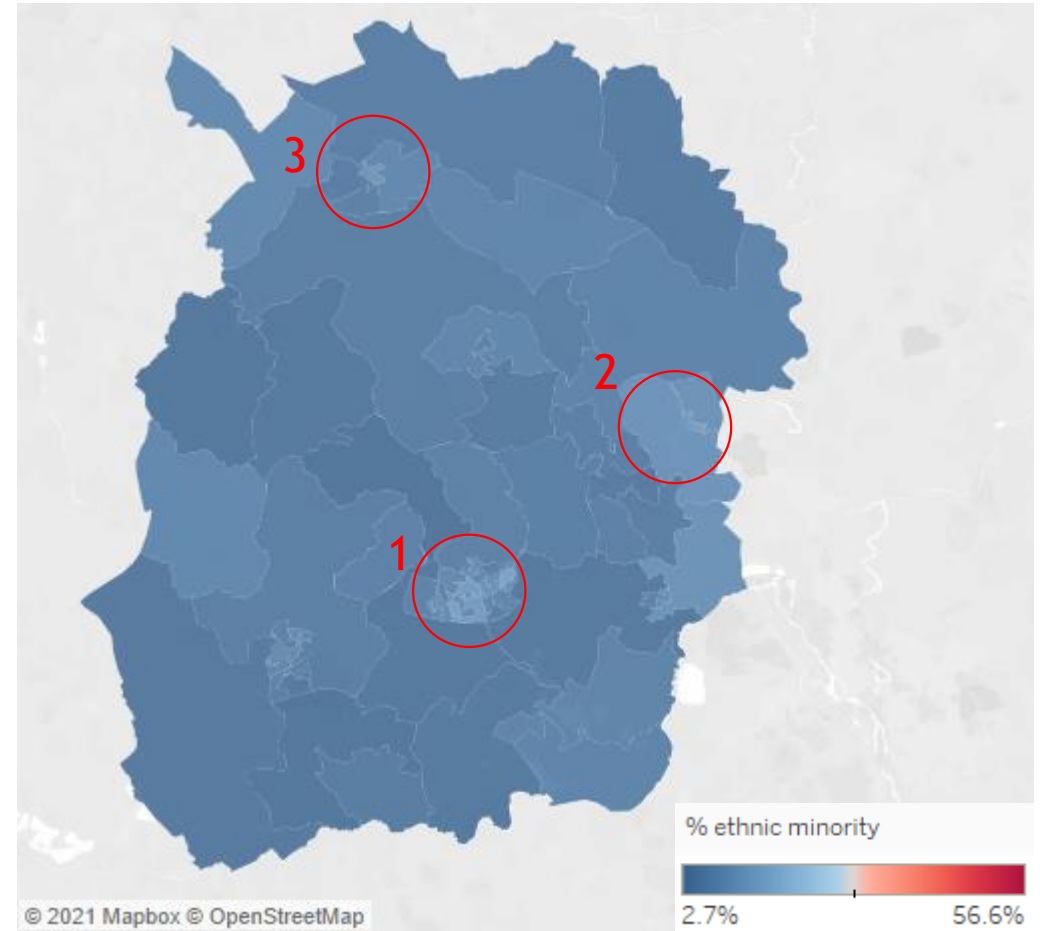
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West Oxfordshire

The areas of West Oxfordshire with the highest proportions of ethnic minority population in 2011 included: Witney (1), areas close to Oxford city (2), and Chipping Norton (3).

In these areas, the 'Other White' group is the ethnic minority group with the largest population share, accounting for 6.4% of the population in the Witney East 06G LSOA (the small area with the highest proportion of ethnic minority residents in West Oxfordshire).

Census 2011 data



ONS Census 2011 table KS201EW, next Census data due mid-2022

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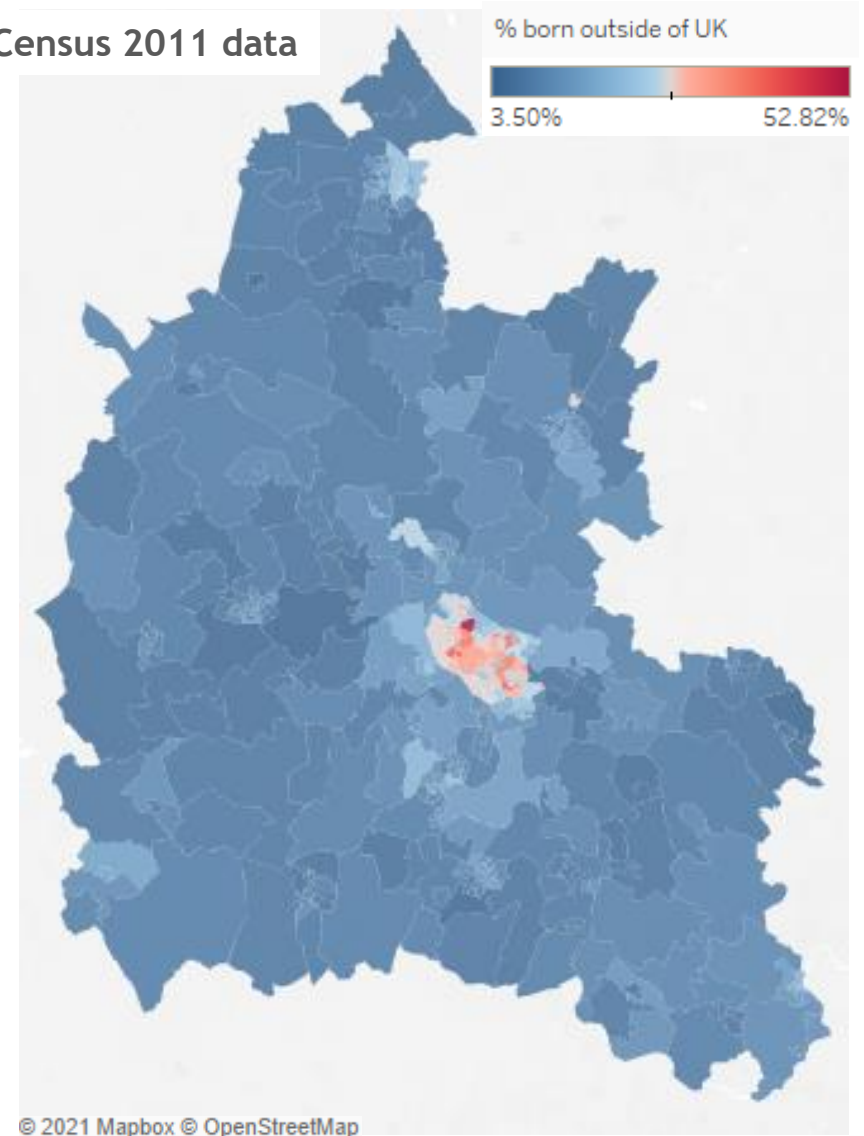
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Country of birth

- According to the ONS Census 2011 survey, **14.1%** (92,500 people) of the total resident population of Oxfordshire was born outside of the United Kingdom, compared with 13.8% across England
- The non-UK countries where most Oxfordshire residents were born were:
 - Poland (1.14% of total population)
 - Germany (0.91% of total population)
 - United States (0.87% of total population)

ONS Census 2011 table QS203EW, ,
next Census data due mid-2022

Census 2011 data



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Ethnicity and country of birth

- The ONS Census 2011 survey shows that the proportion of recent migrants to the UK varies by ethnic group in Oxfordshire (and nationally).
- Residents from the 'Other White' group were likely to have been born outside of the UK (**88.5%**), however this was true for only a minority of residents with a White and Black Caribbean ethnic background (**7.66%**).
- Differences often reflect historical patterns of migration: e.g. Black African residents are more likely to be born outside of the UK than Black Caribbean migrants: the latter associated with longer-standing migration, many from the Windrush generation arriving in the 1950s and early 1960s.¹

Ethnic Group	% born outside UK
White: Other White	88.50%
Asian: Chinese	83.55%
Asian: Other Asian	83.48%
Other ethnic group: Arab	77.61%
Any other ethnic group	75.87%
Black: African	74.80%
All ethnic minorities	68.80%
White: Irish	68.21%
Asian: Indian	61.55%
Asian: Bangladeshi	48.94%
Black: Caribbean	47.59%
Asian: Pakistani	42.75%
Black: Other Black	37.87%
Mixed: Other Mixed	37.01%
Mixed: White and Black African	31.66%
Mixed: White and Asian	23.11%
White: Gypsy or Irish Traveller	10.27%
Mixed: White and Black Caribbean	7.66%

ONS Census 2011 table DC2205EW

[1] [The report of the Commission on Race and Ethnic Disparities](#) (2021)

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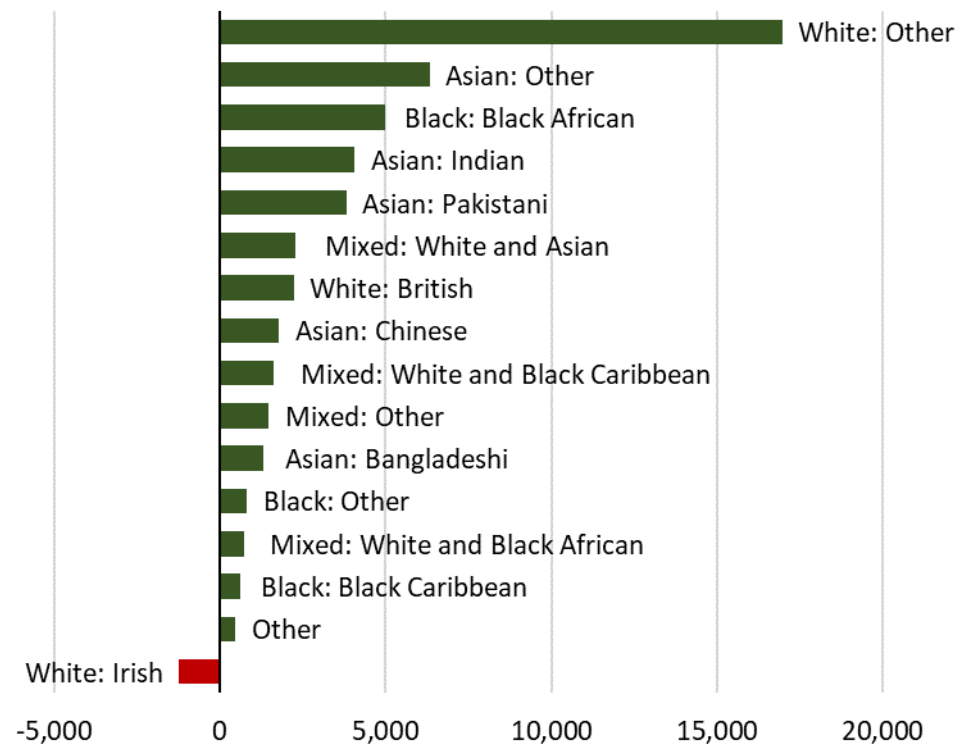
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Ethnicity trend: 2001 to 2011

- The number of people with an ethnic minority background increased in Oxfordshire from 60,900 (10% of the population) in the 2001 Census to 107,000 (16% of the population) in the 2011 Census.
- The greatest number of additional residents was in the 'Other White' group (17,000 additional people): an increase of 71%. This group increased by 90% across England.
- This increase in the "Other White" group could potentially be associated with the expansion of EU membership between 2001 and 2011 (e.g. Poland joining the EU in 2004).

Oxfordshire ethnic minority population, absolute change 2001-2011



ONS Census 2011 tables KS201EW and Census 2001 table UV009 from [nomis](#),
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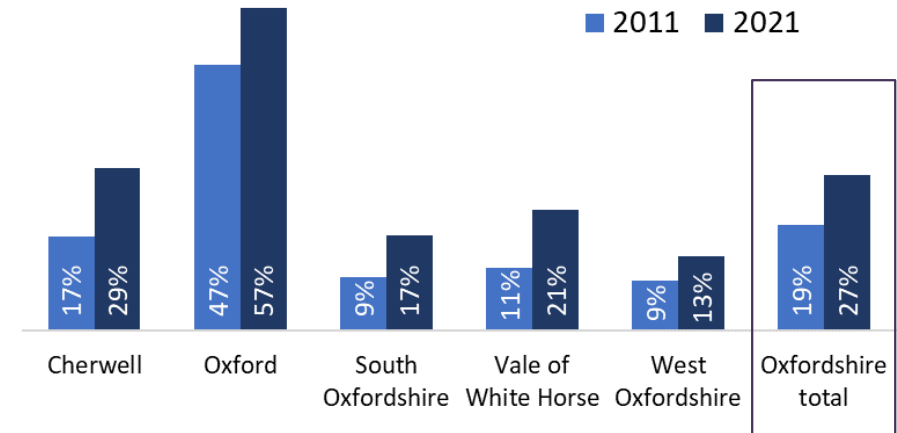
State school pupils: summary ethnicity trend: 2011 to 2021

- Since the last census in 2011, there has been a lack of comprehensive data on the ethnicity of Oxfordshire's population.
- The school census is run annually, and gives information on the ethnicity of Oxfordshire state school pupils. This gives an indication of the how the Oxfordshire population has changed since 2011.
- The share of ethnic minority pupils has increased 9 percentage points for primary state pupils between 2011 and 2021, and 11 percentage points for secondary state pupils.

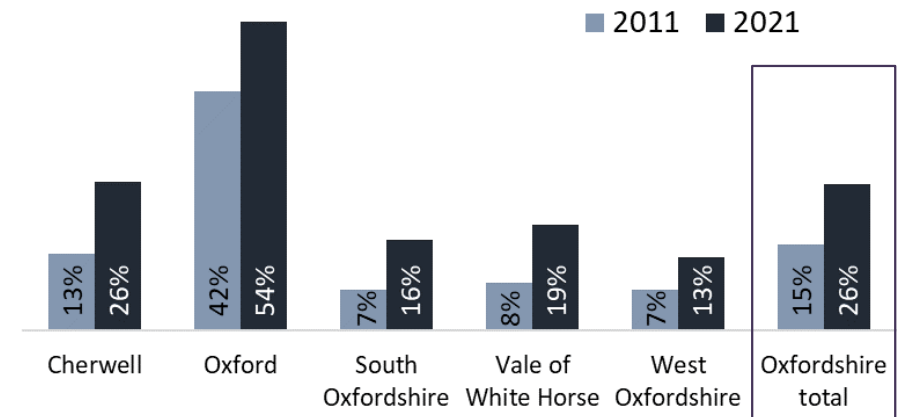
Oxfordshire county council, from pupil census data (does not include pupils attending independent schools)

Ethnic minority as a percentage of those with recorded ethnicity

State primary pupils (years 1-6)



State secondary pupils (years 7-11)



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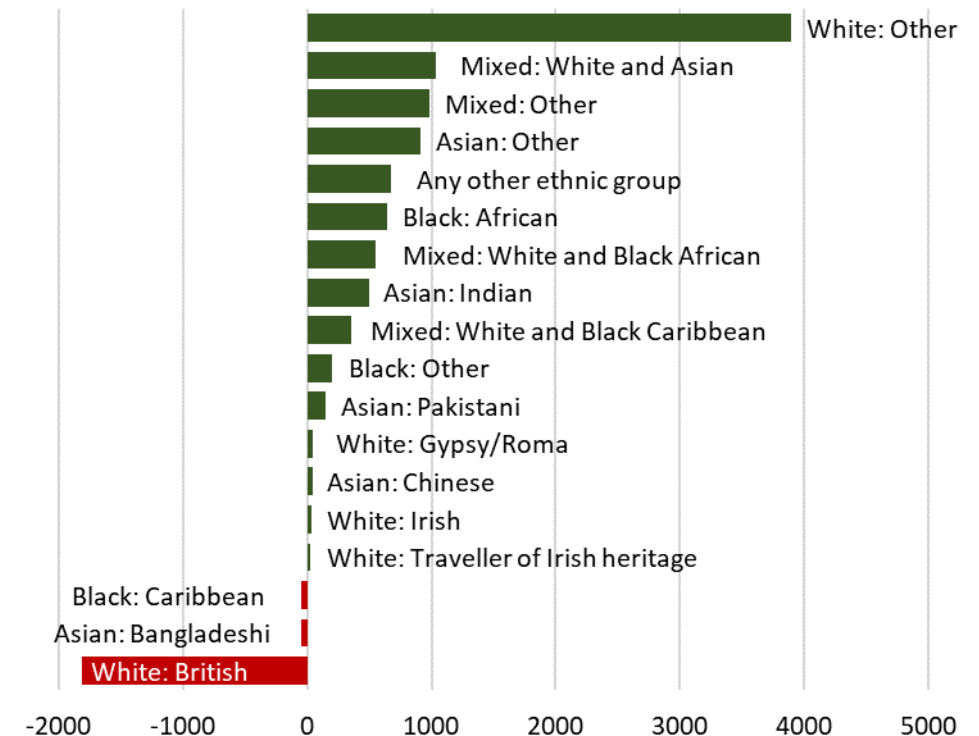
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State school pupils: detailed ethnicity trend: 2011 to 2021

- Between 2011 and 2021, the ethnic group which has increased the most in the school census has been the 'White: Other' group: increasing from 3,457 pupils in 2011 to 7,348 in 2021.
- The number of pupils with a 'White: British' background has declined, from 70,741 pupils in 2011 to 68,926 pupils in 2021.
- For most pupils with a 'White: Other' background, their first language is not English, and there's a wide range of languages spoken. The top non-English first languages are:
 1. Polish (22%)
 2. Portuguese (8%)
 3. Romanian (7%)
 4. Spanish (4%)
 5. French (4%)

Oxfordshire state school pupils, ethnic groups, absolute change 2011-2021



Oxfordshire county council, from pupil census data (does not include pupils attending independent schools)

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EU nationals: settled status applications August 2018 - March 2021

- The EU settlement scheme (EUSS) enables EU, other EEA, and Swiss citizens resident in the UK by the end of 31 December 2020, and their family members, to obtain a UK immigration status. The number of successful applications in Oxfordshire gives evidence for the growth of the EU born population since 2011.

District	Census 2011 residents born in EU (A)	EUSS concluded applications March 2021				Difference between B and A (%)
		Settled	Pre-settled	Other Outcomes	Total Settled or Pre settled (B)	
Cherwell	6,752	8,080	6,880	530	14,960	+122%
Oxford	14,319	11,970	15,250	810	27,220	+90%
South Oxfordshire	5,396	4,510	2,800	200	7,310	+35%
Vale of White Horse	5,101	4,480	2,980	190	7,460	+46%
West Oxfordshire	3,687	2,920	2,050	130	4,970	+35%

Home Office [EU Settlement Scheme quarterly statistics, March 2021](#)
ONS Census 2011 table KS204EW, ONS mid year population estimates 2011-2020

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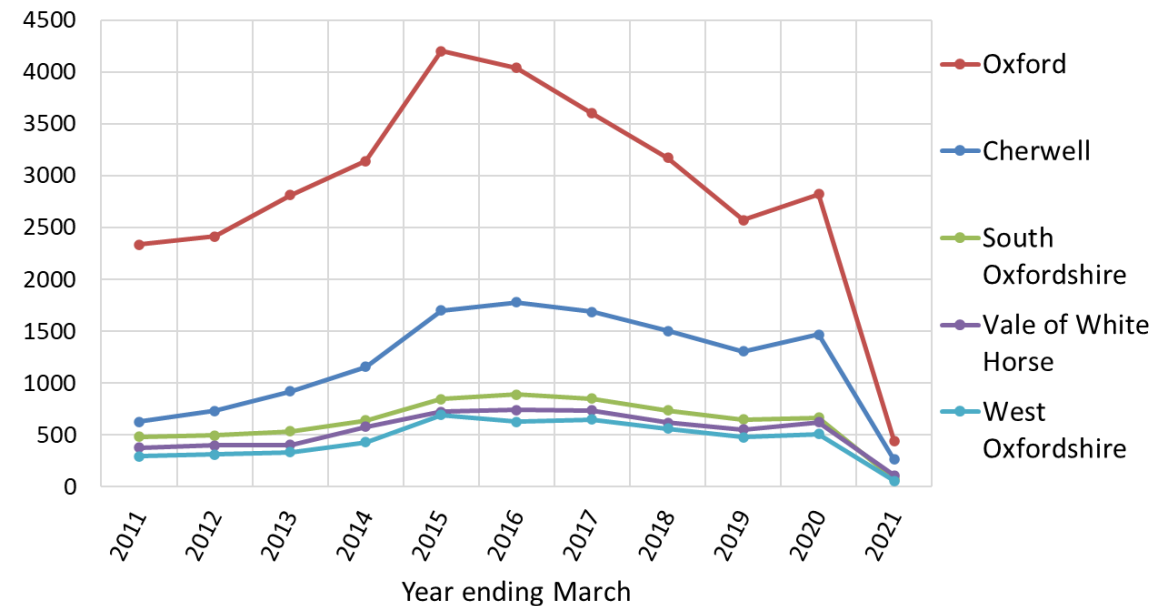
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EU nationals: National Insurance Number registrations

- Another source of evidence for the growth of the EU born population in Oxfordshire comes from national insurance number registrations to EU nationals, which increased between year ending March 2011 and year ending March 2020.
- This increase in registrations peaked around 2015-16 (around the time of the Brexit referendum), and then has declined. The year ending March 2021 saw a steep decline registrations, likely due to travel restrictions associated with the Covid-19 pandemic.

National insurance number registrations by EU nationals entering the UK, year ending March 2011-2021



National Insurance Recording & Pay As You Earn System (NPS), [Stat-Xplore](#)

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A level cohort by ethnic group

- Similar to the results of the overall (2021) school census, the ethnicity profile of pupils close to entering the labour market - those in post-16 education - is more diverse than the overall population profile recorded in the 2011 census. Over a quarter of these pupils with recorded ethnicity have an ethnic minority background.

Ethnic groups of post-16 (national curriculum years 12+) state school pupils in Oxfordshire (with recorded ethnicity - 97% of pupils)

Ethnic group	count	%
White: British	4232	73.12%
Ethnic minority	1556	26.88%
White: Other White	427	7.38%
Asian: Pakistani	164	2.83%
Asian: Other Asian	132	2.28%
Black: African	125	2.16%
Mixed: Other Mixed	124	2.14%
Mixed: White and Asian	122	2.11%
Asian: Indian	99	1.71%

<i>Continued...</i>		
Any other ethnic group	83	1.43%
Mixed: White and Black Caribbean	68	1.17%
Mixed: White and Black African	53	0.92%
Asian: Bangladeshi	53	0.92%
Black: Caribbean	30	0.52%
Black: Other Black	28	0.48%
Asian: Chinese	24	0.41%
White: Irish	20	0.35%
White: Traveller of Irish heritage	4	0.07%

Oxfordshire county council, from pupil census 2021 data (does not include pupils attending independent schools)

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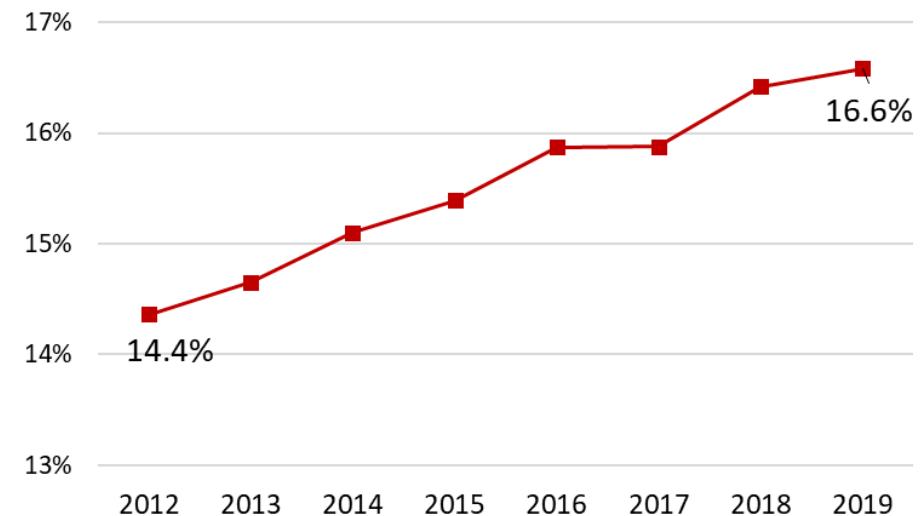
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Ethnicity trend since 2011: national data from the annual population survey

- The annual population survey is a continuous household survey that releases results quarterly, for the previous 12 month period. It collects information about the ethnicity of the UK population.
- Sample sizes put limits on the precision of the ethnicity data. Despite this, results for England show that between 2012-2019, the proportion of the population estimated as having an ethnicity other than 'White*' grew by about 2 percentage points.

Proportion of working age (16-64) population estimated as having an ethnicity other than 'White*' (England, years ending Dec. 2012-2019) Confidence intervals not shown¹.



*Note: this includes the 'White: Other' population
Proportion calculated by subtracting the point estimate for the White population from the point estimate for the total population. [1] Confidence intervals apply for both estimates which will affect the exact proportions but not the direction of the overall trend.
Annual Population Survey 2012-2019 (available comparable data), from [nomis](#)

Wealth, poverty and deprivation

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Chapter summary - Wealth, poverty and deprivation

- Ethnic minorities are more likely than the 'White: British' population to be resident in the most deprived (IMD decile 1 and 2) areas in Oxfordshire.
- In Oxfordshire, areas with higher proportions of ethnic minority residents are more associated with income, health, and crime deprivation, than with education and employment deprivation.
- Black ethnic groups are the most likely groups to be resident in the most deprived (IMD decile 1 and 2) areas, and of all ethnicities, areas with higher proportions of Black ethnic groups have the strongest association with deprivation. In Oxfordshire, this association is clearest in Oxford.
- There are different associations with deprivation amongst different Mixed ethnic groups. In Oxford, areas with higher proportions of Mixed: White and Black African and Mixed: White and Black Caribbean groups have a stronger association with deprivation than areas with higher proportions of other Mixed groups.
- Areas with higher proportions of 'Other White' residents are associated with lower deprivation in Oxford, but possibly with higher deprivation in Cherwell.
- Almost all ethnic minority groups (with the exception of White: Irish) are less likely than White: British residents to live in houses they own/ have a mortgage for, and are more likely to live in overcrowded housing.
- Differences in home ownership by ethnicity are reflected in differences in wealth at the national level. In 2016/17-2017/18, households with a Black African household head had a median total wealth of £34,000, whereas households with a White British head had a median total wealth of £314,000.
- Areas with more lone parent households are more likely to have more children living in income deprivation. Mixed ethnic groups have the highest rates of lone parent households in Oxfordshire .

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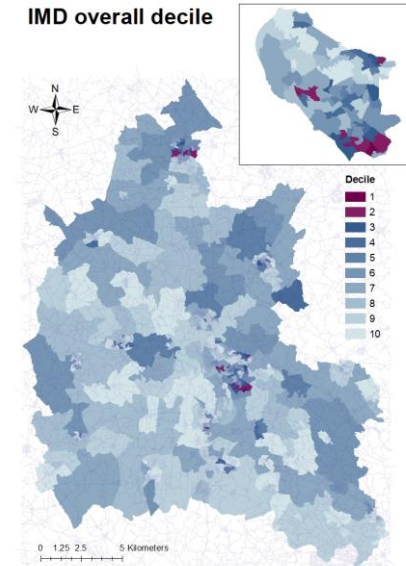
Deprivation: geographical distribution

- According to the Indices of Multiple Deprivation (IMD 2019), Oxfordshire was ranked the 10th least deprived of 151 upper-tier local authorities in England (up from 11th in 2015).
- Oxfordshire had 1 out of 407 Lower Super Output Areas (LSOAs) ranked within the 10% most deprived areas nationally, part of Northfield Brook ward, in south east Oxford.
- A further 16 areas were ranked in the 20% most deprived areas nationally: 9 in Oxford City, 6 in Banbury and 1 in Abingdon.

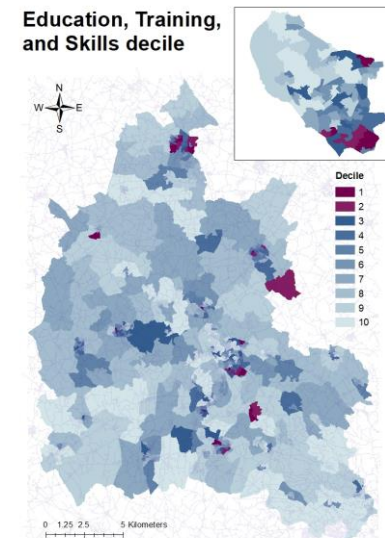
[Explore deprivation data using our interactive dashboard on Oxfordshire Insight](#)

MHCLG [English indices of deprivation 2019](#)

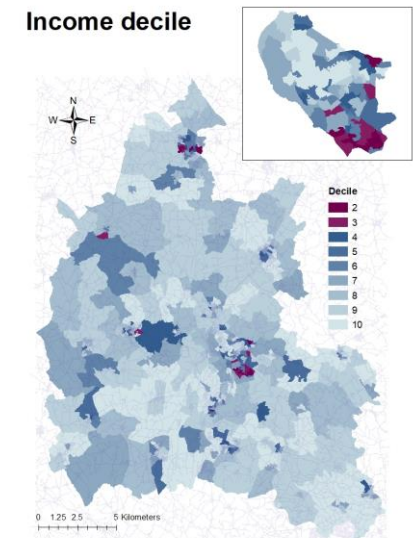
IMD overall decile



Education, Training, and Skills decile



Income decile



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Deprivation: most deprived areas

- The most deprived (IMD decile 1 and 2) areas of Oxfordshire tend to be especially deprived in terms of education, skills, and training.

Index of Multiple Deprivation 2019 deciles (1 = 10% most deprived LSOAs¹ in England, 10 = 10% least deprived)

	IMD	Adult Skills Sub-domain	Children and Young People Sub-domain	Education, Skills and Training	Employment	Health Deprivation and Disability	Income	IDACI	Crime	IDAOP1	Outdoors Sub-domain	Wider Barriers Sub-domain	Barriers to Housing and Services	Geographical Barriers Sub-domain	Living Environment	Indoors Sub-domain
Northfield Brook 18B	1	1	1	1	2	2	2	2	2	2	4	2	4	7	8	9
Abingdon Caldecott 08C	2	1	1	1	3	4	2	2	7	3	5	6	9	9	8	8
Banbury Cross & Neithrop 03D	2	2	2	2	2	3	3	3	3	2	2	4	5	5	5	6
Banbury Cross & Neithrop 04A	2	4	2	3	2	1	2	3	2	3	3	3	6	8	2	2
Banbury Grimsbury & Hightown 04G	2	1	1	1	2	2	2	3	5	1	3	3	5	8	6	8
Banbury Ruscote 05A	2	1	1	1	3	2	3	4	3	2	3	4	7	7	6	6
Banbury Ruscote 05B	2	1	1	1	2	1	2	1	1	5	5	4	7	8	7	7
Banbury Ruscote 05F	2	1	1	1	2	2	2	2	1	2	3	3	6	7	6	7
Barton and Sandhills 05B	2	1	1	1	3	3	2	2	4	2	3	2	5	8	6	7
Blackbird Leys 17A	2	2	1	1	3	3	3	3	3	6	3	3	1	1	7	9
Blackbird Leys 17B	2	1	2	1	2	2	2	2	4	3	3	2	4	9	7	9
Blackbird Leys 18A	2	1	1	1	3	3	2	1	2	3	4	2	4	9	7	8
Carfax 08B	2	9	1	3	4	1	5	3	3	1	2	2	2	4	1	2
Littlemore 16A	2	2	3	2	3	3	2	1	2	4	3	3	4	7	6	6
Northfield Brook 17D	2	2	2	2	3	3	3	3	1	2	3	2	3	6	4	5
Northfield Brook 18C	2	2	1	1	2	2	2	2	5	2	4	2	2	4	9	10
Rose Hill and Iffley 16E	2	1	1	1	2	2	2	2	4	1	2	2	2	5	4	5

[Explore deprivation data using our interactive dashboard on Oxfordshire Insight](#)

MHCLG [English indices of deprivation 2019](#) [1] LSOA = Lower Super Output Area (Census geography)

IDACI = Income deprivation affecting children index IDAOP1 = Income deprivation affecting older people index

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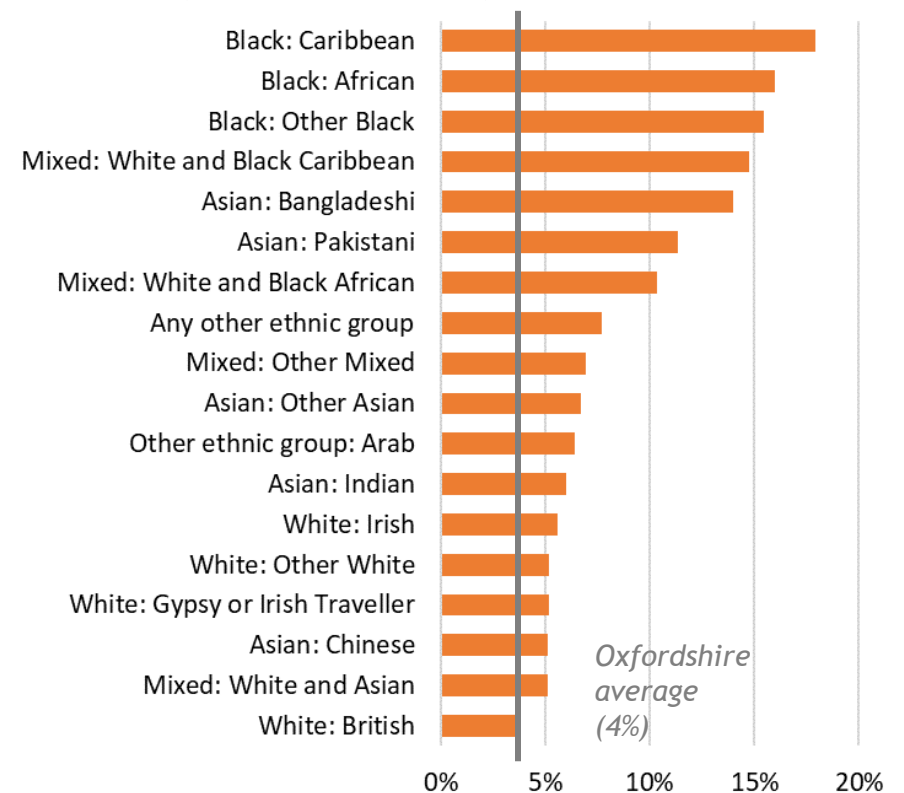
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Deprivation: most deprived areas and ethnicity

- Ethnic minority groups are more likely than the total population to be resident in the most deprived areas in Oxfordshire.
- Black ethnic groups are more likely to be resident in these areas than other ethnic groups.

Proportion of ethnic group resident in most deprived (IMD decile 1 or 2) LSOAs, Oxfordshire




MHCLG [English indices of deprivation 2019](#) , Census 2011 table KS201EW

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Deprivation and ethnicity: general associations

- Data from the 2019 IMD and the 2011 Census suggests that areas with larger proportions of ethnic minorities are associated with higher levels of deprivation.
- This association is stronger for certain types of deprivation, such as health and crime, than for others, such as education and barriers to housing and services.

Correlations (within Oxfordshire LSOAs) with % ethnic minority

	Coefficient	
Health deprivation	0.54	 <p>Stronger association (maximum = 1)</p> <p>Weaker association (minimum = 0)</p>
Crime deprivation	0.52	
Overall index of multiple deprivation	0.43	
IDACI ¹	0.43	
Income deprivation	0.40	
Living environment deprivation	0.36	
Employment deprivation	0.32	
Education deprivation	0.19	
Barriers to Housing and Services	0.08	

[1] IDACI = income deprivation affecting children index
Data at LSOA level. MHCLG [English indices of deprivation 2019](#) Census 2011 table KS201EW

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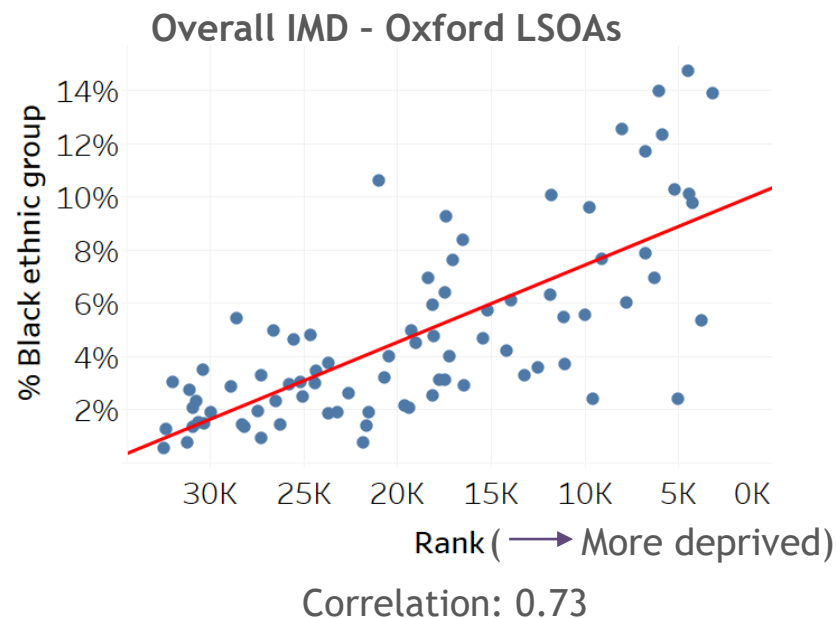
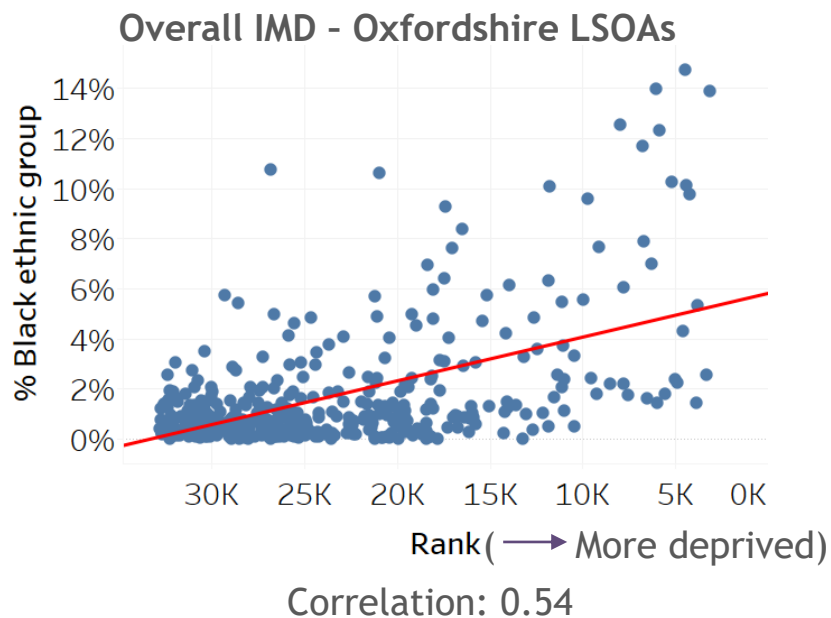
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Deprivation and ethnicity: Black ethnic groups

- When comparing the IMD ranks of areas with the concentrations of different ethnic groups in those areas, Black ethnic groups tend to have the strongest association with deprivation.
- For Oxfordshire, this association is partly obscured by the large number of LSOAs with very small Black populations. The pattern is clearer for Oxford, which has a more equal spread of LSOAs with different proportions of Black residents.

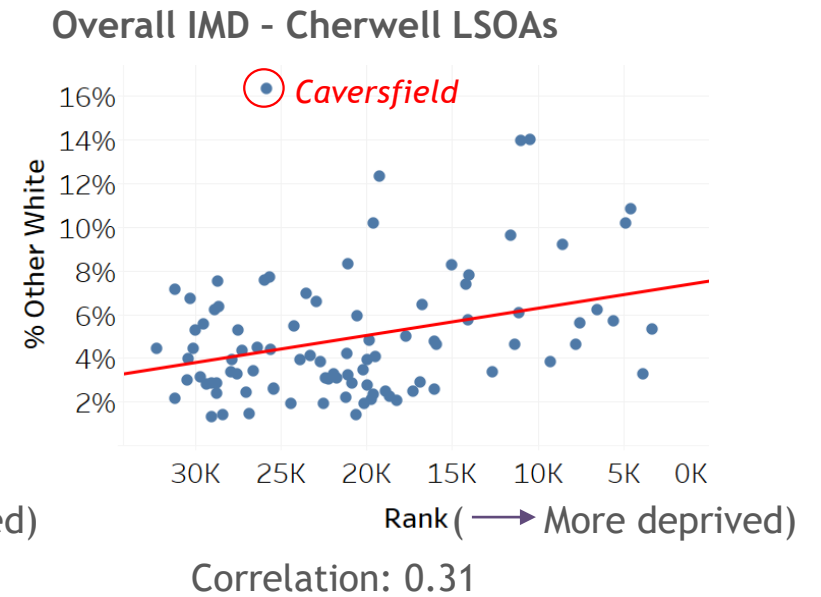
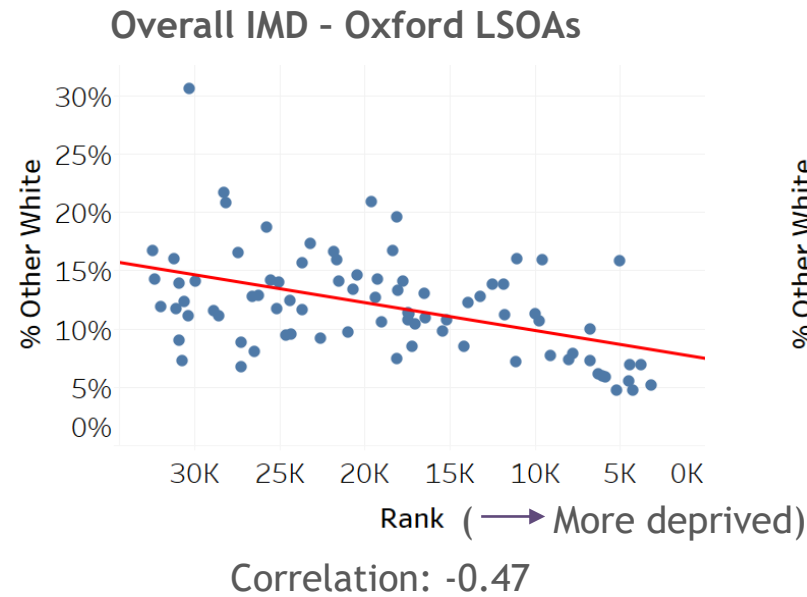


MHCLG [English indices of deprivation 2019](#), Census 2011 table KS201EW
Rank: 1 = most deprived LSOA

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Deprivation and ethnicity: the 'Other White' ethnic group in Oxford and Cherwell

- The potential difference in the profile of the 'Other White' populations in Oxford and Banbury as described, also seems to be reflected in the association between deprivation and the proportion of an area's population that have an 'Other White' background.
- In Oxford, areas with higher 'Other White' proportions tend to be less deprived, however in Cherwell, this doesn't seem to be the case (and if there is an association, it's reversed).



MHCLG [English indices of deprivation 2019](#) , Census 2011 table KS201EW
Rank: 1 = most deprived LSOA

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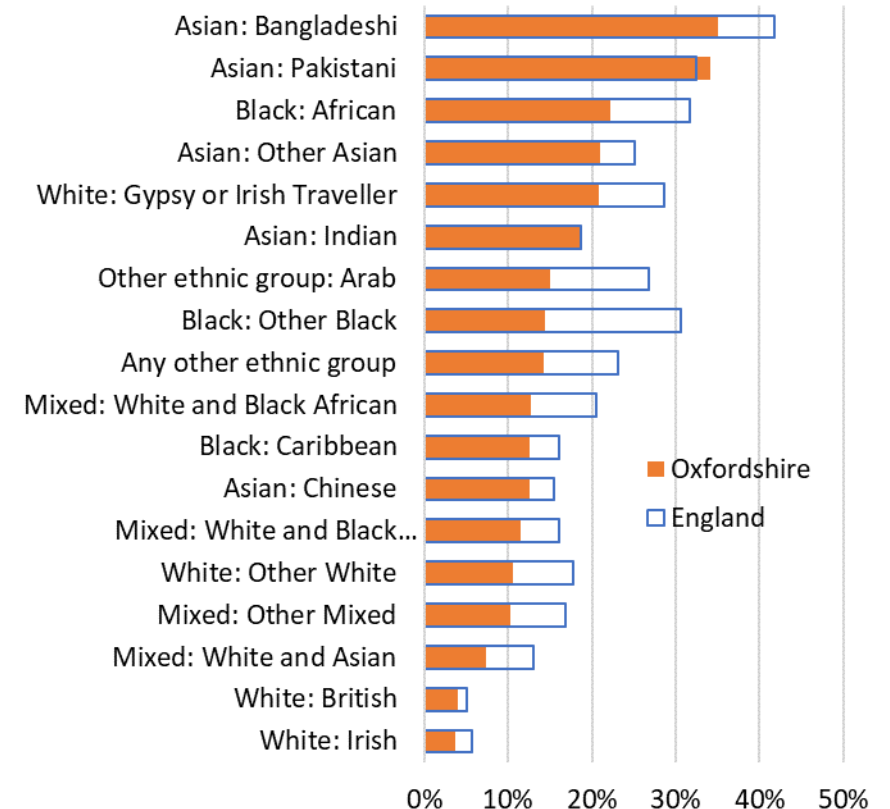
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Housing: overcrowding and ethnicity

- One of the components of the IMD Barriers to Housing and Services Domain is household overcrowding. According to the 2011 Census, all ethnic minority groups in Oxfordshire apart from 'White: Irish' are more likely to live in overcrowded houses than the 'White: British' group.
- Ethnic minority groups in Oxfordshire are generally less likely to live in overcrowded houses than they are nationally, apart from for the Asian: Pakistani and Asian: Indian groups.

Proportion of people living in overcrowded houses (bedroom occupancy rating¹ of -1 or less)



ONS Census 2011 table LC2404EWls from [nomis](#) [1] See the [Census Glossary](#) for definition

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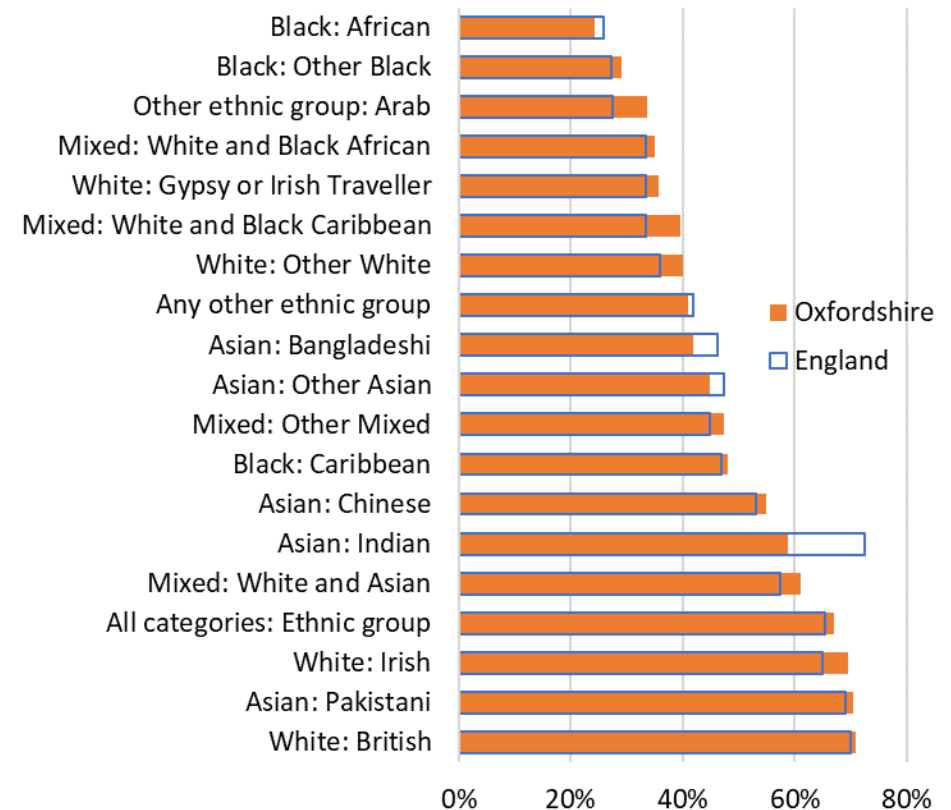
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Housing: ownership and ethnicity

- Black ethnic groups, apart from the 'Black: Caribbean' group, are the least likely ethnic groups to live in houses that are owned outright/ with a mortgage.
- The 'Asian: Indian' group is less likely to live in houses that are owned outright/ with a mortgage in Oxfordshire than nationally.

Proportion of people living in houses that are owned outright/ with a mortgage



ONS Census 2011 table DC4203EW from [nomis](#)

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Distribution of wealth and ethnicity: national data

- Median total wealth for all households in Great Britain was £286,600 between April 2016 and March 2018, with medians ranging from £34,000 among those with a household head from the Black African group to £314,000 for the White British group.
- There were statistically significant differences in wealth by ethnicity of the household head, even after adjustment for a range of household characteristics including age and household composition, with largest differences estimated between the White British reference group and the Pakistani and Black African groups.
- Households with a White British head were approximately nine times as likely to be in the top quintile of total wealth (wealth above £865,400) as those of Black African ethnicity and 18 times as likely as those of Bangladeshi ethnicity.
- The percentage of households with financial debts that exceed their financial assets was highest for the Black African and Other Asian groups (both 44%) and was twice as likely for these households compared with the White British group.
- Households with an Indian, Pakistani or White British head had the highest net property wealth (medians of £176,000, £115,000 and £115,000 respectively) and were the most likely of all ethnic groups to hold net property wealth, with 80% (Indian head), 73% (Pakistani) and 69% (White British) of households having net property wealth.
- There is evidence of differing degrees of private pension participation by ethnicity with lowest participation in Bangladeshi (48%), Chinese (57%), Any other ethnic groups (58%) and Black African (59%) headed households (compared with 83% and 82% for Indian and White British ethnic groups respectively).

Summary from: [Household wealth by ethnicity, Great Britain - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

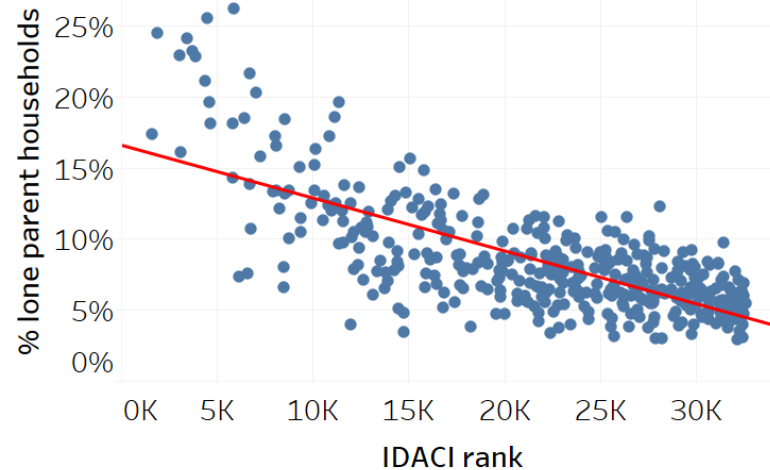
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Lone parent households and ethnicity

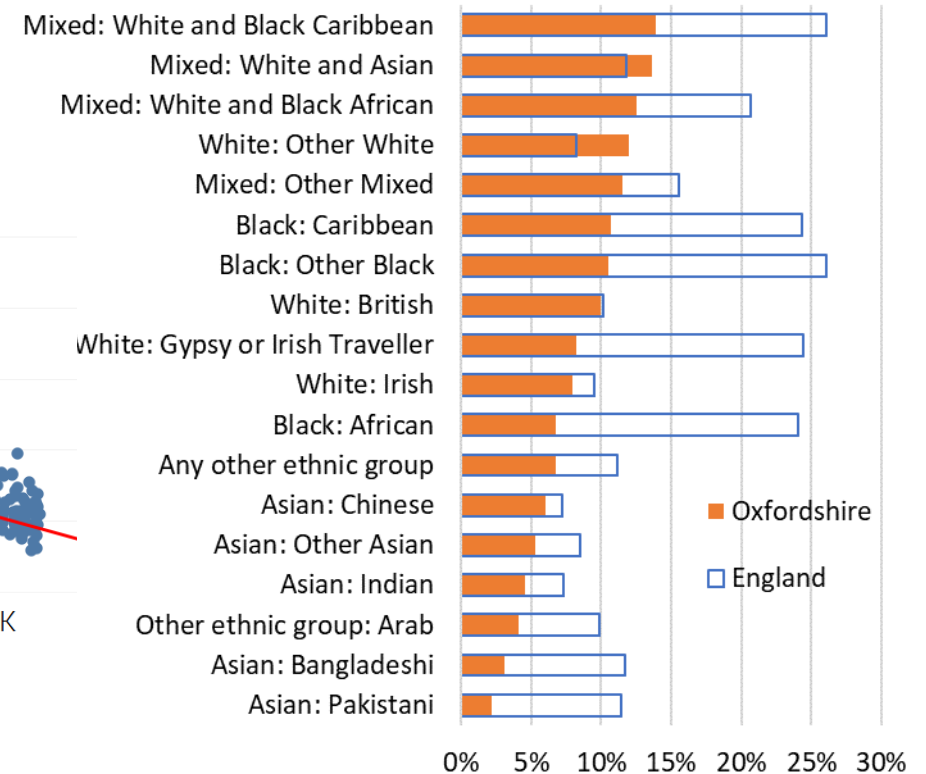
- There is an association between the deprivation of an area (including income deprivation affecting children) and the percentage of lone parent households in the area. The Commission on Race and Ethnic Disparities Report 2021 points to evidence associating family breakdown with greater likelihood of negative outcomes for children (pp 41-42).
- Mixed households in Oxfordshire were more likely than households of other ethnicities to be lone parent households.

Lone parent households as a proportion of all households, by ethnicity of household reference person

Oxfordshire LSOA's: IDACI and lone parent households



MHCLG [English indices of deprivation 2019](#),
 Census 2011 table DC1201EW



Digital poverty

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Chapter Summary - Digital poverty

- Data on access to digital devices and decent internet connections by ethnicity in Oxfordshire is limited.
- Nationally, there is evidence for differences in recent internet use by ethnicity, with Bangladeshi, White, and Pakistani groups the least likely to have accessed the internet in the last three months, and the Mixed group the most likely.
- Some of these differences may be explained by different age profiles between ethnic groups, with younger people more likely to have accessed the internet recently than older people.
- Data on internet connectivity in Oxfordshire suggests that the majority of postcodes in the county (>99%) have the potential to access a decent internet connection (10 Mbps download, 1 Mbps upload).
- Small areas with higher proportions of ethnic minority population tend to have better access to ultrafast (100Mbps download) broadband. This may partly be due to these areas being more likely to be urban locations. Data on the actual take-up of ultrafast broadband is not available, however.

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Internet use - national data

- According to the ONS, recent internet usage varies by ethnic group, with Bangladeshi, White, and Pakistani groups the least likely groups to have used the internet in the last 3 months.
- There is an association between internet use and age, which might explain some of the differences in use between different ethnic groups, where groups with younger age profiles (e.g. the Mixed group) showing more use than groups with older profiles (e.g. the White group). [Slide 10](#) shows the differences in age profiles for ethnic groups in Oxfordshire.

% recent (have used in the last 3 months) internet users by ethnic group, 2013-2020

	2013	2014	2015	2016	2017	2018	2019	2020
Bangladeshi	82.5	86.9	83.1	86.5	87	90.7	91.9	87.8
White	82.9	84.7	85.9	87.4	88.4	89.3	90.5	91.6
Pakistani	79.5	79.2	85.7	88.1	90.3	92.8	91.1	91.7
Black	86.2	87.7	87.7	90.5	92.1	91.2	92.8	95.4
Indian	84.2	85.8	87.8	88.9	90.6	92.7	90.4	96.3
Other Asian	91.3	90.4	91	92.7	93.1	96.4	95.6	96.8
Chinese	93.6	90.8	92.6	96.4	98.3	97.6	98.6	97.6
Other ethnic group	87.9	88	90.5	94.2	94.1	95.4	94.5	97.6
Mixed	95.1	95.2	97	95.4	96.2	97.9	96	99.2

ONS [internet users dataset](#) April 2021: derived from annual Labour Force Surveys, in field between January and March each year

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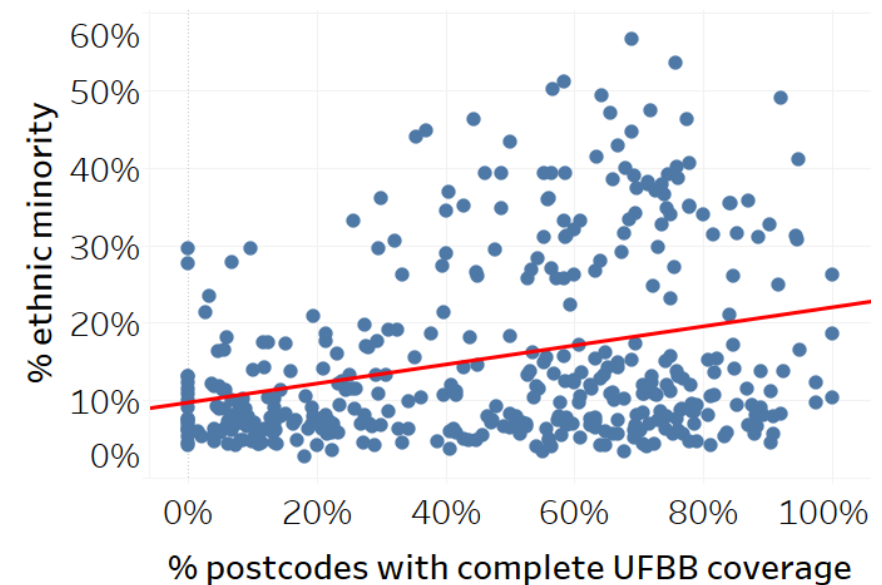
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Internet coverage - local data

- It appears that Oxfordshire's ethnic minority population is living in areas that tend to have higher availability of Ultra Fast broadband (UFBB - 100Mbps download or higher). We do not have data on the actual uptake of UFBB by ethnic group, however. This association may partly be due to urban areas generally having both better internet connectivity, and higher proportions of ethnic minority population.
- In Spring 2021, over 99% of premises in Oxfordshire had access to a 'decent' broadband internet connection (defined by the Universal Service Obligation as at least a 10 Megabits per second download speed, and a 1 Mbps upload speed)¹.

Oxfordshire LSOAs - % of postcodes with complete ultra fast (100 Mbps) broadband coverage and % population with ethnic minority background

[1] [The Universal Service Obligation \(USO\) for Broadband](#)
Ofcom [Connected Nations update: Spring 2021](#)
Census 2011 table KS201EW



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Chapter summary - Early education

- In 2020, (broad) ethnic groups with lower GCSE attainment in Oxfordshire also had a higher proportion of year 11 pupils eligible for Free School Meals (FSM).
- For Black year 11 pupils in Oxfordshire (Count=157), 18% were eligible for FSM, almost double the proportion overall (9%).
- National research shows a strong link between poverty (free school meals) and GCSE progress and attainment
- Ethnic minority groups in Oxfordshire do less well than ethnic minority groups in England at GCSE
- Black Caribbean and Mixed White and Black Caribbean ethnicities in Oxfordshire each had high rates of pupils not achieving English and Maths GCSEs
- Black Caribbean boys and Black Caribbean girls were each more likely to be receiving Special Educational Needs support in secondary schools in Oxfordshire

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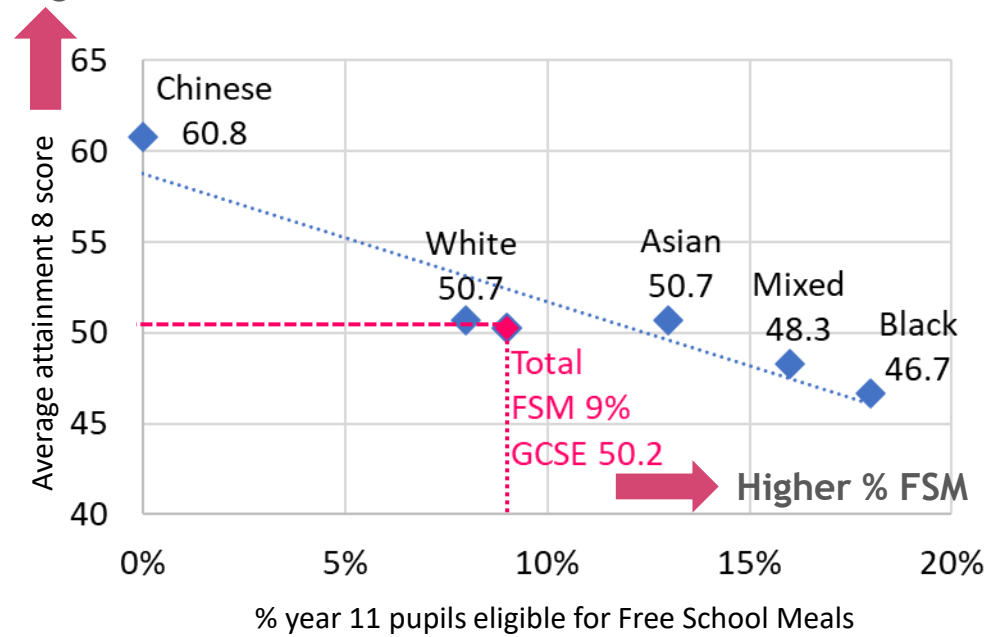
GCSE attainment and Free School Meals - Oxfordshire

- In 2020, the (broad) ethnic groups with lower GCSE attainment in Oxfordshire also had a higher proportion of year 11 pupils eligible for Free School Meals (FSM).
- For Black year 11 pupils in Oxfordshire (Count=157), 18% were eligible for FSM, almost double the proportion overall (9%).

**Oxfordshire by broad ethnic group:
Average attainment 8 score at Key Stage 4 (GCSE): State-funded school pupils vs % year 11 pupils eligible for Free School Meals 2020**

[Key stage 4 performance, Academic Year 2019/20 - Explore education statistics - GOV.UK](#)

Higher Attainment



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Child poverty and education outcomes by ethnicity - Office for National Statistics

ONS research published in February 2020 found that

- Pupils eligible for free school meals (FSM) made less progress between 11 and 16 years old than those not eligible for FSM.
- Educational outcomes for Bangladeshi and Pakistani children (nationally) did not follow this trend; Bangladeshi and Pakistani children who were eligible for FSM had higher Progress 8 scores than the national average.
- London had the highest Progress 8 scores for Asian, White and Mixed pupils. White pupils in the North East had the lowest Progress 8 score of all pupils (-0.28), and Chinese pupils in the East Midlands had the highest (1.22).
- Children in Asian households were 2.5 times as likely, compared with the national average, to be in persistent low income during the period from 2013 to 2017.
- Children in Bangladeshi and Pakistani households were the most likely to live in low income and material deprivation out of all ethnic groups, while children in Indian households were the least likely.

[Child poverty and education outcomes by ethnicity - Office for National Statistics \(ons.gov.uk\)](#)

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GCSE attainment by ethnic group

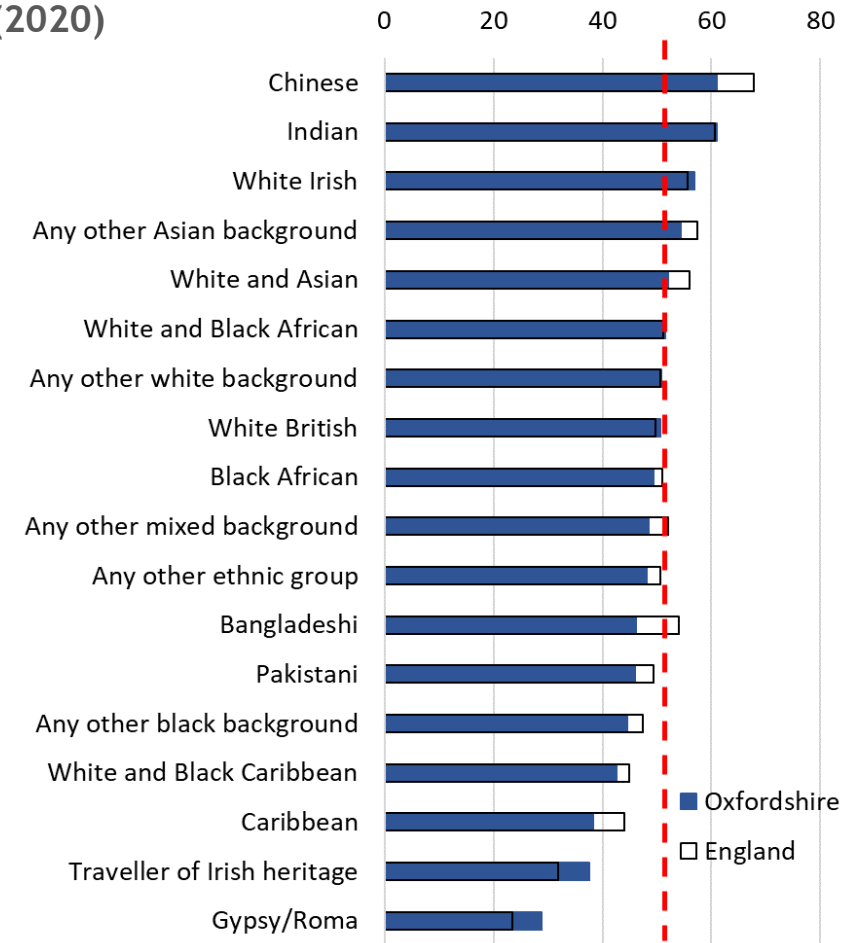
- The 2020 GCSE cohort in Oxfordshire included 1,405 pupils with an ethnic minority background, 23% of the total (with recorded ethnicity). This was well below the England value of 31%.

Attainment 8 average point score results for Oxfordshire in 2020 shows that:

- The groups with the highest average scores were Chinese and Indian.
- The groups with the lowest average scores were Gypsy/Roma, Traveller, Caribbean and White and Black Caribbean
- A majority of ethnic minority groups had a lower score in Oxfordshire than nationally.
- The greatest gap was for the Bangladeshi group (44 pupils) with an Attainment 8 average score of 46.2 in Oxfordshire compared with 54 in England (7.8ppt difference)

The Attainment 8 score measures the achievement of an individual student across their eight best GCSE subjects
 Source: Department for Education Freedom of Information Request

Average attainment 8 score at Key Stage 4 (GCSE) State-funded school pupils Oxfordshire vs England (2020)



Total average score, Oxon and England (50.2)

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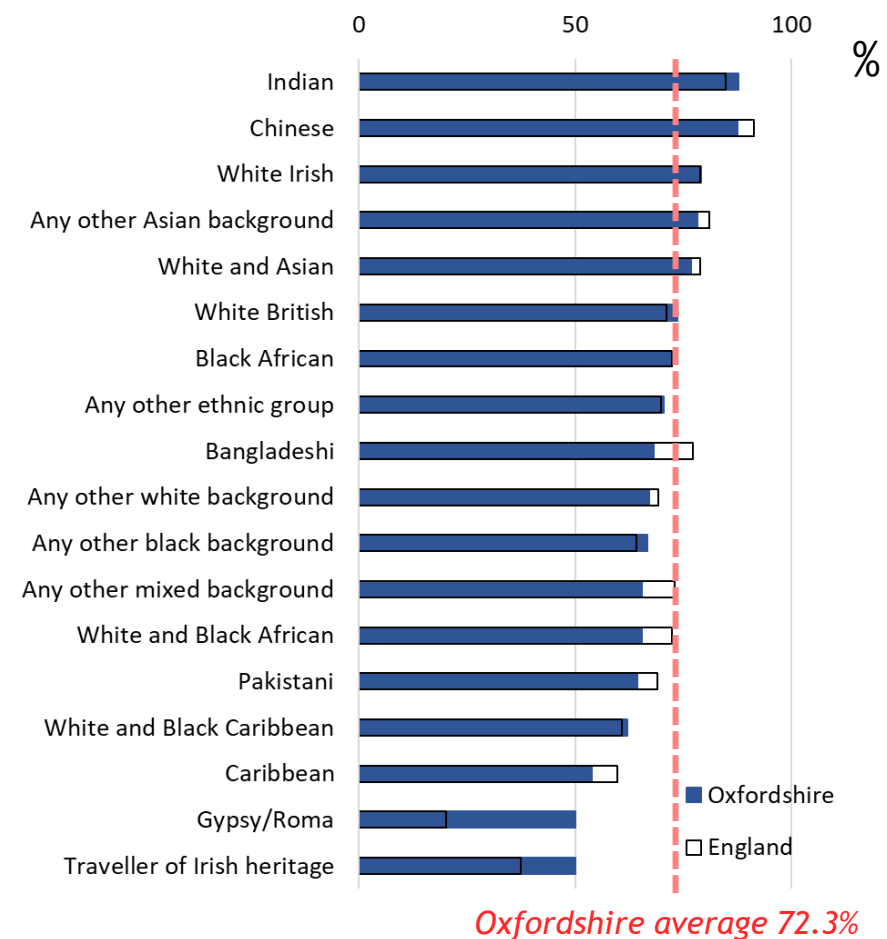
GCSE attainment - English and Maths by ethnic group

- The proportion of GCSE pupils in Oxfordshire achieving a Pass Grade (4 or above) in English and Mathematics overall was 72.3% just above the England average of 71.3%¹
- The greatest gap was for the Bangladeshi group (44 pupils) with 68% in Oxfordshire compared with 77% in England (9ppt difference)

Department for Education Freedom of Information Request

[1] total % does not include pupils without a recorded ethnicity and does not quite match the DfE published overall total

Percentage of pupils achieving grades 4 or above in English and mathematics GCSEs (%) State-funded school pupils Oxfordshire vs England (2020)



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Number of pupils not achieving good grades in English and Maths

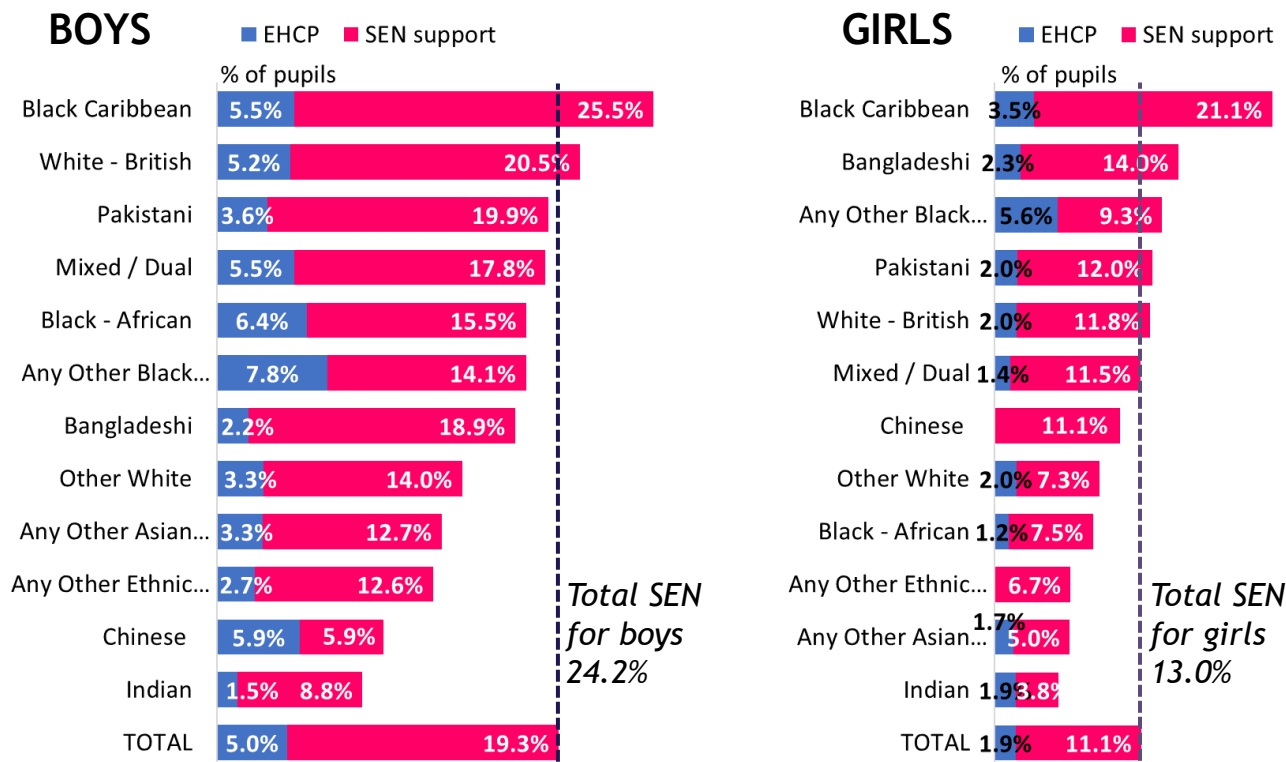
- A pass in English and Maths at GCSE (grade 4 or above) is a pre-requisite for continuing education via an Apprenticeship or A levels.
- Of the 1,673 pupils in Oxfordshire in 2020 who did not pass English and Mathematics in 2020, 1,257 (75%) were white British and 416 were from an ethnic minority group. Of these
 - 136 were from “any other white background”
 - 124 were from a mixed ethnic background
 - 50 were from a Pakistani background
 - 30 were from a Black African background
- Black Caribbean and Mixed White and Black Caribbean ethnicities in Oxfordshire each had high rates of pupils not achieving English and Maths GCSEs
 - 36 of 95 Mixed White and Black Caribbean did not pass Maths and English GCSEs (38%)
 - 12 of 26 Black Caribbean pupils did not pass Maths and English GCSEs (46%)

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Secondary schools: SEN, ethnicity and gender

- The ethnic/gender groups with the highest rates of Special Educational Needs at secondary schools in Oxfordshire were Black Caribbean boys (31% of 55 pupils), white British boys (26% of 10,396 pupils) and Black Caribbean girls (25% of 57 pupils)

Oxfordshire Secondary school pupils in years 7 to 11, by SEN, ethnicity and gender (January 2020)



Pupil Census survey January 2020, Oxfordshire County Council
EHCP=Education, Health and Care Plan

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Post-16 learning

A levels and apprenticeships

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Chapter summary - Post-16 learning: A levels and apprenticeships

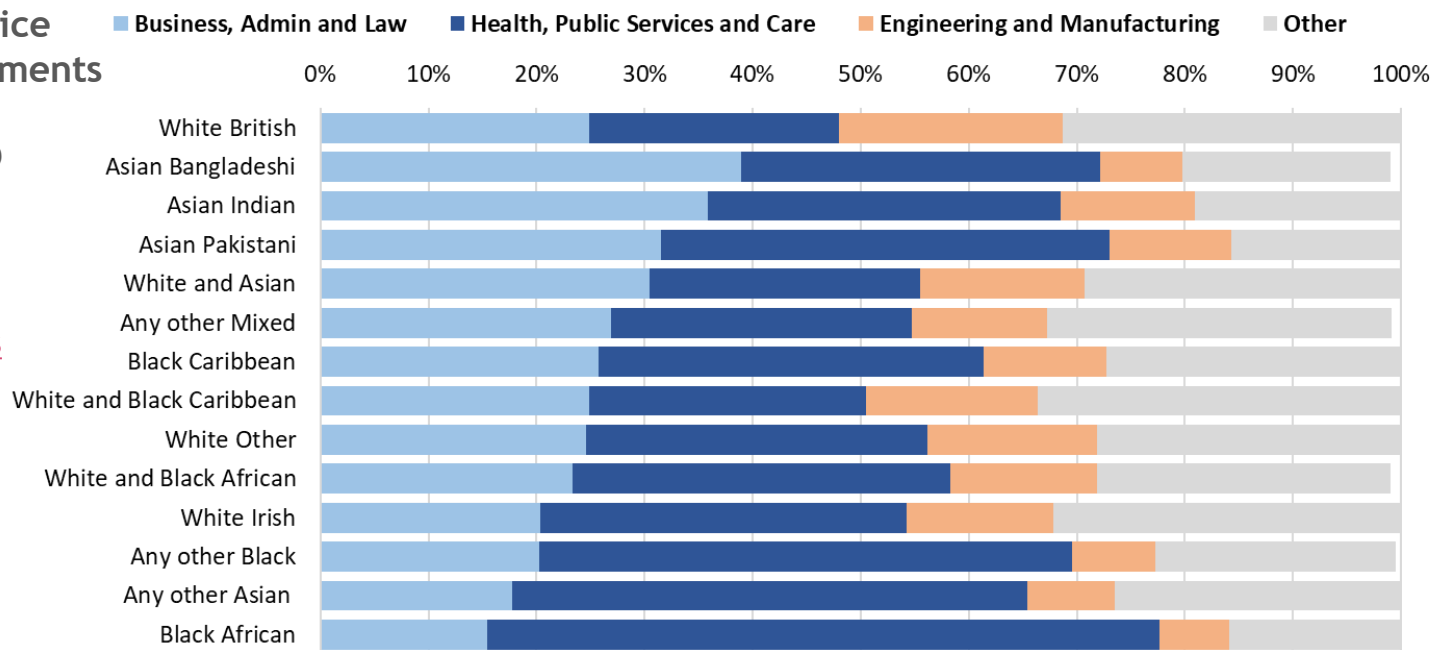
- Nationally and locally there are differences in apprenticeship subjects by ethnic group with the White British group more likely to achieve apprenticeships in a diverse set of sectors.
 - Asian groups were more likely to achieve apprenticeships in Business and Health.
 - The Black African group was much more likely to achieve a Health apprenticeship.
- A level average point score for most ethnic groups was below the national average and below the score achieved by White British students.
- The ethnic group with the highest proportion of young people Not in Education, Employment or Training was 'Mixed' followed by 'Other' and 'White British'.
- Of young adults (aged 25 to 34) in 2011, the Asian group was most likely to have a degree or higher and the Black group was the least likely.

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Apprenticeships - national

- Nationally the three largest sectors for apprenticeships were *Business, Administration and Law ; Health, Public Services and Care* and *Engineering and Manufacturing*, together accounting for 70% of the cohort achieving apprenticeships in 2018-19
- **White British** apprentices in England achieved across the most diverse set of sectors and were more likely to achieve apprenticeships in **Engineering and Manufacturing**
- **Asian groups** were more likely to achieve apprenticeships in **Business and Health**
- The **Black African group** was much more likely to achieve a **Health** apprenticeship

Apprentice Achievements England 2018-19



[National achievement rates tables 2018 to 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)
 Excludes groups with low numbers: Chinese, Arab and Gypsy/Irish Traveller groups

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Apprenticeships - Oxfordshire

- According to the DfE, just under a fifth of apprenticeships achieved by Oxfordshire residents between August 2017 and January 2021, were by people from a ethnic minority background.
- Differences in apprenticeship subject areas by broad ethnic groups in Oxfordshire largely reflect the national picture.

DfE Individualised Learner Record data

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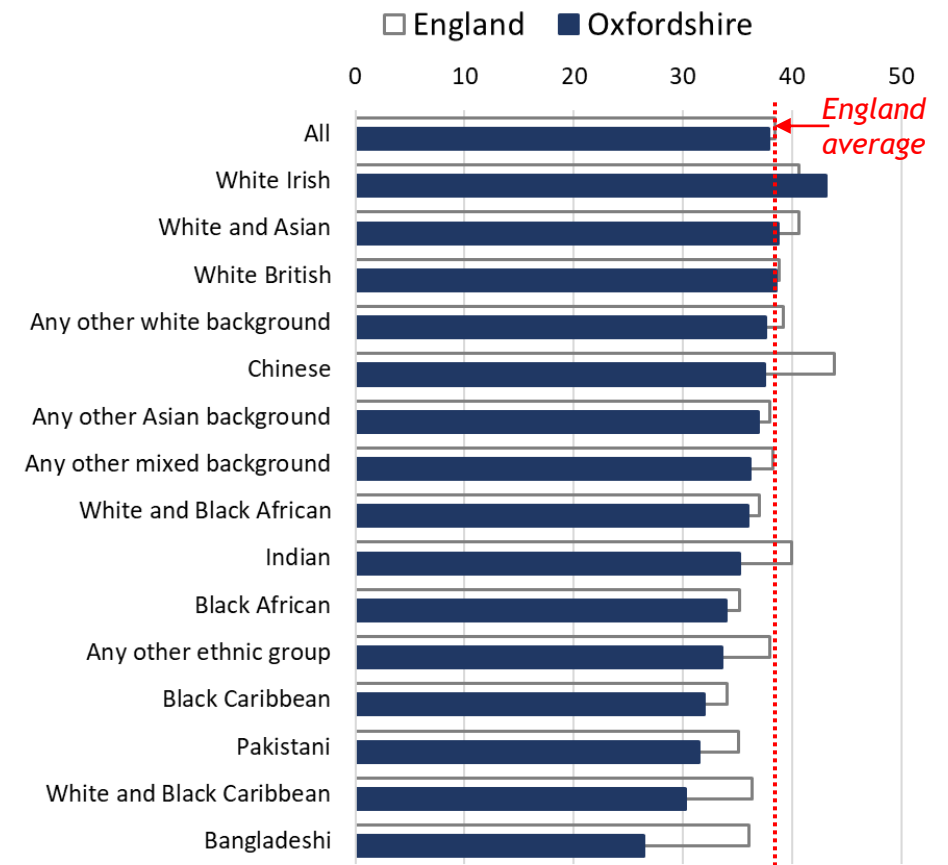
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A levels - Oxfordshire vs national

- In 2019/20, the A level average point score for state school pupils and college pupils in Oxfordshire was 2% below the England average (37.98 vs 38.4)
- APS for most ethnic groups was below the national average and below the score achieved by White British students
- The ethnic group with the biggest gap in A level average point score between Oxfordshire and England was the Bangladeshi group (count 23) with an APS 27% below the national average

Note: the summer 2020 exam series was cancelled because of the COVID-19 pandemic and students were awarded grades based on assessment. Because of this, data for the 2019 to 2020 academic year should not be compared with data for previous years

A level average point score per A level entry Oxfordshire vs England 2019/20



[Explore our statistics and data - Explore education statistics - GOV.UK \(explore-education-statistics.service.gov.uk\)](#)

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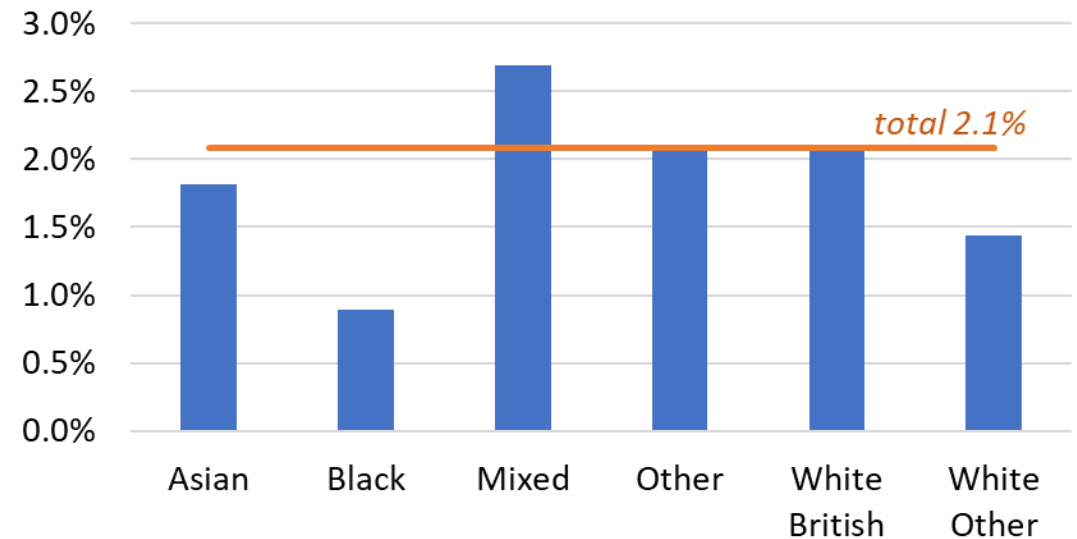
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Not in Education, Employment or Training

- As of March 2021, in the age range 16 to 18 (school year 12-13), there was a total of 278 (2.1%) young people in Oxfordshire who were classified as Not in Education, Employment or Training (NEET).
- The ethnic group with the highest proportion of NEET young people was 'Mixed' followed by 'Other' and 'White British'.

Oxfordshire % of total young people in year 12 and 13 who were Not In Education, Employment or Training by broad ethnic group March 2021



Oxfordshire County Council

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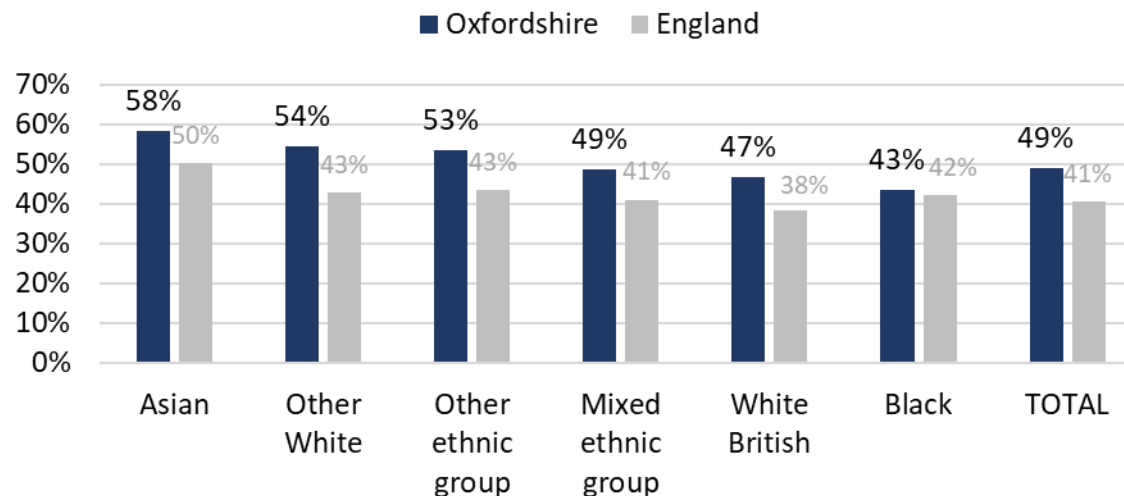
Qualifications of young people (2011)

The most complete adult skills data for the population is from the 2011 Census survey

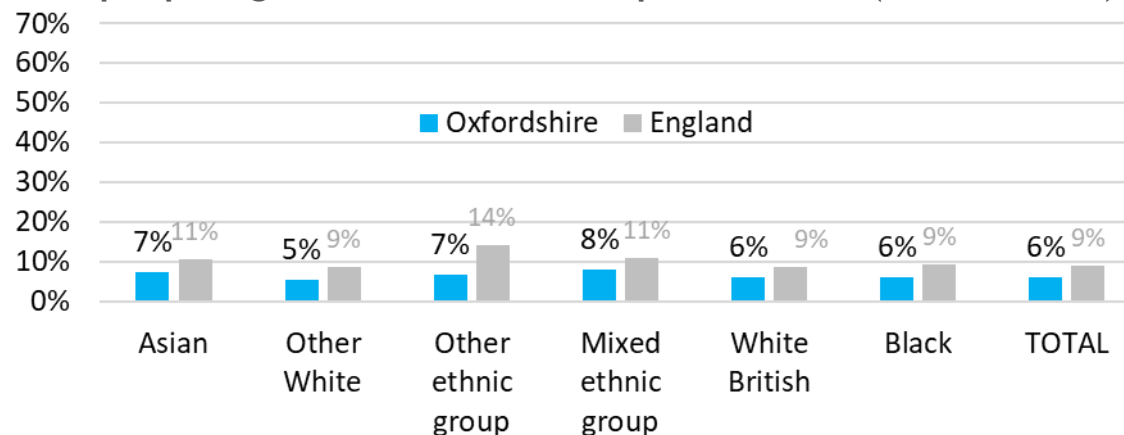
- The group with the highest proportion of residents aged 25 to 34 with level 4 qualifications or above (degree or higher) was Asian, following by 'Other White'
- The Black group had the lowest proportion and closest to the England average
- The Mixed ethnic group had the highest rate of people with no qualifications (8%)

ONS Census 2011 table DC5202

% of people aged 25 to 34 with level 4 qualifications or above (Census 2011)



% of people aged 25 to 34 with no qualifications (Census 2011)



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Summary - Student characteristics

- According to Higher Education Statistics Agency student data, Chinese students and White students from Oxfordshire are most likely to come from families in “higher managerial and professional” occupations.
- Pakistani students and Bangladeshi students are most likely to come from families in “small employers and own account workers” occupations.
- Chinese students from Oxfordshire were the most likely to have parents with higher education qualifications (72%), and Bangladeshi students the least likely (28%).
- Chinese students from Oxfordshire were the most likely to have attended a privately funded school (44%), and Bangladeshi students the least likely (2%).
- In Oxfordshire, Black Caribbean students had the largest share of female students, and Pakistani students the smallest.
- A slightly higher proportion of students from Oxfordshire self assessed as having a known disability (18%), than is the case for England (16%).
- Black Caribbean students from Oxfordshire were the most likely to self assess as having a known disability (24%), and Chinese and Other Asian students the least likely (10% and 8% respectively).

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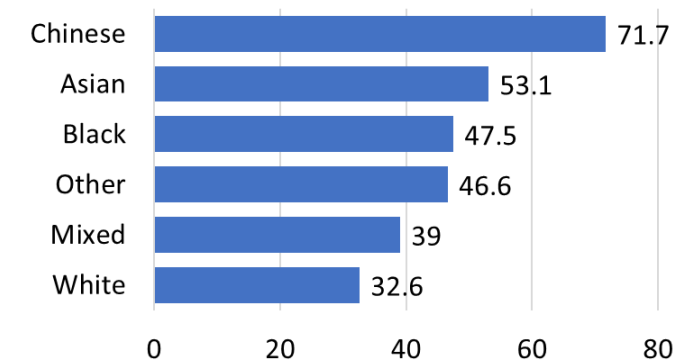
Entry into higher education - National

- Nationally the (broad) ethnic group most likely to gain a higher education place (state school pupils) in 2020 was Chinese with 72%.
- This was more than double the proportion of White pupils (32.6%), the lowest entry rate.

Between 2006 and 2020:

- Black pupils had the highest increase in entry rates out of all ethnic groups, from 21.6% to 47.5%
- White pupils had the smallest increase, from 21.8% to 32.6%

Percentage of state school pupils aged 18 getting a higher education place (entry rate) by ethnicity - England 2020



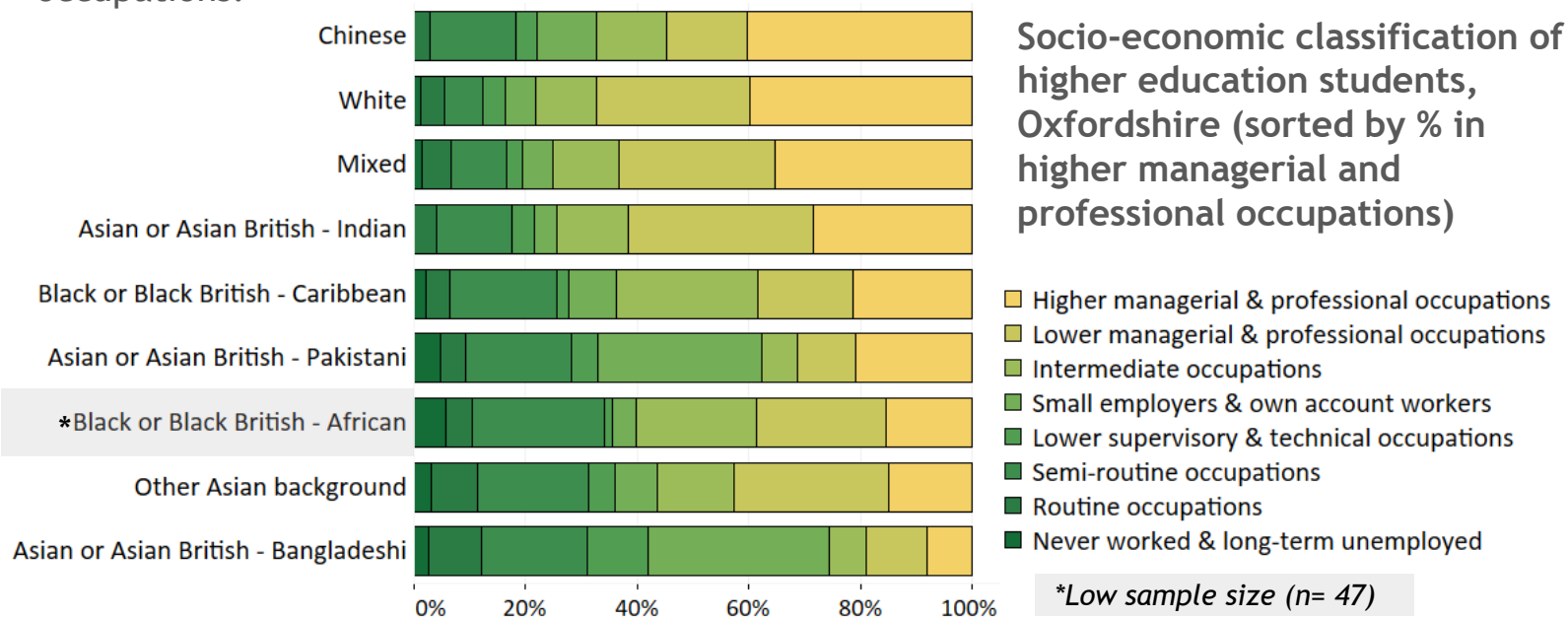
Data only available for 6 aggregated ethnic groups

[Entry rates into higher education - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#)
[UCAS Undergraduate sector-level end of cycle data resources 2020 | Undergraduate | UCAS](#)

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Undergraduate students - family occupation

- *Data captured by the Higher Education Statistics Agency from student registrations includes information about the socio-economic background of the student's family.*
- Chinese students and White students from Oxfordshire are most likely to come from families in “higher managerial and professional” occupations¹. Pakistani students and Bangladeshi students are most likely to come from families in “small employers and own account workers” occupations.



Source: Higher Education Statistics Agency (HESA), student registrations from the 2018/19 academic year, [\[1\] Socio-economic classification:](#) of the student themselves, if aged over 21, or a parent if the student is younger than 21 (the parent who is the highest earner), if recorded. ‘Other Black background’ not included because of very small sample size (19) - all other samples > 50 unless highlighted in red.

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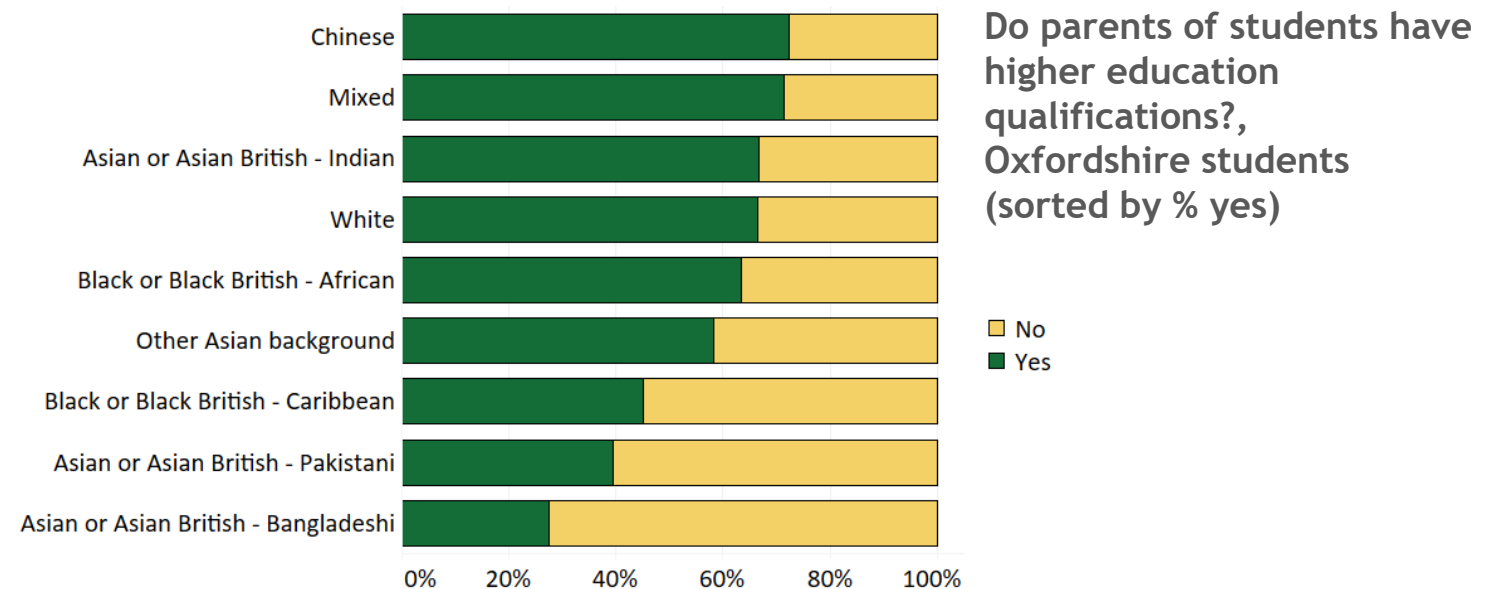
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Undergraduate students - parental education

- 66% of undergraduate students from Oxfordshire had parents with higher education qualifications (of student registrations with this data recorded), higher than the overall proportion for England (50%).
- Chinese students from Oxfordshire were the most likely to have parents with higher education qualifications (72%), and Bangladeshi students the least likely (28%).



Source: Higher Education Statistics Agency (HESA), student registrations from the 2018/19 academic year, [Parental education](#), if recorded. 'Other Black background' not included because of very small sample size (26) - all other samples > 50.

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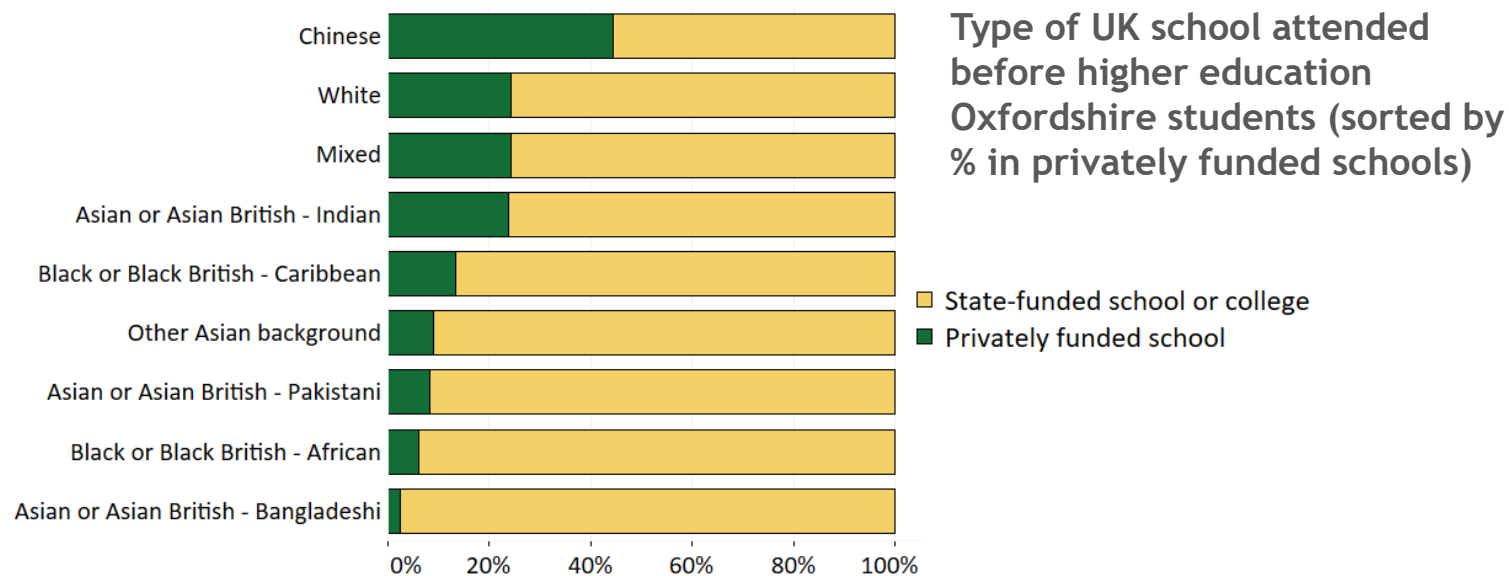
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Undergraduate students - private vs state schools

- A larger proportion of undergraduate students from Oxfordshire (23% of registrations with school information recorded) attended a privately funded school prior to Higher Education than is the case nationally (9%).
- Chinese students from Oxfordshire were the most likely to have attended a privately funded school (44%), and Bangladeshi students the least likely (2%).



Source: Higher Education Statistics Agency (HESA), student registrations from the 2018/19 academic year, [State school marker](#), if recorded. 'Other Black background' not included because of very small sample size (21) - all other samples > 50.

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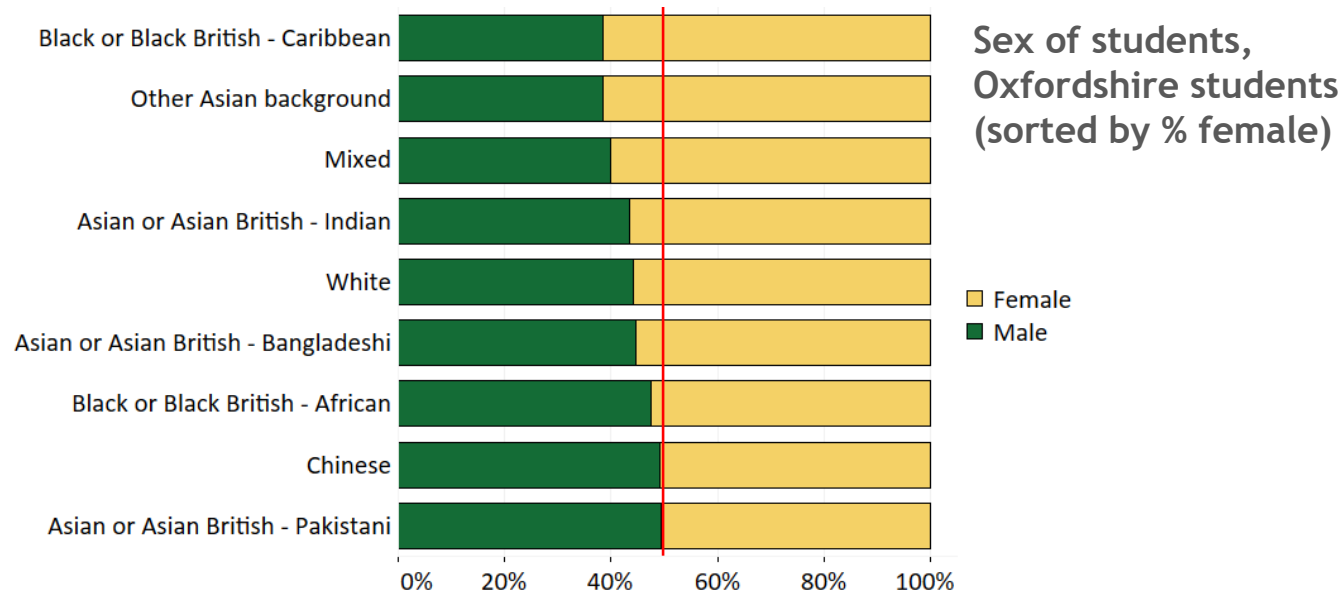
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All students by sex of student

- Information about the sex of students (as opposed to the gender with which they identify), is captured in student registration data. Across England and Oxfordshire, female students make up a slightly larger proportion of the student population (57% and 56% respectively) than male students.
- In Oxfordshire, Black Caribbean students had the largest share of female students, and Pakistani students the smallest.

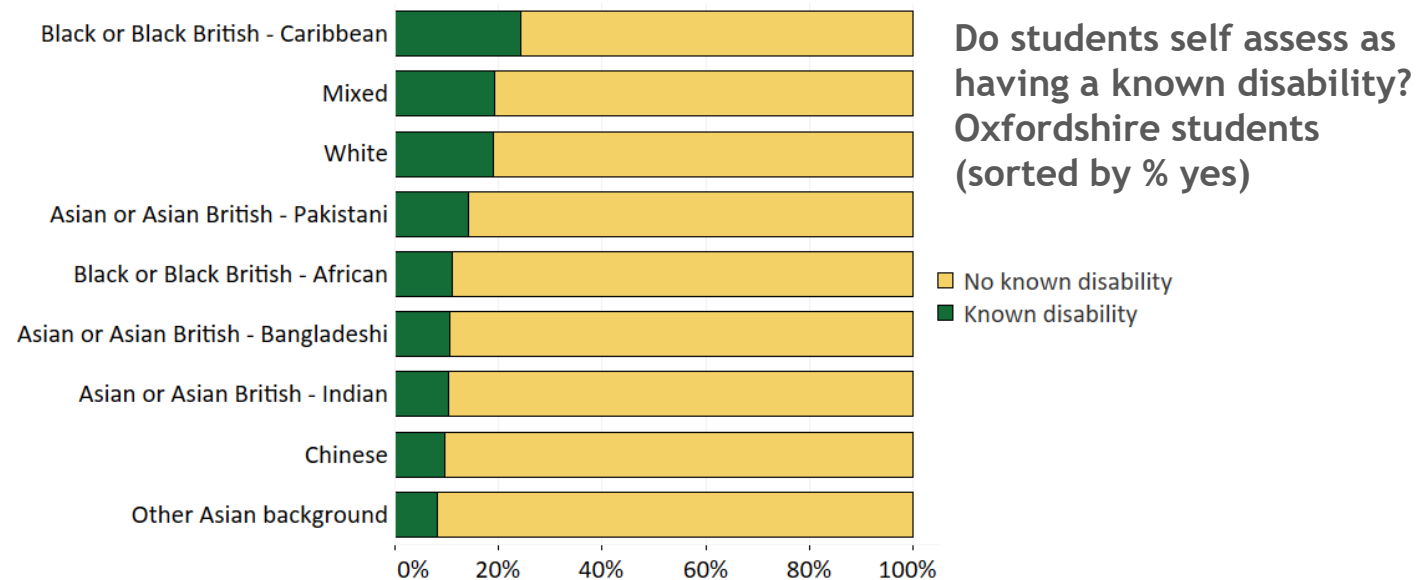


Source: Higher Education Statistics Agency (HESA), student registrations from the 2018/19 academic year, [Sex](#). 'Other Black background' not included because of small sample size (42) - all other samples > 50. Note 20 individuals classified as having a sex of 'Other' are not shown above: description of this category [here](#).

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All students by self assessed disability status

- A slightly higher proportion of students from Oxfordshire self assessed as having a known disability (18%), than is the case for England (16%).
- Black Caribbean students from Oxfordshire were the most likely to self assess as having a known disability (24%), and Chinese and Other Asian students the least likely (10% and 8% respectively).



Source: Higher Education Statistics Agency (HESA), student registrations from the 2018/19 academic year, [Disability status](#). 'Other Black background' not included because of small sample size (42) - all other samples > 50.

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All students - subject of study overview

- Graduate outcomes data suggests that there are some differences in higher education subject preferences between ethnic groups. Black students, for example, are more likely (both in Oxfordshire and England) to study subjects allied to medicine (a subject category that includes, for example, nursing and midwifery courses) than students of other ethnicities.
- White and Mixed ethnicity students from Oxfordshire are more likely to study subjects traditionally considered 'humanities' than Black and Asian students. For example:
 - 21% and 23% of White and Mixed students from Oxfordshire (respectively) studied a subject that could be classified as either: humanities and liberal arts (non-specific); language and area studies; historical, philosophical and religious studies; or creative arts and design.
 - This compares to 10% and 4% of Asian and Black students, respectively.
- Another noticeable difference between broad ethnic groups from Oxfordshire (also present nationally) is a higher proportion of Asian students taking computing subjects than students of other ethnicities (7% of Asian students from Oxfordshire, compared to 1% of Black students, 1% of Mixed ethnicity students, and 3% of White students).

Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses. If a student studies multiple subjects in their higher education course, they are counted as a proportion against each subject. Total counts of students per subject may therefore not be whole numbers, and represent full person equivalent totals.

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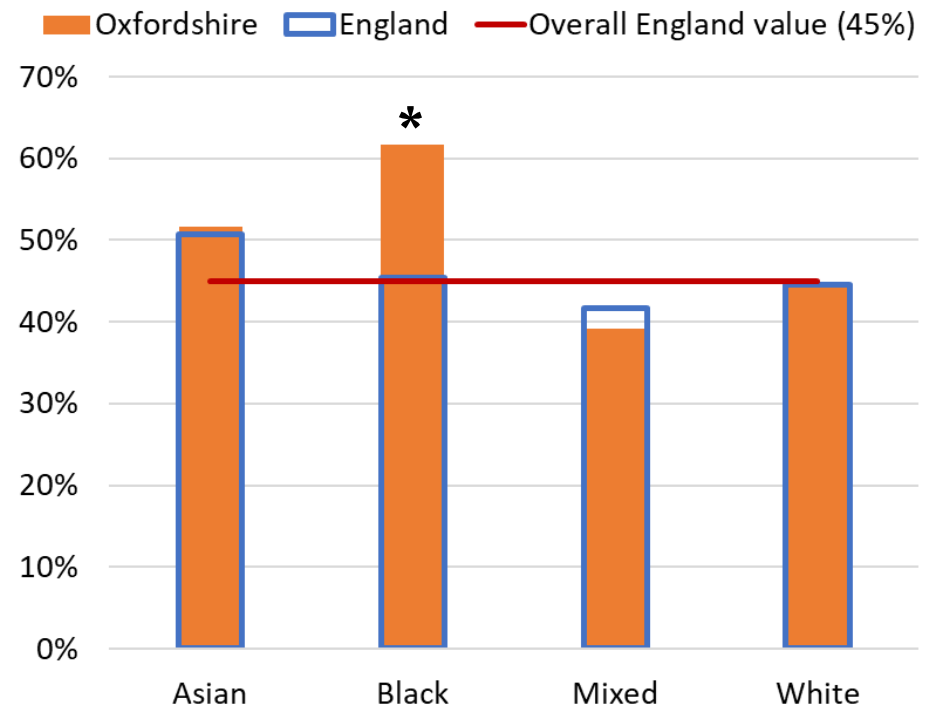
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Undergraduate students - science and non science subjects

- 45% of undergraduate degrees awarded in the academic year 2018/19 were in a science subject (as defined by HESA), across both England and Oxfordshire.
- A higher proportion of Black undergraduates from Oxfordshire took science subjects than is the case nationally (62% vs 45%).
- Nationally, Asian students are the most likely to take science subjects, and Mixed ethnicity students the least likely.
- (*) This might make Black undergraduate students from Oxfordshire the most likely to take science subjects, but the difference with Asian students from Oxfordshire is not statistically significant.

Percentage of graduates awarded a degree in a science subject, Academic year 2018/19



Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses. If a student studies multiple subjects in their higher education course, they are counted as a proportion against each subject. Total counts of students per subject may therefore not be whole numbers, and represent full person equivalent totals.

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All students - top 5 subject categories¹ by broad ethnic group

	Top 5 subjects (Oxon)	Ox%	Eng%		Top 5 subjects (Oxon)	Ox%	Eng%
Asian	subjects allied to medicine	19%	14%	Mixed	social sciences	17%	11%
	business and management	13%	17%		subjects allied to medicine	11%	9%
	social sciences	10%	9%		creative arts and design	11%	10%
	computing	7%	6%		business and management	10%	10%
	biological and sport sciences	6%	5%		historical, philosophical and religious studies	7%	4%
Black	subjects allied to medicine	32%	21%	White	subjects allied to medicine	11%	12%
	business and management	17%	17%		social sciences	10%	9%
	social sciences	14%	15%		business and management	9%	9%
	law	7%	5%		creative arts and design	8%	9%
	biological and sport sciences	7%	4%		education and teaching	8%	10%

Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses. If a student studies multiple subjects in their higher education course, they are counted as a proportion against each subject. Total counts of students per subject may therefore not be whole numbers, and represent full person equivalent totals.

[1] See [here](#) for a list of subjects included in each category.

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Chapter summary - Graduate outcomes

- National analysis shows that non-White students were more likely than White students to drop out of higher education. In 2017-18 Black students had a non-continuation rate of 15.5% compared with 8.9% for White students.
- Black graduates are half as likely than White students to have a first, and more than twice as likely to have a 2:2 or 3rd. This does not appear to be linked to differences in the types of subject taken by ethnic group.
- Graduate outcomes data suggests that nationally, White students are more likely to be in full-time employment or further study 15 months after graduation than students of other ethnicities.
- Mixed ethnicity graduates from Oxfordshire were more likely than Asian, Black, or White graduates to be working in elementary occupations 15 months after completing their studies.
- Asian graduates were more likely to be working in sales and customer service occupations.
- Black graduates were more likely to be working as health professionals and as health and social care associate professionals.
- Asian graduates are more likely to be earning £40k+ per year than Black, Mixed, or White graduates nationally. This seems to also be the case in Oxfordshire (although differences are not statistically significant).

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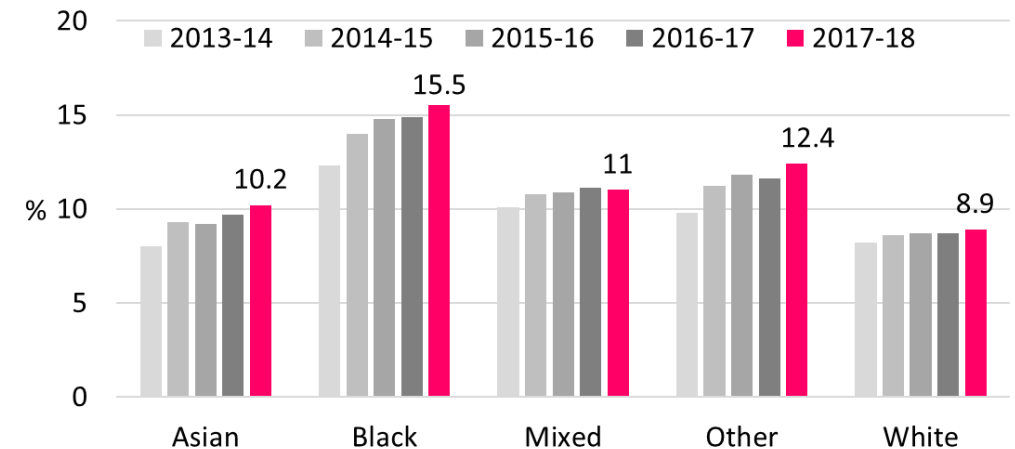
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Dropping out of higher education - national

- National analysis shows that non-White students were more likely than White students to drop out of higher education
- In 2017-18 Black students had a non-continuation rate of 15.5% compared with 8.9% for White students

Non-continuation rates of full-time (or apprenticeship) UK-domiciled undergraduate entrants to English higher education providers by broad ethnicity



Continuation rate: the proportion of students that were continuing in higher education study, not necessarily on the same course or at the same provider, or had qualified one year and 14 days after starting their course.

Non-continuation rate: Any students not identified as continuing, as defined above.

Office for Students (2020), 'Access and continuation data by ethnicity, provider tariff group and subject group', Table 2. Data only available for broad ethnic groups. Excluding those whose ethnicity is unknown. Available at: <https://www.officeforstudents.org.uk/media/ff8878a1-2ba1-4eea-8bb2-4b69fcd3d52d/continuation-data-by-ethnicity-provider-tariff-group-and-subject-group.xlsx>

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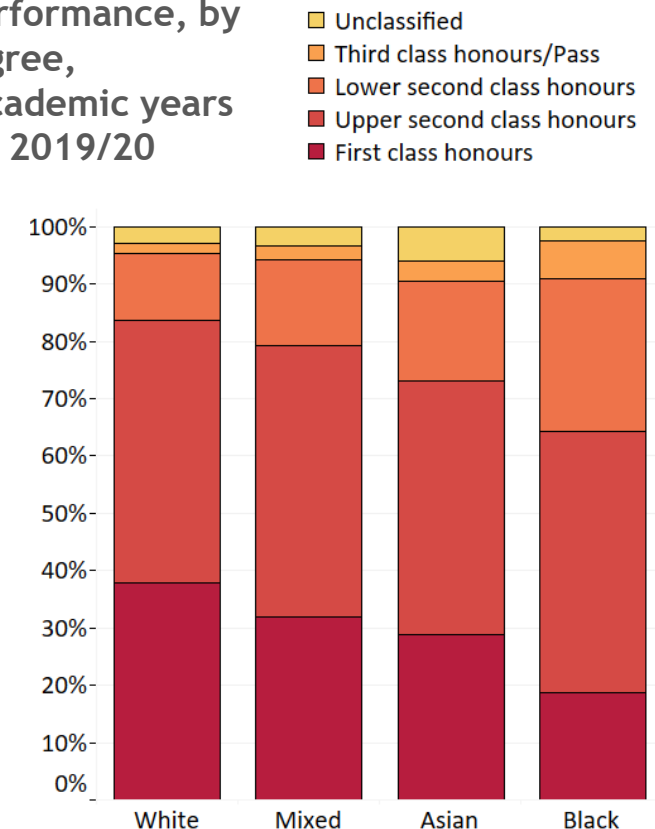
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Degree classification - national

- White graduates are most likely nationally to graduate with a first-class degree, and least likely to graduate with a 2:2 or 3rd.
- Black graduates are half as likely than White students to have a first, and more than twice as likely to have a 2:2 or 3rd.
- This does not appear to be linked to differences in the types of subject taken by ethnic group.

Student performance, by class of degree, England, academic years 2014/15 to 2019/20



Source: Higher Education Statistics Agency (HESA), 2019/20 students
<https://www.hesa.ac.uk/data-and-analysis/students/outcomes>
 Data only available for aggregated ethnic groups.

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Employment/ full time study¹

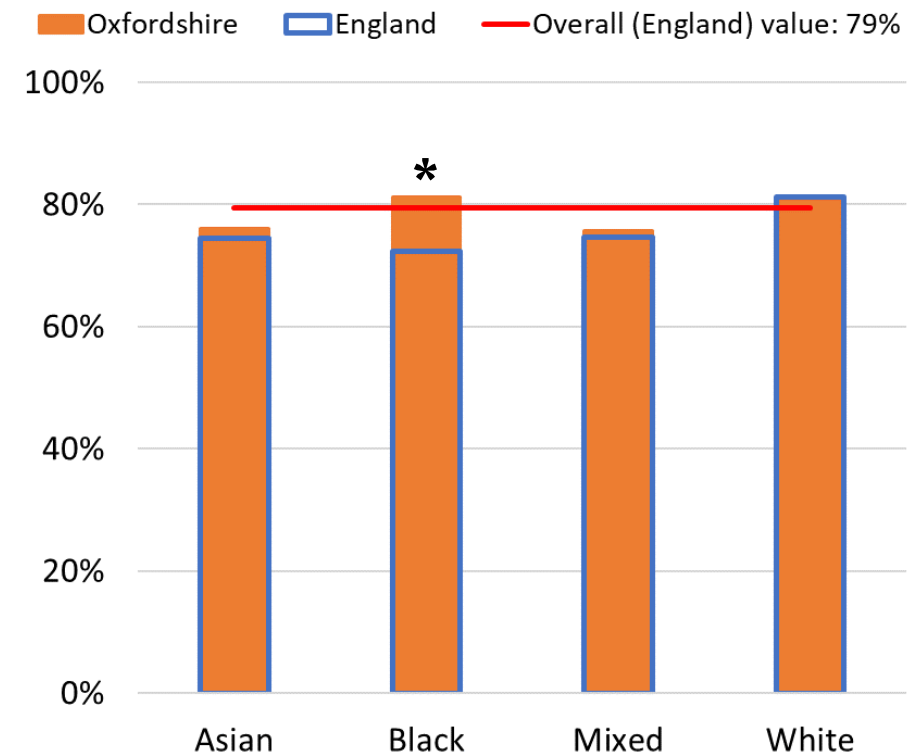
- Graduate outcomes data suggests that nationally, White students are more likely to be in full-time employment or further study 15 months after graduation than students of other ethnicities.
- (*) Differences in Oxfordshire are less clear - data from the Graduate Outcomes Survey suggests that the Black ethnic group might be more likely to be in full-time employment or further study than the White group, but this difference is not statistically significant² (neither is the higher proportion of employment/further study in this group for Oxfordshire compared to nationally).

Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses.

[1] Not included in the definition of full-time employment/ further study: self employment/ freelancing, running my own business, unemployed and looking for work, doing something else, developing a creative, artistic or professional portfolio, caring for someone (unpaid), voluntary/unpaid work for an employer, taking time out to travel, retired.

[2] Significance tested at the 95% confidence level.

Percentage of graduates in full-time employment or further study, 15 months after completing studies, Oxfordshire vs England



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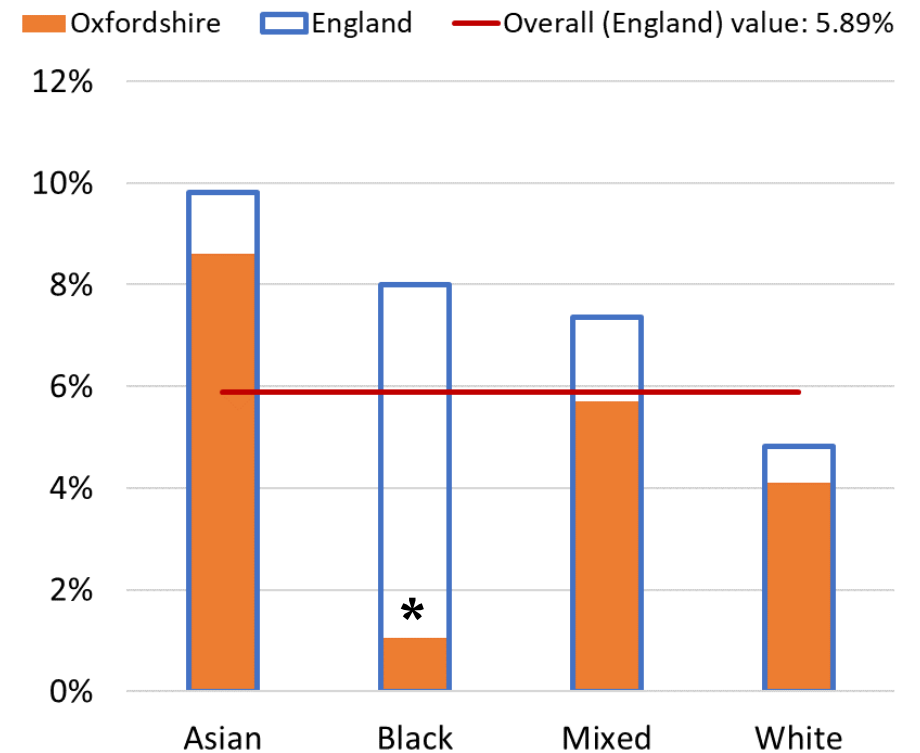
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Unemployment

- Students from Oxfordshire are less likely to be unemployed 15 months after completing studies, having undertaken no significant further study following graduation, than the overall figure for England (4.3% compared to 5.9%).
- Nationally, White students are less likely to be unemployed like this than students of other ethnicities.
- (*) In Oxfordshire, as with employment data, differences are less clear. Survey responses suggest a lower rate of this unemployment amongst Black students compared to White students, but this difference is not statistically significant¹.

Percentage of graduates unemployed, having undergone no significant study following graduation, 15 months after completing studies (note y axis maximum of 12%)
Oxfordshire vs England

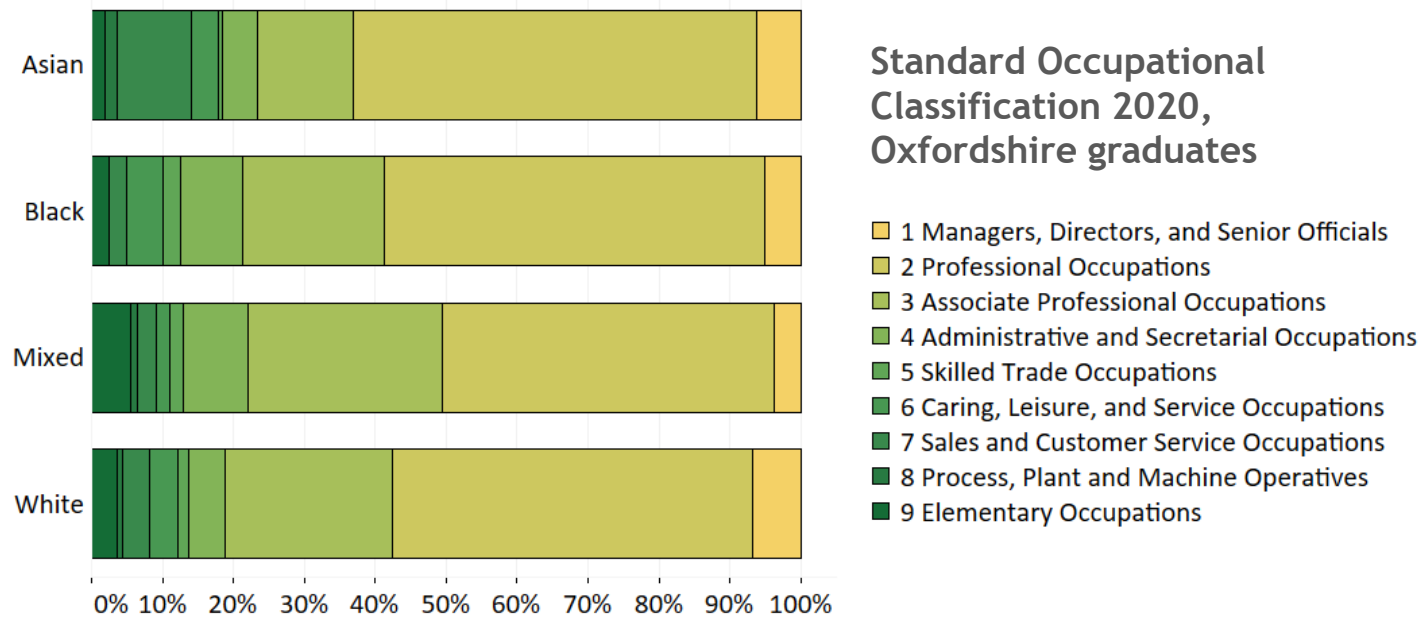


Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses
[1] Significance tested at the 95% confidence level.

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Occupation classification - overview

- Mixed ethnicity graduates from Oxfordshire were more likely than Asian, Black, or White graduates to be working in elementary occupations 15 months after completing their studies (6% compared to 2%, 3% and 4% respectively).
- Asian graduates were more likely to be working in sales and customer service occupations.
- Black graduates were more likely to be working as health professionals (part of category 2 below) and as health and social care associate professionals (category 3) - see next slide.



Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses

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Occupation classification - top 5 occupation categories by broad ethnic group

	Top 5 occupations (Oxon)	Ox%	Eng%		Top 5 occupations (Oxon)	Ox%	Eng%
Asian	Health professionals	23%	18%	Mixed	Teaching and other educational professionals	13%	11%
	Science, research, engineering and technology professionals	17%	12%		Business and public service associate professionals	13%	10%
	Business, media and public service professionals	12%	14%		Business, media and public service professionals	12%	13%
	Sales occupations	9%	7%		Science, research, engineering and technology professionals	11%	11%
	Business and public service associate professionals	6%	8%		Health professionals	11%	11%
Black	Health professionals	31%	20%	White	Health professionals	13%	14%
	Business, media and public service professionals	10%	12%		Science, research, engineering and technology professionals	13%	12%
	Science, research, engineering and technology professionals	9%	8%		Business, media and public service professionals	13%	12%
	Administrative occupations	8%	5%		Teaching and other educational professionals	11%	13%
	Health and social care associate professionals	8%	5%		Business and public service associate professionals	11%	9%

Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses

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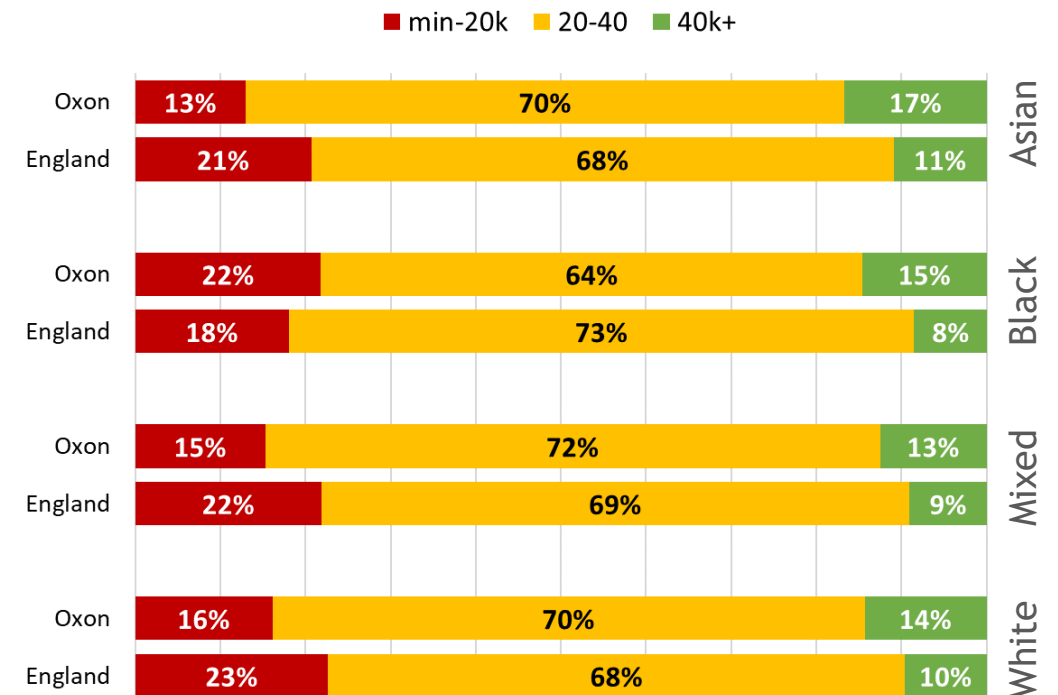
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Salaries after graduation

- Graduates from Oxfordshire are more likely to earn higher salaries than graduates nationally.
- Asian graduates are more likely to be earning £40k+ per year than Black, Mixed, or White graduates nationally. This seems to also be the case in Oxfordshire (although differences are not statistically significant because of low sample sizes).
- Black graduates from Oxfordshire seem more likely to be earning relatively low salaries (minimum wage to £20k per year) than nationally. However this difference is also not statistically significant.

Percentage of graduates by salary band (graduates in paid employment or self-employment), 15 months after completing studies



Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses

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Chapter Summary - Labour Market

- National data shows that ethnic minority groups are more likely to be employed as Health professionals, Transport drivers and to work in Textile trades
- The ethnic groups most likely to be employed in **Higher Managerial and Professional** Occupations in 2011 in Oxfordshire were the White Irish, Chinese and Indian groups
- The ethnic groups most likely to be employed in **Caring** Occupations in Oxfordshire in 2011 were the Black African, Other Asian and Other Black groups
- The ethnic groups most likely to be employed in lower paid occupations of **Process, plant and machine operatives and Elementary occupations** in Oxfordshire in 2011 were the Pakistani, Traveller and Bangladeshi groups
 - The Pakistani group was more likely to be employed in these occupations in Oxfordshire than nationally (38% vs 29%)
- The ethnic groups most likely to be employed in **Wholesale and retail trade** industries in Oxfordshire in 2011 were the Pakistani and Bangladeshi groups
 - The Indian group in Oxfordshire was much less likely to be employed in these occupations in Oxfordshire than nationally (14% vs 20%)
- The ethnic groups most likely to be employed in **Professional, scientific and technical** industries in Oxfordshire in 2011 were the Chinese and Mixed White and Asian groups
- ONS analysis of England and Wales Annual Population Survey data shows that Chinese, White Irish, White and Asian, and Indian ethnicities consistently earn more than White British ethnicity.
- Bangladeshi, Pakistani and Arab consistently earned less than those of White British ethnicity.

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Outcomes by ethnicity - National research

ONS research published in February 2020 found that

- Young adults who suffer financial hardship as children have significantly greater than average chances of earning lower wages and being unemployed.
- There is a clear pathway from childhood poverty to reduced employment opportunities, with earnings estimated to be reduced by between 15% and 28%, and the probability of being in employment at age 34 years reduced by between 4% and 7%.

[Child poverty and education outcomes by ethnicity - Office for National Statistics \(ons.gov.uk\)](#)

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Occupation - national

Highlighting sectors where white group accounted for 85% or less

2-digit occupation breakdown of UK workers by ethnicity, based on Annual Population Survey for period April 2018 to June 2019
% per occupation group, data bars per ethnic group

	White	Mixed	Indian	Pakistani	Bangladeshi	Chinese	Any other Asian	Black
11 Corporate Managers And Directors	91%	1.1%	2.9%	0.8%	0.2%	0.5%	0.6%	1.5%
12 Other Managers And Proprietors	88%	0.9%	2.3%	2.0%	1.4%	0.7%	1.4%	1.5%
21 Science, Engineering, Tech Professionals	85%	1.5%	6.7%	1.1%	0.4%	1.0%	1.2%	1.8%
22 Health Professionals	79%	1.1%	6.3%	1.6%	0.5%	0.6%	3.2%	6.2%
23 Teaching And Educational Professionals	90%	1.5%	1.4%	1.2%	0.7%	0.7%	0.8%	1.9%
24 Business, Media And Public Service Professiona	88%	1.3%	3.2%	1.1%	0.4%	0.9%	0.9%	3.2%
31 Science, Engineering ,Tech Associate Prof	89%	0.9%	3.6%	1.6%	0.3%	0.7%	1.2%	2.0%
32 Health And Social Care Associate Professionals	88%	1.4%	1.8%	1.8%	0.6%	0.6%	1.3%	4.0%
33 Protective Service Occupations	94%	1.0%	0.8%	0.7%			0.7%	1.9%
34 Culture, Media And Sports Occupations	90%	2.3%	1.2%	0.4%	0.3%	0.5%	0.6%	2.4%
35 Business, Public Service Associate Prof	89%	1.4%	3.1%	1.1%	0.4%	0.7%	0.6%	2.3%
41 Administrative Occupations	89%	0.9%	2.8%	1.3%	0.6%	0.4%	0.9%	2.7%
42 Secretarial And Related Occupations	93%	1.2%	1.7%	1.0%	0.3%	0.2%	0.3%	1.3%
51 Skilled Agricultural And Related Trades	99%					0.2%		0.4%
52 Skilled Metal, Electrical, Electronic Trades	94%	0.7%	1.3%	0.8%	0.2%	0.1%	0.4%	1.8%
53 Skilled Construction And Building Trades	95%	0.5%	1.2%	0.6%	0.2%	0.1%	0.3%	1.3%
54 Textiles, Printing And Other Skilled Trades	81%	1.5%	1.8%	2.1%	2.9%	1.4%	2.7%	2.9%
61 Caring Personal Service Occupations	86%	1.1%	1.9%	1.6%	0.6%	0.2%	1.2%	6.7%
62 Leisure, Travel And Related Personal Servic	87%	1.4%	1.9%	1.3%		0.6%	2.0%	3.2%
71 Sales Occupations	85%	1.4%	2.7%	3.2%	1.1%	0.4%	1.6%	2.6%
72 Customer Service Occupations	84%	1.4%	2.5%	2.9%	1.5%	0.5%	1.4%	4.6%
81 Process, Plant And Machine Operatives	90%	1.1%	2.9%	1.9%	0.2%	0.2%	0.8%	1.9%
82 Transport And Drivers And Operatives	82%	0.8%	1.6%	5.4%	2.1%	0.1%	1.6%	4.2%
91 Elementary Trades And Related Occupations	89%	0.7%	2.7%	1.4%	0.3%	0.1%	0.8%	2.5%
92 Elementary Administration And Service Occupat	84%	1.6%	2.3%	1.7%	0.9%	0.4%	1.7%	5.0%
TOTAL	88%	1.2%	2.7%	1.6%	0.6%	0.5%	1.1%	3.1%

Occupation at UK level by sector, industry, age and ethnicity - Office for National Statistics (ons.gov.uk)

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Occupation and Industry by Ethnic Group for Oxfordshire

- A breakdown of data on Occupation and Industry of employment by ethnic group at LEP or Local Authority level is available from Census surveys every 10 years.
- We have used Census 2011 data in this report. The release of the Census 2021 survey is expected from March 2022 and will be included in the next version.

#Analysis included in this section

Occupation categories

- grouped {
1. #Managers, directors and senior officials
 2. #Professional occupations
 3. #Associate professional and technical occupations
 4. Administrative and secretarial occupations
 5. Skilled trades occupations
 6. #Caring, leisure and other service occupations
 7. Sales and customer service occupations
 8. #Process, plant and machine operatives
 9. #Elementary occupations
- grouped }

ONS Census 2011

Industry categories

A, B, D, E Agriculture, energy and water
 C Manufacturing
 F Construction
 G Wholesale and #retail trade; repair of motor vehicles and motor cycles
 H Transport and storage
 I Accommodation and food service activities
 J Information and communication
 K Financial and insurance activities
 L Real estate activities
 M #Professional, scientific and technical activities
 N Administrative and support service activities
 O Public administration and defence; compulsory social security
 P Education
 Q Human health and social work activities
 R, S, T, U Other

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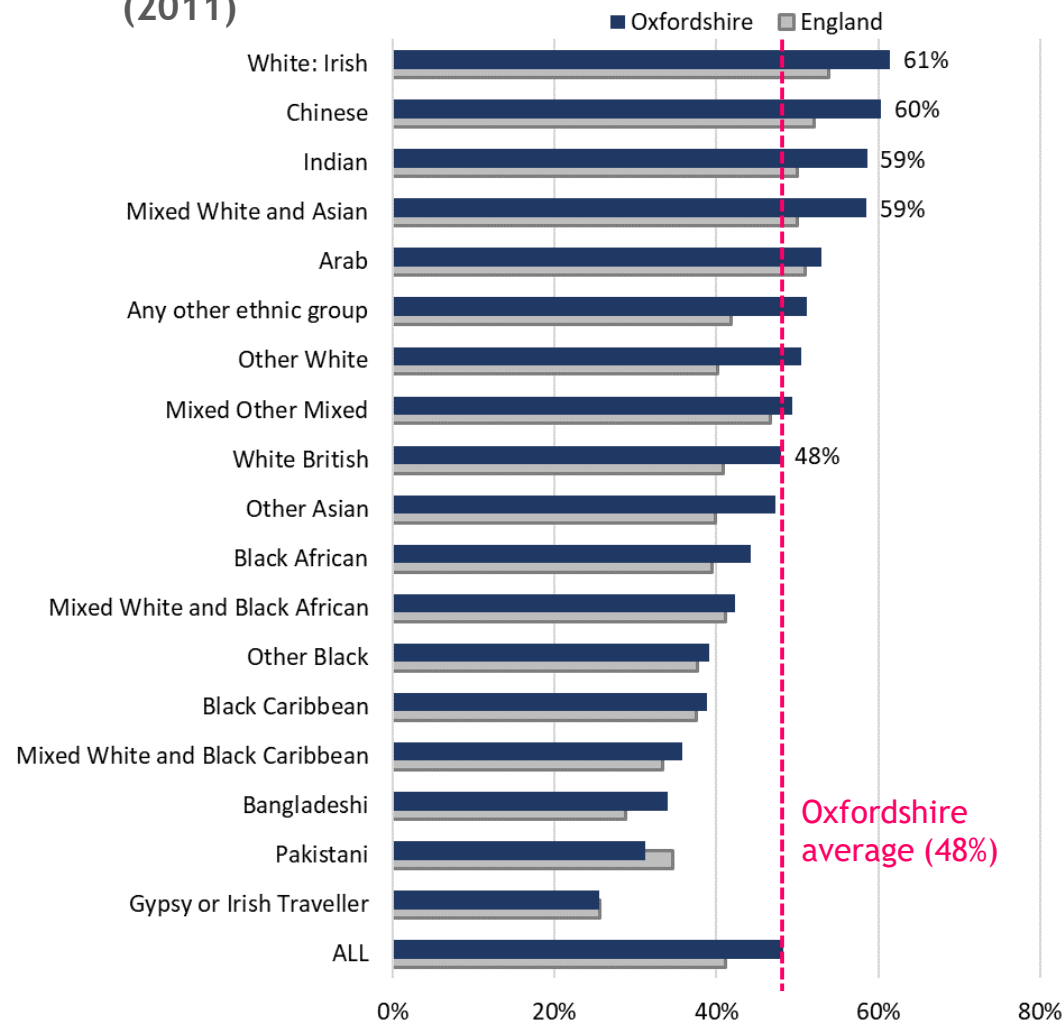
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OCCUPATION: Higher Managerial and Professional

- Overall Oxfordshire had a higher proportion of those employed in 2011 in the Higher Managerial and Professional Occupations than nationally (48% compared with 41%).
- The ethnic groups most likely to be employed in Higher Managerial and Professional Occupations in 2011 in Oxfordshire were the White Irish, Chinese and Indian groups

Percentage employed in Higher Managerial and Professional Occupations of those in employment (2011)



ONS Census 2011 table DC6213

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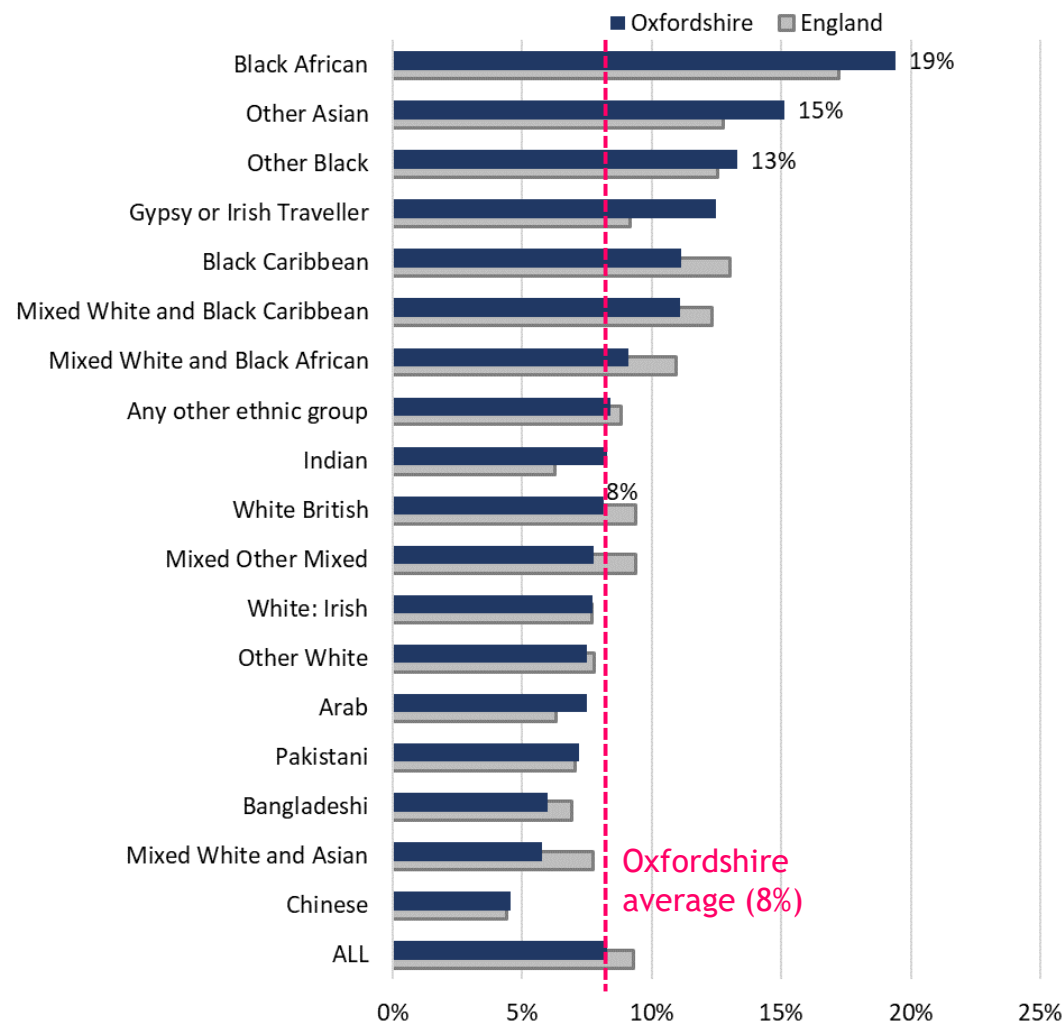
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OCCUPATION: Caring Occupations

- The ethnic groups most likely to be employed in Caring Occupations in Oxfordshire in 2011 were the Black African, Other Asian and Other Black groups
- Each of these groups were more likely to be employed in Caring roles in Oxfordshire than the national average and people of White British ethnic group were less likely.

Percentage employed in Caring Occupations of those in employment (2011)



ONS Census 2011 table DC6213

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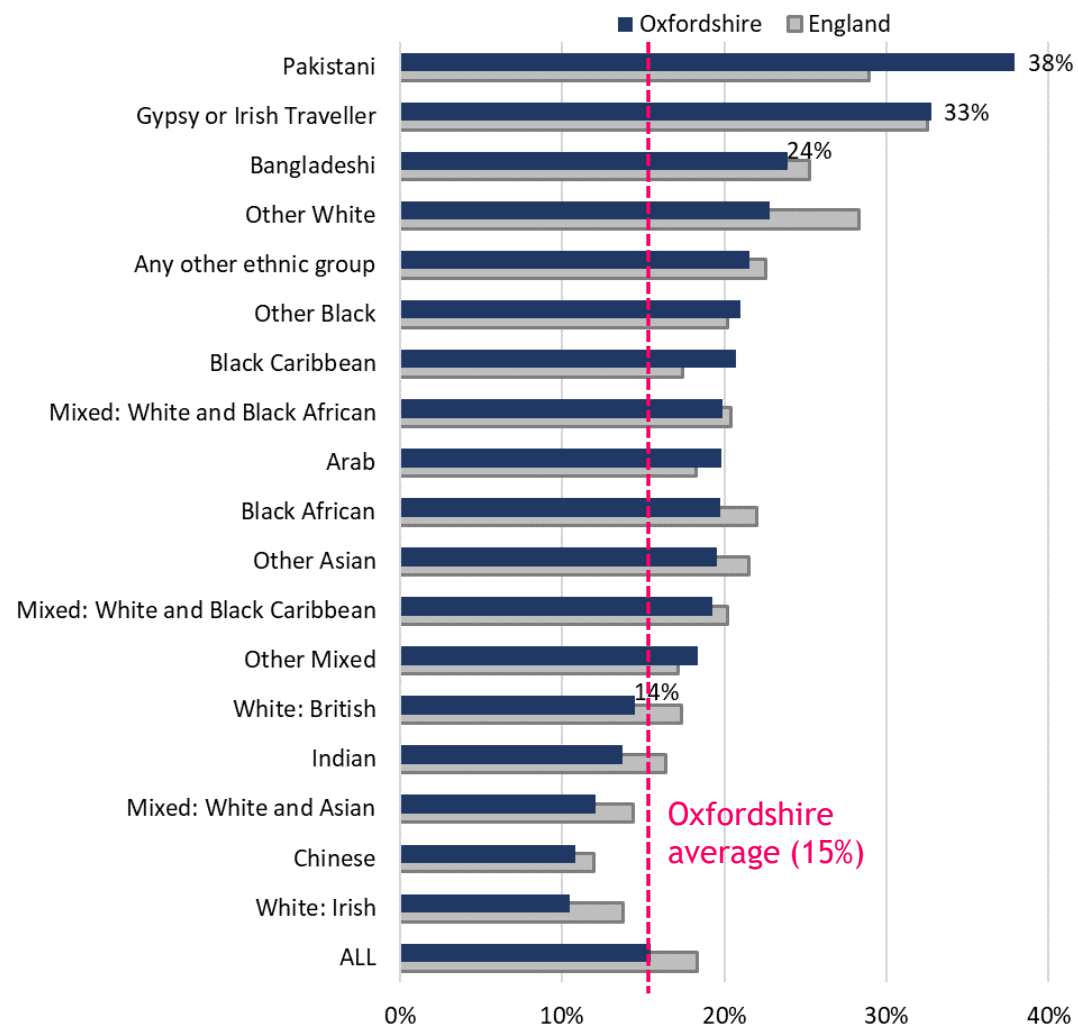
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OCCUPATION: Process and Elementary

- The ethnic groups most likely to be employed in lower paid occupations of *Process, plant and machine operatives* and *Elementary occupations* in Oxfordshire in 2011 were the Pakistani, Traveller* and Bangladeshi groups
- The Pakistani group was more likely to be employed in these occupations in Oxfordshire than nationally (38% vs 29%)

ONS Census 2011 table DC6213 *small counts (55 of 168)

Percentage employed in Process and Elementary Occupations of those in employment (2011)

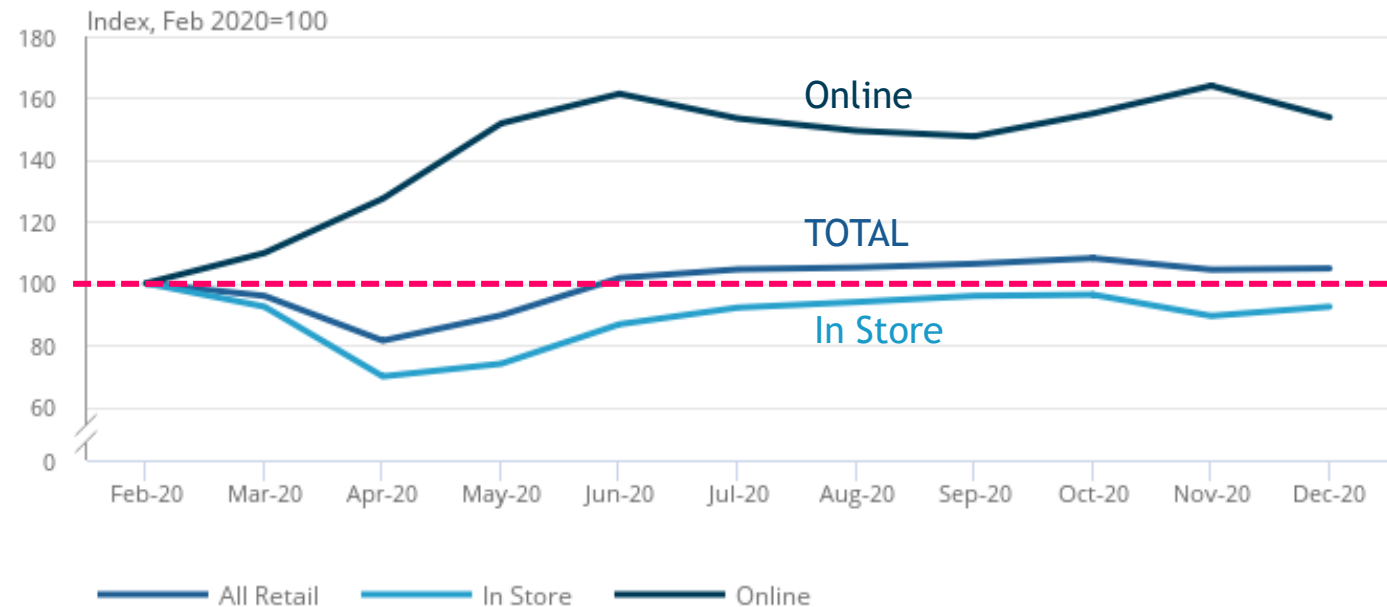


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COVID and retail - national

- Restrictions on non-essential retail as a result of the Coronavirus pandemic had a significant affect on retail footfall and on the overall value of retail sales
- Retail sales started falling sharply in March 2020, before recovering later in the year as restrictions were lifted, while there was also a shift towards online retailing

Value of retail sales at current prices, seasonally adjusted, Great Britain, Index Feb 2020=100



[Impact of the coronavirus \(COVID-19\) pandemic on retail sales in 2020 - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

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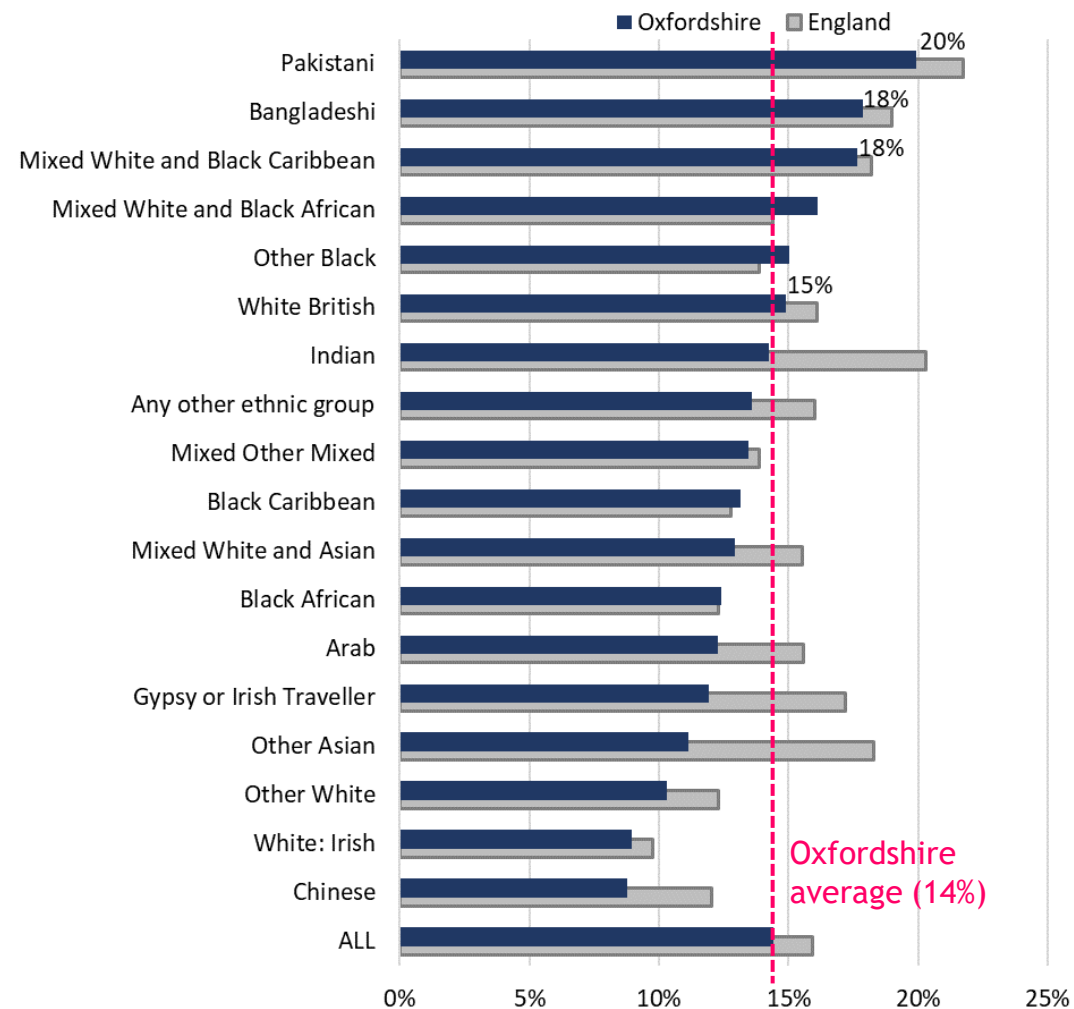
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INDUSTRY: Retail

- The ethnic groups most likely to be employed in *Wholesale and retail trade* industries in Oxfordshire in 2011 were the Pakistani and Bangladeshi groups
- The Indian group in Oxfordshire was much less likely to be employed in these occupations in Oxfordshire than nationally (14% vs 20%)

Percentage employed in Wholesale and Retail industry of those in employment (2011)



ONS Census 2011 table DC6211 *small counts (20 of 168)

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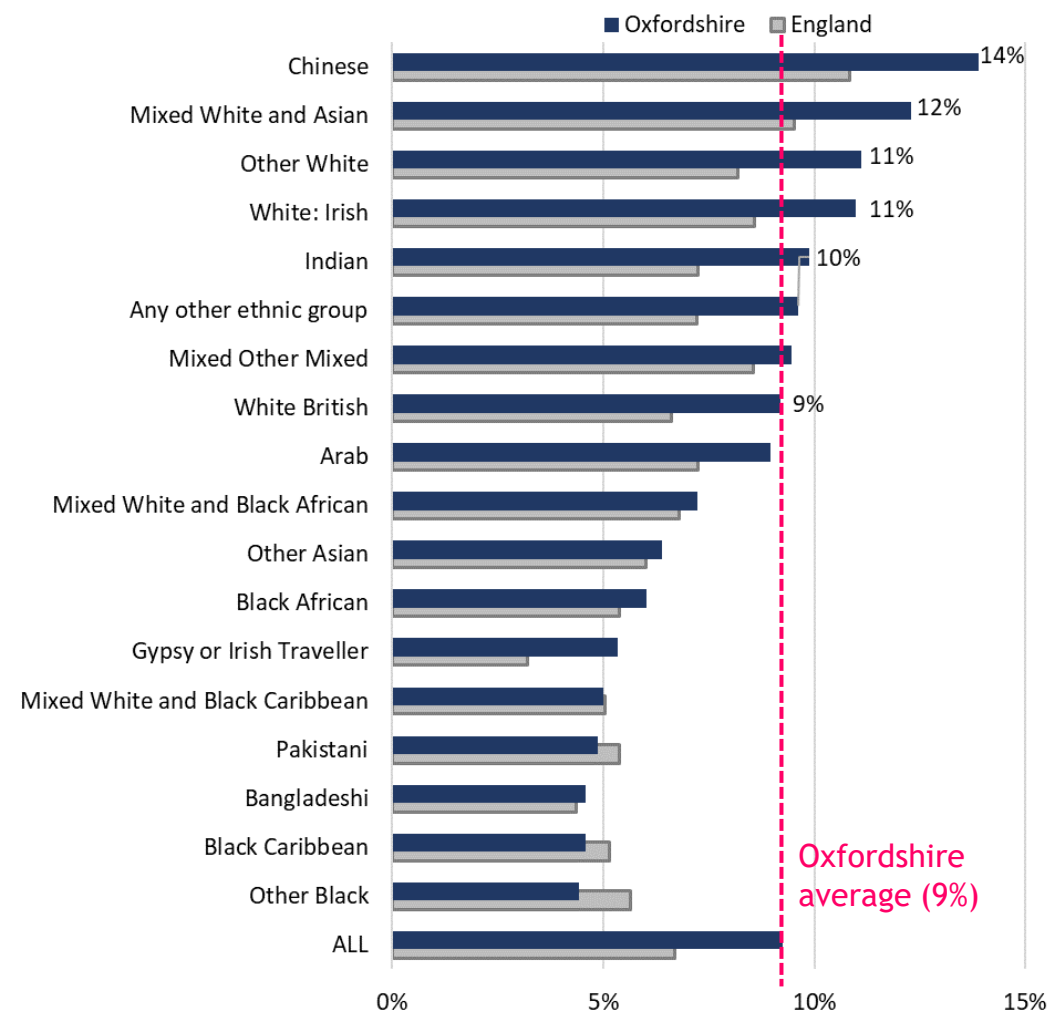
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INDUSTRY: Professional and Scientific

- Overall Oxfordshire had a higher proportion of people in 2011 working in **Professional, Scientific and Technical industries** than average (9% vs 7%)
- The ethnic groups most likely to be employed in *Professional, scientific and technical* industries in Oxfordshire in 2011 were the Chinese and Mixed White and Asian groups

Percentage employed in Professional, Scientific and Technical industries of those in employment (2011)



ONS Census 2011 table DC6211 *small counts (9 of 168)

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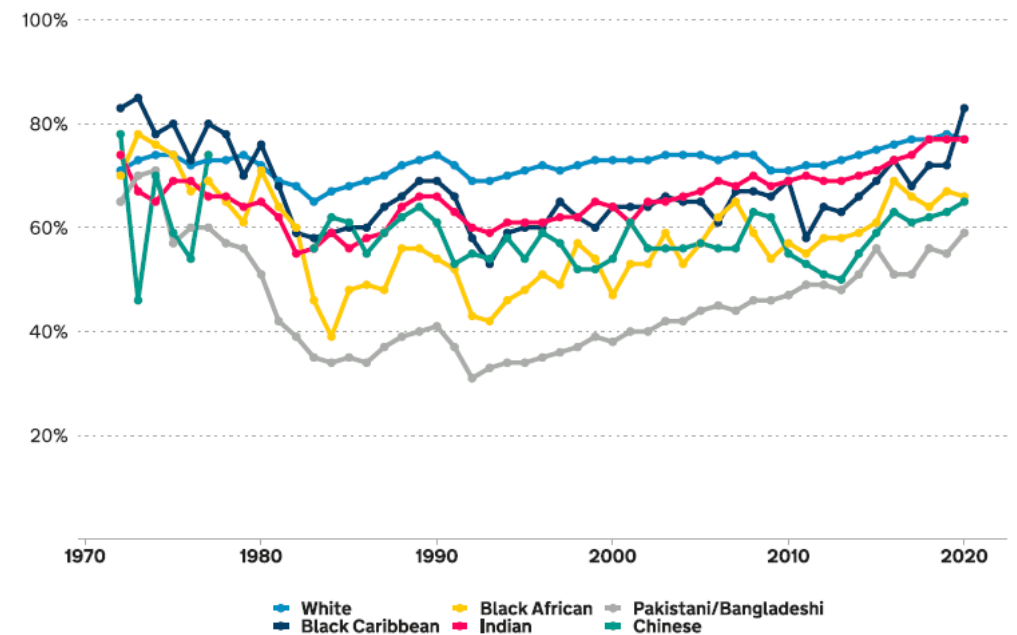
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Employment by ethnicity - national

- According to evidence cited by the Commission on Race and Ethnic Disparities Report 2021, the gap in employment between the White ethnic group and the Indian, Pakistani, and Bangladeshi groups has narrowed over the past 20 years.
- These ethnic minority groups started with notably lower employment rates in 2001.
- Disparities in unemployment rates have been declining quite sharply since 2013. 8% of the Pakistani and Bangladeshi group, 8% of the Black group, and 6% of the Mixed group were unemployed in 2019, compared with 4% of the White group.

Percentage of working age people who were employed, by ethnicity over time (UK, 1972 to 2020)



From [Commission on Race and Ethnic Disparities Report March 2021](#). Evidence commissioned by the Commission, Norrie, R., Goodhart, D., using data from the General Household Survey and the Labour Force Survey analysed by Professor Yaojun Li.

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Ethnicity pay gaps - national

ONS analysis of England and Wales Annual Population Survey data shows that..

- across 2012 to 2019, there was a negative pay gap for those of Chinese, White Irish, White and Asian, and Indian ethnicities. This means that they earn higher median hourly pay than those of White British ethnicity.
- Many other ethnic groups including Bangladeshi, Pakistani and Arab consistently earned less than those of White British ethnicity over the same time period.

[Ethnicity pay gaps - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Pay compared with White British (%)

Pay gap, 17 ethnic groups, England and Wales, 2012 to 2019



Business and enterprise

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Chapter Summary - Business and Enterprise

- In 2019, 5.1% of UK small and medium enterprise (SME) employers were led by a majority of people from an ethnic minority (excluding White minorities): 5.4% in England.
- Across the UK, the health sector had the highest percentage of SME employers that were majority-led by ethnic minorities (8.2%) and the agriculture and utilities sectors had the lowest percentage (0.1%).
- A 2020 survey of UK entrepreneurs indicated that Black entrepreneurs reported lower turnover and profit than White entrepreneurs, and many fewer meet their business aspirations.
- This survey also suggested that economic background and location are also critical to entrepreneurial success, irrespective of ethnicity and gender.
- Data on the ethnicity of business owners in Oxfordshire is limited.
- Based on correspondence address data held by Companies House, People with Significant Control (of registered companies) were more likely to be based in rural areas of Oxfordshire, which are also areas with smaller ethnic minority populations.

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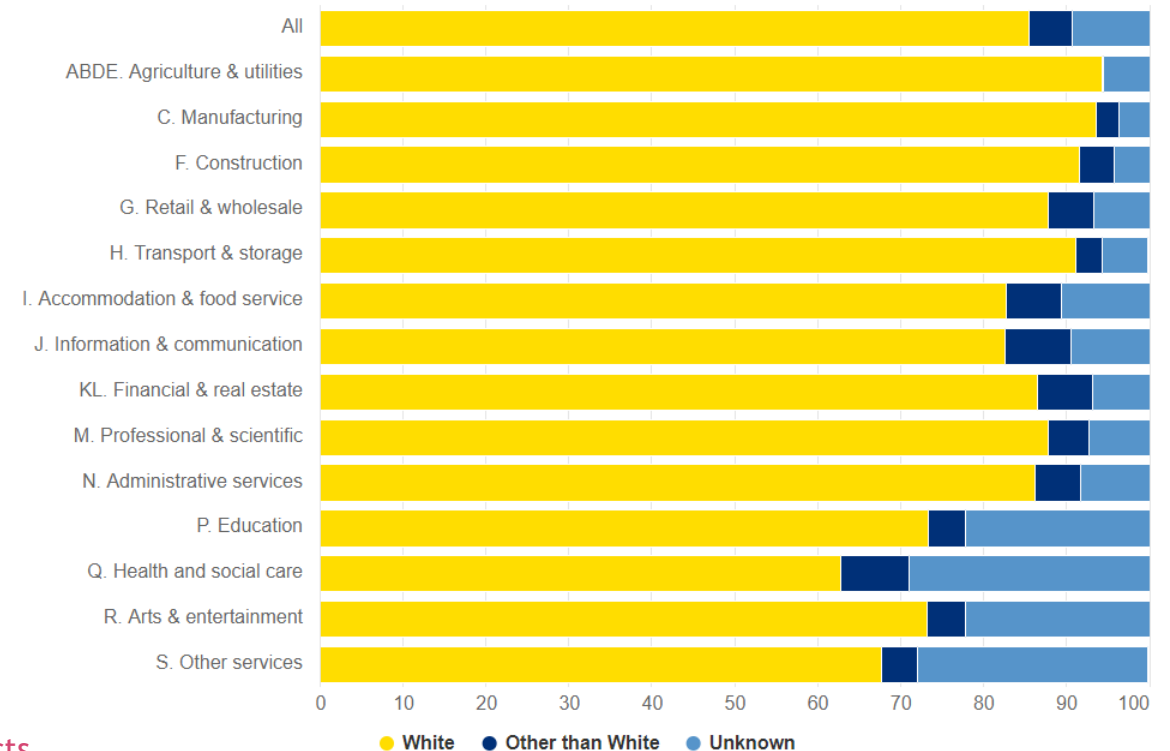
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Leadership of small and medium enterprises: national data

- In 2019, 5.1% of UK small and medium enterprise (SME) employers were led by a majority of people from an ethnic minority (excluding White minorities), 5.4% in England.
- The health sector had the highest percentage of SME employers that were majority-led by ethnic minorities (8.2%) and the agriculture and utilities sectors had the lowest percentage (0.1%).

Source: [Longitudinal Small Business Survey 2019](#)

Percentage of SME employers that are majority led by those from an ethnic minority, White ethnic group, or unknown, by sector



[Leadership of small and medium enterprises - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#), Nov 2020

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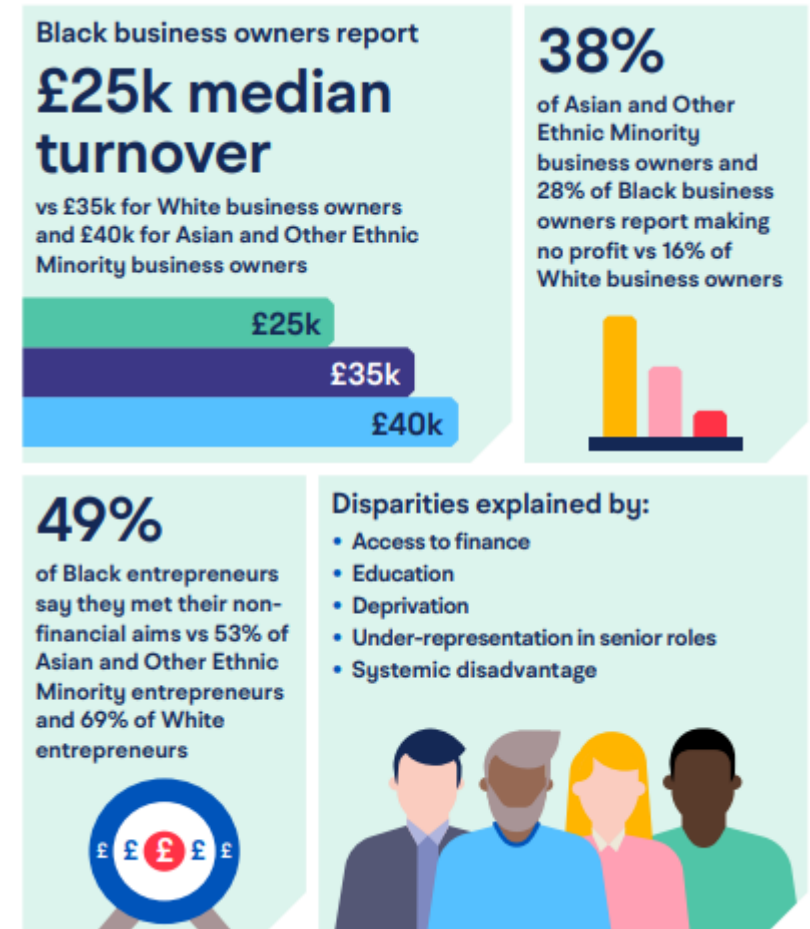
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Leadership of enterprises: national data

- The British Business Bank conducted a survey of 3,727 entrepreneurs across the UK: interviewed between 9th April and 1st July 2020. The objective of the survey was to investigate the effects of ethnic and economic background, gender, and geography on business outcomes.
- The results showed that:
 - Black entrepreneurs report lower turnover and profit than White entrepreneurs, and many fewer meet their business aspirations
 - Black female business owners, and female business owners from Asian and Other Ethnic Minority backgrounds experience the lowest levels of business success
 - Economic background and location are critical to entrepreneurial success, irrespective of ethnicity and gender



Section of full infographic available [here](#).

[British Business Bank](#), 2020

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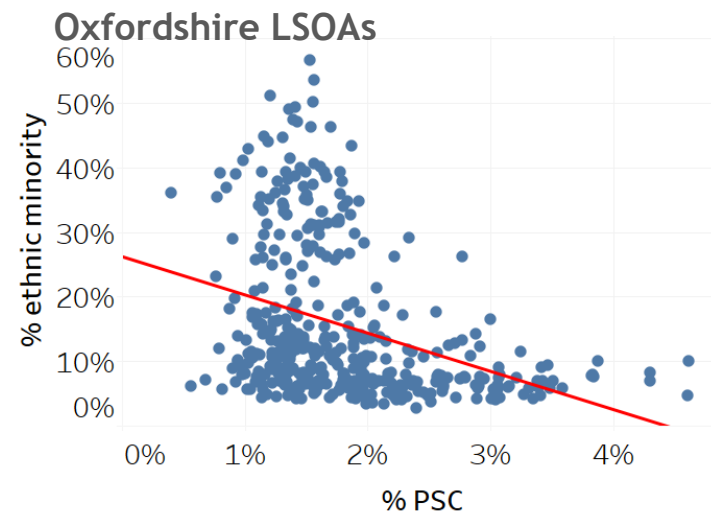
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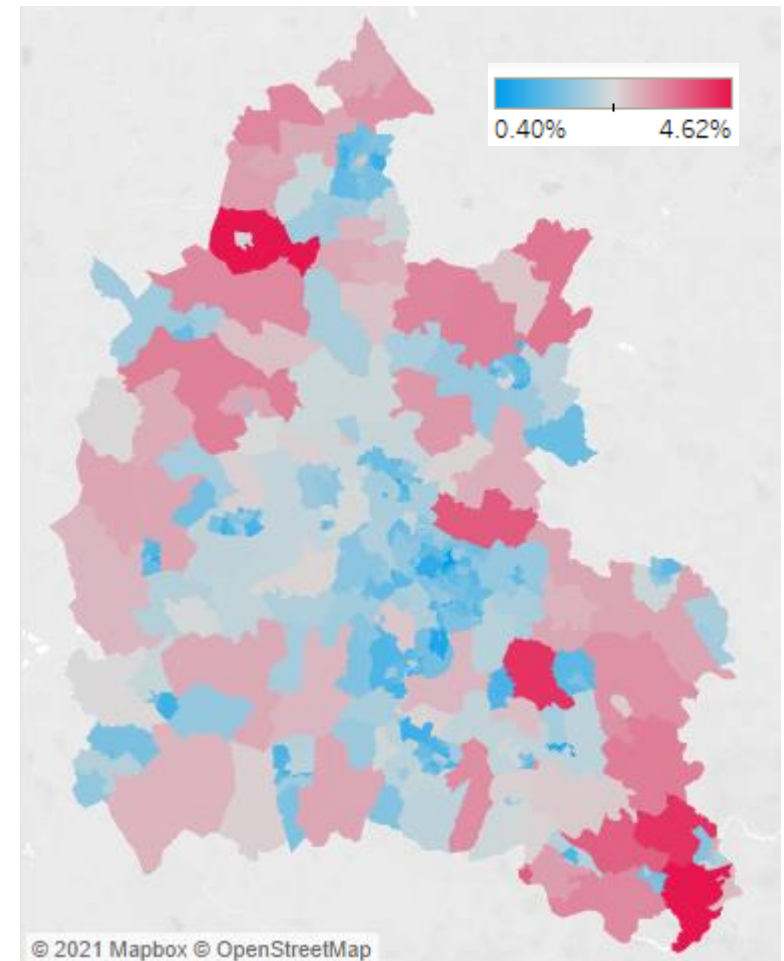
Ownership of enterprises: local data

- *Companies House maintains a register of the names and correspondence addresses of individuals who significantly own or have control over companies (persons with significant control - PSCs).*
- Correspondence addresses of PSCs in residential postcodes tend to be more likely located in rural areas of Oxfordshire, which are also areas with less ethnic minority population.



[Companies House](#) [accessed 14/08/2021]
ONS 2019 mid year population estimates, CACI Acorn
postcode classification, Census 2011 table KS201EW

Estimated percentage of resident LSOA population that are on the PSC register



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Entrepreneurial activity

According to the Federation of Small Businesses *Unlocking Opportunity* report

- *Looking at the Global Entrepreneurship Monitor (GEM) data on an annual basis since 2016 alone, indicates that the historical outperformance in terms of the Total Entrepreneurial Activity (TEA) rate amongst all ethnic minority respondents has faded very sharply and indeed may have been reversed in 2018.*
- *Initial analysis points to a decline in the TEA rate amongst some recent immigrant communities. It's plausible, the period of economic uncertainty after the EU referendum until the outcome of the 2019 General Election, is a causal factor but this still remains to be investigated in detail as new data emerges.*
- *In addition, longer term developments may be evident. For example, young people in some UK ethnic minority communities increasingly look to enter the professions such as medicine or law, or join corporate graduate programmes, rather than go into the family business.*

Gaps and topics for further research

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Important gaps in the data and areas for further research

- Labour market analysis for Oxfordshire by ethnic group has had to rely on Census 2011 results. It will be possible to update this from mid-2022 with data from the Census 2021 survey.
- In order to make meaningful comparisons in Oxfordshire for topics like GCSE attainment, increase the base size (where possible) by combining several years of data.
- Questions for further research include:
 - Is Oxfordshire's Pakistani/Bangladeshi population more deprived than the national average and (if so) how does this affect educational outcomes for young people and access to employment?
 - Are ethnic minority families disadvantaged through lack of access to technology?
 - Is there a link between % pupils with Special Educational Needs support and the lack of English and Maths GCSEs for some ethnic minority groups (including Black Caribbean and Mixed White and Black Caribbean)?
 - What is the link between the need for SEN support in secondary school and disability status in Higher Education (which seems to affect the Black Caribbean group)?
 - Is there a lack of ethnic minority role models in Oxfordshire (and wider) and, if so, how might this be affecting pupil attainment, the choice of apprenticeship topic and the choice of higher education subject?
 - How might qualitative research be included to provide a context to the numbers?

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Finding out more

[Ethnicity facts and figures - GOV.UK \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk)

[Commission on Race and Ethnic Disparities Report \(March 2021\)](#)

[Oxfordshire Joint Strategic Needs Assessment](#) including data on Oxfordshire's ethnic minority population

[Equalities data](#) (published as part of the Oxfordshire JSNA)

[Oxfordshire Labour Market and Skills Monitor](#)

ANNEX

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Categorisation of ethnic groups

Ethnicity is recorded in different ways by different organisations: the level of detail and how ethnic groups are aggregated into broader groups varies. The links below give information on the main ethnicity categorisations used in this report:

- [Census 2011 and 2001 categorisations](#)
- [Pupil census categorisations](#) (under “Codes for sections about your pupils”)
- Apprenticeship data from Gov.uk: uses the 2011 Census classification
- [HESA classification categorisations](#)