

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

*Report on behalf of the Oxfordshire Local
Enterprise Partnership*

Key findings

30 November 2021

Introduction

- 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 research and insight team with reporting by Margaret Melling and Alick Bird.
- Project steering was by the Oxfordshire County Council data analytics team 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”.

This summary

Contents

- [Oxfordshire's ethnic minority population](#)
 - [Education](#)
 - [Graduate outcomes](#)
 - [Labour market](#)
 - [Business and enterprise](#)
 - [Topics for further research](#)
- 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.

Oxfordshire's ethnic minority population

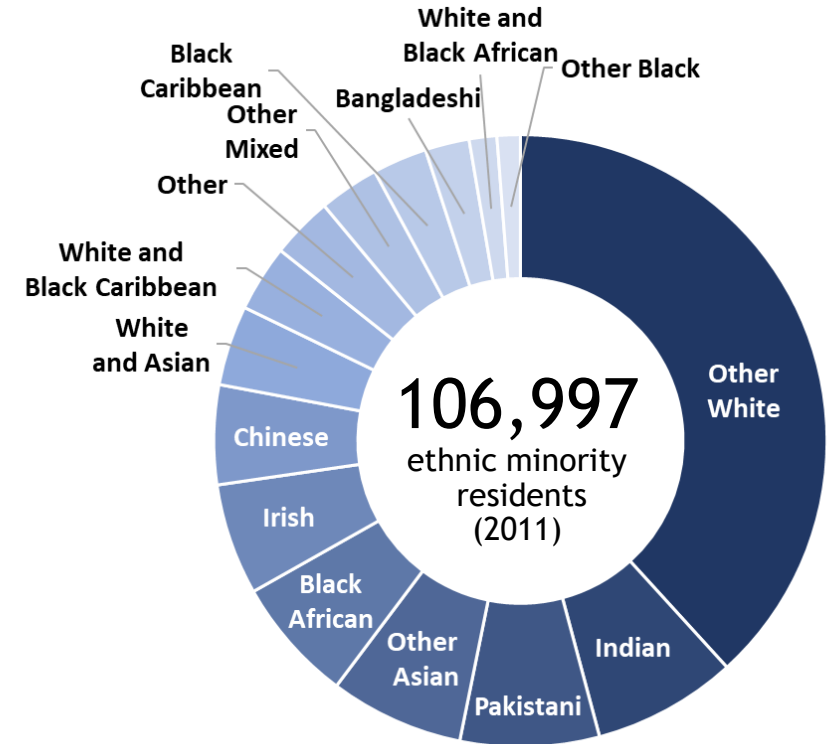
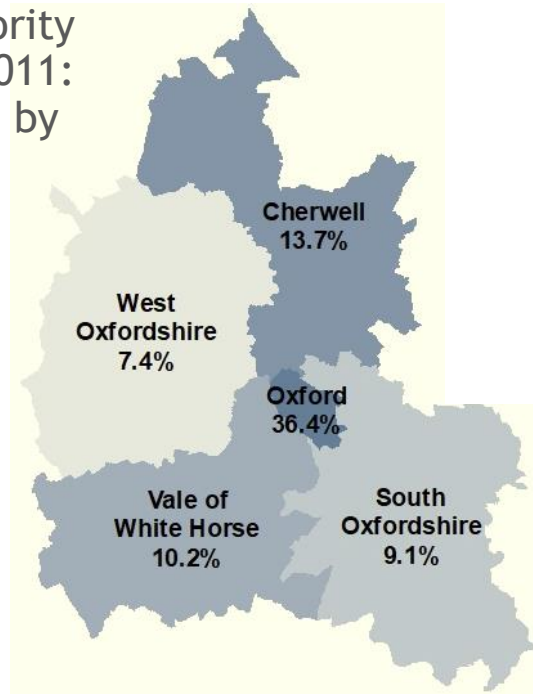
Census count of ethnic minority residents in Oxfordshire

- Between 2001 and 2011 the ethnic minority population of Oxfordshire increased from 10% to 16% of the total resident population
- The proportion in 2011 was highest in Oxford City (36%)
- There were around 107,000 residents of an ethnic minority background in Oxfordshire in 2011, of which the largest group was *Other White* (40,300), followed by *Indian* (8,100) and *Pakistani* (7,800)

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

10% → **16%**
(2001) (2011)

Ethnic minority residents 2011:
proportion by District

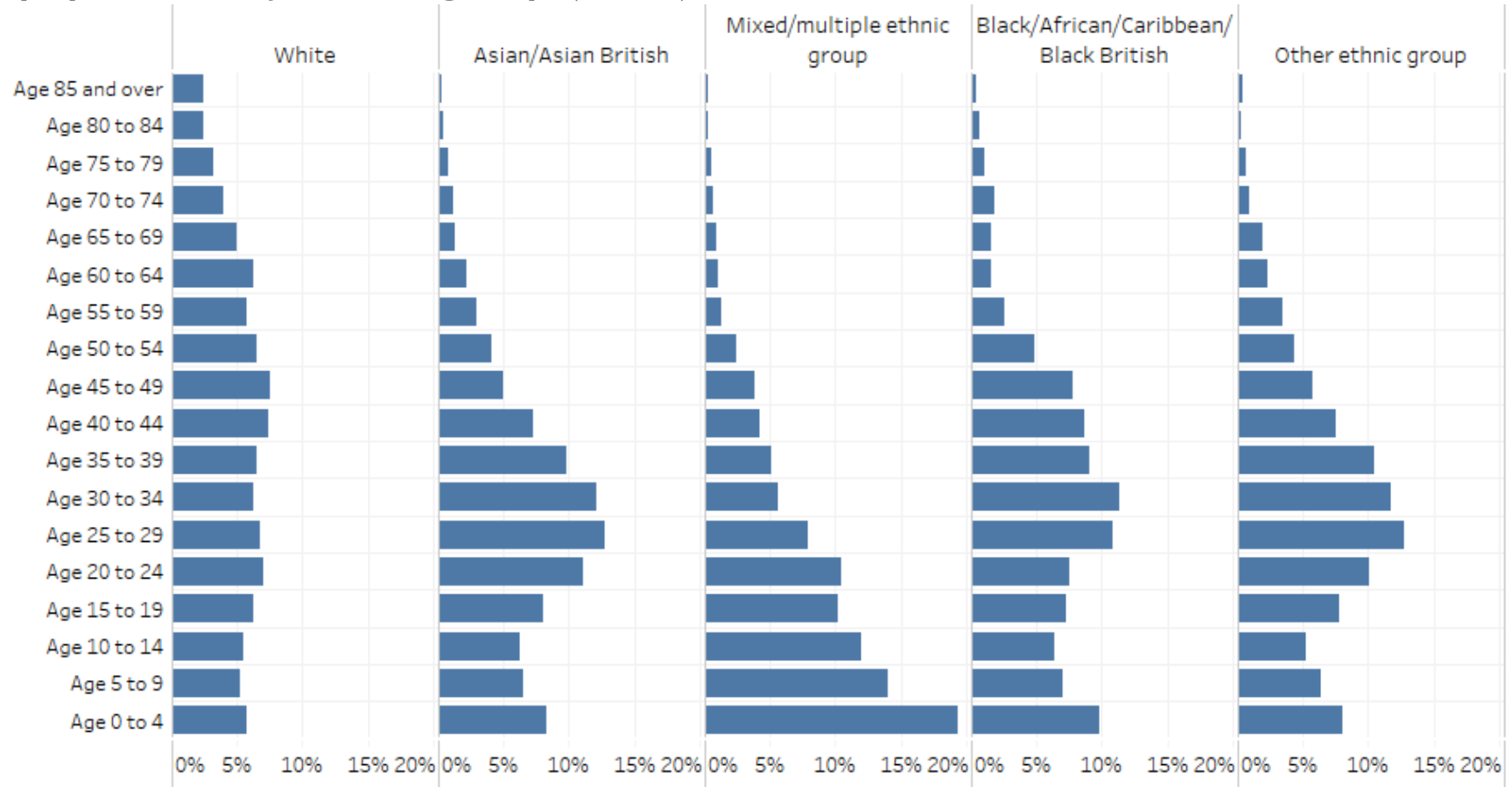


ONS Census 2011 tables KS201EW and Census 2001 table UV009 from [nomis](#)
Census 2021 results expected in 2022

Age profile of ethnic minority groups

- There was a significance difference in the age profile of the main ethnic groups in Oxfordshire in 2011
- The *White* ethnic group (including white British and other white) had the oldest age profile.
- The *Mixed* ethnic group population had the youngest age profile.

Age composition, 5 year age groups as % of the total population by ethnic group (2011)



ONS Census 2011 table LC2109EW1s

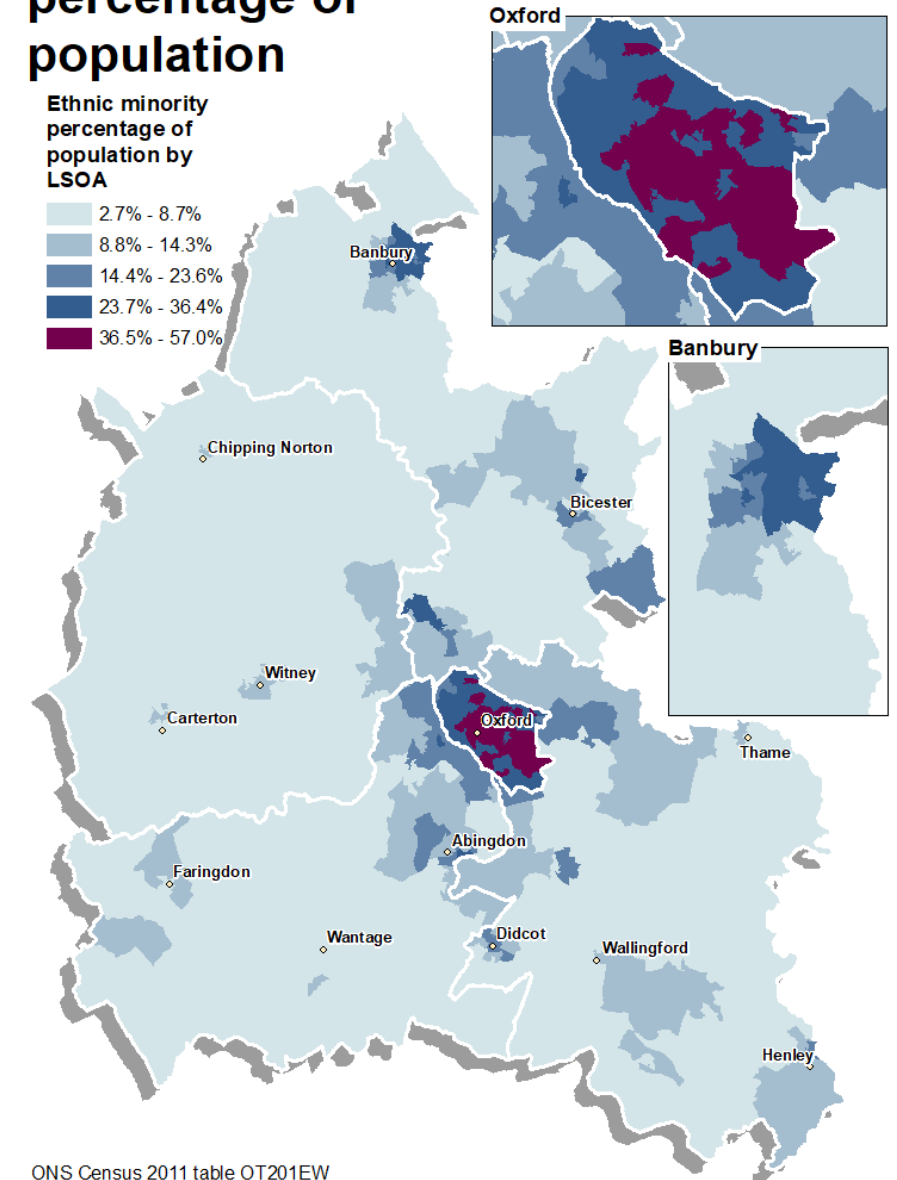
Location of ethnic minority residents

- The majority (57%) of Oxfordshire's ethnic minority residents in 2011 were based in the two largest urban areas of Oxford City and Banbury

The term time student population in Oxford has a small effect on the ethnic composition of the city and are excluded from this map to show those who are living more permanently in the county

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

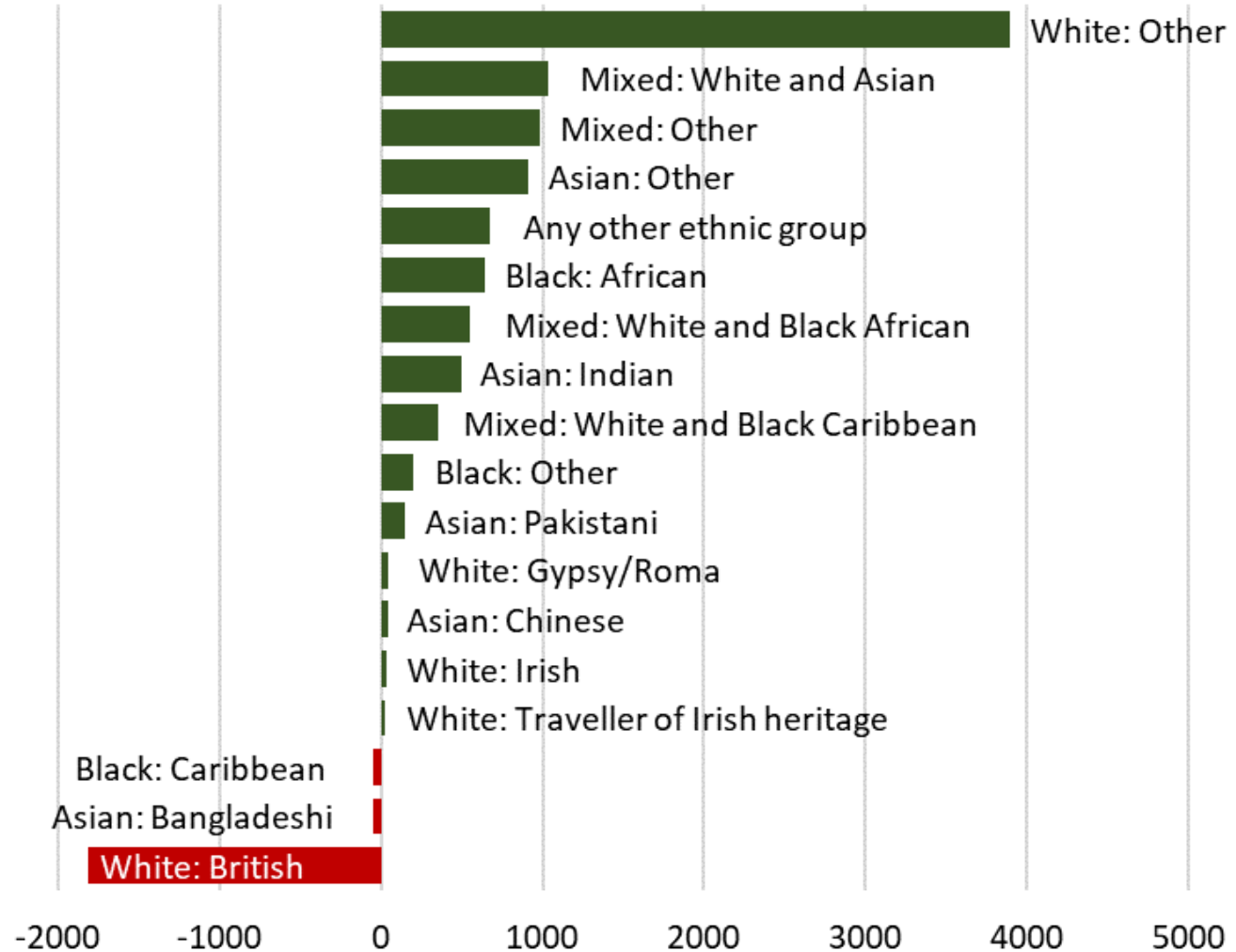
Out of term time ethnic minority as a percentage of population



Change in ethnicity since 2011

- *The national Census 2021 survey (data expected from mid-2022) will provide the latest total resident ethnic minority population of Oxfordshire.*
- *An indication of the likely growth in population by ethnicity is provided by the pupil census.*
- **For Oxfordshire state school pupils, the pupil census count by ethnicity shows the largest increases in the *White Other* and *Mixed* groups (2011 to 2021).**

Oxfordshire state school pupils by ethnic group
change in count 2011-2021

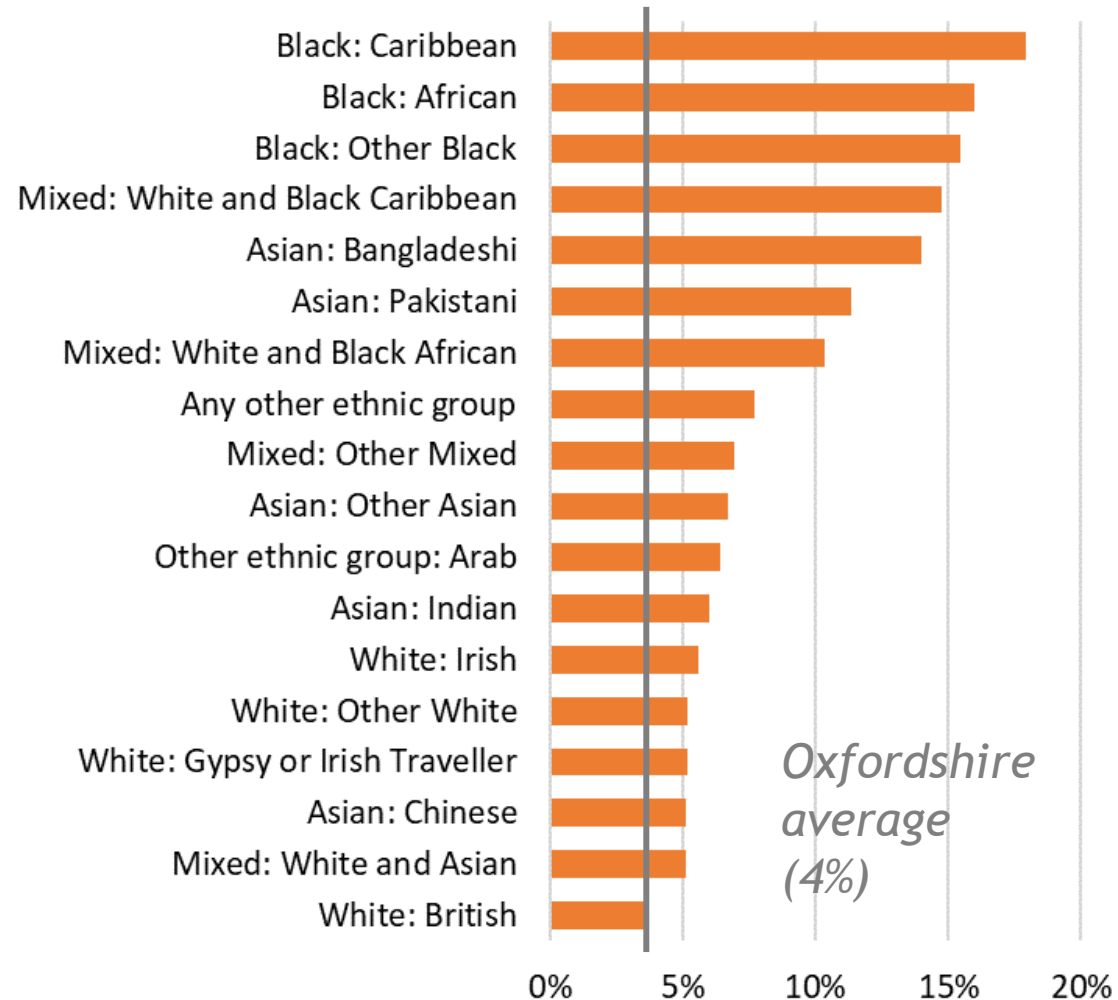


Oxfordshire county council, from pupil census data (does not include pupils attending independent schools)

Ethnicity and deprivation

- *The IMD 2019 classifies areas of Oxfordshire by relative deprivation*
- 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



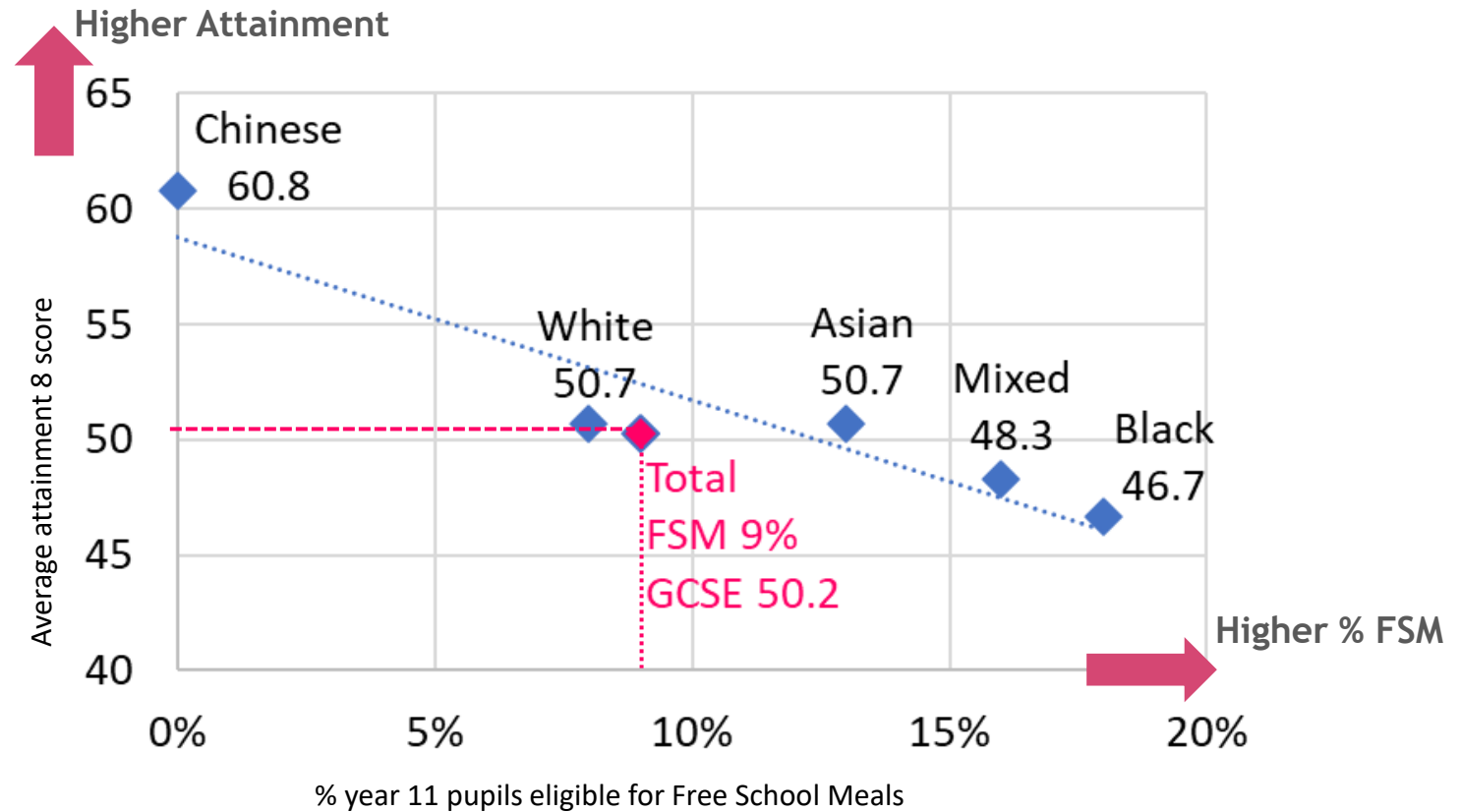
MHCLG [English indices of deprivation 2019](#), Census 2011 table KS201EW

Education

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](https://www.gov.uk/government/statistics/key-stage-4-performance-academic-year-2019-20)

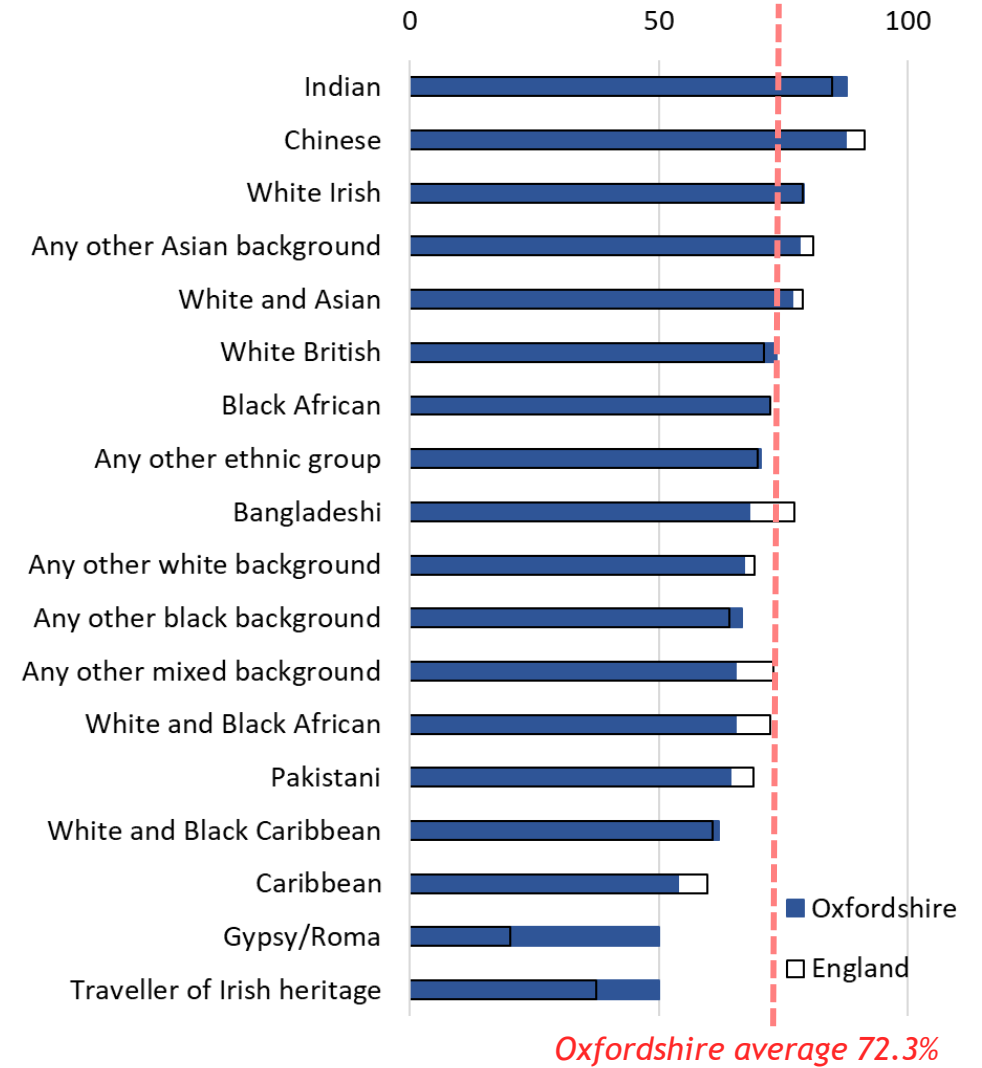
GCSE attainment - English and Maths by ethnic group

- In 2020, Indian and Chinese groups achieved the highest percentage of English and Maths GCSE grade 4+, both nationally and in Oxfordshire
- Black Caribbean and Mixed White and Black Caribbean ethnicities in Oxfordshire each had high rates of pupils not achieving English and Maths GCSEs, although the cohorts were small.
- 36 of 95 Mixed White and Black Caribbean and 12 of 26 Black Caribbean pupils did not pass Maths and English GCSEs

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

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.

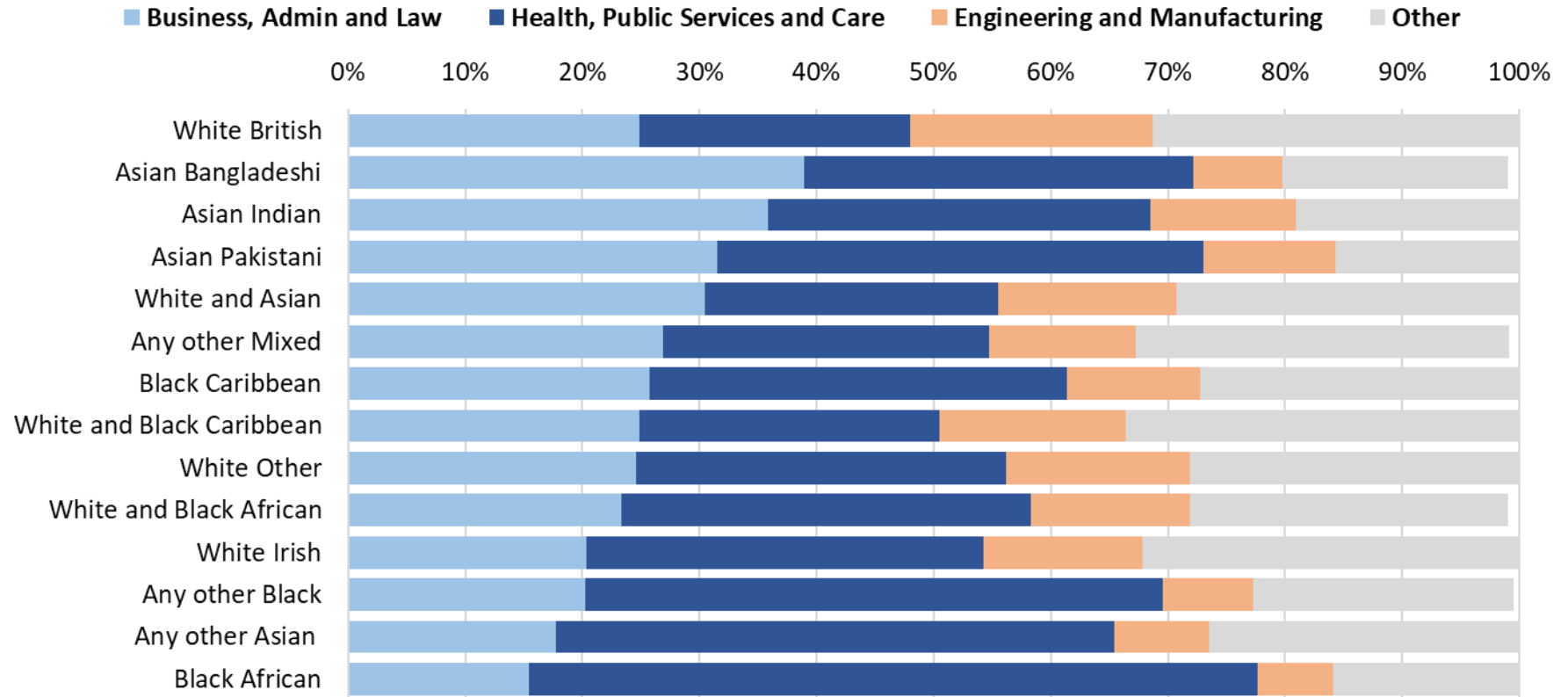
Department for Education Freedom of Information Request
 [1] total % does not include pupils without a recorded ethnicity and does not quite match the DfE published overall total



Choice of apprenticeship - national

- 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
- Differences in apprenticeship subject areas by broad ethnic groups in Oxfordshire largely reflect this national picture.

Apprentice Achievements England 2018-19



Cohort sizes are too low to show this breakdown for Oxfordshire

[National achievement rates tables 2018 to 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/national-achievement-rates-tables-2018-to-2019)

Excludes groups with low numbers: Chinese, Arab and Gypsy/Irish Traveller groups

Choice of higher education subject - Oxfordshire and England

- Graduate outcomes data shows differences in higher education subject preferences between ethnic groups
- A higher proportion of *Asian* students studied computing subjects
- Black* students were more likely to study subjects allied to medicine (includes nursing and midwifery courses)
- Both *White* and *Mixed* ethnicity students from Oxfordshire were more likely to study subjects traditionally considered ‘humanities’

Top 5 higher education subjects

	Top 5 subjects (Oxon)	Ox%	Eng%
Asian	subjects allied to medicine	19%	14%
	business and management	13%	17%
	social sciences	10%	9%
	computing	7%	6%
	biological and sport sciences	6%	5%
Black	subjects allied to medicine	32%	21%
	business and management	17%	17%
	social sciences	14%	15%
	law	7%	5%
	biological and sport sciences	7%	4%

	Top 5 subjects (Oxon)	Ox%	Eng%
Mixed	social sciences	17%	11%
	subjects allied to medicine	11%	9%
	creative arts and design	11%	10%
	business and management	10%	10%
	historical, philosophical and religious studies	7%	4%
White	subjects allied to medicine	11%	12%
	social sciences	10%	9%
	business and management	9%	9%
	creative arts and design	8%	9%
	education and teaching	8%	10%

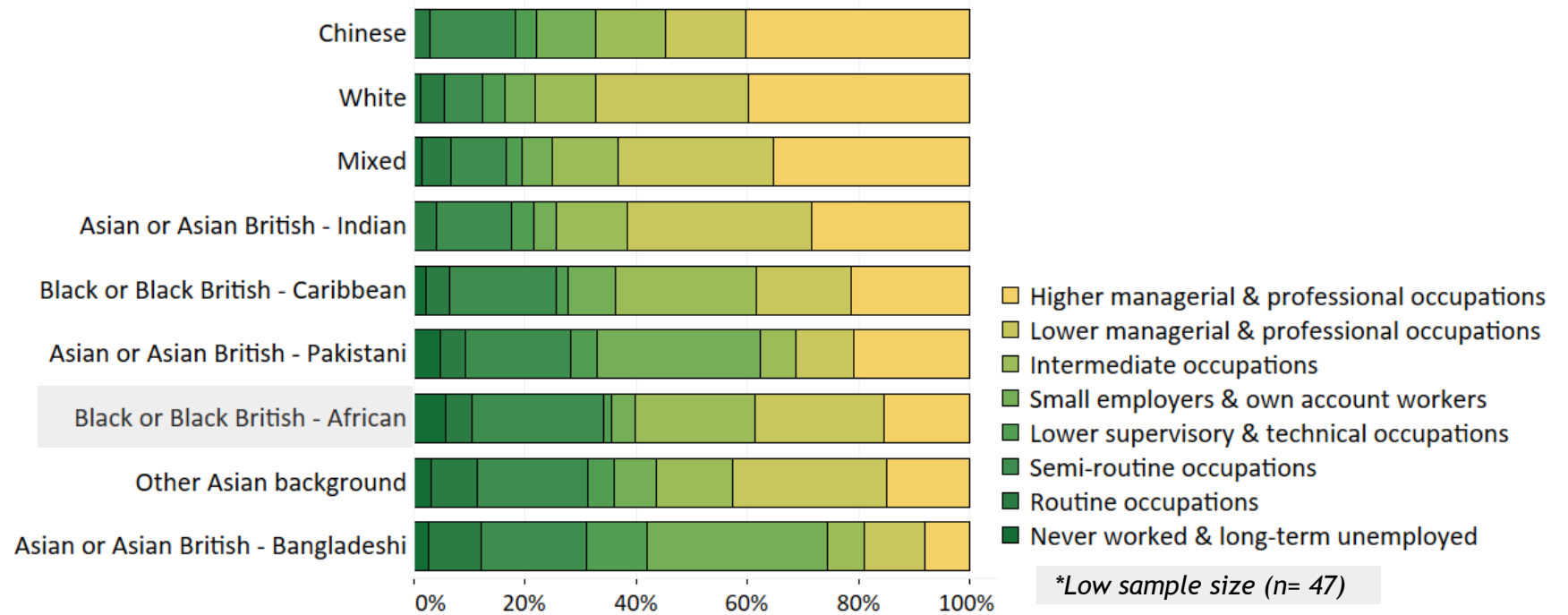
Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses. If a student studies multiple subjects in their higher education course, they are counted as a proportion against each subject. Total counts of students per subject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

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

Undergraduate students by family occupation

- 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.

Oxfordshire Socio-economic classification of higher education students (sorted by % in higher managerial and professional occupations)

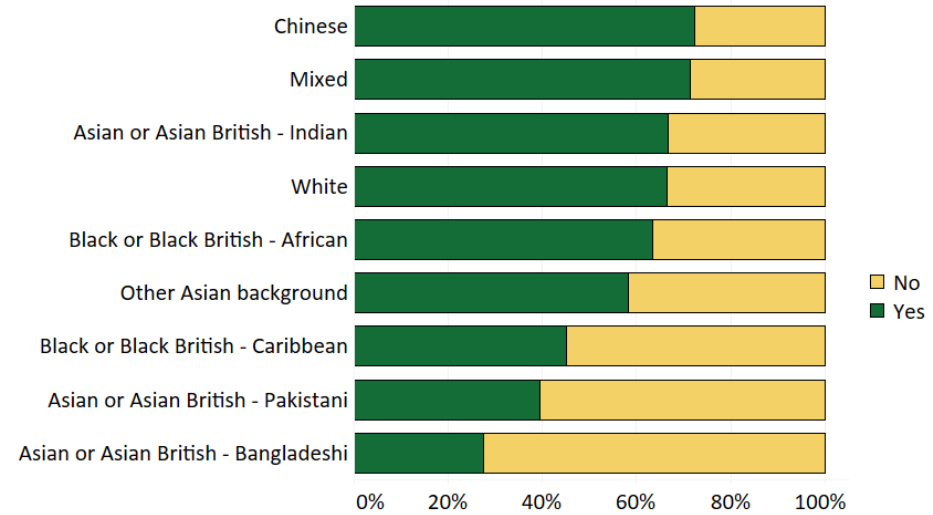


Source: Higher Education Statistics Agency (HESA), student registrations from the 2018/19 academic year, [\[1\] Socio-economic classification:](#) of the student themselves, if aged over 21, or a parent if the student is younger than 21 (the parent who is the highest earner), if recorded. ‘Other Black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

Undergraduate students - parental education and schooling

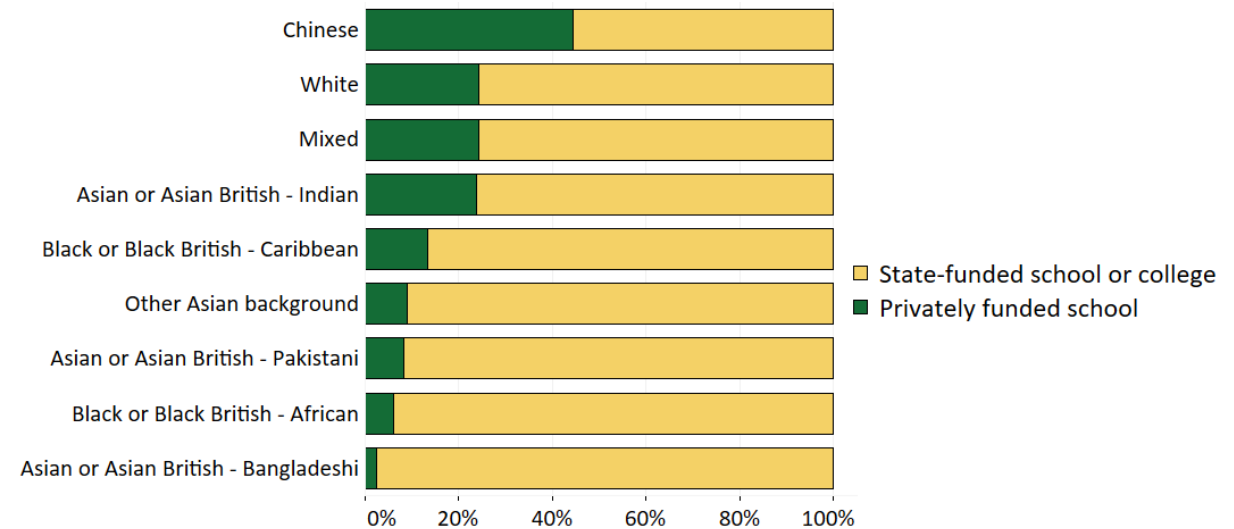
- Chinese students from Oxfordshire were the most likely to have parents with higher education qualifications (72%), and Bangladeshi students the least likely (28%).

Do parents of students have higher education qualifications?, Oxfordshire students (sorted by % yes)



- Chinese students from Oxfordshire were the most likely to have attended a privately funded school (44%), and Bangladeshi students the least likely (2%).

Type of UK school attended before higher education Oxfordshire students (sorted by % in privately funded schools)



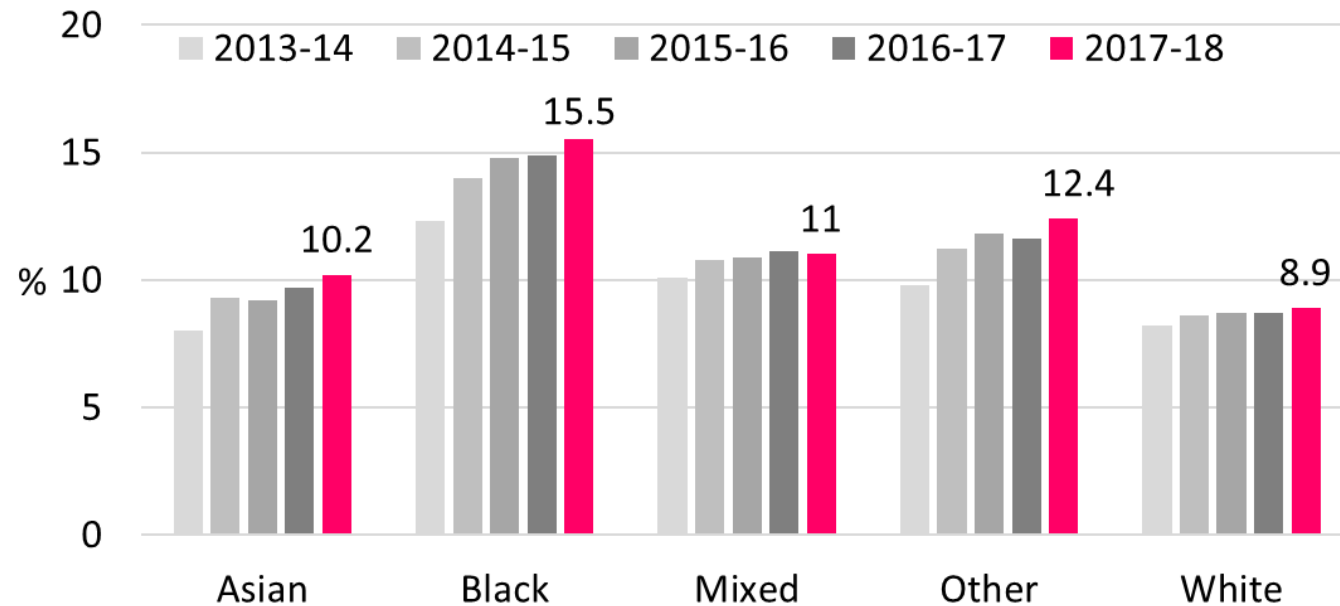
Source: Higher Education Statistics Agency (HESA), student registrations from the 2018/19 academic year, 'Other Black background' not included because of very small sample size (26) - all other samples > 50.

Graduate outcomes

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.

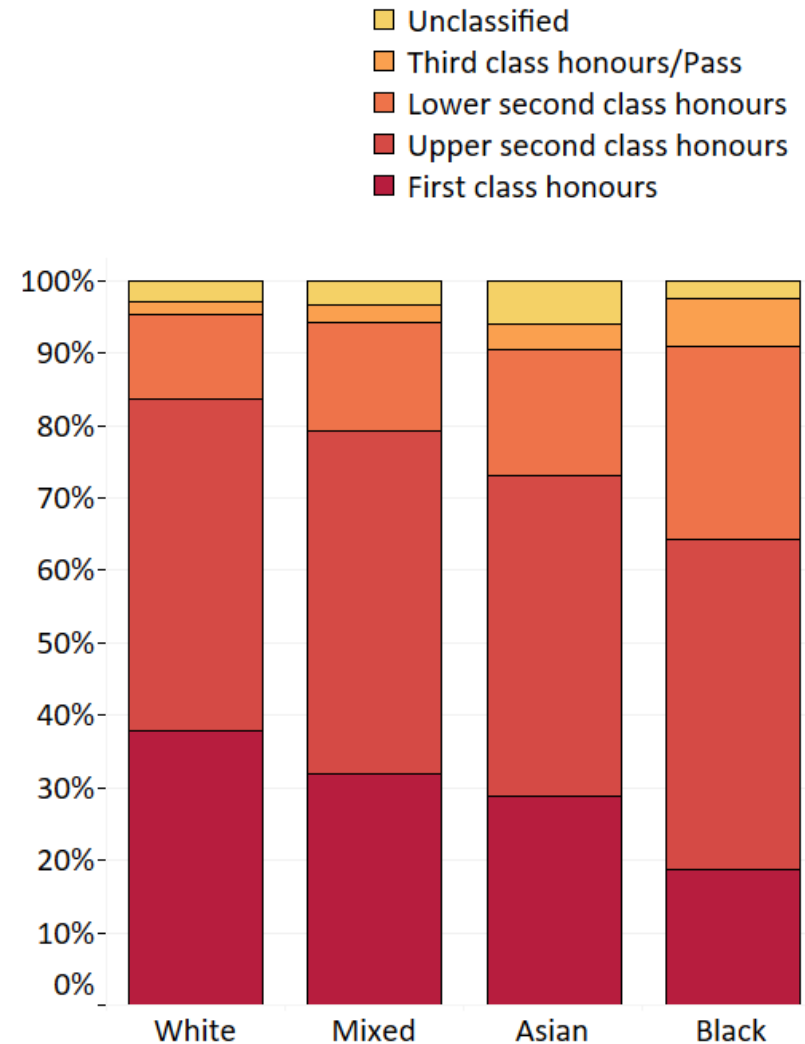
Non-continuation rate: Any students not identified as continuing, as defined above.

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>

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

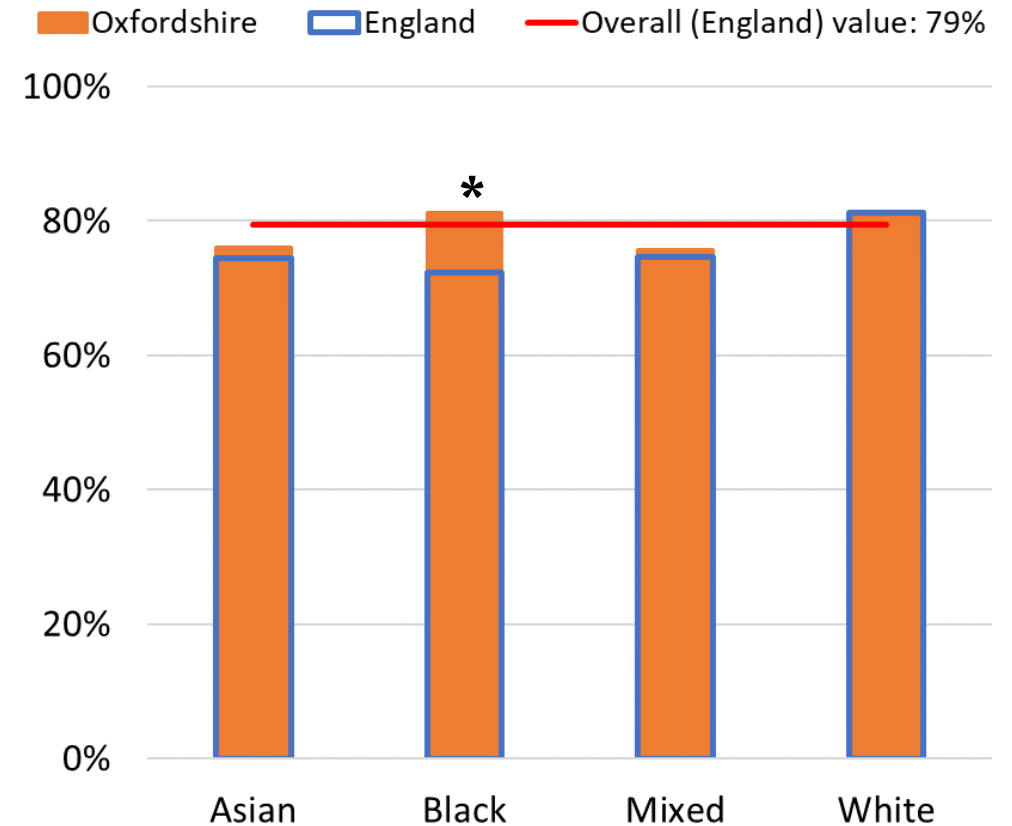


Source: Higher Education Statistics Agency (HESA), 2019/20 students
<https://www.hesa.ac.uk/data-and-analysis/students/outcomes>
 Data only available for aggregated ethnic groups.

In employment or full time study after graduation

- Graduate outcomes data suggests that nationally, White students are more likely to be in full-time employment or further study¹ 15 months after graduation than students of other ethnicities.
- Differences in Oxfordshire are less clear
- The Black ethnic group may be more likely to be in full-time employment or further study than (a) the White group or (b) the Black group nationally, but these differences are not statistically significant²

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



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.

Choice of occupation - Oxfordshire and England

- Graduate outcomes data shows differences between ethnic groups in choice of occupation after graduation
- The *Asian* and *Black* groups were each much more likely to become health professionals in Oxfordshire than nationally
- The *Mixed* group was more likely to go into teaching/education
- Unlike other groups, the *Asian* group included Sales in the top 5 occupations

Top 5 occupations after graduation

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

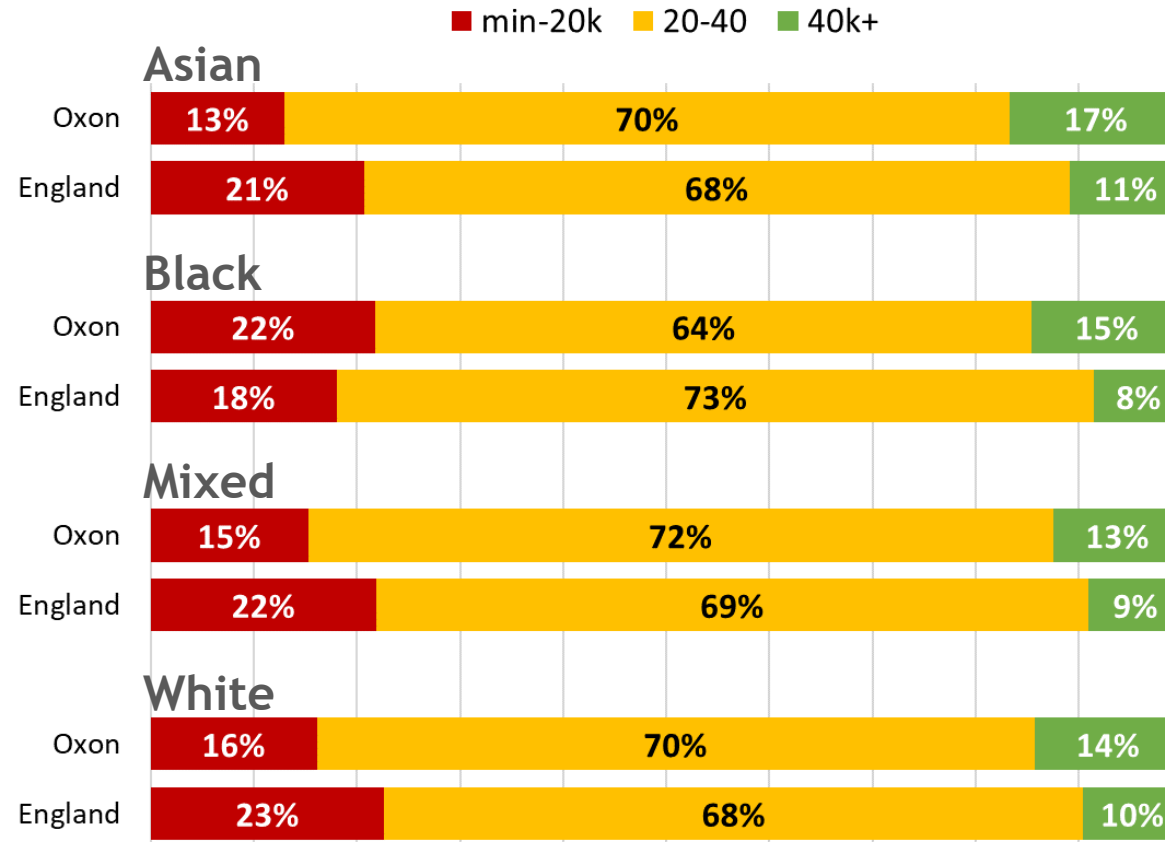
	Top 5 occupations (Oxon)	Ox%	Eng%
Mixed	Teaching and other educational professionals	13%	11%
	Business and public service associate professionals	13%	10%
	Business, media and public service professionals	12%	13%
	Science, research, engineering and technology professionals	11%	11%
	Health professionals	11%	11%
White	Health professionals	13%	14%
	Science, research, engineering and technology professionals	13%	12%
	Business, media and public service professionals	13%	12%
	Teaching and other educational professionals	11%	13%
	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

Salaries after graduation

- Graduates from Oxfordshire are more likely to earn higher salaries than graduates nationally.
- Asian graduates are more likely earning £40k+ per year than other ethnic groups nationally. This seems to also be the case in Oxfordshire (although differences are not statistically significant).
- Black graduates from Oxfordshire seem more likely to be earning relatively low salaries (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



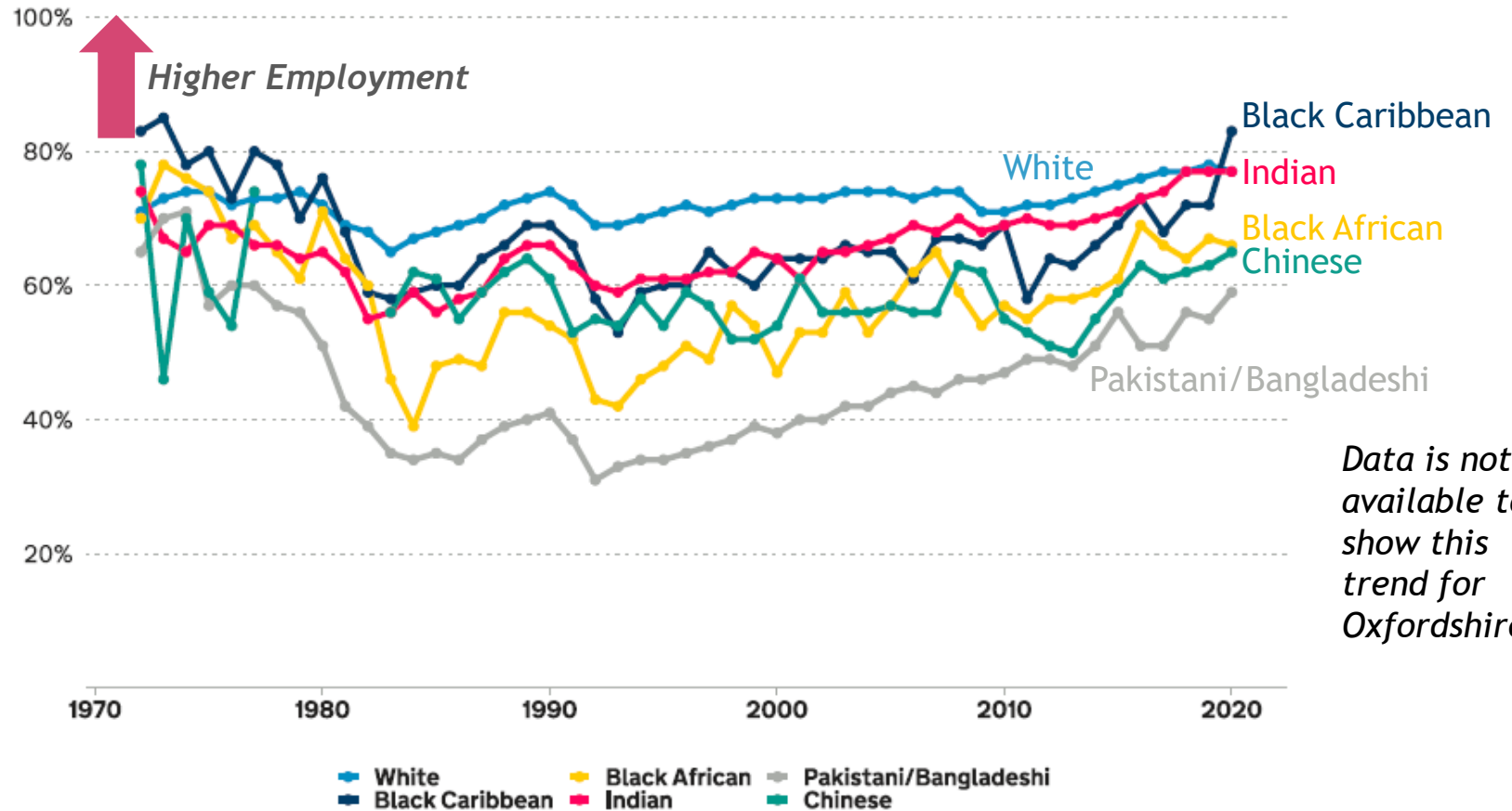
Source: Higher Education Statistics Agency (HESA), Graduate Outcomes Survey of students from the 2018/19 academic year, completed responses

Labour market

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.

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

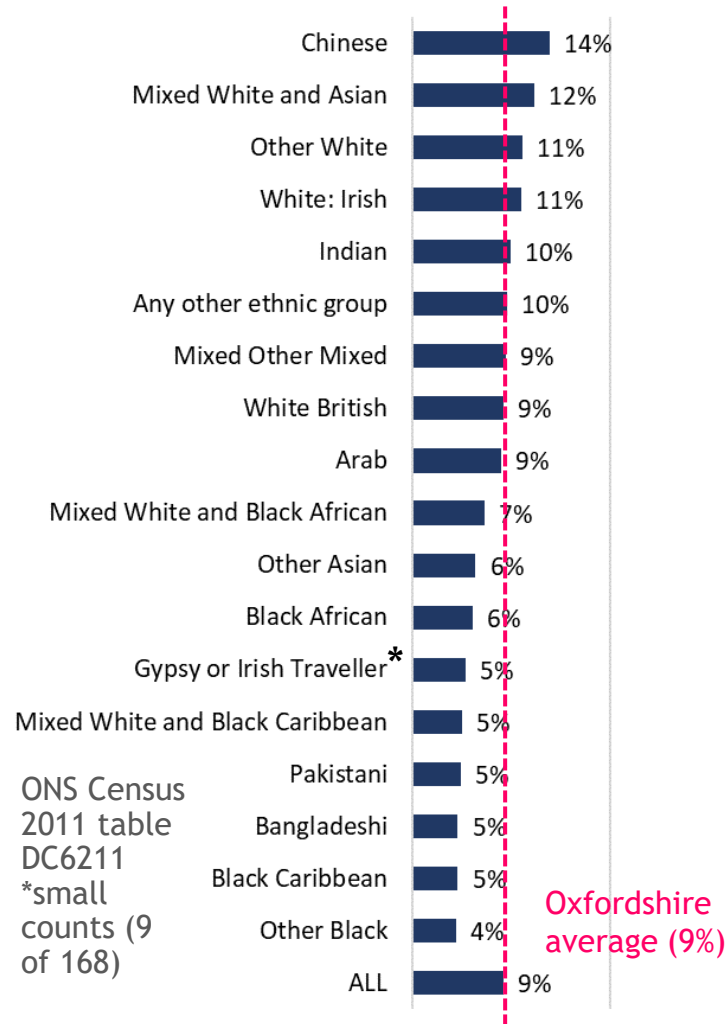


From [Commission on Race and Ethnic Disparities Report March 2021](#). Evidence commissioned by the Commission, Norrie, R., Goodhart, D., using data from the General Household Survey and the Labour Force Survey analysed by Professor Yaojun Li.

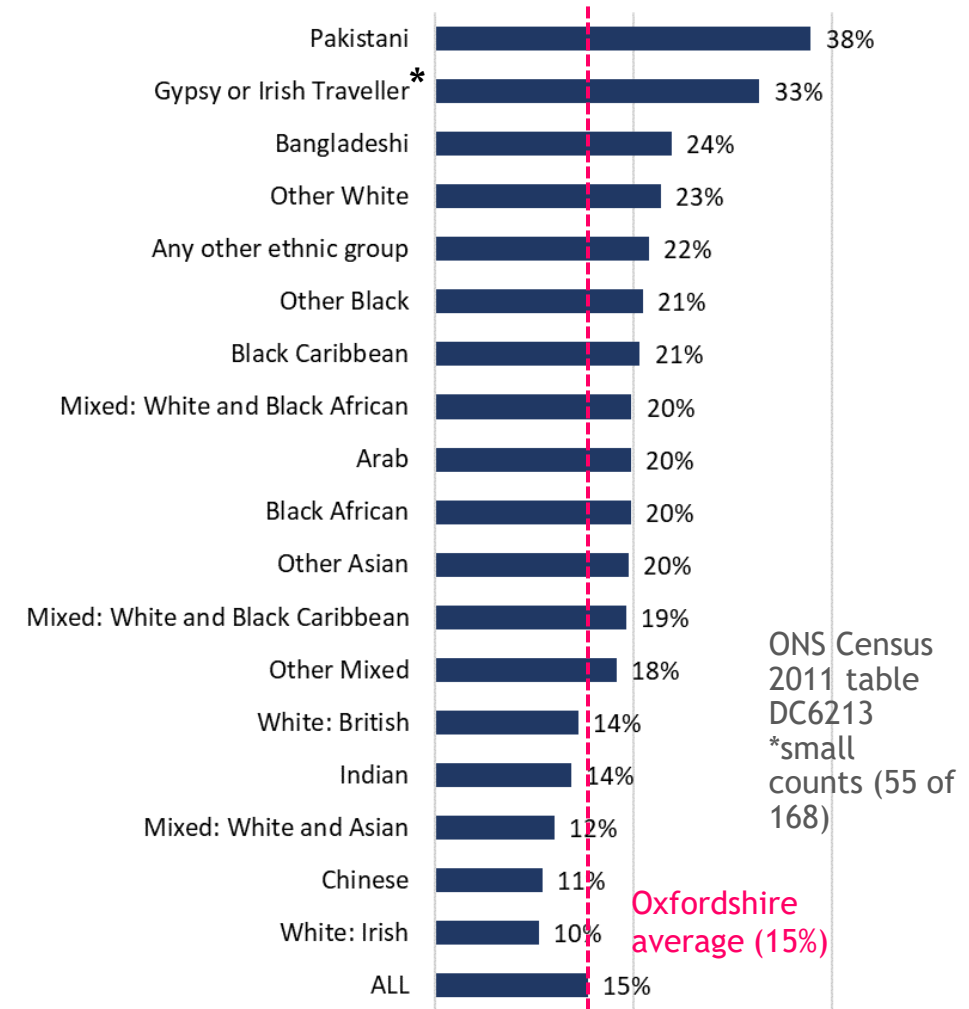
Industry and occupation by ethnicity (2011)

- Data from the most recent published Census (2011) shows differences industry and occupation by ethnicity
- 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
- 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%)

Professional, Scientific and Technical industries % of those in employment in Oxfordshire (2011)



Process and Elementary Occupations % of those in employment in Oxfordshire (2011)

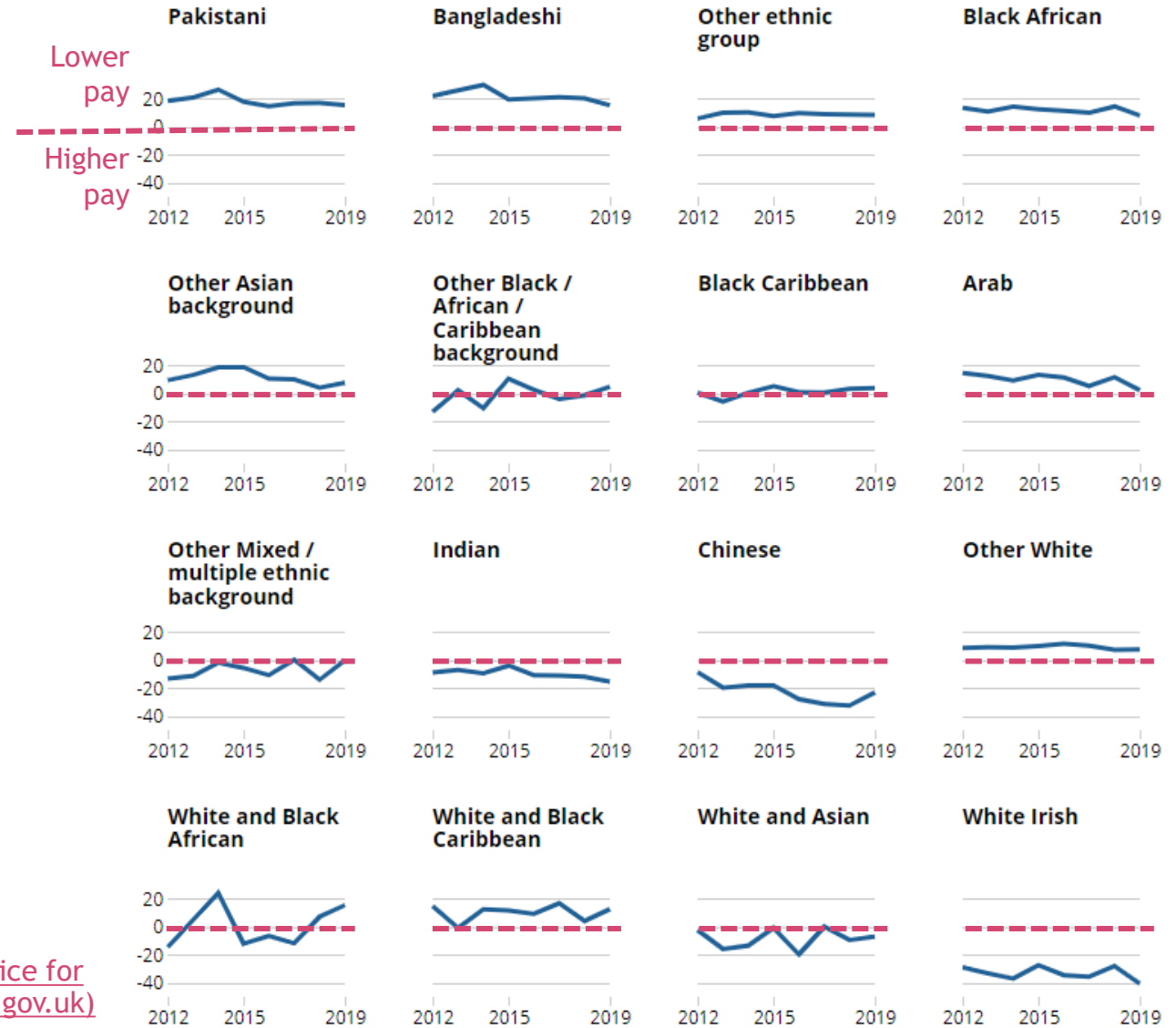


Pay gap - national

- 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.

Pay compared with White British (%)

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



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

Business and enterprise

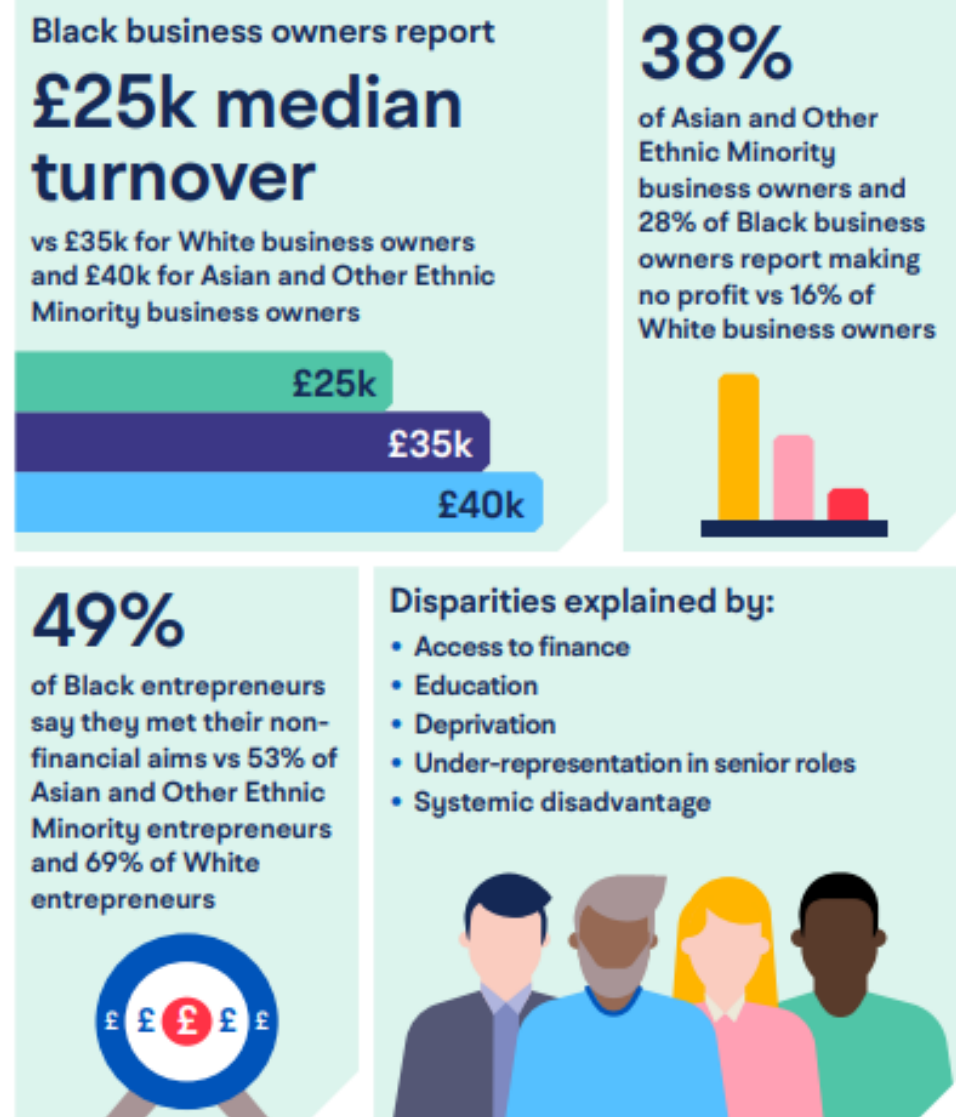
Leadership of enterprises - national

- According to a 2020 survey by the British Business Bank..
- Black entrepreneurs reported lower turnover and profit than White entrepreneurs, and many fewer met their business aspirations
- Black female business owners, and female business owners from Asian and Other Ethnic Minority backgrounds experienced the lowest levels of business success
- Economic background and location are critical to entrepreneurial success, irrespective of ethnicity and gender

There is very little data available on the ethnicity of business owners in Oxfordshire

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

[British Business Bank](#), 2020



Topics for further research

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