

Executive Summary

This report reflects the view of 3,250 ethnically minoritised young people aged 18-25 in England; **the largest known survey on experiences of discrimination among ethnically minoritised young people to date.**

Key survey findings

1. Discrimination

Discrimination remains a significant barrier for young people getting into and getting on at work, with concerns about discrimination due to ethnicity particularly common among Black respondents.

- Almost half of respondents to this survey (48%) said they had experienced some level of prejudice or discrimination when seeking to enter the workplace.
- Discrimination based on a person's ethnicity was the most frequently described type of discrimination.

2. Reporting

Although a high proportion of young people experienced workplace discrimination, the overwhelming majority didn't report it as they didn't think it would make a difference.

- 79% of those who experienced discrimination in the workplace told us that they did not formally report it.

3. Impact

Discrimination is also having a personal impact on young people, eroding their self-confidence – with the issue being especially acute for women.

- 41% of the young people who had experienced discrimination agreed that it had a negative emotional impact in their everyday lives, and 38% said it had resulted in a loss of confidence.

Nearly three-quarters of respondents were motivated to look for opportunities with other companies (73%) or even other industries (71%) after experiencing discrimination at work.

4. Support

Young people have clear thoughts on what employers and policy makers can do to support them.

- A quarter of young people think that guaranteed work experience is one of the most important interventions to help them into good employment.

Recommendations for employers and policy makers

Employers should:

- Publicly report on ethnicity pay gaps as well as overall representation, providing data on pay, working hours, promotion and representation in senior roles, and develop an action plan to address the gaps.
- Ensure their early talent pipeline efforts are inclusive and equitable, with attracting ethnically minoritised young people to their business in mind. They should also look to offer quality opportunities to young ethnically minoritised talent coming into the workplace, including guaranteed work experience and apprenticeship opportunities.
- Address discriminatory behaviour and build an inclusive culture through taking a zero-tolerance approach to racist remarks, jokes and 'banter' and non-inclusive behaviours by colleagues, clients, and customers.

Establish a transparent 'speak up' culture and reporting practices, ensuring policies are understood and managers and employees are supported and trained to be accountable.

Policy makers should:

- Ensure there is greater understanding and visibility of what is happening at scale regarding the progress and outcomes of ethnically minoritised young people through better public data and reporting.
- Mandate employers to publicly report on ethnicity pay gaps as well as overall representation.
- Increase support for schools and colleges to better enable ethnically minoritised young people (particularly those most at risk of becoming NEET) to be more prepared for transitioning well into work through facilitating more employer engagement opportunities and careers support.
- Identify and consider existing and new support interventions that could give better integrated 'one stop shop' support to ethnically minoritised young people who have left education and are struggling to secure good employment, including expanding the network of Youth Hubs.