Regional Factsheet
Ethnic Minorities in the UK - East Midlands

Celebrating 15 years of Action on Race 1995-2010
About Race for Opportunity (RfO)

RfO is committed to improving employment opportunities for ethnic minorities across the UK. It is the only race diversity campaign that has access to and influence over the leaders of the UK’s best known organisations.

The campaign aims to:

• **make clear the economic** and business argument for organisations investing in race diversity;

• **highlight the responsibility** and role of leaders in delivering race diversity;

• **communicate** the need to speed up progress on the introduction of policies that further better representation of ethnic minorities;

• **raise awareness** of the barriers preventing the BAME community from making progress in the workplace.

“There is an overwhelming opportunity for employers who embrace race diversity and inclusion to harness the diverse talent that exists in the UK today. The Race for Opportunity campaign in collaboration with its network members will continue to set the stage for race equality and progression in the UK and this challenge is one that I am very pleased to be part of.”

Ruby McGregor-Smith
CEO, MITIE Group PLC and Chair, Race for Opportunity.
This factsheet is all about ethnic minority people in the East Midlands region and contains information that is available in the public domain.

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[1] Landscape Data

1.1 The East Midlands

- The East Midlands is the fourth largest region in the UK, yet has the second smallest population (4.2 million people). Around 80% of the population live outside the main cities of Derby, Lincoln, Nottingham and Leicester, in the rural regions of Lincolnshire, Derbyshire, Northamptonshire and Rutland.

  Source: [http://www.esf-works.com/regions/east-midlands](http://www.esf-works.com/regions/east-midlands)

- Outside London, Leicester has the biggest Asian population in the UK.


- The 2001 Census of Population showed that 8.5% of the population self-identified as having an ethnic minority background.


1.2 An overall snapshot of the UK

- London has the largest ethnic minority population in the UK. Of the 6.4 million ethnic minorities in the UK nearly half, 42.3%, live in London.

Source: [NOMIS - number and proportion of ethnic minority population in NUTS1 regions in the UK - 2008](http://www.esf-works.com/regions/east-midlands)

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### East Midlands Population By Ethnic Group

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>Number of People</th>
<th>Percentage of East Midlands population (91.3% of East Midlands Population is White British)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White British</td>
<td>3,807,731</td>
<td>91.3%</td>
</tr>
<tr>
<td>White Irish</td>
<td>35,478</td>
<td>0.9%</td>
</tr>
<tr>
<td>White Others</td>
<td>57,171</td>
<td>1.4%</td>
</tr>
<tr>
<td>White/Caribbean</td>
<td>20,658</td>
<td>0.5%</td>
</tr>
<tr>
<td>White/African</td>
<td>3,426</td>
<td>0.1%</td>
</tr>
<tr>
<td>White/Asian</td>
<td>11,176</td>
<td>0.3%</td>
</tr>
<tr>
<td>Other Mixed</td>
<td>7,879</td>
<td>0.2%</td>
</tr>
<tr>
<td>Indian</td>
<td>122,346</td>
<td>2.9%</td>
</tr>
<tr>
<td>Pakistani</td>
<td>27,829</td>
<td>0.7%</td>
</tr>
<tr>
<td>Bangladeshi</td>
<td>6,922</td>
<td>0.2%</td>
</tr>
<tr>
<td>Other Asian</td>
<td>11,815</td>
<td>0.3%</td>
</tr>
<tr>
<td>Caribbean</td>
<td>26,684</td>
<td>0.6%</td>
</tr>
<tr>
<td>African</td>
<td>9,167</td>
<td>0.2%</td>
</tr>
<tr>
<td>Other Black</td>
<td>3,628</td>
<td>0.1%</td>
</tr>
<tr>
<td>Chinese</td>
<td>12,910</td>
<td>0.3%</td>
</tr>
<tr>
<td>Others</td>
<td>7,353</td>
<td>0.2%</td>
</tr>
<tr>
<td>Total</td>
<td>4,172,173</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: [NOMIS - number and proportion of ethnic minority population in NUTS1 regions in the UK - 2008](http://www.esf-works.com/regions/east-midlands)

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### Number, Representation and Proportion of Ethnic Minority Population in NUTS1 Regions in the UK - 2008

<table>
<thead>
<tr>
<th>Region</th>
<th>Ethnic Minority Population</th>
<th>Representation of Ethnic Minorities</th>
<th>Proportion of UK Ethnic Minority Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>East of England</td>
<td>435,400</td>
<td>7.7%</td>
<td>6.7%</td>
</tr>
<tr>
<td>East Midlands</td>
<td>371,100</td>
<td>8.5%</td>
<td>5.7%</td>
</tr>
<tr>
<td>London</td>
<td>2,735,800</td>
<td>36.2%</td>
<td>42.3%</td>
</tr>
<tr>
<td>North East</td>
<td>100,900</td>
<td>4.0%</td>
<td>1.6%</td>
</tr>
<tr>
<td>North West</td>
<td>543,500</td>
<td>8.0%</td>
<td>8.4%</td>
</tr>
<tr>
<td>Northern Ireland</td>
<td>29,800</td>
<td>1.7%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Scotland</td>
<td>145,700</td>
<td>2.9%</td>
<td>2.3%</td>
</tr>
<tr>
<td>South East</td>
<td>583,700</td>
<td>7.1%</td>
<td>9.0%</td>
</tr>
<tr>
<td>South West</td>
<td>163,400</td>
<td>3.2%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Wales</td>
<td>91,500</td>
<td>3.1%</td>
<td>1.4%</td>
</tr>
<tr>
<td>West Midlands</td>
<td>792,500</td>
<td>14.8%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Yorkshire and the Humber</td>
<td>471,900</td>
<td>9.2%</td>
<td>7.3%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>6,465,100</td>
<td>10.7%</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Source: [NOMIS - number and proportion of ethnic minority population in NUTS1 regions in the UK - 2008](http://www.esf-works.com/regions/east-midlands)
Regional Factsheet • East Midlands


Of the 40 districts in the East Midlands, Leicester has the largest concentration of ethnic minority people. **37.2%** of the ethnic minority population in the East Midlands live in Leicester.

More than **10%** of the UK workforce is from an ethnic minority background and over **20%** of the emerging workforce (children in primary and secondary school education), are from an ethnic minority background. In addition to this, **16%** of UK-domiciled students at university in the UK are from an ethnic minority background. Britain’s current and future talent pool is racially diverse and progressive employers understand that it makes good business sense to utilise and grow this pool of talent.
In 2001, 59% of the total Indian population in the East Midlands, and 47% of the total Other Asian population in the East Midlands resided in Leicester.

**Proportion of Ethnic Minority Population in Leicester**

<table>
<thead>
<tr>
<th>Ethnic Minority group</th>
<th>Percentage living in Leicester</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mixed</td>
<td>15%</td>
</tr>
<tr>
<td>Indian</td>
<td>59%</td>
</tr>
<tr>
<td>Pakistani</td>
<td>15%</td>
</tr>
<tr>
<td>Bangladeshi</td>
<td>28%</td>
</tr>
<tr>
<td>Other Asian</td>
<td>47%</td>
</tr>
<tr>
<td>Caribbean</td>
<td>17%</td>
</tr>
<tr>
<td>African</td>
<td>37%</td>
</tr>
<tr>
<td>Other Black</td>
<td>15%</td>
</tr>
<tr>
<td>Chinese</td>
<td>11%</td>
</tr>
<tr>
<td>Others</td>
<td>12%</td>
</tr>
</tbody>
</table>

In fact, in terms of districts by ethnic diversity, the City of Leicester is ranked 11th in England. According to more recent 2006 estimates, 58.3% of residents are white British (just under 170,000 people), 3.7% other white (around 10,000 people), 29.4% Asian or Asian British (some 84,000 people), 4.6% black or black British (some 9,000 people), 2.6% mixed race (approximately 6,000 individuals) and 1.5% Chinese or other ethnic group (over 2,000 people).

Amongst some of Leicester’s emerging ethnic groups are the Poles who now number an estimated 30,000 in the city.

Alongside English, there are around 70 languages and/or dialects spoken in Leicester. In addition to English, many other languages are commonly spoken: Gujarati is the preferred language of 16% of the city’s residents, Punjabi 3%, Somali 3% and Urdu 2%. Other smaller language groups include Chinese (Cantonese and Mandarin), Hindi, Arabic, Bengali, Malayalam and Polish.

With continuing migration into Leicester, new languages and or dialects from Africa, the Middle East and Eastern Europe are also being spoken in the city.

In primary schools in Leicester, English is not the ‘preferred’ language of 45% of pupils and the proportion of children whose first language is known, or believed to be, other than English, is significantly higher than other cities within the region, or within the UK.

Source: “The Diversity of Leicester May 2008, A Demographic Profile” – wikipedia
Education

1 in 4 of pupils in primary school education in England are from an ethnic minority background.  

Source: DCSF release May 2009, ‘number of pupils in state maintained schools’

1 in 5 of pupils in secondary school education in England is from an ethnic minority background.  

Source: DCSF release May 2009, ‘number of pupils in state maintained schools’

Almost 1 in 6 (16%) of UK-domiciled students studying at UK universities is from an ethnic minority background.  

Source: 2007-08 ‘HESA Student Record’ published by the Higher Education Statistics Agency (HESA).

4.1 Where do ethnic minority students study in the East Midlands?

During the academic year 2007-2008, De Montfort University had the highest black, Asian and minority ethnic (BAME) representation in the region, with 35.4% of students coming from an ethnic minority background.  

Interestingly, representation of ethnic minorities at all universities in the East Midlands, including the universities of Nottingham and Leicester, was higher than the representation of ethnic minorities in the general East Midland population. All universities except the University of Nottingham and Loughborough University were above the 16.0% national average.

More BAME students join the unemployed after graduation than White graduates and male Chinese and Pakistani students are twice as likely as the average to be unemployed” (2006)

Source: www.aimhigher.ac.uk/sites/practitioner/resources/Conf%20Summary%20Report%20final%20v2.pdf
5.1 A snapshot of the East Midlands

The second and third largest religions outside Christianity in the East Midlands is Islam where 1.7% of the population is Muslim followed closely by Hinduism with 1.6% of the population.

5.2 The UK overall picture

In the UK, 2.7% of the population stated their religion as Muslim making this the most common religion after Christianity. Figures for England alone, show that 3.1% of the population stated their religion as Muslim.
6.1 Ethnic minority employment rate in the East Midlands

In the East Midlands as a whole, ethnic minorities have an employment rate of 63%, whereas Great Britain as a whole has an ethnic minority employment rate of 60%.

In the UK regions with high concentrations of ethnic minorities, Manchester has the lowest ethnic minority employment rate (48.6%).

The unemployment rate for ethnic minorities in the East Midlands is identical to the Great Britain ethnic minority unemployment rate (both 11%).

Over two thirds of all working age ethnic minorities are concentrated in London, West Midlands Metropolitan, East Midlands, West Yorkshire and Greater Manchester, with 43% concentrated in London alone.

6.2 Employment Rate - UK

The ethnic minority employment gap as of Q3 2009 was 13.8 percentage points.

The UK ethnic minority employment rate is 59.2%

Young ethnic minorities (aged 16 - 24 years) appear to be particularly affected by the recession, as the ethnic minority employment rate for young people has fallen by 5.2 percentage points since 2008.
[ 7 ] Simple steps to get started on Race Equality

**Leadership**
- Consider appointing a Diversity / Race Diversity Champion to lead on the race agenda within your organisation.
- Develop a clear business case for working on race and link it to business objectives.
- Develop an action plan on race and integrate it into the key performance indicators of your managers.

**People and Employees**
- Tell your recruitment agencies, recruitment consultants and head-hunters that your organisation is committed to racial equality and ask them to send you lists containing diverse candidates.
- Explicitly state in your recruitment marketing materials that individuals from diverse backgrounds are welcome in your organisation.
- Monitor the ethnicity of your workforce and compare it to the local population.

**Customers, Clients and Service Users**
- Ensure your marketing teams or policy makers are signed up to your organisation’s commitment to race equality.
- Review your advertising and promotional material to ensure they reflect the diverse marketplace, both in the content and images used.
- Consider including ethnic minorities in your focus groups and evaluation sessions for promotional or marketing campaigns.

**Community Involvement**
- Review the community impact work being done by your organisation and check whether they impact on diverse communities.
- As education and skills are the critical components of any workforce, consider partnering with a local school where ethnic minority children could benefit from increased educational attainment.
- Develop links with local universities that have relatively high proportions of ethnic minority students and offer work placements/experiences.

**Supplier Diversity**
- Do an audit of your current suppliers to find out whether you have awarded any contracts to ethnic minority owned businesses.
- Consider publishing clear guidance notes to help ethnic minority businesses tender for contracts with your organisation.
- Send your procurement officers to local supplier events to raise their awareness of products/services available from local ethnic minority suppliers.
“Business in the Community has a crucial role to play in sharing best practice among employers - ensuring that all employees, whatever their race, can work to their full potential in a positive and inclusive environment.”

David Cooke, Regional Director East Midlands, Business in the Community

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Race for Opportunity Members 2010

Accenture
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Michael Page Financial Services
Midcounties Co-operative (The)
Midlands Heart
Ministry of Defence
Ministry of Justice
MITIE
MDPGA (MoD Police & Guarding Agency)
Morgan Stanley International Ltd
National Grid
National Museum of Science and Industry
National Portrait Gallery
Nationwide Building Society
Network Rail
NHS Employers
Northumbrian Water
North West Development Agency
Nottingham Trent University
OCS Group
OfCom
Office of Fair Trading
Office of National Statistics
One NorthEast
Open University
Orange PCS
OTC Computing Ltd
Pearson plc
Pertemps Recruitment Partnerships
PricewaterhouseCoopers
Procter & Gamble
Provenant Financial
Prudential
Rolls-Royce Military Aero Engines
Royal Air Force
Royal Bank of Scotland Group
Royal Navy
Sainsbury’s Supermarkets Ltd
Santander
Serious Organised Crime Agency (SOCA)
Severn Trent
Sheffield Hallam University
Shell Companies in the UK
Simmons & Simmons
Slaughter & May
Sodexho
State Street Corporation
The Insolvency Service
Thomson Reuters
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University of Durham
University of Teesside
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Welsh Assembly Government
West Midlands Police
Westminster City Council
WPP
Wragge & Co

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CEO and Chair RfO

**ASDA**
Ms Sarah Dickins  
Retail People Director

**Barclays Bank PLC**
Mr Vivek Ramachandran  
Head of UK Cash and Trade

**British Army**
Colonel Mark Abraham  
Assistant Director Employment

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