

BREAKING THE LINKS BETWEEN POVERTY AND ETHNICITY IN WALES

Anna Nicholl, Chris Johnes and Duncan Holtom

People of all ethnicities experience poverty, but the risk is higher for some groups in particular. The differences in outcomes linked to ethnicity can be stark; if we don't act now, they will continue. JRF's Poverty and Ethnicity programme can help us take actions to move towards a fairer and more equal Wales.

Background

JRF operates a major, UK-wide Poverty and Ethnicity programme that seeks to increase understanding of the relationship between poverty and ethnicity. It aims to use its findings to develop more effective ways of tackling poverty across all ethnic groups.

This *Viewpoint* draws on a series of qualitative and quantitative research projects commissioned through the programme, exploring:

- poverty and ethnicity in Wales;
- employer behaviour and workplace culture;
- places and local labour markets;
- caring and earning;
- social networks;
- poverty through the recession;
- occupational and residential patterns; and
- employment projections for 2020.

The *Viewpoint* also draws on other relevant research. It considers the particular context in Wales, both in terms of the experience of different ethnic groups, and policy and practice.

An Advisory Board has provided a richer understanding of evidence and experience in Wales. Its discussions have shaped the focus of our recommendations.

All publications commissioned as part of the Poverty and Ethnicity programme are available on JRF's website at: www.jrf.org.uk/topic/poverty-and-ethnicity

Key points

- There are clear links between poverty and ethnicity in Wales. This is not a new phenomenon, and current predictions are that these links will continue for decades to come.
- This is something we can change – a closer look at the UK data shows clear variations across time and place. It is a diverse picture, both between and within ethnic groups. This shows that different contexts can reduce or increase poverty linked to ethnicity.
- The *Viewpoint* argues for five key approaches to guide future action:
 - engage;
 - integrate;
 - intervene early and prevent;
 - shape workplace and labour market activity; and
 - demand and use evidence.
- The approaches align with new requirements under the Wellbeing of Future Generations Act. Building on the research findings, public bodies can build actions to break the links between poverty and ethnicity into the delivery of the Act.
- For real change, employers, businesses, third-sector groups, trade unions and citizens also need to consider how these approaches can be put into practice most effectively in their own context.
- Tackling poverty and reducing ethnic inequalities are not new aspirations. Breaking the links between poverty and ethnicity will demand leadership and innovation. We need to find different ways of doing things. This requires better evidence, more effective ways of sharing learning, and the flexibility to respond quickly.

Introduction

There are stark inequalities linked to ethnicity. This is not just about income, but about access to the skills, knowledge and opportunities that enable people to move out of poverty, and to the services and support that can help to prevent poverty and assist people in coping with it.

We explore the links by looking at access to financial resources (pockets), capacity to avoid and escape poverty (prospects), services and support (prevention), and the places where we live and work (place).

A range of influences makes it more likely that people from particular ethnic groups will experience poverty. The continued negative influence of racism and discrimination runs through all the research reports.

The research also reveals other factors that cause links between poverty and ethnicity, some of which are surprising. These include clustering in low-paid jobs and sectors, knowledge of the labour market and services, migration history, gender norms and social networks.

Not all the causes are clear, but some are, allowing us to take action to address them. Solutions do not need to be difficult or expensive. On the contrary, many can be straightforward and provide clear cost savings.

Breaking the links between poverty and ethnicity would significantly improve the outcomes of some of the poorest citizens in Wales.

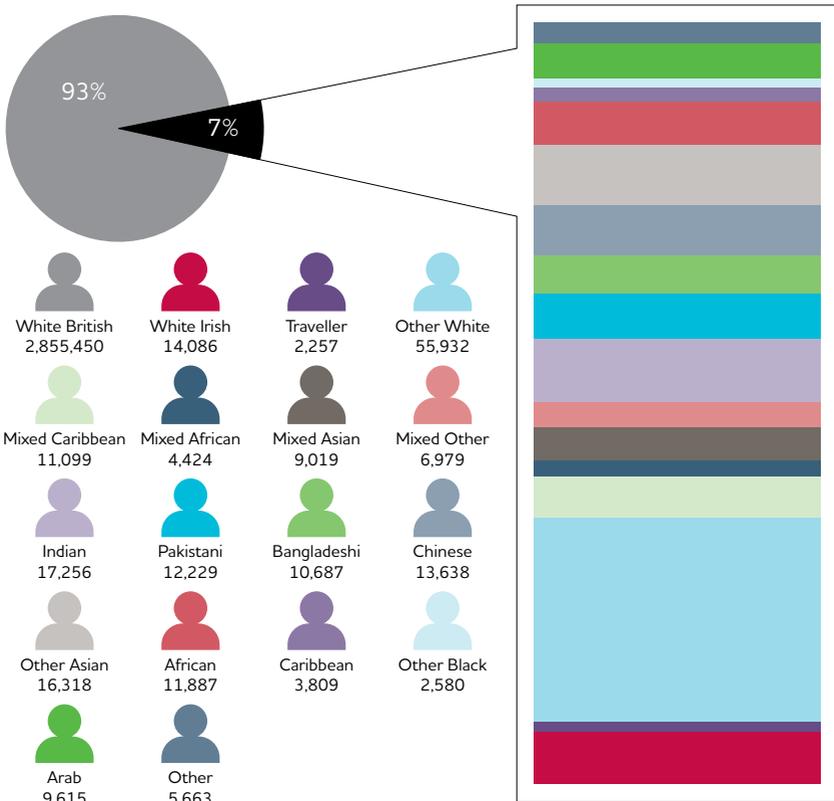
The context in Wales

Ethnicity

Wales is one of the least ethnically diverse parts of the UK, and this is likely to continue in future (Owen *et al.*, 2015). In 2011 the population of Wales was 96% White, a higher percentage than any of the regions in England.

Over half the ethnic minority population in Wales is Asian or Asian British (2.3% of total population; Blighe and Taylor, 2014). Within this, the largest group is Indian (0.6%), followed by Chinese and Bangladeshi. Some 2% of the population is White, but not of British or Irish origin. Mixed ethnicity accounts for 1%. The Black or Black British group makes up just 0.6% of the population.

Figure 1: Ethnic groups in Wales

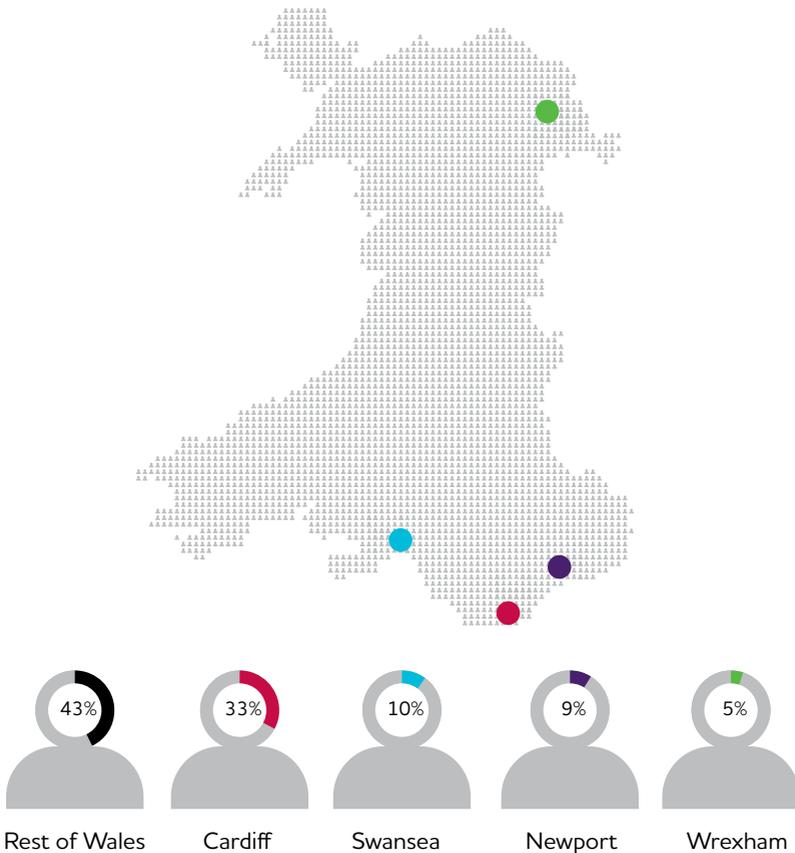


Source: 2011 Census, Ethnic group, local authority England and Wales, Office for National Statistics

The relatively small numbers in the ethnic minority populations make it difficult to draw reliable comparisons by specific ethnic group in many areas (i.e. Indian as opposed to Asian or Asian British; see Wales Institute of Social and Economic Research, Data and Methods (WISERD), 2011).

The ethnic minority population is spread across the whole of Wales, but most ethnic minority people live in Cardiff, Newport and Swansea. Some city neighbourhoods have high concentrations of ethnic minority residents (Jivraj, 2013). Over 60% of residents in one Cardiff neighbourhood are non-White (ONS, 2015).

Figure 2: Where people from ethnic minority groups live, by local authority



Source: 2011 Census, Ethnic group, local authority England and Wales, Office for National Statistics

Poverty

Wales is one of the poorest parts of the UK. In the three years to 2013/14, 23% of the population was in poverty (Tinson and MacInnes, 2015).

The proportion of ethnic minority people in poverty is higher than that of the majority White population (WISERD, 2011). The incidence of poverty in the Asian group is estimated to be twice that of the White majority (*Ibid.*). Bangladeshi and Pakistanis tend to be the most disadvantaged ethnic groups in Wales in terms of education, employment, hourly earnings, weekly earnings and income (*Ibid.*).

Labour market

Economic activity rates in Wales are the lowest in the UK (Owen *et al.*, 2015). In 2009, West Wales and the Valleys had the lowest Gross Value Added (GVA) per head of any sub-region in the UK (WISERD, 2011). Wales is projected to see one of the largest increases in unemployment in the UK up to 2022 (Owen *et al.*, 2015).

Wales has a high proportion of its workforce in the public sector compared to other parts of the UK (WISERD, 2011).

Over the coming decade, the UK labour market as a whole is projected to become increasingly polarised. This has been termed the 'hourglass economy' and will mean more high-paid jobs, fewer intermediate jobs, and a small increase in low-paid jobs (Owen *et al.*, 2015).

Ethnic minority groups are projected to remain disproportionately concentrated in lower-paid sectors (Owen *et al.*, 2015). This is especially the case for Bangladeshi and Pakistani groups, as well as men from Other ethnic groups and women from Chinese and Other Asian groups. However, Indian, Mixed parentage and Chinese ethnic groups are disproportionately concentrated in higher-paid sectors. The Black group is projected to remain disproportionately concentrated in the public sector.

Public policy

The Welsh Government has demonstrated a strong commitment to tackling poverty and inequality, and to integrating its work on both (Welsh Government, 2012; 2014; 2015c; 2015d; 2015e).

Regulations under the Equality Act 2010 place additional responsibilities on devolved public bodies in Wales, including the Welsh Government, which are in line with the research findings, and are being implemented (Mitchell *et al.*, 2014). Listed public bodies are required to undertake Equality Impact Assessments for proposed policies and practices. They are required to set outcome-focused equality objectives, to engage widely on these and other aspects of their work, and to collect and analyse data to inform their equality impact assessment and objective setting.

The Welsh Government has made efforts to mainstream equality through its work. An example is the Budget Advisory Group on Equality, through which external equality experts provide advice, support and challenges aimed at improving equality considerations within the budget process. Performance indicators on equality and ethnicity have been built into the Programme for Government performance indicators (Welsh Government, 2015a).

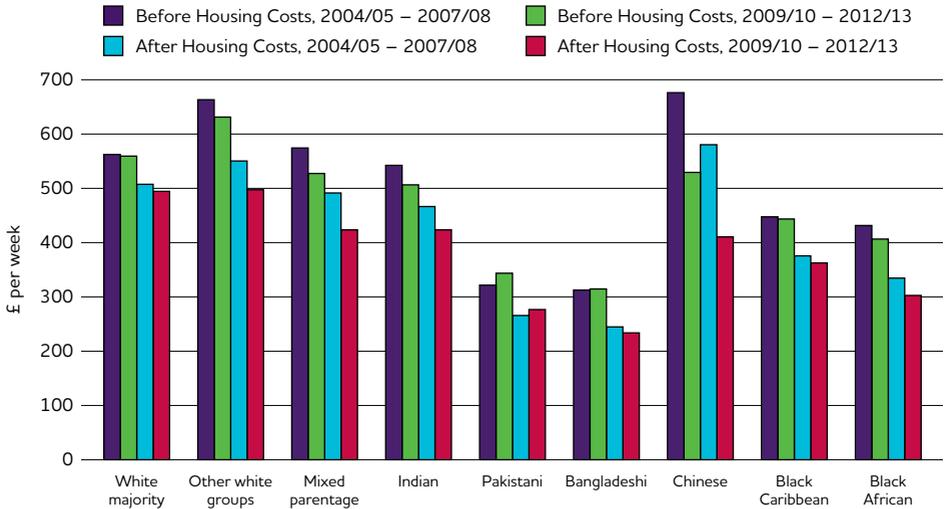
The research largely supports the direction of Welsh Government initiatives, including the collection and analysis of data. Delivering on this can be fraught with difficulties, and has the potential to be overly bureaucratic (see Welsh Government, 2014). The challenge will be to continue to test more effective mechanisms for delivery, without losing sight of the goal.

Implementing the Well-being of Future Generations (Wales) Act 2015 provides an important opportunity to integrate this work across public bodies. A prosperous and more equal Wales is among the seven statutory well-being goals. The Act requires public bodies to involve the diversity of the population in achieving these goals. Changing future trends on poverty linked to ethnicity should be a key test for the Act.

Pockets – available resources

Fisher and Nandi (2015) set out how incomes differ across ethnic groups in Great Britain. Figure 3 illustrates these differences before and after the recession, and before and after housing costs.

Figure 3: Average household income across the two periods



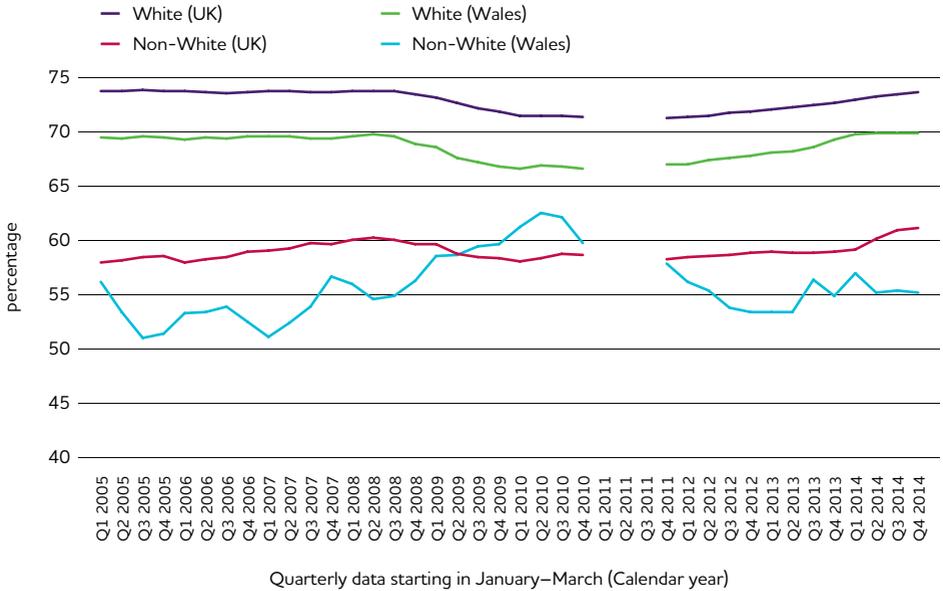
Source: Fisher and Nandi (2015)

Income and the labour market

Unemployment

Unemployment rates vary across ethnic groups. Non-White groups in Wales have persistently higher unemployment rates than the White Welsh group, but the gap varies over time (Welsh Government, 2015a).

Figure 4: Employment rates by ethnicity in Wales 2005–2014



Source: Annual Population Survey (Welsh Government 2015a)

The unemployment rate for the White British ethnic group is relatively high in Wales compared to other parts of the UK, with Blaenau Gwent having the fourth highest unemployment rate for this group among all local authorities in England and Wales (Catney and Sabater, 2015).

In 2011, unemployment rates in England and Wales were particularly high for the White Gypsy/Irish Traveller group, men in the Other Black and Mixed White-Caribbean groups, and Bangladeshi, Arab and Pakistani women. In Wales, the unemployment rate in the Caribbean group is almost twice that of the White majority, and Merthyr Tydfil has one of the highest unemployment rates for White Gypsy Travellers in England and Wales (Catney and Sabater, 2015).

During the recession, the proportion of households in the UK with both adults in paid work almost doubled in Pakistani, Bangladeshi and Chinese groups. This might explain why Pakistanis were least adversely affected during the recession, although poverty rates among these groups were still much higher than among the White majority.

In Wales, the employment rate for women from ethnic minorities is projected to be below 50% throughout 2012–2022 (Owen *et al.*, 2015).

These differences across place highlighted in the research suggest unemployment rates linked to ethnicity are not inevitable. Public policy to influence local labour markets, engaging with disadvantaged groups, changing employer behaviour and supporting new migrants can all make a difference.

Under-employment

A decrease in full-time employment and an increase in part-time employment was common across all ethnicities between 2001 and 2011. Bangladeshis have been particularly affected by this. This may be significant in terms of poverty outcomes, particularly with continued high levels of in-work poverty (Catney and Sabater, 2015).

Concentration in low-paid jobs

The incidence of low pay is higher in Wales than in the UK as a whole. Unlike the UK as a whole, ethnic minority workers in Wales do not face a wage gap overall compared to white workers, after controlling for other characteristics (WISERD, 2011).

There remain significant variations by ethnic group (Brynin and Longhi, 2015; Catney and Sabater, 2015; WISERD, 2011). The Indian, Black African and Black Caribbean ethnic groups have the highest earnings in Wales for both men and women, reflecting the relatively high concentration of these groups in relatively well-paid occupations (WISERD, 2011). Bangladeshi men are over seven times more likely to be in low-paid jobs than otherwise comparable White men. Black African, Chinese and men classified as Other ethnic groups are also more likely to be in low-paid occupations than White men. Ethnicity does not appear to be associated with low pay among women in Wales. (WISERD, 2011).

The main reason for ethnic inequalities in pay is that workers from some ethnic groups are concentrated in certain (low-paid) occupations and sectors (Brynin and Longhi, 2015; Welsh Government, 2014). When doing the same work, employees tend to be paid roughly the same, regardless of ethnicity (although some groups, such as Bangladeshi workers, are disproportionately likely to be in low-paid jobs at every occupational level).

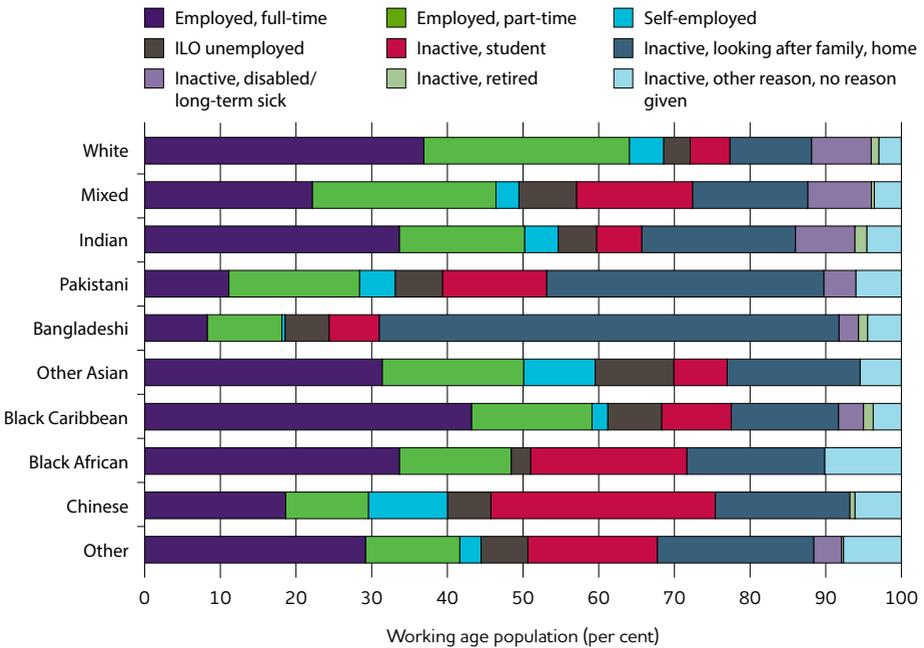
Addressing the concentration of certain ethnic groups in low-paid occupations should be a priority for public policy.

Self-employment

Self-employment rates among the Pakistani and Bangladeshi working-age population are considerably higher than among the White population. Concentration in self-employment among ethnic minority groups is more pronounced in Wales compared to other parts of the UK (WISERD, 2011).

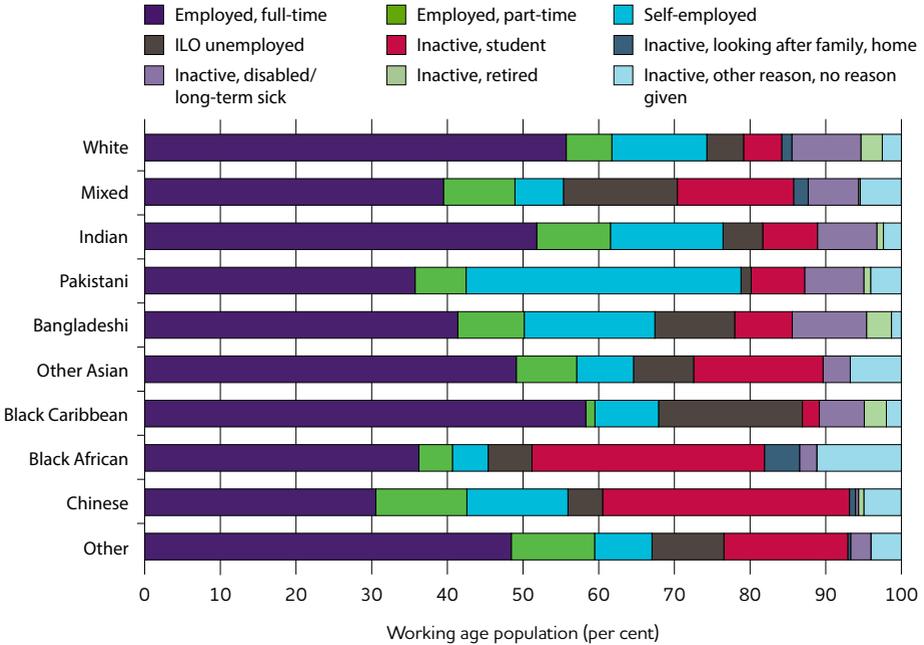
Figures 5 and 6 (WISERD, 2011) summarise how employment status varies across ethnic groups in Wales.

Figure 5: Female population in Wales by employment category, by ethnicity



Source: WISERD, 2011 - original source Annual Population Survey, 2004/5-2008/9. Data are weighted

Figure 6: Male population in Wales by employment category, by ethnicity



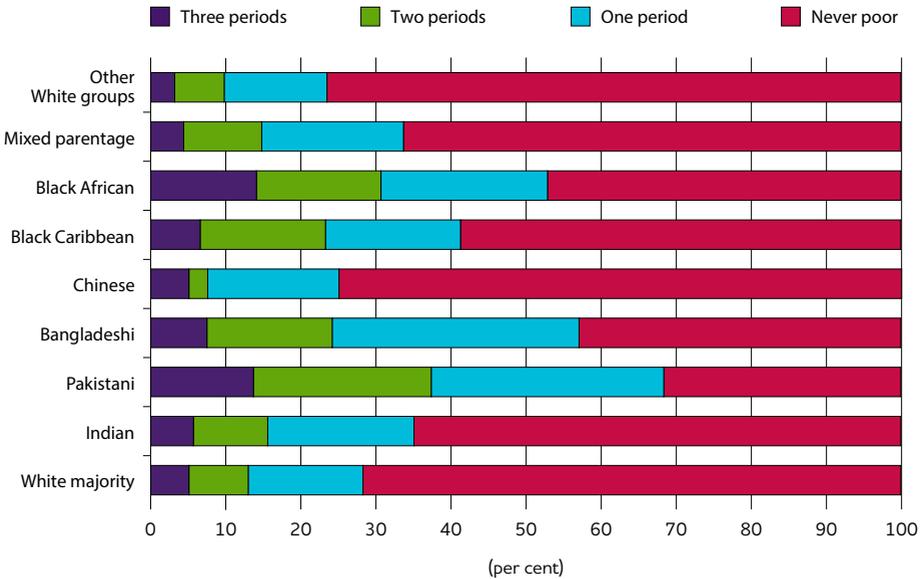
Source: WISERD, 2011. Original source Annual Population Survey, 2004/5–2008/9. Data are weighted.

Transitions in and out of low pay

Persistent poverty is of particular concern, and the length of time over which people tend to experience poverty differs across ethnic groups (Fisher and Nandi, 2015). Pakistani and Bangladeshi groups were most likely to be in continuous poverty for two or three years during 2009–2012, while Black Africans were most likely to be in poverty for the whole three-year period. There is a tendency for those in persistent poverty to be first-generation migrants.

People of all ethnicities move in and out of low pay. However, ethnic minority groups are much more likely to move into low-paid work (Brynin and Longhi, 2015).

Figure 7: Persistent poverty rates by ethnic group



Source: Fisher and Nandi (2015)

Income and entitlements

Many ethnic minority individuals have poor knowledge of their entitlements and are less able to navigate the system (Holtom *et al.*, 2013; Khan *et al.*, 2014). They are less likely to draw disability benefits (apart from Pakistanis) and less than half as likely to draw pensions (Department for Work and Pensions, 2014).

Prospects – people’s life chances

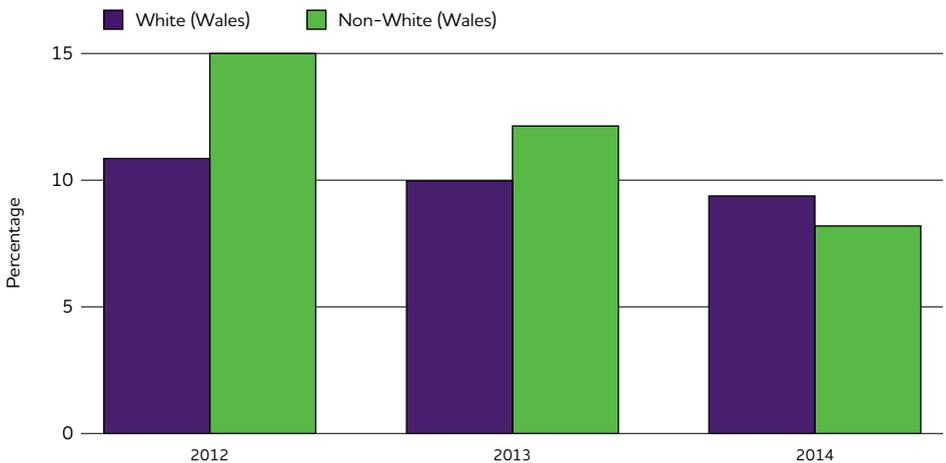
Education and skills

Poor education and skills are key predictors of poverty. Educational attainment in school varies across ethnic groups (Welsh Government, 2015a; Lalani *et al.*, 2014). Gypsy and Traveller children in particular, along with Black African children, are underachieving. On a positive note, the educational attainment of children from the Pakistani and Bangladeshi groups has now risen to the average in Wales (Welsh Government, 2014).

Parental engagement and the relationship between schools and parents is key (Welsh Government, 2015b). However, parents' understanding of how to support their children can be limited, particularly among migrants. Parents with greater social capital are more able to ensure a better educational foundation (Lalani *et al.*, 2014).

Adult education and skills also vary across ethnicities. Until recently, a lower proportion of White people in Wales had no qualifications compared to non-White groups. In 2014 the gap was closed and marginally reversed (Welsh Government, 2015a).

Figure 8: Percentage of people with no formal qualifications in Wales by ethnicity



Source: Statistical Release SDR 59/2015: Levels of Highest Qualification held by working age adults, 2014, Welsh Government (2015)

Having English as a first language reduced the probability of being in persistent poverty by 5% (Fisher and Nandi, 2015). Poor English language skills affect job prospects, social networks and access to information. The proportion of those who speak English as a first language is relatively low among Bangladeshis (Brynin and Longhi, 2015).

However, participation in adult education and training among ethnic minority groups is high (Lalani *et al.*, 2014; WISERD, 2011) and minority groups are well educated on average. Lower educational attainment is not the main cause of higher levels of poverty among ethnic minority groups (Brynin and Longhi, 2015).

Ethnic minority groups and immigrants often cannot convert their educational attainment into high wages as well as the White majority, and are more likely to be over-qualified. Concentration of some ethnic minority groups in low-paid occupations is likely to contribute to this.

Table 1: Percentage of each ethnic group over-qualified

Ethnic group	Graduates	A-level holders
White	24.6	30.0
Black Caribbean	28.4	29.1
Black African	40.8	42.6
Black 'other'	30.8	53.3
Indian	31.7	31.7
Pakistani	35.8	38.5
Bangladeshi	39.0	38.6
Chinese	36.3	37.1
Asian 'other'	36.2	32.2
'Other'	33.4	36.5

Source: Brynin and Longhi, 2015

Careers advice

Careers advice for both young people and adults affects future career success. The quality of formal careers information, advice and guidance is widely criticised across ethnicities (Lalani *et al.*, 2014; Estyn, 2014). For those in work, employers can be crucial sources of advice and support for career progression (Lalani *et al.*, 2014).

This makes informal advice particularly important. People of all ethnicities rely heavily on social networks. While this advice is crucial, it can be limited among networks that have high levels of unemployment or concentration in low-paid sectors (McCabe *et al.*, 2013). Children whose parents are migrants or have least interaction with other ethnic and social groups were most likely to be disadvantaged. This may also be a reason for different ethnic groups being over-represented in certain sectors and occupations, especially when firms recruit via social networks. It may also account for differing career choices based on gender within ethnic groups.

JRF's Anti-Poverty Strategy contains recommendations on careers advice for young people and adults aimed at overcoming disadvantage linked to limited social networks. These should help tackle poverty across all ethnic groups in Wales.

In-work progression

The changing shape of the labour market limits in-work progression across ethnicities.

Progression can be further limited for ethnic minority groups because of poor understanding of the labour market (particularly for migrants), discrimination and negative workplace cultures.

Employers are key to supporting progression, including through advice and support, formal training aimed at progression, mentoring, networking opportunities and creating inclusive workplace cultures (Hudson *et al.*, 2013).

Discrimination

Racism and discrimination is a theme across all the research reports. Whether it is teachers having low expectations of children, careers advisors reinforcing stereotypes, conscious and unconscious bias among employers, or harassment from neighbours – racism and discrimination remain key barriers for ethnic minorities. It makes it more difficult to develop the resources to move out of poverty as well as access the services and support that can help cope with poverty.

Migration

All immigrants arriving at age 11 or older have a higher probability of being paid less than the living wage than non-migrants or those arriving before age 11 (Brynin and Longhi, 2015). Limited knowledge and networks contribute to this, sometimes compounded by poor English language skills, difficulty in transferring overseas qualifications or lack of formal qualifications.

Prevention – services and support

Different layers of support – family, friends, community and formal services – can help people to prevent, cope with and escape from poverty.

Caring for loved ones

Balancing caring for family and earning is a challenge for people of all ethnicities. Different groups have different demands and people make different choices, sometimes linked to ethnicity as well as gender (Khan *et al.*, 2014). Somali and Pakistani parents are more likely to care for children within the family, with Pakistani women least likely to return to the workplace following maternity leave. Caribbean parents are more likely to use formal childcare services.

This is partly due to social norms within groups, but the weight given to cultural beliefs varies and may be changing in younger generations of many groups. Another key constraint is knowledge. Khan *et al.* (2014) found that awareness of free childcare services, the benefits of formal early years services and support in caring for relatives with disabilities was extremely limited in Pakistani and Somali households.

Friends

There is a clear and strong link between having none or only one friend and poverty (Finney *et al.*, 2015). There are particularly high numbers of people who have very few friends among Black African, Pakistani, Bangladeshi and Black Caribbean ethnic groups. As many as one in five Black African people reported having only one, or no, close friends. Loneliness and social isolation are not necessarily linked to close proximity. Some feel excluded from supposedly close networks (Holtom *et al.*, 2013).

Having ethnically mixed friendship networks is linked to a lower likelihood of living in poverty, but it is not as strong a correlation (Finney *et al.*, 2015). People from White groups and those in poverty are least likely to have mixed social networks (meaning networks that include people from different ethnic groups, age groups, etc. from themselves). The benefits of mixed friendship networks are strongest for those living in areas of lower deprivation. This may be because of the costs involved in maintaining and making use of social networks and time for those working long hours (Finney *et al.*, 2015; McCabe *et al.*, 2013).

Formal services

Some ethnic groups have less knowledge of the state support and public services available to them (Holtom *et al.*, 2013; Khan *et al.*, 2014). This is particularly the case for migrants. Many people are reliant on information from social networks (McCabe *et al.*, 2013). Limited networks, or limited understanding within networks, can limit people's ability to negotiate these often complex systems. Where sources are ill informed, it can increase fear and mistrust of mainstream services and support (*Ibid.*). People's ability to access services and support is linked to social capital.

Racism and discrimination among service providers prevents people accessing support effectively. Engaging positively with service users of all ethnicities should provide greater trust and awareness, as well as more flexible and inclusive services.

Ethnic minority interviewees were more likely to report a better quality of service where there is a more ethnically diverse workforce (McCabe *et al.*, 2013).

Places – where we live and work

Outcomes for people of the same ethnicity differ according to place, underlining that links between poverty and ethnicity are not inevitable. This is the focus of research by Lalani *et al.* (2014).

People from 'non-white' ethnic minority groups are twice as likely to be living in the most deprived areas as 'white' people. Within these areas, ethnic minority groups are disproportionately less likely to be employed compared to White British people. While some people – particularly economic migrants most often found in the Other White group – are more mobile, others have strong links to particular places.

The mix of people in particular places impacts on their outcomes. Diversity appears to impact positively; for example, the greater the degree of social interaction with different groups, the better the knowledge of education services. Self-employment limits opportunities for mixed social interactions, restricting access to informal knowledge exchange (in particular about different types of training and employment options). Where one ethnic minority is dominant, small populations of other ethnic groups tend to be more disadvantaged.

Many ethnic groups tend to be concentrated in particular sectors and occupations. These can be place-specific. In some cases these can provide good prospects, but in others they are low-paid sectors or dying industries. In Wales, ethnic minority groups tend to live in the main cities which have stronger labour markets, but are not necessarily in higher-paying sectors or occupations.

The quality of services also varies across place, engaging more or less effectively with ethnic minority groups in their area. Good quality and inclusive schools, careers and health services make a positive difference.

The uniqueness of place underlines the importance of tailoring responses to local circumstances. This means collecting and analysing data, and engaging with a range of individuals and groups – not just responding to lobbying.

Implications for action on poverty and inequality

These recommendations are largely aimed at public bodies, but many are equally as relevant to employers, third-sector groups, trade unions and citizens. We urge all these entities to consider how these approaches can be put into practice most effectively in their own context.

Public bodies now have a big opportunity to use their implementation of the Well-being of Future Generations (Wales) Act 2015 to break the links between poverty and ethnicity.

Engage

- Test out better ways of communicating with, and providing reliable information and advice to, disadvantaged groups – for example, on the benefits of early years' education with Somali and Pakistani groups, or alternative career paths with Bangladeshi and Pakistani groups. There is growing evidence that behavioural insights can be used effectively for these interventions, including reducing ethnic inequalities (Behavioural Insights Team, 2015).
- Enable individuals to expand their networks and to use them positively, including people from different socioeconomic, employment and ethnic backgrounds. This could be structured, such as mentoring, informal third-sector activities or digital networks. To do this, people need spaces to meet. For people in poverty, activities must be low cost and at suitable times.
- Citizens and service providers should design and deliver support together. This can enable individuals and groups to deliver tailored solutions and increase knowledge and trust. It demands a flexible approach to delivery and is consistent with person-centred services.
- Identify and proactively engage with disengaged groups. For example, as part of family and community engagement strategies, schools should proactively engage with parents from ethnic minority groups, some of whom may have less understanding of the education system.

Integrate

- Integrate targeted interventions to address ethnic inequality across mainstream activity, including through the local well-being plans and statements required under the Well-being of Future Generations (Wales) Act 2015.
- Understand ethnic differences in your area of activity (whether a policy area or geographical area). If some groups are not engaging effectively with mainstream programmes, understand why and test out actions that might address it.

Intervene early and prevent

- Continue to address inequalities in education, targeting groups with lower levels of attainment (such as Gypsy and Traveller, and Black and Black British young people).
- Enable migrants to better negotiate the labour market and support systems through early information, advice and support. For those with poor English language skills, ESOL (English for Speakers of Other Languages) is key. This should be at the heart of the forthcoming Refugee and Asylum Seeker Delivery Plan and other Welsh migration policies.
- Introduce high-quality, tailored careers advice for young people and adults (see Association of School and College Leaders, 2015). Target groups who are least likely to access good quality advice, from social networks and groups who are most likely to be concentrated in low-paid sectors and jobs (notably young Pakistani and Bangladeshi men).
- Use evidence of what works and what is most cost-effective in the ongoing efforts to tackle the persistent barriers caused by racism and discrimination. This includes actions under the Equality Act 2010.

Shape workplace and labour market activity

- Take a strategic approach to addressing the longer-term structure of the labour market in Wales, which is leading to high levels of poverty and narrowing routes out of poverty (Shmuecker *et al.*, 2014). This should be a priority within economic development strategies.
- Work with employers, who play a crucial role in recruitment processes, workplace culture, progression opportunities and skill development for progression. Consider targeting those who have a high proportion of ethnic minority workers (such as the health sector, with Black African immigrants) and low-paid sectors where some ethnic groups cluster (such as catering). Trade unions have an important role to play here.
- Make maximum use of the Wales Procurement Policy Statement (Welsh Government, 2015f) to drive better workplace practices, accessible services and a living wage through the supply chain.

Demand and use evidence

Analyse and use existing data and other research evidence to inform more intelligent and responsive services, and other interventions.

Public bodies in Wales are already collecting a lot of data linked to the Public Sector Equality Duty (Mitchell *et al.*, 2014) and Single Integrated Plans. The Welsh Government already publishes a range of national equality performance indicators (Welsh Government, 2015a). Alongside this, there is potential to tap into big data, and especially open data sources, to tackle inequality.

The challenge is not to become overwhelmed by data collection processes, and ensure that the data is analysed and used to reduce ethnic inequalities (see Baeck, 2015). While this is challenging, the goal remains key. Making better use of digital technology could support more efficient collection and analysis of data. Consider whether the Digital Innovation Fund could help (Brindle, 2015).

Conclusion

There are clear links between ethnicity and poverty. However, these are not inevitable.

This research programme provides fresh insights into what underlies these links. By looking in detail across ethnic groups and different aspects of life, the research provides fresh understanding as to why some ethnic groups earn more, have higher qualifications, make more effective use of services and are better able to prosper in different places.

This understanding should be key to informing more effective interventions to reduce ethnic inequalities and tackle poverty across Wales.

About this paper

This *Viewpoint* was written by Anna Nicholl and Chris Johnes from Eginio and Duncan Holtom from The People and Work Unit. It explores the implications of findings from JRF's Poverty and Ethnicity programme for Wales. It considers nine JRF research reports and other data relevant to Wales. The authors suggest implications for policy makers, practitioners and citizens.

References

- Association of School and College Leaders (2015) *The Foundation Code: values and behaviours needed to deliver high quality CEIAG*. Available at: <http://www.ascl.org.uk/help-and-advice/help-and-advice.the-foundation-code-values-and-behaviours-needed-to-deliver-high-quality-ceiag.html> (accessed 17 December 2015)
- Baek, P. (ed)(2015) *Data for good*. London: Nesta. Available at: <http://www.nesta.org.uk/publications/data-good> (accessed 17 December 2015)
- Blighe, A. and Taylor, L. (2014) *Review of the evidence on inequality in Wales*. Cardiff: Welsh Government
- Brindle, S. (2015) 'Investing in digital public services'. Available at: <http://www.nesta.org.uk/blog/investing-digital-public-services> (accessed 17 December 2015)
- Brynin, M. and Longhi, S. (2015) *The effect of occupation on poverty among ethnic minority groups*. York: JRF
- Catney, G. and Sabater, A. (2015) *Ethnic minority disadvantage in the labour market*. York: JRF
- Department for Work and Pensions (2014) *Family resources survey, United Kingdom 2012/13*. London: HMSO. Available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/325491/family-resources-survey-statistics-2012-2013.pdf (accessed 17 December 2015)
- Estyn (2014) *Learner support services for pupils aged 14–16 – training material*. Available at: <http://www.estyn.gov.wales/thematic-reports/learner-support-services-pupils-aged-14-16-training-material> (accessed 17 December 2015)

- Finney, N., Kapadia, D. and Peters, S. (2015) *How are poverty, ethnicity and social networks related?* York: JRF
- Fisher, P. and Nandi, A. (2015) *Poverty across ethnic groups through recession and austerity.* York: JRF
- Holtom, D., Bottrill, I. and Watkins, J. (2013) *Poverty and ethnicity in Wales.* York: JRF
- Hudson, M., Netto, G., Sosenko, F., Noon, M., De Lima, P., Gilchrist, A. and Kamenou-Aigbekaen, N. in partnership with CEMVO Scotland and Voice4Change England (2013) *In-work poverty, ethnicity and workplace cultures.* York: JRF
- Jivraj, S. (2013) *Geographies of diversity in Cardiff.* Manchester: Centre on Dynamics of Ethnicity
- Khan, O., Victor, C. and Ahmet, A. (2014) *Caring and earning among low-income Caribbean, Pakistani and Somali people.* York: JRF
- Lalani, M., Metcalf, H., Tufekci, L., Corley, A., Rolfe, H. and George, A. (2014) *How place influences employment outcomes for ethnic minorities.* York: JRF
- McCabe, A., Gilchrist, A., Harris, K., Afridi, A. and Kyprianou, P. (2013) *Making the links: poverty, ethnicity and social networks.* York: JRF
- Mitchell, M., Beninger, K., Rahim, N. and Morrell, G. (2014) *Review of the Public Sector Equality Duty (PSED) in Wales.* Cardiff: Equality and Human Rights Commission Wales
- ONS (2015) 2011 Census – Ethnicity (map). Available at: <http://www.ons.gov.uk/ons/interactive/census-map-2-1---ethnicity/index.html> (accessed 17 December 2015)
- Owen, D., Gambin, L., Green, A. and Yuxin, L. (2015) *Projecting employment by ethnic group to 2022.* York: JRF
- Shmuecker, K. (2014) *Future of the UK labour market.* York: JRF
- Tinson, A. and MacInnes, T. (2015) *Poverty and Social Exclusion in Wales.* York: JRF

- The Behavioural Insights Team (2015) *The Behavioural Insights Team: Update report 2013–2015*. London: Behavioural Insights Ltd. Available at: http://38r8om2xjhh125mw24492dir.wpengine.netdna-cdn.com/wp-content/uploads/2015/08/BIT_Update-Report-Final-2013-2015.pdf (accessed 17 December 2015)
- Welsh Government (2012) *Tackling Poverty Action Plan 2012–2016*. Cardiff: Welsh Government. Available at: <http://gov.wales/docs/dsjlg/publications/socialjustice/120625tackpovplanen.pdf> (accessed 17 December 2015)
- Welsh Government (2014) *Welsh Ministers report on equality 2014*. Cardiff: Welsh Government. Available at: <http://gov.wales/docs/dsjlg/publications/equality/141218-ministers-report-equality-2014-en-v1.pdf> (accessed 17 December 2015)
- Welsh Government (2015a) *Programme for Government*. Cardiff: Welsh Government. Available at: <http://gov.wales/about/programmeforgov/?lang=en> (accessed 17 December 2015)
- Welsh Government (2015b) *Family and community engagement toolkit for schools*. Cardiff: Welsh Government. Available at: <http://learning.gov.wales/resources/browse-all/family-and-community-engagement-toolkit/?lang=en> (accessed 17 December 2015)
- Welsh Government (2015c) *Building resilient communities: Taking forward the Tackling Poverty Action Plan, Annual Report 2015*. Cardiff: Welsh Government. Available at: <http://gov.wales/docs/dsjlg/publications/150701-tackling-poverty-action-plan-2015-en.pdf> (accessed 17 December 2015)
- Welsh Government (2015d) *Child Poverty Strategy for Wales*. Cardiff: Welsh Government. Available at: <http://gov.wales/docs/dsjlg/publications/150327-child-poverty-strategy-walesv2-en.pdf> (accessed 17 December 2015)
- Welsh Government (2015e) *'Equality and diversity'* Available at: <http://gov.wales/topics/people-and-communities/equality-diversity/?lang=en> (accessed 17 December 2015)
- Welsh Government (2015f) *Wales procurement policy statement*. Cardiff: Welsh Government. Available at: <http://gov.wales/topics/improvingservices/bettervfm/publications/procurement-policy-statement/?lang=en> (accessed 17 December 2015)

Wales Institute of Social and Economic Research, Data and Methods (WISERD)(2011) *An anatomy of economic inequality in Wales*. Cardiff: Equality and Human Rights Commission Wales

Acknowledgements

We would like to thank the Advisory Group for their input in shaping the Viewpoint and their comment and feedback. We would also like to thank everybody who took time to speak with us and comment on drafts through the project, especially Helen Barnard, JRF Programme Manager.

FOR FURTHER INFORMATION

This *Viewpoint* is part of JRF's research and development programme. The views are those of the authors and not necessarily those of the JRF.

Read more summaries at

www.jrf.org.uk

Other formats available

ISBN 978-1-910783-34-4

Joseph Rowntree Foundation

The Homestead

40 Water End

York YO30 6WP

Tel: 01904 615905

email: publications@jrf.org.uk

www.jrf.org.uk

Ref: 3183

© Egino CIC 2016