



The Prince's
Responsible
Business Network

Factsheet

INSIGHTS ON RACE

March 2023

Northern Ireland



FACTSHEET

INSIGHTS ON RACE FACTSHEET: NORTHERN IRELAND

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The Northern Ireland Census 2021 provides a fresh opportunity to understand the representation of ethnically diverse communities. This factsheet outlines and evidences why it is an imperative that employers ensure that UK workplaces are equal for everyone, regardless of background. Employers can then sense check the measures they have in place to ensure our workplaces are reflective of the communities in which they operate. Most importantly, in the midst of a world shortage of workers and the skills that are required for the future, it is crucial that our workplaces have curated an inclusive environment where people from all backgrounds can work and progress. We know that tackling race disparities in the UK across the labour market through improved participation and progression, has the potential to add £24 billion a year to the UK economy.¹ This factsheet aims to equip employers with knowledge and evidence to understand their communities, the how and where to source and retain talent, and put in place structures and procedures outlined in Business in the Community's (BITC's) [Race at Work Charter](#) to create the right environment to best attract talent and become inclusive employers.

This factsheet will support organisations to set ethnicity targets using the latest demographic data in Northern Ireland and informs employers of the talent pools available to them across the nations and regions. This will enable different parts of the business to anticipate who should be responding to recruitment adverts, who should be progressing in the organisation, and where they may need to create targeted action plans for outreach to different communities and provide tailored and bespoke support.

AN OVERALL SNAPSHOT OF NORTHERN IRELAND

The Northern Ireland Census 2021 shows that the population has grown to 1.9 million residents. White people are the majority accounting for 96.6% (1,837,575) of usual residents. In Northern Ireland the Census categories are somewhat different to Census 2021 England and Wales.ⁱⁱ Irish Traveller and Roma people account for 0.2% (4,138) and Ethnically diverse residents i.e., Black, Asian, Mixed Race and other ethnically diverse account for the remaining 3.2% (61,466) (see *Figure 1*).

The largest ethnic minority group in Northern Ireland is the Mixed group which makes up **0.8%** (14,400). The second largest ethnic minority group is Indian (9,900) and Chinese (9,900) which make up **0.5%** each. Followed by **0.4%** Black African (8,100), **0.3%** Other Asian (5,200), **0.2%** Filipino (4,500), **0.2%** Other ethnicities (3,600), **0.2%** Black other (3,000), **0.1%** Arab (1,800) and **0.1%** Pakistani (1,600).

For employers, the importance of capturing ethnicity data cannot be underestimated. Capturing ethnicity data is important to establishing a baseline and measuring progress. It is also a crucial step towards an organisation being able to report on ethnicity pay.

Taking age into account

62.4% of Northern Ireland's population are of working age. A third of the working age population (32.2%) are aged between 25-49 years. Younger people aged 16-24 make up 10.6% of the working age population, and the over 50s make up 18.3%. Researchⁱⁱⁱ shows that our workplaces are becoming increasingly multigenerational and there are things employers can do to ensure that workplaces work for people of all ages. See BITC's [guide on how to analyse data on age](#) to help create a more inclusive workplace.

Figure 1: Population of Northern Ireland: Census 2021



Source: Census 2021 Ethnic Group TS021

“Capturing ethnicity data helps us to better understand the make-up of our firm so that we can focus our activities appropriately and build an inclusive workforce that’s reflective of society. It also enables transparent and meaningful reporting of our ethnicity pay gaps and progress against targets.”

Mitul Shah, Partner, Deloitte

In 2021, the Northern Ireland local government districts with the highest proportions of ethnically diverse people were Belfast, Lisburn and Castlereagh, Mid Ulster, Antrim and Newtownabbey and Armagh City, Banbridge and Craigavon (see *Chart 1*). Belfast is the most diverse borough in Northern Ireland with 6.9% of Belfast residents from ethnically diverse backgrounds.

Chart 1: Northern Ireland local government districts with the highest proportion of ethnically diverse people

Belfast	6.9%
Lisburn and Castlereagh	3.9%
Mid Ulster	3.6%
Antrim and Newtownabbey	3.2%
Armagh City, Banbridge and Craigavon	3.0%

Focus on Belfast

The ethnically diverse groups with the highest representation in Belfast are Chinese (1.4%), Indian (1.3%), Mixed (1.2%) and Black African (1.2%), all accounting for at least 1% representation each (see *Figure 2*).

Language

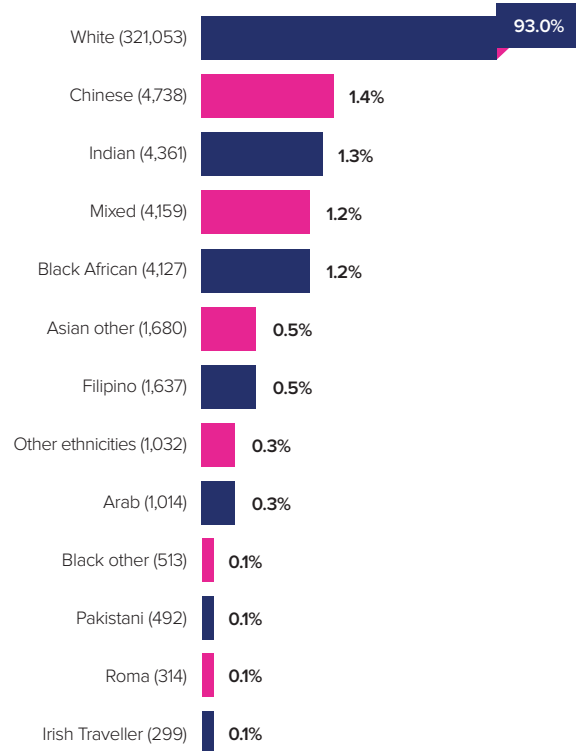
In Belfast, 6.2% of residents do not speak English or Irish as their main language, compared to 4.3% (79,100) of Northern Ireland's population. 3,700 Belfast residents cannot speak English very well, which represents 1.1% of the population. A small number cannot speak English at all (830).

After English and Irish, the second main language spoken in Belfast is Polish with 1.2% having this as their main language. 11.7% of the people in Belfast were born in countries outside the UK, compared to Northern Ireland overall, where 8.7% were born outside of the UK.

Poverty

The latest data from the Joseph Rowntree Foundation shows that Northern Ireland has the

Figure 2: Belfast resident population by ethnic group



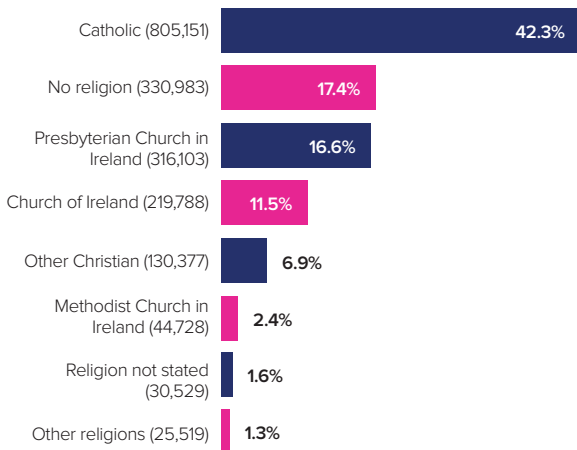
Source: Northern Ireland Census 2021 MS-B01a: Ethnic group. Figures may not sum due to rounding.

lowest poverty rate (17%) compared to the other three UK nations.^{iv} For ethnically diverse people, the picture is worse. In 2020/21, across the UK, half of all people in Bangladeshi headed households were in poverty. This increases to over four in ten for people in Pakistani or Black headed households – more than twice the poverty rate of people in White headed households. One in four children in Northern Ireland are living in poverty, with twice as many children in a working family household living in poverty as a decade ago.^v We know that people living in poverty are being hit hardest by the rising cost-of-living crisis. We have published some [ethnicity and socio-economic papers](#) together with professors from University of Birmingham and Queen Mary to enable employers to understand the hidden disparities that employees within their workplaces may be grappling with. Employers can do much to support their local communities where high poverty levels exist by using BITC's [Cost-of-Living Action Plan](#).

RELIGION

Many UK workplaces now recognise and celebrate all religious festivals as well as supporting employees by providing prayer/reflection rooms on-site. The Northern Ireland Census 2021 revealed that the majority of residents were Christians with Catholicism (42.3%), being the largest denomination. This was followed by those with no religion (17.4%), and Protestants (16.6%) (see *Figure 3*).

Figure 3: Religion (top 5) – England and Wales (all usual residents) Census 2021



Source: Northern Ireland Census 2021 Religion MS-B19

In Belfast, there is twice the amount of those with Other religions (3%), compared to Northern Ireland overall (1.3%). There are also a higher proportion of those with no religion (21.7%) compared to Northern Ireland overall (17.4%).

Employers seeking to be fully inclusive need to create a culture where everyone feels equally safe and comfortable to talk openly about religion and beliefs. Establishing a [Faith and Belief Network](#) can be one way of providing a safe space to have these discussions. BITC’s [Race at Work Survey 2021](#) found that just 40% of White employees thought other workers in their organisation were comfortable talking openly about their religion or beliefs in the working environment. This was much

lower amongst Indian (27%), Bangladeshi (28%) and Black African (26%) workers. The BITC [Let’s Talk About Race Guide](#) is a simple icebreaker guide to encourage employers and employees to get comfortable talking about race and some of the content can be used to help tackle conversations around religion.

EDUCATION

Unlike England and Wales, Northern Ireland does not categorise their pupils at primary and secondary schools by ethnic groups. A report by Runnymede in 2020 found that not only is the education system racially unequal in the proportion of teachers from ethnically diverse backgrounds, but also that ‘racism is deeply embedded in schooling’.^{vi} The latest statistics^{vii} show that 4.0% of headteachers in England are ethnically diverse, and 96% are White. The pandemic has only exacerbated the challenges facing education and means that the role of businesses in addressing inequalities in this sphere has never been more important. BITC’s report [Time to Act](#) puts forward four calls to action for businesses to drive meaningful and sustainable change, including one to ensure that education partnerships must reach those most disadvantaged through active inclusion strategies. A number of schools have signed the Race at Work Charter to demonstrate their commitment to action.

“Capturing ethnicity data is essential in helping us ensure that the diversity of our workforce reflects the local communities where we live and work. It guides our approach to creating a truly inclusive, diverse and equitable workplace where everyone has the opportunity to reach their full potential.”

Leigh Lafever-Ayer, Vice President of Human Resources for UK & Ireland, Enterprise Rent-A-Car

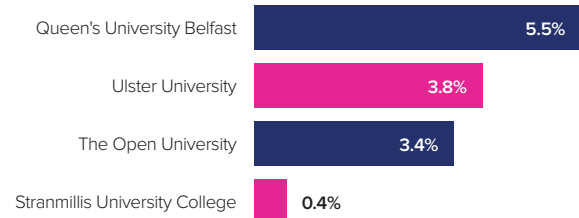
Race and higher education

Student records for the academic year 2020/21, show that UK domiciled ethnically diverse students made up more than a quarter (26.2%) of all the Higher Education (HE) students.^{viii}

In Northern Ireland, Queen's University Belfast had the highest representation of ethnically diverse students, making up 5.5% of the student population. *Figure 4* lists the four HE providers in Northern Ireland with the highest proportion of UK-domiciled ethnically diverse students.^{ix} This information is useful for employers wanting to target ethnically diverse talent for their organisation.

Data from AdvanceHE Equality in Higher Education report shows that in 2020/21 (after medical related subjects) the four most popular subjects for UK domiciled ethnically diverse students were Law (34.0%), Business (33.8%), Computing (30.5%) and Engineering and Technology (30.4%). Most of these are skills required for the future of work, whereby employment trends continue to become more data, computer, AI and business development driven.^x

Figure 4: Northern Ireland Higher Education Providers with the highest proportion of Ethnically diverse students (% = ethnically diverse population)



Source: HESA Student Records 2021/22. *Students with 'not known' ethnicity have been excluded from the numbers.

“Capturing ethnicity data is essential to measuring Sage’s DEI progress: it helps us track our performance against inclusion targets; identify areas for improvement, such as pay gaps; and enables us to see how representative (or not!) we are of communities and geographical locations our offices are based in.”

Sage

EMPLOYMENT

The labour market

One in five of the working age population is ethnically diverse. *Chart 2* shows the UK labour market statistics of the working age population by ethnic group for the period October–December 2022.

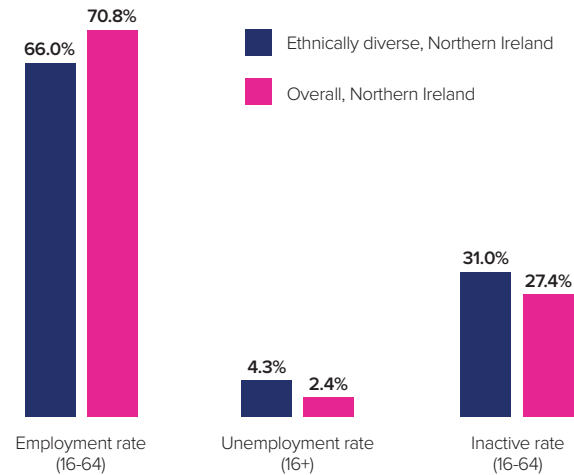
If the ethnically diverse population of England and Wales grows to one third of the population by 2051 (see *Figure 2*), employers will need to check their employer brand to become the employer of choice if they are to attract, recruit, and retain ethnically diverse top talent.

Chart 2: Labour Force Survey (LFS) UK employment, unemployment and inactivity aged 16-64 October–December 2022

Ethnic Group (actual number)	Employed (%)	Unemployed (%)	Economically Inactive (%)
White (34,826,000)	77.1%	3.1%	20.3%
Mixed/Multiple ethnic (770,000)	66.7%	11.3%	24.7%
Black (1,525,000)	68.9%	8.5%	24.7%
Indian (1,367,000)	77.4%	5.9%	17.7%
Pakistani (860,000)	58.0%	8.7%	36.4%
Bangladeshi (360,000)	60.9%	7.3%	34.2%
Chinese (329,000)	66.2%	7.8%	28.1%
Other (1,486,000)	71.3%	5.4%	24.5%
Ethnically diverse – (6,698,000)	69.0%	7.5%	25.4%
Total – (41,566,000)	75.8%	3.8%	21.2%

Source: LFS A09: Labour market status by ethnic group UK (not seasonally adjusted). Numbers rounded to the nearest 1000; Numbers may not sum due to rounding. Notes: Unemployment Rate percentages are based on 16+ due to data provided in A09. Figures underneath each ethnic group refer to A09 figures for employed, unemployed and inactive people added together.

Figure 5: Employment rates, October 2021–September 2022



Source: Annual Population Survey, Nomis

The Northern Ireland Labour Force Statistics taken from the Annual Population Survey (APS) October 21–September 2022 (see *Figure 5*), show that:

- The **employment rate** for ethnically diverse people aged 16-64 was 66.0%, compared to 70.8% for the overall Northern Ireland population.
- The **unemployment rate** for ethnically diverse people aged 16+ was 4.3%, compared to 2.4% for the overall Northern Ireland population.
- The **economic inactivity rate** for ethnically diverse people aged 16-64 was 31.0%, compared to 27.4% for the overall Northern Ireland population.

Access to jobs

Responsible businesses want to build a diverse workforce and fill vacancies, yet some longstanding and widespread recruitment practices create barriers for ethnically diverse people.

Having a diverse workforce will lead to rich perspectives and informed decisions that will enable employers to tap into 18% of the UK's population. The cumulative spending power of ethnically diverse people in the UK is estimated to reach £3.06 trillion by 2031 and £16.7 trillion by 2061.^{xi} Consumer-facing employers will miss the opportunity to cater to this market if they don't improve their hiring practices to include more diverse voices. Employers can do this by understanding some of the common barriers faced by ethnically diverse candidates, and redesigning their hiring processes. For example, BITC's [Opening Doors campaign](#) calls on employers to change how they recruit by taking specific actions to unlock their jobs to untapped talent.

Mixed race people are experiencing the highest unemployment (see *Chart 2*) and young Black men are more likely to experience unemployment. BITC's [Improving Employment Outcomes for Young Black Men](#) factsheet outlines the vital role employers can play in addressing these disparities.

Industry of employment

Ethnically diverse workers are better represented in some industries than others.

In Northern Ireland, ethnically diverse workers have a small presence across industries. However there are no presence for ethnically diverse groups in some industries, such as agriculture and fishing, and energy and water (see *Chart 3*).

Ethnically diverse people have the highest representation in transport and communication (5.1%), followed by public admin education and health (4.7%), and distribution, hotels and restaurants (4.4%) (see *Chart 3*). Also highlighted in *Chart 3* are the industries with the highest representation of each ethnically diverse group.

Chart 3: Industry of employment by ethnicity (16+) Northern Ireland, percentages, October 2021–September 2022

Ethnicity	Agriculture and fishing	Energy and water	Manufacturing	Construction	Distribution, hotels and restaurants	Transport and Communication	Banking finance and insurance etc.	Public admin education and health	Other services	All people
All	17,500	17,100	77,800	64,100	152,200	568,00	124,300	296,600	50,800	857,200
White	17,500 (100%)	17,100 (100%)	74,500 (95.8%)	63,200 (98.6%)	145,400 (95.5%)	53,400 (94.0%)	120,700 (97.1%)	282,600 (95.3%)	49,600 (97.6%)	824,000
Mixed ethnicity	!	!	!	!	600 (0.4%)	!	600 (0.5%)	1,300 (0.4%)	!	2,500
Indian	!	!	!	!	1,300 (0.9%)	500 (0.9%)	!	3,700 (1.3%)	500 (1.0%)	6,000
Pakistani/Bangladeshi	!	!	!	!	!	!	!	!	!	0
Black	!	!	1,200 (1.5%)	!	800 (0.5%)	!	600 (0.5%)	3,900 (1.3%)	!	6,500
Other ethnic group	!	!	1,400 (1.8%)	!	4,000 (2.6%)	2,400 (4.2%)	1,900 (1.5%)	4,900 (1.7%)	500 (1.0%)	15,100

Source: ONS Annual Population Survey (APS) from Nomis, annual population survey – Ethnic Group by industry (SIC 2007) of employment 16+, October 2021–September 2022. Notes: ! means estimate number not available due to group sample size zero or disclosive (0-2). Numbers may not sum due to rounding.

Despite being highly represented in some sectors, BITC’s [Race at Work Survey 2021](#) found overall that 23% of ethnically diverse people in the UK, felt their ethnic background was a barrier in making the next step in their career. This was higher (32%), for Pakistani and 38% for Black African respondents.^{xii} *Figure 15* shows regionally how people from all ethnic groups including White responded.

Progression and other barriers

BITC’s [Race at Work Survey 2021](#) revealed that 18% of ethnically diverse people felt that family commitments were a barrier to the next step in their career, compared to 11% of their white counterparts. Flexible working is a key enabler of professional progression, particularly for women who more often have to make career sacrifices due to family commitments. BITC’s [Who Cares](#) research found that one in three (32%) Black, Asian, Mixed Race and other ethnically diverse people have left or considered leaving a job due to a lack of flexibility compared with one in five (21%) White people – the [Route Map to a More Gender Equal Future](#) helps businesses promote gender equality at work. Tackling work-based inequalities

is also crucial to achieving an inclusive culture of wellbeing and forms the first BITC recommendation to help employees [THRIVE at work](#).

LEADERSHIP

An interesting emerging trend from US research shows that 65% of workers aged 18-34 said they would consider turning down a job offer or leaving a company if there was a lack of race/ethnicity diversity in company leadership and 64% of workers aged 35-44 said the same.^{xiii} As the war for talent is not only UK wide but global, employers should increase the transparency of their commitment to race and inclusion.

There is a disproportionate underrepresentation of ethnically diverse people in senior leadership positions (see *Chart 4*).

BITC’s [Race at Work Survey 2021](#) found that ethnically diverse people were more likely to report that they have been overlooked for a promotion in their current place of work. This was highest for the Other Ethnic group at 36%, the Indian respondents at 34%, compared to 20% of White respondents.

Chart 4: Occupation by ethnicity, October 2021–September 2022, 16+ in employment employed as managers and senior officials

Ethnic Group	UK Overall)		Northern Ireland	
	Number	%	Number	%
White	2,753,200	11.2%	67,300	8.2%
Ethnic minority	353,200	8.1%	2,500	7.7%
Mixed ethnic group	35,300	7.5%	700	23.4%
Indian	107,000	10.9%	1,100	15.8%
Pakistani/ Bangladeshi	53,200	7.6%	!	!
Black	53,800	5.4%	!	!
Other Ethnic Group	103,900	8.6%	600	3.9%

Source: Annual Population Survey (APS) from Nomis, annual population survey, SOC2020, October 2021–September 2022. ! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

SUPPLIERS AND SMALL BUSINESSES

Black, Asian, Mixed Race and other ethnically diverse-led businesses contribute an estimated £25-32 billion each year to the UK economy.^{xvi} However, entrepreneurs from these ethnically diverse backgrounds face systemic challenges to starting and running a successful business. They are less likely to have access to business support services, advice, funding and signposting to information and resources.

Despite higher qualifications and investing more time and money, Black business owners report a median turnover of more than a third less than their White counterparts.^{xv} 48% of Black, Asian, Mixed Race and other ethnically diverse business owners do not plan to access or expect to qualify for any government support schemes in the UK.^{xvi} Many of these businesses are SMEs. The Small Business Survey^{xvii} found that in 2021, only 6% of SME employers were ethnic minority group led.^{xviii} Ethnically diverse SME employers were also found more likely in some industries: health (10%), administration (9%), information and communication (8%), accommodation and food (8%) and transport (8%).

The Race at Work Charter commitment seven was added in 2021 to improve employer action to reduce the impact of the challenges ethnically diverse led businesses face, including mentoring, partnering, collaborating and ensuring prompt payment.

As outlined in BITC's [Driving Sustainability Through Procurement report](#), supply chains and procurement are a powerful tool to tackle entrenched social and environmental problems. To introduce more diverse supply chains businesses can use BITC's [Cost-of-Living Action Plan](#) and [Ethnically Diverse-led Business Owners in Supply Chains Toolkit](#). Building and nurturing relationships with suppliers and ensuring there is accountability at the top table are crucial first steps in improving supplier diversity. By tackling discouragement and mistrust, improving access to business support and monitoring engagement with diverse suppliers, the contribution of ethnic minority businesses could increase four-fold.^{xix}

APPENDIX

RACE AT WORK CHARTER

BITC launched the Race at Work Charter in 2018 in collaboration with the government. The Race at Work Charter was established from evidence which emerged from the [Race at Work Survey 2015](#), the commitment to a review following the recommendations from the McGregor-Smith Review: Race in the workplace (2017), and the Race at Work Scorecard Report (2018), found that people from Black, Asian, Mixed Race and ethnically diverse backgrounds are still underemployed, underpromoted and under-represented at senior levels.

The Race at Work Charter supports employers to put into place the mechanisms to create and sustain an ethnically diverse workforce:

1. Appoint an Executive Sponsor for race

- [Top tips to become a visible leader on ethnicity.](#)
- [Briefing: Engage in two-way mentoring models – what is reverse mentoring?](#)
- [How to set ethnicity targets](#)
- [How to make the case for action and engage your people](#)
- [Let's Talk about Race](#)

2. Capture data and publicise progress

- [Capturing Ethnicity Data Webinar](#)
- [10 reasons to monitor ethnicity](#)
- [What should employers monitor in terms of ethnicity?](#)
- [A Guide for General Counsels: Insights into Ethnicity Pay Gap Reporting and accompanying webinar](#)

3. Commit at board level to zero tolerance of harassment and bullying in the workplace and from customers and clients

- [Toolkit on tackling racial harassment and bullying](#)
- [Spotlight – The University of Manchester thematic review Equality, Diversity and Racism in the Workplace report](#)
- Short films, Infographics and reports produced in collaboration with the University of Manchester's Centre on Dynamics of Ethnicity (*Available on request*)
- Bespoke Bullying and Harassment Bystander Training and Let's Talk about Race workshops

4. Make equity, diversity and inclusion the responsibility of all leaders and managers

- [Briefing on SMART performance objectives](#)
- [Mental Health and Wellbeing for Ethnically Diverse Women – A guide for Managers](#)
- [Performance objectives toolkit](#)

5. Take action that supports ethnic minority career progression

- [Webinar: Progression and Talent PLF](#)
- The Cross Organisational Mentoring Circle approach (available on request)
- [Mental Health and Wellbeing for ethnically diverse women](#)
- [Factsheets on ethnicity and socioeconomic factors by ethnicity group](#)
- [Windrush Generation: employment and socioeconomic factors](#)

6. Support race inclusion allies in the workplace

- [Supporting Inclusion Allies](#)
- [Anti-racism and allyship in the workplace](#)
- [Black Talent Allyship](#)

7. Inclusive Supply Chain

- [Include Black, Asian, Mixed Race and other ethnically diverse-led businesses in the supply chain](#)

WHO ARE WE COUNTING

The ethnic group classification used in the Northern Ireland Census 2021 is a 13-category classification corresponding to the tick box options and write-in responses on the census questionnaire. Each category is stand alone and has no subcategories - this is significantly different to the England and Wales Census 2021 which breaks down broader ethnic groups into more granular data. Northern Ireland therefore do not subcategorise Irish Traveller and Roma within the White category so respondents who checked either of these boxes cannot be assumed to be White and therefore the data is treated separate to the White category.

13-categories:

- White
- Irish Traveller
- Roma
- Indian
- Chinese
- Filipino
- Pakistani
- Arab
- Other Asian
- Black African
- Black other
- Mixed
- Other ethnicities

THANK YOU

Thank you to our employer sponsors for their vital support and commitment to support these Regional Insights on Race Factsheets:

[Deloitte](#), [Enterprise Rent-A-Car](#), [Eversheds Sutherland](#) and [Sage](#)

“We have reported on our ethnicity pay gap since 2019 as a part of our commitment to build ethnic minority representation across our business. Reporting helps hold us to account, it provides an opportunity for rigorous analysis of our reward data which then informs our strategic focus areas and action planning.”

Eversheds Sutherland

FOOTNOTES

i [McGregor-Smith Review: Race in the workplace \(2017\)](#).

ii In Northern Ireland, Roma and Gypsy Traveller are not counted in the White group which is different to England and Wales where they are counted in the White ethnic group

iii [Deloitte Insights \(2021\) Managing the multigenerational workforce](#)

iv [Joseph Rowntree Foundation UK Poverty 2023 Report](#)

v [Save the Children \(2021\) 'Ten Years Too Long - A Decade of Child Poverty in Northern Ireland'](#)

vi [The Runnymede Trust \(2020\) Race and Racism in Schools](#)

vii [Ethnicity facts and figures \(2023\) School teacher workforce – GOV.UK](#)

viii [Higher Education Statistical Agency \(HESA\) Student Records 2020/21](#)

ix UK domiciled means that the UK was a student's normal place of residence before starting their course

x [World Economic Forum The Future of Jobs Report 2020](#)

xi [WPP \(2022\) Consumer Equality Equation report](#)

xii Data not displayed

xiii [Indeed & Glassdoor \(2022\) Hiring and Workplace Trends Report 2023](#)

xiv [Federation for Small Businesses s.k.26120](#)

xv [British Business Bank, 2020](#)

xvi [Extend Ventures, Impact of COVID-19 on Black and Ethnic Minority-Led Businesses, May 2020](#)

xvii [Longitudinal Small Business Survey: SME Employers \(businesses with 1-249 employees\) – UK, 2021 \(publishing.service.gov.uk\)](#)

xviii Ethnic minority group led relates to SME employers that have an ethnically diverse person in sole control of the business or a management team where at least half of its members are ethnic ethnically diverse

xix [Aston University \(2022\) TIME TO CHANGE: A BLUEPRINT FOR ADVANCING THE UK'S ETHNIC MINORITY BUSINESSES](#)



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