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THE TWO SIDES OF DIVERSITY

Which are the most ethnically diverse
occupations?

Introduction

Britain has experienced significant ethnic change since the 1950s, and especially since the late 1990s, as immigration has increased. However, our new-found ethnic diversity has not been evenly distributed across all sectors of the economy. Some occupations have become more diverse than the country as a whole, others have experienced little change, and some minorities have become particularly concentrated in certain sectors.

This research note attempts to measure the extent of ethnic diversity across occupations in England and Wales using data from the 2015 Labour Force Survey (LFS). The picture that emerges is that there are two sides to diversity. Ethnically diverse occupations are either low skilled jobs or high skilled professional occupations.

The diversity of the labour force as a whole is outlined in Table 1.

Table 1. Ethnic composition of the labour force

(Labour Force Survey 4 quarter average 2016)

Ethnic group	Population share
White British	80.14%
White Irish	0.68%
Other White	7.10%
White and Black Caribbean	0.33%
White and Black African	0.14%
White and Asian	0.26%
Other Mixed / multiple ethnic background	0.33%
Indian	2.83%
Pakistani	1.48%
Bangladeshi	0.57%
Chinese	0.48%
Other Asian background	1.22%
Black African	1.72%
Black Caribbean	1.10%
Other Black / African / Caribbean background	0.14%
Other ethnic group	1.47%

Results

Table 2 presents the 10 most diverse occupations ranked according to the *index of pluralism* (for complete rankings and details of the methodology, see the appendix). **For comparison, the score across all jobs is 0.35.**

What is most interesting about these occupations is that they vary dramatically in the level of skill that they require. Broadly speaking, there are two types of jobs here. The first are jobs that do not require much skill and that require little by way of social capital in order to enter, other than awareness of where opportunities lie. The second type are jobs that are highly skilled professions that require formal academic training.

The most diverse occupation is taxi drivers (and chauffeurs). Nearly one quarter are ethnically Pakistani while 46.2 per cent are white British. Other ethnic groups also have small but sizeable shares too. It is interesting to note that there are divisions within occupations as well as across them. Casual observation would suggest that in Westminster most black cab drivers are white Londoners while Uber drivers tend to be non-white immigrants. The former is a protected occupation with strict accreditation procedures while the latter is open and entrepreneurial making it attractive to immigrants with restricted levels of social capital.

Table 2. Ten most diverse occupations¹

Rank	Occupation	Diversity
1	Taxi and cab drivers and chauffeurs	0.72
2	Dental practitioners	0.69
3	Packers, bottlers, canners and fillers	0.67
4	Medical practitioners	0.65
5	Food, drink and tobacco process operatives	0.62
6	Chefs	0.62
7	Security guards and related occupations	0.62
8	Pharmacists	0.61
9	Legal professionals n.e.c.	0.59
10	Restaurant and catering establishment managers and proprietors	0.57

The most striking symbol of immigration to Britain has been food so it comes as no surprise that chefs rank highly in terms of diversity as do restaurant managers/owners. Indeed, 5.4 per cent of chefs are Indian, 5.10 per cent are Bangladeshi, and 3 per cent are Chinese with 14.4 per cent classified as 'other white'.

Other low skilled jobs in the top 10 tend to entail irregular working hours, for instance working in food packing or as security guards. 38.9 per cent of food packers are 'other white' with most of these being eastern European immigrants.

The other side of diversity is to be found in the higher professions. Dentists, doctors, and legal professionals (note this refers to people working in law but not as solicitors or barristers). 20 per cent of dentists are Indian while 10.3 per cent are 'white other'. 12.9 per cent of doctors are Indian and 5.3 per cent are Pakistani.

Table 2 shows the 10 least diverse occupations. As a general rule, they tend to be skilled trades involving the production or refinement of raw materials, often with a focus on the countryside and outdoors. Since so much of immigration has been to the cities, then these results are far from surprising (2011 census data show that 92.6 per cent of immigrants living in England and Wales live in urban settings). The glaring exception is the police which is 94.2 per cent white British. The least diverse occupation is farming (N.B. this does not cover farmworkers or fruit pickers, many of whom are from Eastern Europe).

The LFS appears to slightly under-estimate the share of non-white police officers - 3.7 per cent compared to a figure of 5.9 per cent reported by the police themselves.² The difference will be down to sampling error. Indeed, constructing a 95 per cent confidence interval reveals an upper bound of 6.03 per cent and a lower bound of 1.43 per cent, within which the actual police figure falls. Nevertheless and with this in mind, the true ranking of police officers may be somewhat higher although there will be similar sampling error in all other cases too.

While the police do lag behind in their ethnic diversity, change is already coming. The share of non-white minority officers is up from 4.6 per cent in 2010. Also, in 2016, 12.1 per cent of joiners were non-white ethnic minority as were 4.4 per cent of leavers meaning net change in favour of greater ethnic diversity.³

Table 3. Ten least diverse occupations

Rank	Occupation	Diversity
1	Farmers	0.03
2	Environment professionals	0.06
3	Animal care services occupations n.e.c.	0.11
4	Police officers (sergeant and below)	0.11
5	Gardeners and landscape gardeners	0.11
6	Engineering technicians	0.11
7	Skilled metal, electrical and electronic trades supervisors	0.12
8	Purchasing managers and directors	0.13
9	Roofers, roof tilers and slaters	0.14
10	Metal working production and maintenance fitters	0.14

Conclusions

Diversity tends to be either found in low skilled jobs that are easily accessible to those with less social capital linking them to the economic mainstream or highly skilled professions that command prestige. The least diverse jobs all tend to be tied to animals or the outdoors or skilled crafts. The exception is the police. Relations between the police and some minorities have been historically fraught and it is for this reason that government has sought to increase their representation.

As a final thought, it is worth considering these findings in light of the debate about ethnic diversity as it is played out in the media. Generally, the conversation there revolves around acting, film and television. What these data reveal is that the category of 'actors, entertainers, and presenters' is actually more in line with the diversity of the wider public. It scores 0.33 on the index of pluralism which is 0.35 for all occupations – a slight mismatch but not by much. In our ranking, this is the 91st most diverse occupation out of 202. Note that this is not a comment on who gets the most prominent roles nor the financial rewards. Nevertheless, this research should serve as a reminder that there is much more to Britain's ethnic diversity than acting and equal and proportional representation on screen and stage.

The other flash point in the popular conversation is corporate leadership. The Parker Review recently concluded that just 1.5 per cent of FTSE100 board directors were non-white.⁴ However, if you draw the camera back slightly, then the picture is not so bleak. This study shows that 'chief executives and senior officials rank rather well in terms of diversity with a score of 0.27 compared to 0.35 overall (130 out of 202). It is important to remember that these jobs are senior and therefore a benchmark at the national level is inappropriate. Instead you have to look to the historic levels of ethnic diversity going in to the professions in years gone by. With this in mind, it seems the overall leadership is not that bad in terms of diversity despite their being a dearth at the most elite level. Our report, *Bittersweet Success? Glass Ceilings for Britain's Ethnic Minorities at the Top of Business and the Profession*, explores such issues more thoroughly.⁵

Appendix

Table 4. Occupations and their diversity

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
1	Taxi and cab drivers and chauffeurs	53.8%	48.6%	46.2%	0.72	Pakistani	23.5%
2	Dental practitioners	50.4%	39.5%	49.6%	0.69	Indian	20.0%
3	Packers, bottlers, canners and fillers	55.2%	20.3%	44.8%	0.67	Other White	34.8%
4	Medical practitioners	43.7%	36.4%	56.3%	0.65	Indian	12.9%
5	Food, drink and tobacco process operatives	53.1%	14.1%	46.9%	0.62	Other White	38.9%
6	Chefs	41.0%	26.6%	59.0%	0.62	Other White	14.4%
7	Security guards and related occupations	40.6%	35.2%	59.4%	0.62	Black African	11.4%
8	Pharmacists	39.6%	35.2%	60.4%	0.61	Pakistani	11.9%
9	Legal professionals n.e.c.	38.7%	21.9%	61.3%	0.59	Other White	16.2%
10	Restaurant and catering establishment managers and proprietors	36.8%	23.4%	63.2%	0.57	Other White	13.4%
11	IT and telecommunications professionals	36.1%	25.6%	63.9%	0.57	Indian	11.7%
12	Programmers and software development	33.9%	20.3%	66.1%	0.53	Other White	12.7%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
	professionals						
13	Cleaners and domestics	34.0%	17.4%	66.0%	0.53	Other White	16.5%
14	Cleaning and housekeeping managers and supervisors	33.5%	14.9%	66.5%	0.52	Other White	18.6%
15	Waiters and waitresses	32.3%	18.0%	67.7%	0.52	Other White	14.0%
16	Shopkeepers and Proprietors wholesale and retail	31.5%	26.7%	68.5%	0.51	Indian	10.0%
17	Civil engineers	28.9%	16.6%	71.1%	0.48	Other White	8.6%
18	Kitchen and catering assistants	28.4%	15.9%	71.6%	0.47	Other White	12.2%
19	Authors, writers and translators	29.1%	11.2%	70.9%	0.46	Other White	17.3%
20	Brokers	28.1%	17.6%	71.9%	0.46	Other White	10.5%
21	Higher education teaching professionals	28.6%	12.6%	71.4%	0.46	Other White	15.5%
22	Bus and coach drivers	27.2%	18.7%	72.8%	0.46	Other White	7.4%
23	IT project and programme managers	27.1%	20.7%	72.9%	0.46	Indian	8.5%
24	Air travel assistants	26.9%	17.2%	73.1%	0.45	Other White	8.9%
25	Routine inspectors and testers	29.2%	7.7%	70.8%	0.45	Other White	21.2%

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Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
26	Childminders and related occupations	27.3%	13.8%	72.7%	0.45	Other White	13.6%
27	Beauticians and related occupations	26.7%	18.1%	73.3%	0.45	Other White	8.6%
28	Elementary storage occupations	27.5%	10.7%	72.5%	0.45	Other White	16.4%
29	Fork-lift truck drivers	27.7%	9.5%	72.3%	0.44	Other White	17.8%
30	Nurses	26.1%	19.6%	73.9%	0.44	Black African	6.3%
31	Nursing auxiliaries and assistants	26.0%	22.2%	74.0%	0.44	Black African	6.3%
32	Biological scientists and biochemists	26.2%	14.8%	73.8%	0.44	Other White	10.3%
33	Laboratory technicians	26.5%	13.3%	73.5%	0.44	Other White	13.2%
34	Finance and investment analysts and advisers	25.9%	15.2%	74.1%	0.44	Other White	8.7%
35	Social workers	25.6%	22.9%	74.4%	0.43	Black African	8.1%
36	IT business analysts, architects and systems designers	25.0%	17.0%	75.0%	0.43	Other White	7.4%
37	Retail cashiers and check-out operators	24.6%	20.3%	75.4%	0.42	Indian	5.8%
38	IT user support technicians	24.6%	17.6%	75.4%	0.42	Indian	6.9%
39	Care workers and home carers	24.6%	18.7%	75.4%	0.42	Black African	7.0%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
40	Senior care workers	24.1%	19.4%	75.9%	0.41	Other Asian Background	5.0%
41	Product, clothing and related designers	24.7%	11.2%	75.3%	0.41	Other White	12.9%
42	Metal working machine operatives	24.3%	12.2%	75.7%	0.41	Other White	12.1%
43	Business and related research professionals	24.0%	12.2%	76.0%	0.41	Other White	9.7%
44	Psychologists	23.5%	15.9%	76.5%	0.41	Other White	4.9%
45	Management consultants and business analysts	23.5%	15.0%	76.5%	0.40	Other White	7.7%
46	Shelf fillers	23.2%	15.8%	76.8%	0.40	Other White	7.2%
47	Elementary process plant occupations n.e.c.	24.0%	8.8%	76.0%	0.40	Other White	14.4%
48	Marketing associate professionals	23.0%	13.8%	77.0%	0.40	Other White	8.3%
49	Bank and post office clerks	22.8%	19.1%	77.2%	0.40	Indian	6.8%
50	Chartered and certified accountants	22.7%	16.5%	77.3%	0.39	Other White	5.7%
51	Financial administrative occupations n.e.c.	22.8%	14.1%	77.2%	0.39	Other White	8.3%
52	Welfare and housing associate professionals n.e.c.	21.9%	17.3%	78.1%	0.38	Black African	5.4%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
53	Construction and building trades n.e.c.	23.0%	6.0%	77.0%	0.38	Other White	16.5%
54	Customer service occupations n.e.c.	21.5%	17.2%	78.5%	0.38	Indian	3.9%
55	Health associate professionals n.e.c.	21.6%	12.6%	78.4%	0.38	Other White	8.4%
56	Estate agents and auctioneers	21.3%	16.5%	78.7%	0.37	Indian	5.3%
57	Sales and retail assistants	21.0%	16.9%	79.0%	0.37	Other White	3.7%
58	Assemblers and routine operatives n.e.c.	22.0%	7.6%	78.0%	0.37	Other White	14.1%
59	Journalists, newspaper and periodical editors	21.1%	13.4%	78.9%	0.37	Other White	7.0%
60	Buyers and procurement officers	21.2%	8.7%	78.8%	0.36	Other White	11.8%
61	Human resources and industrial relations officers	20.7%	13.2%	79.3%	0.36	Other White	6.6%
62	Architects	21.5%	5.8%	78.5%	0.36	Other White	13.9%
63	Housing officers	20.6%	15.3%	79.4%	0.36	Black African	5.0%
64	Pharmacy and other dispensing assistants	20.5%	17.3%	79.5%	0.36	Indian	4.2%
65	Quality assurance and regulatory professionals	20.5%	14.0%	79.5%	0.36	Other White	5.6%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
66	Assemblers (vehicles and metal goods)	21.1%	7.7%	78.9%	0.36	Other White	13.4%
67	Teaching and other educational professionals n.e.c.	20.4%	9.6%	79.6%	0.36	Other White	9.1%
68	Business and financial project management professionals	20.1%	12.2%	79.9%	0.35	Other White	6.5%
69	Design and development engineers	20.0%	16.5%	80.0%	0.35	Indian	4.4%
70	Cooks	19.9%	16.6%	80.1%	0.35	Bangladeshi	4.5%
71	Telecommunications engineers	19.8%	13.8%	80.2%	0.35	Other White	4.6%
72	Further education teaching professionals	19.8%	11.7%	80.2%	0.35	Other White	6.9%
73	managers and directors in retail and wholesale	19.8%	13.0%	80.2%	0.35	Other White	6.6%
74	Van drivers	19.9%	10.4%	80.1%	0.35	Other White	9.2%
75	Protective service associate professionals n.e.c.	19.7%	12.2%	80.3%	0.35	Other White	4.9%
76	IT specialist managers	19.8%	11.5%	80.2%	0.35	Other White	6.9%
77	Therapy professionals n.e.c.	19.8%	10.5%	80.2%	0.35	Other White	8.8%
78	Conference and exhibition managers and	19.8%	9.6%	80.2%	0.35	Other White	9.4%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
	organisers						
79	Book-keepers, payroll managers and wages clerks	19.4%	13.7%	80.6%	0.34	Other White	5.0%
80	Postal workers, mail sorters, messengers and couriers	19.2%	13.3%	80.8%	0.34	Other White	5.0%
81	Elementary sales occupations n.e.c.	19.2%	12.3%	80.8%	0.34	Other White	6.9%
82	Receptionists	19.1%	10.8%	80.9%	0.34	Other White	7.6%
83	Human resources administrative occupations	18.9%	13.1%	81.1%	0.34	Other White	4.0%
84	Other skilled trades n.e.c.	19.1%	11.0%	80.9%	0.34	Other White	8.1%
85	Research and development managers	19.3%	9.0%	80.7%	0.33	Other White	9.9%
86	Business and related associate professionals n.e.c.	18.9%	10.3%	81.1%	0.33	Other White	7.1%
87	Web design and development professionals	19.6%	4.1%	80.4%	0.33	Other White	14.9%
88	Catering and bar managers	18.6%	11.7%	81.4%	0.33	Other White	6.9%
89	Carpenters and joiners	18.9%	6.2%	81.1%	0.33	Other White	11.0%
90	Transport and distribution clerks and	18.6%	7.6%	81.4%	0.33	Other White	9.8%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
	assistants						
91	Actors, entertainers and presenters	18.3%	11.1%	81.7%	0.33	Other White	6.1%
92	Teaching assistants	18.0%	12.1%	82.0%	0.32	Other White	5.3%
93	Elementary construction occupations	18.3%	8.0%	81.7%	0.32	Other White	10.0%
94	School midday and crossing patrol occupations	17.8%	15.5%	82.2%	0.32	Indian	4.1%
95	Health professionals n.e.c.	17.8%	15.6%	82.2%	0.32	Indian	4.3%
96	NCOs and other ranks	17.9%	11.5%	82.1%	0.32	Other White	6.4%
97	Painters and decorators	18.2%	5.7%	81.8%	0.32	Other White	11.8%
98	Financial institution managers and directors	17.6%	13.4%	82.4%	0.32	Indian	4.9%
99	Sales supervisors	17.6%	10.9%	82.4%	0.31	Other White	6.1%
100	Physiotherapists	17.5%	9.4%	82.5%	0.31	Other White	6.7%
101	Caretakers	17.4%	14.1%	82.6%	0.31	Black Caribbean	4.2%
102	IT and telecommunications directors	17.4%	9.6%	82.6%	0.31	Other White	6.0%
103	Fitness instructors	17.7%	7.9%	82.3%	0.31	Other White	9.7%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
104	Hairdressers and barbers	17.4%	9.8%	82.6%	0.31	Other White	7.1%
105	Arts officers, producers and directors	17.8%	6.3%	82.2%	0.31	Other White	11.5%
106	Financial managers and directors	17.3%	10.2%	82.7%	0.31	Other White	5.9%
107	Youth and community workers	17.1%	13.0%	82.9%	0.31	Other White	3.5%
108	Local government administrative occupations	17.1%	12.1%	82.9%	0.31	Other White	3.6%
109	Production and process engineers	17.3%	13.4%	82.7%	0.31	Indian	6.7%
110	Credit controllers	17.1%	14.9%	82.9%	0.31	Indian	5.6%
111	Financial accounts managers	17.1%	10.4%	82.9%	0.31	Other White	6.3%
112	Residential, day and domestic care managers and proprietors	16.9%	12.5%	83.1%	0.30	Black African	5.4%
113	Nursery nurses and assistants	16.8%	13.5%	83.2%	0.30	Indian	3.6%
114	Dental nurses	16.9%	9.5%	83.1%	0.30	Other White	7.5%
115	Graphic designers	16.9%	7.9%	83.1%	0.30	Other White	8.8%
116	Houseparents and residential wardens	16.5%	12.3%	83.5%	0.30	Indian	4.3%
117	Stock control clerks and assistants	16.7%	7.8%	83.3%	0.30	Other White	8.8%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
118	Health services and public health managers and directors	16.0%	8.8%	84.0%	0.29	Other White	3.6%
119	Assemblers (electrical and electronic products)	16.0%	8.7%	84.0%	0.29	Other White	5.6%
120	Secondary education teaching professionals	15.8%	9.2%	84.2%	0.29	Other White	4.7%
121	Chemical and related process operatives	16.0%	6.4%	84.0%	0.29	Other White	8.5%
122	Sales accounts and business development managers	15.6%	8.0%	84.4%	0.28	Other White	6.9%
123	Marketing and sales directors	15.5%	8.4%	84.5%	0.28	Other White	6.0%
124	Bar staff	15.6%	6.5%	84.4%	0.28	Other White	7.9%
125	managers and directors in transport and distribution	15.3%	8.1%	84.7%	0.28	Other White	5.9%
126	Glaziers, window fabricators and fitters	15.8%	2.8%	84.2%	0.28	Other White	12.7%
127	managers and Proprietors in other services n.e.c.	15.1%	9.8%	84.9%	0.28	Other White	4.8%
128	Property, housing and estate managers	15.1%	9.9%	84.9%	0.27	Other White	4.9%
129	Call and contact centre occupations	14.8%	10.8%	85.2%	0.27	Other White	3.5%
130	Chief executives and Senior officials	14.8%	6.8%	85.2%	0.27	Other White	5.9%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
131	Sales administrators	15.0%	6.4%	85.0%	0.27	Other White	8.4%
132	Solicitors	14.7%	9.1%	85.3%	0.27	Other White	4.6%
133	IT operations technicians	14.7%	8.7%	85.3%	0.27	Other White	5.3%
134	Personal assistants and other secretaries	14.7%	8.0%	85.3%	0.27	Other White	6.3%
135	Business sales executives	14.6%	8.0%	85.4%	0.26	Other White	6.5%
136	Officers of non-governmental organisations	14.4%	11.4%	85.6%	0.26	Black Caribbean	4.4%
137	Construction operatives n.e.c.	14.5%	5.8%	85.5%	0.26	Other White	7.6%
138	Health and safety officers	14.2%	10.4%	85.8%	0.26	Black African	4.0%
139	Engineering professionals n.e.c.	14.2%	7.6%	85.8%	0.26	Other White	6.2%
140	Mechanical engineers	14.0%	9.7%	86.0%	0.26	Other White	4.3%
141	Other administrative occupations n.e.c.	14.0%	8.7%	86.0%	0.26	Other White	4.5%
142	Welding trades	14.7%	2.2%	85.3%	0.26	Other White	12.4%
143	Functional managers and directors n.e.c.	14.0%	6.9%	86.0%	0.26	Other White	6.4%
144	Records clerks and assistants	13.8%	8.9%	86.2%	0.25	Other White	4.2%
145	Large goods vehicle drivers	14.2%	3.2%	85.8%	0.25	Other White	10.6%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
146	National government administrative occupations	13.6%	10.1%	86.4%	0.25	Other White	3.3%
147	Musicians	13.7%	7.7%	86.3%	0.25	Other White	5.9%
148	Construction project managers and related professionals	13.6%	4.3%	86.4%	0.25	Other White	6.0%
149	Human resource managers and directors	13.4%	7.2%	86.6%	0.25	Other White	5.1%
150	Customer service managers and supervisors	13.2%	11.5%	86.8%	0.25	Indian	2.6%
151	Office managers	13.2%	7.6%	86.8%	0.24	Other White	5.2%
152	Artists	13.5%	3.8%	86.5%	0.24	Other White	9.8%
153	Senior professionals of educational establishments	13.1%	6.8%	86.9%	0.24	Other White	5.0%
154	Photographers, AV and broadcasting equipment oprtrs	13.6%	2.2%	86.4%	0.24	Other White	11.1%
155	Vehicle technicians, mechanics and electricians	13.0%	9.3%	87.0%	0.24	Other White	3.3%
156	Electrical engineers	12.9%	9.9%	87.1%	0.24	Black African	3.8%
157	Metal machining setters and setter-operators	12.9%	6.7%	87.1%	0.24	Other White	6.2%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
158	Plasterers	13.1%	2.9%	86.9%	0.24	Other White	8.6%
159	Legal associate professionals	12.7%	10.7%	87.3%	0.23	Indian	4.1%
160	Production managers and directors in construction	12.8%	4.4%	87.2%	0.23	Other White	5.9%
161	Mobile machine drivers and operatives n.e.c.	12.6%	3.0%	87.4%	0.23	Other White	5.4%
162	Medical secretaries	12.3%	9.9%	87.7%	0.23	White and Black Caribbean	2.4%
163	Vocational and industrial trainers and instructors	12.0%	7.0%	88.0%	0.22	Other White	4.2%
164	Sales related occupations n.e.c.	11.9%	8.7%	88.1%	0.22	Indian	3.7%
165	Midwives	11.7%	7.5%	88.3%	0.22	Other White	4.3%
166	Special needs education teaching professionals	11.4%	7.7%	88.6%	0.21	Other White	3.7%
167	Primary and nursery education teaching professionals	11.3%	6.5%	88.7%	0.21	Other White	4.0%
168	Pensions and insurance clerks and assistants	11.0%	8.1%	89.0%	0.21	Indian	4.0%
169	Electrical and electronic trades n.e.c.	10.8%	5.1%	89.2%	0.20	Other White	5.5%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
170	Educational support assistants	10.6%	8.1%	89.4%	0.20	Other White	1.6%
171	Construction and building trades supervisors	10.8%	4.4%	89.2%	0.20	Other White	6.0%
172	Hotel and accommodation managers and proprietors	10.5%	5.9%	89.5%	0.20	Indian	4.6%
173	Sports and leisure assistants	10.4%	5.1%	89.6%	0.19	Other White	5.0%
174	Public services associate professionals	10.3%	7.9%	89.7%	0.19	Other White	2.3%
175	Production managers and directors in manufacturing	10.3%	5.5%	89.7%	0.19	Other White	3.6%
176	managers and directors in storage and warehousing	10.3%	5.9%	89.7%	0.19	Other White	4.4%
177	Floorers and wall tilers	10.2%	3.5%	89.8%	0.19	Other White	6.7%
178	Public relations professionals	10.0%	7.1%	90.0%	0.19	Other ethnic group	2.9%
179	Leisure and sports managers	10.0%	2.5%	90.0%	0.19	Other White	5.8%
180	Typists and related keyboard occupations	9.2%	8.0%	90.8%	0.17	Chinese	1.7%
181	Electricians and electrical fitters	9.1%	5.4%	90.9%	0.17	Other White	3.4%
182	School secretaries	8.8%	4.9%	91.2%	0.17	Other White	3.4%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
183	Estimators, valuers and assessors	8.8%	5.9%	91.2%	0.17	Other White	2.6%
184	Chartered surveyors	8.8%	4.6%	91.2%	0.17	Other White	4.2%
185	Telephone salespersons	8.6%	5.0%	91.4%	0.16	Other White	3.6%
186	Publicans and managers of licensed premises	8.5%	3.7%	91.5%	0.16	Other White	2.9%
187	Quantity surveyors	8.4%	5.2%	91.6%	0.16	Indian	2.2%
188	Farm workers	8.6%	0.3%	91.4%	0.16	Other White	7.5%
189	Sports coaches, instructors and officials	8.2%	4.5%	91.8%	0.16	Other White	3.1%
190	Plumbers and heating and ventilating engineers	8.0%	3.4%	92.0%	0.15	Other White	4.1%
191	Legal secretaries	7.7%	3.9%	92.3%	0.15	Other White	3.8%
192	Bricklayers and masons	7.8%	1.4%	92.2%	0.15	Other White	5.9%
193	Metal working production and maintenance fitters	7.5%	3.0%	92.5%	0.14	Other White	4.5%
194	Roofers, roof tilers and slaters	7.4%	3.4%	92.6%	0.14	Other White	3.2%
195	Purchasing managers and directors	6.9%	4.6%	93.1%	0.13	Other White	2.3%
196	Skilled metal, electrical and electronic trades	6.3%	1.7%	93.7%	0.12	Other White	3.7%

Rank	Occupation	All minorities	Non-white share	White British	Diversity (index of pluralism)	Largest minority group	Share of largest minority group
	supervisors						
197	Engineering technicians	5.9%	2.2%	94.1%	0.11	Other White	3.5%
198	Gardeners and landscape gardeners	5.9%	0.2%	94.1%	0.11	Other White	5.0%
199	Police officers (sergeant and below)	5.8%	3.7%	94.2%	0.11	Other White	1.5%
200	Animal care services occupations n.e.c.	5.5%	1.8%	94.5%	0.11	Other White	3.4%
201	Environment professionals	3.1%	0.6%	96.9%	0.06	Other White	2.5%
202	Farmers	1.4%	0.8%	98.6%	0.03	Other ethnic group	0.6%
	All jobs	19.9%	12.1%	80.1%	0.35	Other White	7.10%

Methodology

Data are taken from the Labour Force Survey which contains a classification of all jobs as well as data on ethnicity. Coverage is of England & Wales alone. 4 quarters from 2015 are used with the average taken. Data are weighted using weights supplied by the ONS. Only occupations with on average 50 or more observations are included.

Diversity is measured using the index of pluralism which is defined as:

$$\text{Index of pluralism} = 1 - \sum \pi_i^2$$

where π is the proportion of the i th ethnic group working within an occupation.

This is a measure, adapted from the Herfindahl index which was designed to measure the extent to which a market was monopolised by a single company. In this case we are looking at the extent to which an occupation is monopolised by a single ethnic group.

The index ranges from 0 to 1 with higher scores meaning greater pluralism, i.e. ethnic diversity.

Endnotes

1 | N.E.C. = not elsewhere classified

2 | Police Workforce, England and Wales, 31 March 2016

3 | Police Workforce, England and Wales, 31 March 2016

4 | The Parker Review (2016)

5 | Policy Exchange (2016) Bittersweet Success? Glass Ceilings for Britain's Ethnic Minorities at the Top of Business and the Professions

