



IMPLICIT BIAS SURVEY REPORT

OCTOBER 2022





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PRIMARY OBJECTIVES



▶ PURPOSE

TO EXPLORE YOUNG PEOPLE'S PERCEPTION OF DISCRIMINATION THROUGH THEIR WORK, PERSONAL, AND SCHOOL EXPERIENCES. ESTABLISH HOW THESE EVENTS HAVE SHAPED THEIR OPINIONS OF AND CONFIDENCE IN EQUALITY, DIVERSITY & INCLUSION



▶ SAMPLE SPECS

WHO

Main sample: 300 interviews

Gender: Males/Female/Non-binary, Other
Age: 16-18 y.o.

WHERE

United Kingdom

WHEN

October 2022





SURVEY DESIGN



SCREENER

We use our information from the cohort of respondents to see a wide range of social characteristics, including special conditions and disabilities



1. Discrimination experience in the school



2. View of discrimination in possible studies in university



4. View of discrimination in the workplace



3. View of discrimination during job interview process



RESULTS OVERVIEW



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▶ WHERE DO THEY EXPECT DISCRIMINATION

THE JOB APPLICATION PROCESS IS THE MAIN STAGE AT WHICH YOUNG PEOPLE EXPECT TO BE DISCRIMINATED AGAINST. A THIRD OF YOUNG PEOPLE ARE ALREADY EXPERIENCING DISCRIMINATION IN THEIR CURRENT SCHOOL/COLLEGE



35%

Current school/
college



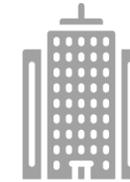
32%

University



39%

Job interview/
application



32%

Workplace



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WHERE DO THEY EXPECT DISCRIMINATION (BY SOC-DEMO)



YOUNG PEOPLE WITH MENTAL HEALTH CONDITIONS ARE MORE LIKELY TO BE TARGETS OF DISCRIMINATION AT SCHOOL. IN THEIR FURTHER CAREER STEPS, THEY EXPECT LESS INFLUENCE OF BIAS. THE BLACK ETHNIC GROUP EXPECTS TO FACE DISCRIMINATION AT UNIVERSITY, AND IN THE WORKPLACE, THIS IS THE SAME FOR THE ASIAN ETHNIC GROUP.

	Total	GENDER			ETHNICITY			FSM	LIVE TOGETHER AT HOME		HEALTH CONDITIONS			SEXUALITY	
		Man/boy	Woman/girl	Nonbinary/Other	White / White European / White British	Asian / Chinese / Pakistani / Indian	Black / African / Caribbean / Black British	Free school meals	Live Both of my parents	Live with One of my parents	Mental health conditions	Disability conditions	Neurodivergent conditions	Heterosexuality	Other sexuality (Homosexuality, Bisexuality etc)
Current school/college	49%	48%	46%	86%	49%	50%	60%	58%	51%	44%	65%	35%	55%	44%	58%
University	38%	38%	35%	71%	33%	45%	56%	35%	47%	27%	41%	30%	41%	36%	47%
Job interview/application	39%	38%	38%	71%	35%	50%	56%	45%	40%	38%	37%	35%	41%	41%	44%
Workplace	34%	21%	41%	57%	22%	59%	56%	33%	42%	25%	33%	30%	41%	40%	31%
Base:	125	42*	74	7*	63	22*	25*	40*	57	48*	46*	20*	22*	73	36*

■ – sign. higher/lower vs. Total
* - small base

SOURCES OF BIAS AT SCHOOL VS. UNIVERSITY



Current school/
college



University



Students from same
age group

66%

61%

STUDENTS FROM THE SAME AGE GROUP ARE PERCEIVED AS THE MAIN SOURCE OF DISCRIMINATION IN SCHOOL. RESPONDENTS HAD THE SAME EXPECTATIONS ABOUT UNIVERSITY.



Teachers or
education provider
staff

53%

55%

HALF OF THE AUDIENCE FACED DISCRIMINATION FROM TEACHERS AND THEY EXPECT THE SAME AT THE UNIVERSITY



Students from older
age groups

24%

43%

YOUNG PEOPLE EXPECT TO FACE DISCRIMINATION AT UNIVERSITY FROM OLDER STUDENTS



Students from
younger age groups

14%

18%

▶ GROUNDS FOR DISCRIMINATION



	Current school/ college	University	Job interview/ application	Workplace
ETHNIC IDENTITY	47%	64%	69%	65%
RELIGION	29%	43%	43%	41%
Sexual orientation	26%	26%	22%	26%
Mental health conditions	25%	18%	20%	17%
GENDER IDENTITY	19%	24%	32%	47%
Disability conditions	9%	10%	14%	9%
Neurodivergent conditions	5%	7%	8%	11%

ETHNIC IDENTITY IS PERCEIVED AS THE MAIN REASON TO BE DISCRIMINATED AGAINST, ESPECIALLY IN UNIVERSITY, WHILE APPLYING FOR A JOB AND IN THE WORKPLACE.

AT SCHOOL, HALF OF YOUNG PEOPLE EXPERIENCE BIAS BASED ON ETHNICITY.

RELIGION IS THE SECOND MOST SENSITIVE REASON FOR DISCRIMINATION.

IN THE WORKPLACE, HALF OF THE STUDENTS EXPECT TO FACE DISCRIMINATION DUE TO THEIR GENDER.

¼ FACE DISCRIMINATION ABOUT MENTAL HEALTH CONDITIONS IN SCHOOL. THIS IS PERCEIVED AS LESS RELEVANT AFTER SCHOOL.

FREQUENCY OF DISCRIMINATION

YOUNG PEOPLE EXPERIENCE DISCRIMINATION FROM OTHER STUDENTS TWICE AS MORE INTENSIVE AS DISCRIMINATION FROM TEACHERS. YOUNG PEOPLE EXPECT THE SAME LEVELS OF DISCRIMINATION AT UNIVERSITY.

THERE ARE ANXIOUS EXPECTATIONS ABOUT WORKPLACE BIAS – THREE TIMES A WEEK YOUNG PEOPLE EXPECT TO FACE DISCRIMINATION FROM MANAGERS OR COLLEAGUES .



Current school/
college

Discrimination BY A TEACHER
OR STAFF in an average week

1.4
times/week



University

1.5
times/week



Workplace

Discrimination BY MANAGER
in an average week

2.9
times/week

Discrimination BY ANOTHER
STUDENT in an average week

2.7
times/week

2.7
times/week

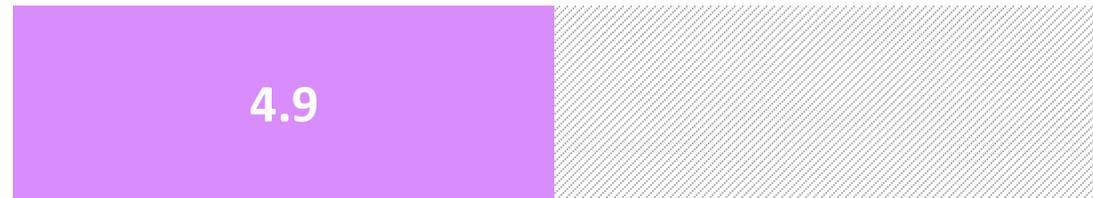
Discrimination BY ANOTHER
COLLEAGUE in an average
week

3.1
times/week

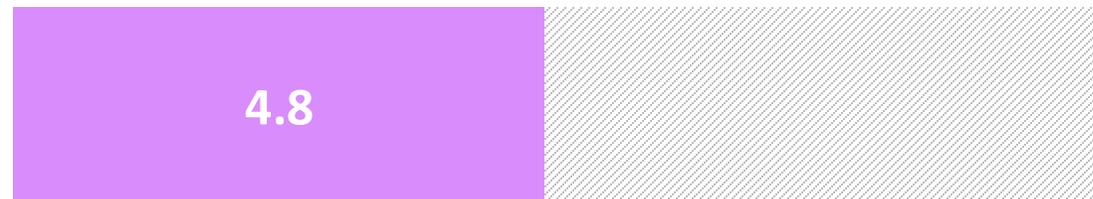
▶ IMPACT OF BIAS ON STUDIES PERFORMANCE

YOUNG PEOPLE WERE ASKED ABOUT THE IMPACT DISCRIMINATION HAD ON THEIR PERFORMANCE WHEN STUDYING, USING A SCALE OF 1-10. THEY EXPECT THE IMPACT TO BE SIMILAR AT SCHOOL AND UNIVERSITY.

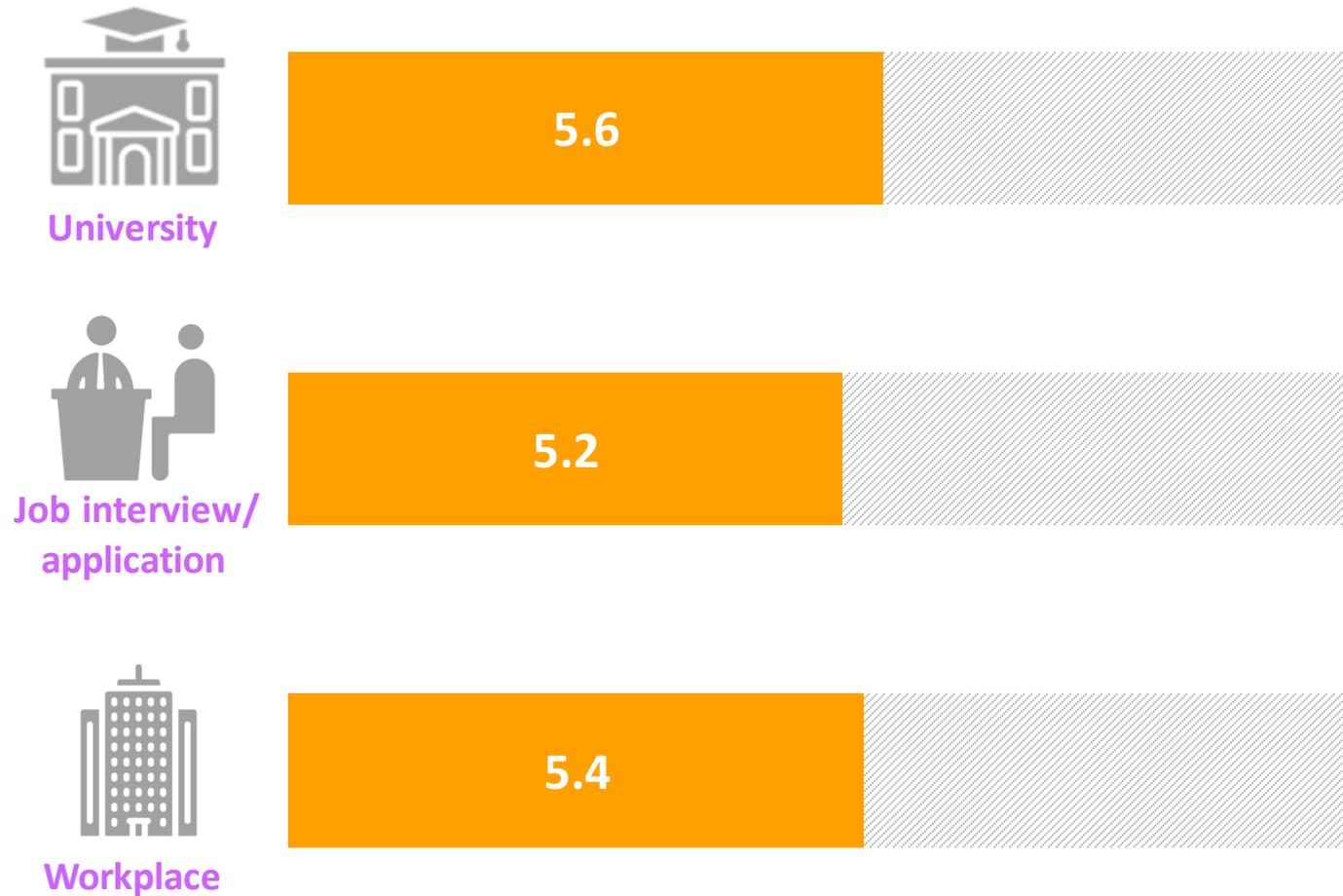

Current school/
college



University



► CONFIDENCE TO MANAGE DISCRIMINATION



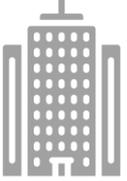
YOUNG PEOPLE EXPECT TO MANAGE DISCRIMINATION BEST AT UNIVERSITY, WHILE JOB APPLICATIONS MIGHT BE CHALLENGING FOR CONFIDENCE

▶ INFLUENCE OF PERSON'S CHARACTERISTICS



Job interview/
application

7.0



Workplace

7.1

YOUNG PEOPLE BELIEVE THEIR PERSONAL CHARACTERISTICS HAVE A STRONG INFLUENCE ON THEIR SUCCESS IN THE RECRUITMENT PROCES AND WHEN THEY ENTER THE WORKPLACE.



DISCRIMINATION AT SCHOOL

▶ DISCRIMINATION AT SCHOOL

35%

FELT DISCRIMINATED

HOW OFTEN?

Discrimination BY A TEACHER OR STAFF

1.4 times/week

Discrimination BY ANOTHER STUDENT

2.7 times/week

FROM WHOM?



Students from same age group

66%



Teachers or education provider staff

53%



Students from older age groups

24%



Students from younger age groups

14%

WHY?

ETHNIC IDENTITY

47%

RELIGION

29%

Sexual orientation

26%

Mental health conditions

25%

Gender identity

19%

IMPACT ON STUDIES

4.9

WHERE DO THEY EXPECT DISCRIMINATION (BY SOC-DEMO)



ALTHOUGH THE SAMPLE SIZE IS TOO SMALL FOR DETAILED ANALYSIS, TRENDS SHOW THAT THE BLACK ETHNIC GROUP FEELS DISCRIMINATED AGAINST AT SCHOOL BY TEACHERS AND OTHER EDUCATION PROVIDER STAFF

	Total	GENDER		ETHNICITY			FSM	LIVE TOGETHER AT HOME		HEALTH CONDITIONS			SEXUALITY	
		Man/boy	Woman/girl	White / White European / White British	Asian / Chinese / Pakistani / Indian	Black / African / Caribbean / Black British	Free school meals	Live Both of my parents	Live with One of my parents	Mental health conditions	Disability conditions	Neurodivergent conditions	Heterosexuality	Other sexuality (Homosexuality, Bisexuality etc)
<p>■ – sign. higher / lower vs. Total</p> <p>* - small base</p>														
Students from same age group	73%	70%	71%	77%	73%	60%	78%	69%	81%	80%	57%	83%	72%	67%
Teachers or education provider staff	53%	55%	59%	39%	55%	80%	52%	52%	52%	43%	43%	50%	63%	52%
Students from older age groups	22%	35%	15%	19%	36%	13%	26%	24%	14%	20%	29%	25%	31%	10%
Students from younger age groups	13%	10%	15%	16%	9%	13%	17%	14%	10%	17%	14%	17%	13%	14%
Base:	60	20*	34*	31*	11*	15*	23*	29*	21*	30*	7*	12*	32*	21*

▶ DISCRIMINATION AT SCHOOL

DISCRIMINATION AMONG STUDENTS SEEMS TO BE MORE INTENSE THAN DISCRIMINATION FROM TEACHERS. TEACHERS MIGHT SHOW BIAS, BASED ON **ETHNICITY AND RELIGION**, SUCH SITUATIONS HAVE RARE CHARACTER. AT THE SAME TIME, STUDENTS EXPERIENCE FREQUENT **DISCRIMINATION** BASED ON **ETHNICITY, SEXUAL ORIENTATION, AND GENDER IDENTITY**.

LEVELS OF DISCRIMINATION SHOWN BY TEACHERS AND STAFF

	None	Rare	Frequent	Constant
Ethnic identity	24%	40%	31%	6%
Faith/religion	36%	34%	26%	4%
Sexual orientation	52%	25%	20%	3%
Mental health	43%	31%	25%	2%
Gender identity	42%	36%	19%	3%
Disability	57%	29%	13%	1%
Neurodivergence	59%	30%	11%	1%

LEVELS OF DISCRIMINATION SHOWN BY OTHER STUDENTS

	None	Rare	Frequent	Constant
Ethnic identity	23%	29%	40%	9%
Faith/religion	33%	35%	27%	5%
Sexual orientation	29%	26%	36%	10%
Mental health	33%	38%	25%	4%
Gender identity	29%	27%	39%	6%
Disability	40%	33%	24%	3%
Neurodivergence	50%	28%	22%	1%

▶ GROUNDS FOR DISCRIMINATION (BY SOC-DEMO)

THE BLACK ETHNIC GROUP EXPERIENCES A HIGHER LEVEL OF ETHNIC BIAS THAN THE WHITE ETHNIC GROUP. ASIAN ETHNIC GROUPS FEEL SOME NEGATIVE ATTITUDES TOWARDS THEIR RELIGION. YOUNG PEOPLE WITH MENTAL HEALTH CONDITIONS AND NEURODIVERGENCES NOTICE DISCRIMINATIVE BEHAVIOUR. YOUTH WITH DIFFERENT SEXUAL ORIENTATIONS FEEL NEGATIVITY.

	Total	GENDER		ETHNICITY			FSM	LIVE TOGETHER AT HOME		HEALTH CONDITIONS			SEXUALITY	
		Man/boy	Woman/girl	White / White European / White British	Asian / Chinese / Pakistani / Indian	Black / African / Caribbean / Black British	Free school meals	Live Both of my parents	Live with One of my parents	Mental health conditions	Disability conditions	Neurodivergent conditions	Heterosexuality	Other sexuality (Homosexuality, Bisexuality etc)
<p>■ – sign. higher / lower vs. Total</p> <p>* - small base</p>														
Ethnic identity	45%	40%	56%	16%	55%	87%	43%	45%	52%	30%	14%	42%	59%	24%
Mental health conditions	28%	25%	26%	42%	-	13%	43%	21%	33%	53%	29%	75%	19%	48%
Sexual orientation	27%	20%	18%	35%	9%	20%	39%	21%	38%	50%	29%	67%	6%	62%
Religion	22%	40%	15%	10%	73%	7%	17%	34%	5%	10%	14%	8%	28%	5%
Gender identity	17%	5%	12%	19%	9%	13%	13%	21%	14%	17%	0%	25%	9%	29%
Disability conditions	8%	5%	9%	13%	9%	-	9%	10%	0%	10%	14%	8%	6%	5%
Neurodivergent conditions	8%	5%	3%	10%	0%	7%	13%	10%	5%	17%	29%	25%	3%	19%
<i>Base:</i>	60	20*	34*	31*	11*	15*	23*	29*	21*	30*	7*	12*	32*	21*

DISCRIMINATION EXPECTATIONS AT UNIVERSITY



► DISCRIMINATION AT UNIVERSITY

32%

EXPECT TO FACE DISCRIMINATION

HOW OFTEN?

Discrimination BY A TEACHER OR STAFF

1.5 times/week

Discrimination BY ANOTHER STUDENT

2.7 times/week

FROM WHOM?



Students from same age group

61%



Teachers or education provider staff

55%



Students from older age groups

43%



Students from younger age groups

18%

WHY?

ETHNIC IDENTITY

64%

RELIGION

43%

Sexual orientation

26%

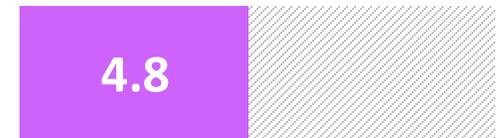
GENDER IDENTITY

24%

Mental health conditions

18%

IMPACT ON STUDIES



CONFIDENCE TO MANAGE



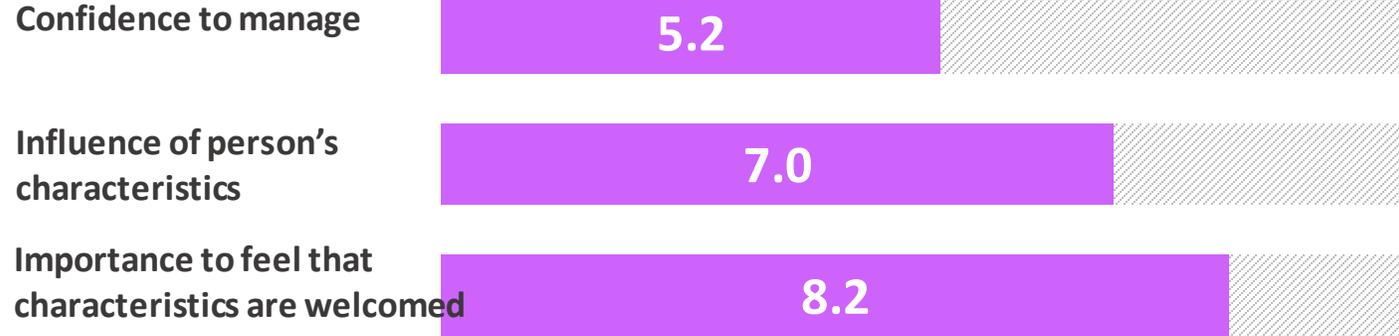
DISCRIMINATION EXPECTATIONS IN THE HIRING PROCESS



► DISCRIMINATION AT JOB INTERVIEW (SUMMARY)

39%

EXPECT TO FACE DISCRIMINATION



WHY?

ETHNIC IDENTITY

69%

RELIGION

43%

GENDER IDENTITY

32%

Sexual orientation

22%

Mental health conditions

20%

Disability conditions

14%

ACTIONS TO MAKE EVERYONE FEEL WELCOMED

Show that they have good knowledge on the characteristics and history of them.

Clear effort for diversity throughout the workforce is evident, a range of people providing a range of perspectives to create an open and welcoming environment

Acting normal, treating me like any candidate

Have guaranteed protection for minorities and have a zero-tolerance attitude towards discrimination

Provide what's necessary E.g prayer spaces, halal foods etc

Feedback on CV's

Diversity policy as well as someone who is diverse as part of the management team

Have rules and regulations in place and reinforced to ensure people are respected for their individuality

By complementing something unique about a candidate prior to starting the interview.

Support programs for marginalised groups

▶ What could companies do to ensure they showed you that candidate's characteristics were welcomed in the recruitment process?

8.2

Importance to feel that characteristics are welcomed

DIRECT SPEECH

Clear effort for diversity throughout the workforce is evident, a range of people providing a range of perspectives to create an open and welcoming environment

Showcase diversity and inclusion

They show signs of active listening, a positive body language and if possible a feedback because it would show that they care not just about my characteristics but also me.

To ensure that its shown that they don't bias or recruit people based of their differences

Respecting your religious beliefs (E.g. not shaking a hand of a Muslim woman)

Have a variety of language speakers

By complementing something unique about a candidate prior to starting the interview.

Provide what's necessary E.g prayer spaces, hala foods etc

Show that they have good knowledge on the characteristics and history of them.

Acting normal, treating me like any candidate

Being openly tolerant in the recruitment process, perhaps mentioning inclusivity schemes in place

Make it crystal clear that all personal identities are welcome

Be fair

Be open minded

Include policies or ensure recruiters were welcoming of all sexual orientations/ races/ religion/ disability etc, so there were no doubts.

Have rules and regulations in place and reinforced to ensure people are respected for their individuality

They could ask me some questions about my faith or mental health conditions.

Not judge before getting to know the person

Have policies or ensure recruiters were welcoming of all sexual orientations/ races/ religion/ disability etc, so there were no doubts.

Have rules and regulations in place and reinforced to ensure people are respected for their individuality

They could ask me some questions about my faith or mental health conditions.

Diversity policy as well as someone who is diverse as part of the management team

Didn't mention my nationality

Feedback on CV's

Be open about the type of person they expect to get the job

Explore support options and be open to conversation about such characteristics

Have guaranteed protection for minorities and have a zero-tolerance attitude towards discrimination

Support programs for marginalised groups

Having people that look like me

DISCRIMINATION EXPECTATIONS OF THE WORKPLACE



DISCRIMINATION IN THE WORKPLACE (SUMMARY)

32%

EXPECT TO FACE DISCRIMINATION

Confidence to manage

5.4

Influence of person's characteristics

7.1

Importance to feel that characteristics are welcomed

8.4

Discrimination BY MANAGER in an average week

2.9

times/week

Discrimination BY ANOTHER COLLEAGUE in an average week

3.1

times/week

WHY?

ETHNIC IDENTITY

65%

GENDER IDENTITY

47%

RELIGION

41%

Sexual orientation

26%

Mental health conditions

17%

Neurodivergent conditions

11%

ACTIONS TO MAKE EVERYONE FEEL WELCOMED

Provide a welcoming and safe environment for all people as well as fair and justified punishments

Companies could give every employee equal positive feedback if it's clear they've been doing well

Show all employees are being fairly included and show more diversity

Show a genuine diversity of marginalised groups and not just performative pictures

Cracking down on reports of discrimination swiftly and strongly

Show that they are educated on people's differences and willing to learn

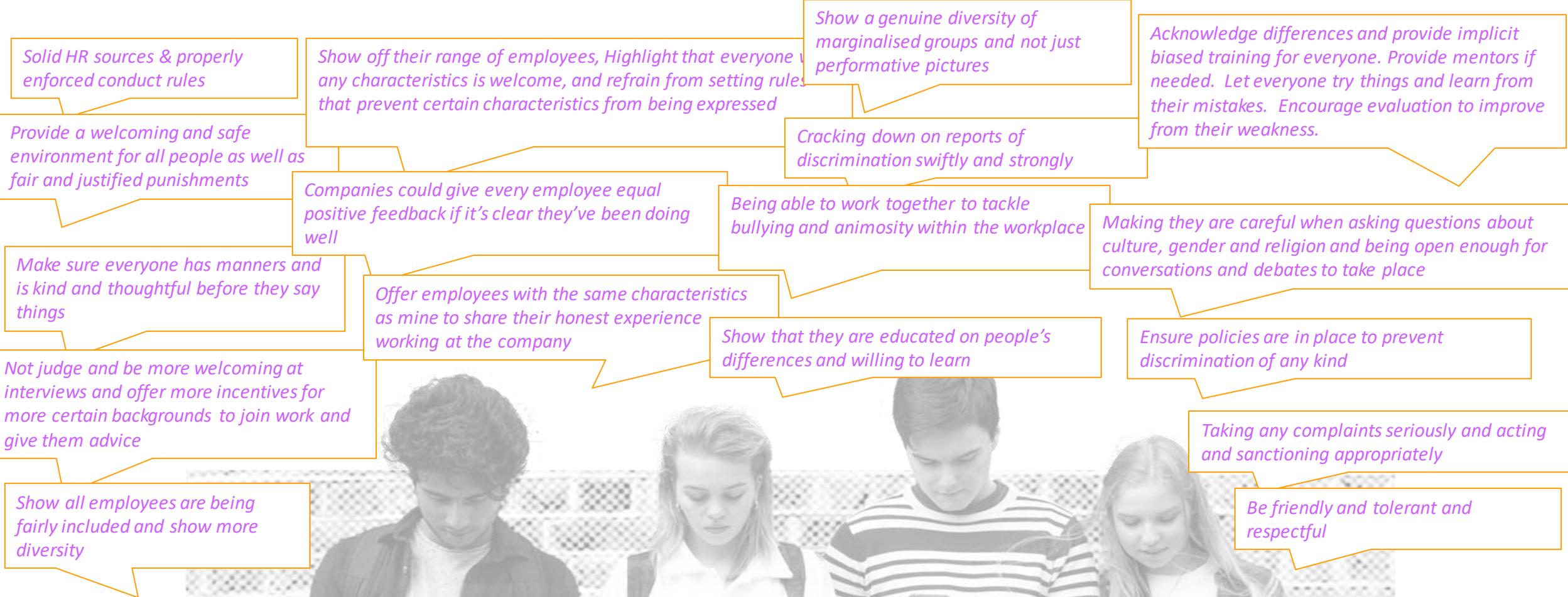
Ensure policies are in place to prevent discrimination of any kind

Taking any complaints seriously and acting and sanctioning appropriately

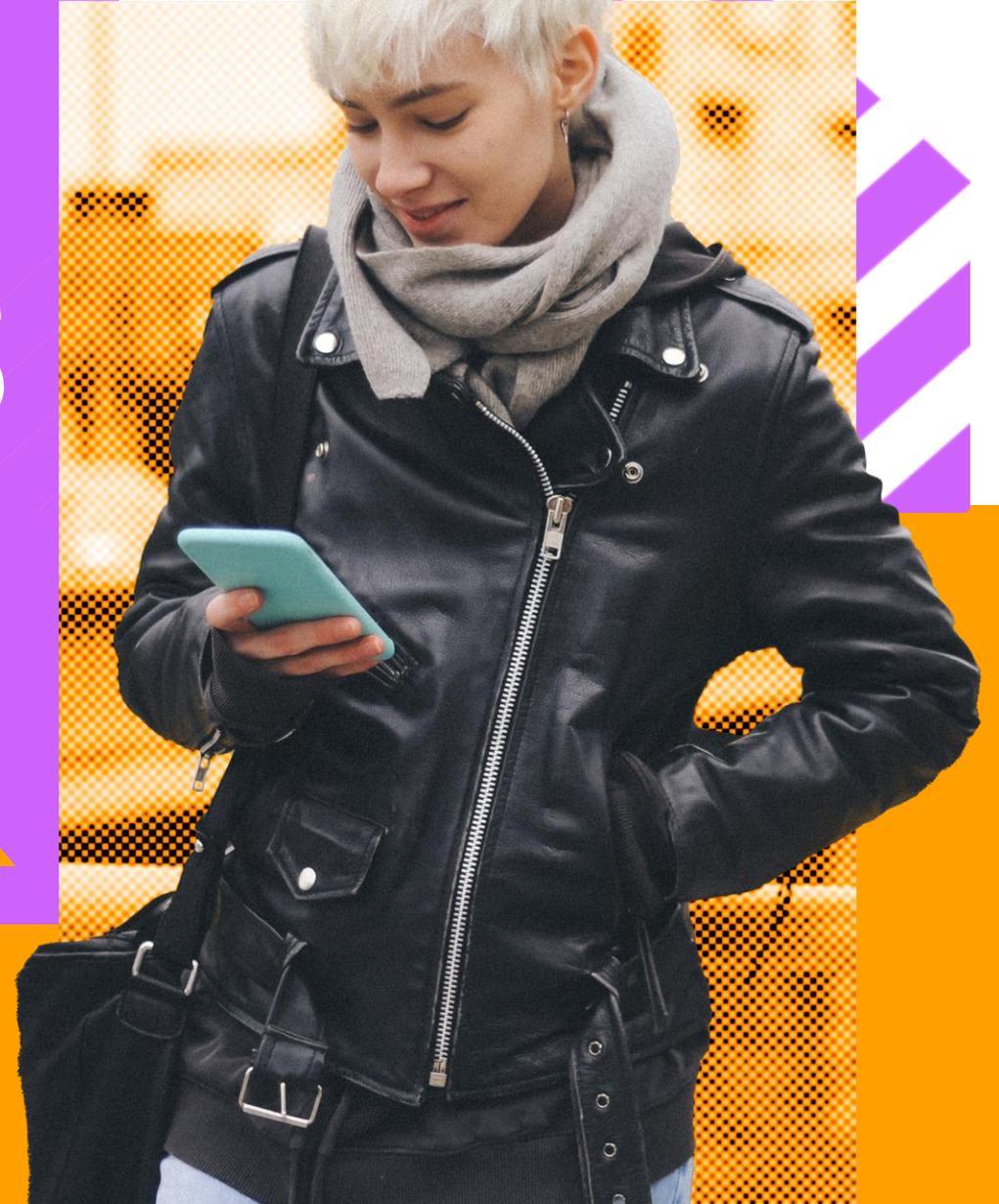
Show off their range of employees, Highlight that everyone with any characteristics is welcome, and refrain from setting rules that prevent certain characteristics from being expressed

▶ What could companies do to ensure they showed you that your characteristics were welcomed in the workplace?

DIRECT SPEECH



CONCLUSIONS



▶ KEY FINDINGS 1/4



THE STRONGEST BIAS IS EXPECTED IN THE JOB APPLICATION

Almost half of young people expect to be discriminated against during a job interview. One third are already experiencing unfair attitudes at school.

STUDENTS FROM THE SAME AGE GROUP SHOW THE MOST BIASED BEHAVIOUR

The main discrimination comes from students from the same age group at school, and the same is expected at university. Teachers and staff are the next most discriminative power.

▶ KEY FINDINGS 2/4



RACE / ETHNIC IDENTITY IS THE MAIN REASON FOR DISCRIMINATION

Race / ethnic identity is the main reason students face discrimination. They expect this to continue through all education and career stages. Second place is religion. In the workplace young people expect to be discriminated against based on their gender.

DISCRIMINATION AMONG STUDENTS IS MORE DIVERSE AND FREQUENT

Young people experience discrimination from other young people frequently, and for a wider variety of reasons; race, sexual orientation, and gender. While teachers and staff are more tolerant to such differences but show episodic attitudes against ethnicity.

▶ KEY FINDINGS 3/4



DISCRIMINATION IN THE WORKPLACE WILL BE MORE FREQUENT

Young people expect that in the workplace they will experience frequent cases of unfair behaviour (3 times a week). This is the same intensity they experience now from other students.

DISCRIMINATION HOLDS AVERAGE INFLUENCE ON STUDY PERFORMANCE

Young people claim that discrimination has an average influence on their success in studies.

▶ KEY FINDINGS 4/4



+

LACK OF CONFIDENCE TO FIGHT BIAS

Young people admit they don't have strong confidence to resist discrimination (even when the main source is students of the same age). They expect to be even less confident in during the application and job interview stages.

THEY DESIRE TO BE WELCOMED

Young people desire to be welcomed for their characteristics, they value fair and equal behaviour. They appreciate when people know about their differences, respect them and show that they know how to deal with them or ask how they would feel more comfortable. A safe and friendly environment with demonstrable diversity – this is what young people are looking for.

THANK YOU

GET IN TOUCH

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