



Census 2021

Equalities, Diversity,
and Inclusion Topic
Paper

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The aim of this paper is to **explore diversity and equality in Ceredigion** by using **Census 2021 data** on **protected characteristics** and their interactions with various **socio-economic measures**. With the exception of pregnancy and maternity, all of the protected characteristics (under the Equalities Act 2010), will be explored.

Age



The 16-24 age group has lower **employment rates** (22.6%) due to high education participation. In contrast, employment is highest in the 25 to 64 age group (73.1%), while 14.0% of the 65+ group remain employed, exceeding the national average (10.2%).

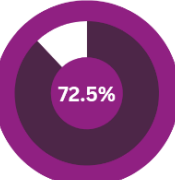


Disability prevalence increases with age in Ceredigion, as seen nationally, but with unique local patterns. In Ceredigion, the 16-24 age group has the highest disability prevalence under 50, unlike Wales, where it is the older 35-49 age group. Positively, Ceredigion's residents aged 50+ are less likely to be disabled than the national average.



Homeownership rates increase as residents age in Ceredigion, which is expected as older adults are typically more financially established. The patterns in housing tenure by age is reasonably consistent with the national picture; however, there is a lower proportion of younger adults who are in social rented accommodation in Ceredigion (9.4%), compared to the national average (26.1%).

Disability



Almost three quarters of disabled people in Ceredigion are **economically inactive** (72.5%), which is far higher than those who are not disabled (39.9%) and well above Ceredigion's average (47.9%). This is because disabled residents are more likely to be retired and on long term sick or disabled.



Overall, those who are not disabled tend to **achieve higher qualifications** (Level 1 and entry through to Level 4), compared to residents with disabilities.



People with disabilities are **more likely to own their home outright**, but also **live in social rented accommodation**. Whereas non-disabled individuals are less likely to live in social rented accommodation and twice as likely to own their property with a mortgage or a loan or shared ownership.



Gender reassignment

Ceredigion (joint with Cardiff) are the local authorities with the **largest proportions of residents** aged 16 and over with a **different gender identity to their sex registered at birth**.



Residents with a **different gender identity to their sex registered at birth** tend to be **younger** (aged 16 to 24 years old). Recently gender reassignment has become more accepted, younger generations have grown up in a period where discussions around gender diversity are more prevalent, in addition there is better access to resources and support available, which helps to explain this trend.



Having a gender identity different to their sex registered at birth is **more common** within the **student population** in Ceredigion.



Trans women and **trans men** have **substantially higher disability rates** than the cisgender population (approximately 21-38 percentage points higher). These figures are concerning, particular as these groups of people tend to be younger.



Education outcomes in Ceredigion **differ** both **between trans and cisgender residents** and **within trans groups**. A smaller proportion of trans men are without qualifications (3.2%) compared to cisgender individuals (14.3%) and trans women (22.6%).

Marital Status



Those who are **widowed or surviving partnership partner** are more likely to **own their homes** outright (75.8%) compared to the Ceredigion average (42.4%). The percentage of people who are **divorced or have had their civil partnership dissolved** are more likely to live in the **social rented sector**.



There are **disparities between general health and people's marital status**. Those who have never been married or in a civil partnership are the most likely to have very good health, compared to all other marital statuses. Whereas, widowed or surviving their civil partnership partner are more likely to have very bad health.

Ethnicity



There are **disparities in economic activity status by ethnicity**, particularly the *Black, Black Welsh, Caribbean or African* (**highest employment and unemployment rates**) and *Mixed or Multiple ethnic* groups (**lowest unemployment rates**). Potential influencing factors include structural labour market barriers, underrepresentation of higher education jobs, and higher proportions of students and individuals looking after the home or family.



People within the '*Black, Black British, Black Welsh, Caribbean or African*' ethnic group were **most likely** to report a **qualification at Level 4 or above**, whilst those in the '*White*' ethnic group were **least likely**. Conversely, people within the '*Other ethnic group*' were most likely to **hold no qualifications**, with those in the '*Black, Black British, Black Welsh, African or Caribbean*' least likely.



Ethnic minorities overall report better health outcomes compared to the 'White' ethnic group, partly influenced by age distribution. Younger age profiles among ethnic minorities help to explain their relatively better reported health outcomes. For example, 48% of people within the 'White' ethnic group are over the age of 50, compared to 17-19% of minority ethnicities.



The 'White' ethnic group had the highest proportion of homeowners and lowest proportion of private renters. The 'Mixed or Multiple ethnic groups' stands out with the highest proportion of social renters. The differences in housing tenure across ethnicities could be partly explained by the younger age profile of these groups, and potentially socio-economic barriers to private renting and home ownership.

Religion or belief



Christians are more likely to be retired (38.9%), whereas Muslims are the least likely (3.0%). The 'Other religion' is more likely to have a disability or long-term sickness (11.0%), whereas Muslims were least likely (0.5%). All other religions and those who selected 'no religion' are more likely to be economically inactive students, (between 12-22%), compared to Christians (4.9%).



Overall, the percentage of people who are disabled (under the Equalities Act) in most religious groups align with the County-average. However, there are disparities among the Jewish and Other religion, where 44.2% and 43.6% of their populations are disabled respectively. This is approximately 22 percentage points higher than the County average (21.9%).



Overall, Christians and Muslims have higher rates of no qualifications (18.1% and 17.7% respectively), compared to the County average (14.7%). Hindus are most likely to report a qualification at Level 4 and above, whilst Sikhs are slightly below the county average (34.4%, just 0.9 percentage points lower).



There is a higher likelihood of overcrowding among Muslim, Hindu and Sikh households, which could be attributed to cultural traditions and socio-economic disparities. Further research would be required to understand what is driving these trends.

Sex



There are gender disparities in economic activity status across Ceredigion, which is also seen Wales-wide. Males are more likely to be in employment (52.3%) compared to Females (46.0%), but also have a higher unemployment rate. Females on the other hand, have higher economically inactivity rates (51.3%) compared to men (44.4%), often linked to caregiving responsibilities and early retirement trends. This suggests that structural factors, such as labour market participation patterns and caregiving responsibilities, may be driving these differences.



Gender may influence housing choices to a certain extent. Females are more likely to own outright, private rent or live rent free, and rent social accommodation, while males are more likely to be owning with a mortgage or shared ownership.



Females are slightly more likely than males to achieve higher qualifications (Level 4 and above), whereas males are more likely to achieve other qualifications. This broadly aligns with the national trend; however, the gender disparity is wider in Ceredigion suggesting that localised factors could be intensifying this difference.



Sexual orientation

Younger age groups report lower rates of identifying as straight/ heterosexual, with 16–24-year-olds significantly more likely to identify as gay, lesbian, or bisexual compared to older age groups.



Those identifying as bisexual (39.2%) or 'all sexual orientations' (45.8%) are most likely to be disabled under the Equalities Act, with a notable difference between those who identified as heterosexual/ straight (23.5%), with a 16-22 percentage point difference. These trends are also seen on a national scale.



Gay, lesbian, bisexual and all other sexual orientation populations are least likely to own their properties outright, however, this is unsurprising considering the younger age profile of these populations.



Bisexual individuals and those of other sexual orientations are over twice as likely to hold Level 3 qualifications (50.0% and 50.9% respectively), compared to heterosexual/ straight individuals (19.8%). This is unsurprising considering that students are more likely to identify with these sexual orientations.

1.0 Introduction

This Topic Paper is part of Ceredigion County Council's series of five bespoke reports analysing the results of the 2021 Census. The report explores the protected characteristics and their interactions with various socio-economic measures, such as, economic activity, housing tenure and self-reported health. The analysis will offer insight into how protected characteristics intersect with economic and social outcomes. It will also look at how the situation has changed over the decade, since the 2011 Census. Any key trends that diverge from national patterns will also be outlined and explored.

By examining these characteristics against other variables, the report aims to highlight the demographic, social and economic patterns within Ceredigion, with particular attention to disparities and unique trends observed within the population. The report will not only highlight the status of diversity and equality within Ceredigion, but additionally offers a basis for informed policymaking to address gaps and promote inclusivity.

2.0 Background

The Equality Act was published in 2010 to legally protect people from discrimination in the workplace and in wider society. The Act outlines nine characteristics that are protected against discrimination by law, these are known as the Protected Characteristics. Figure 1 below demonstrates the nine Protected Characteristics.

Figure 1: The nine Protected Characteristics from the Equality Act (2010).



Source: UK Government - Equality Act 2010¹
*Designed using Canva

¹ UK Government. Equality Act (2010). Available at: <https://www.legislation.gov.uk/ukpga/2010/15/contents>

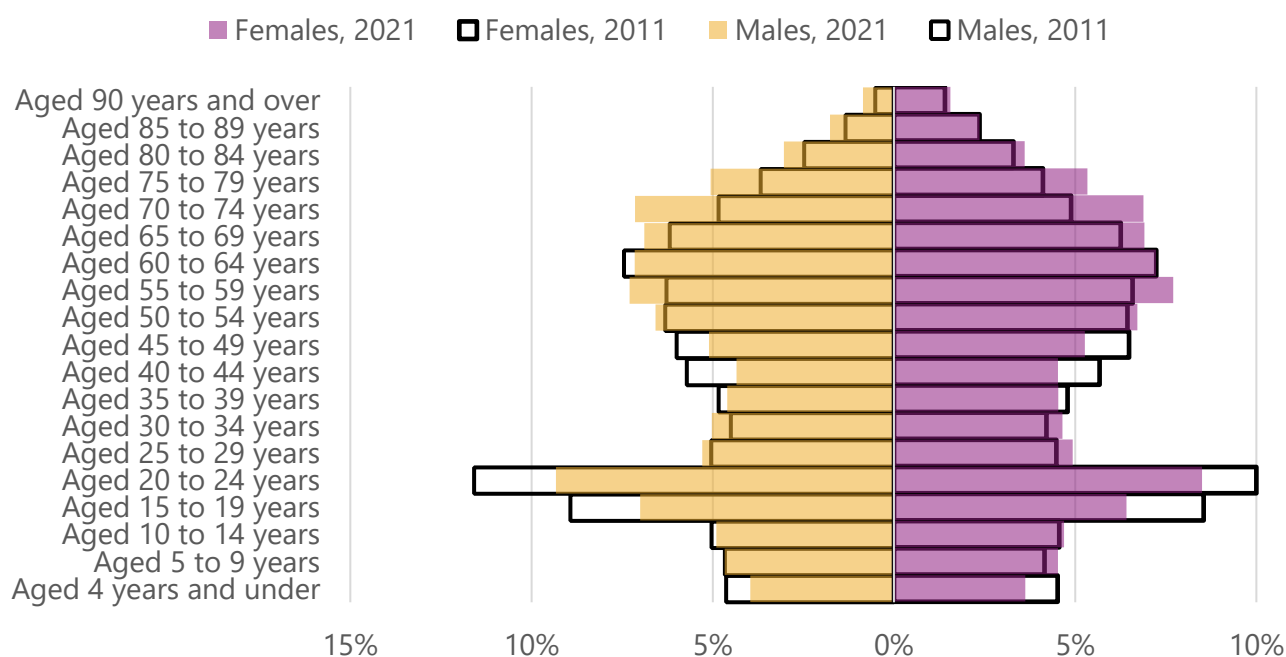
The Census collects data which relates to almost all the protected characteristics which will be explored, the only exception is pregnancy and maternity. Although the Census questionnaire does include a question where participants can note that they are 'on maternity or paternity leave', there are no specific outputs released from this.

3.0 Age

Age is a critical factor in socio-economic analysis, as it influences access to opportunities and health care, income levels and overall quality of life. According to the 2021 Census, 14.1% (10,081) of the resident population comprise of children (aged 0 to 15), over half the population (60.2%/ 43,002) are of working age (aged 16 to 64), and just over one-quarter (25.7%/ 18,385) are over 65 years old. In 2021, Ceredigion had the lowest proportion of children nationally.

Since the previous census in 2011, Ceredigion's population has continued to age as life expectancy continues to increase slightly (albeit at a slower pace) and fertility rates begin to stall (Figure 2). The over 65 age group is the only group where growth has occurred, increasing by 17.2% (+2,680) since the 2011 Census. The number of children (aged 0 to 15) and people of working age (aged 16 to 64) has declined over the decade, by 10.2%/-1,149 (children), and 12.2%/-5,985 (working age) respectively.

Figure 2: Age and Sex Population 2011 and 2021, Ceredigion



Source: ONS, 2011 Census (LC1117EW) and 2021 Census (TS009)

3.1 Economic Activity by Age

Economic activity* patterns vary across the three broad age groups: ²

16-24 Age Group:

- Relatively low employment rates* as reflected in a majority being economically inactive and a full-time student (52.9%), which is substantially higher than the other age groups and the Welsh average (38.2%). This is influenced significantly by high rates of full-time education, a smaller pool seeking work outside of education and potentially local job market limitations.

25-64 Age Group:

- High employment rate (73.1%) (this excludes full-time students), which aligns with the national average. As expected, the proportion of adults in employment is much greater than young adults (22.6%), who have higher rate of part-time or flexible employment due to education/studying or job availability constraints, and those of retirement age (Aged 65+) (14.0%) in Ceredigion.

65+ Age Group:

- Economic activity drops significantly, with the majority (85.6%) economically inactive (excluding full-time students), which is consistent with trends in aging populations. Despite this, a greater percentage of the 65+ age group are in employment (14.0%) compared to the national average (10.2%). This suggests that older adults in Ceredigion are more likely to remain in the workforce, which may be a personal choice, driven by financial necessity, or by the nature of the local economy (i.e., a higher proportion of self-employed and academics who may choose to work beyond normal retirement age).

3.2 Disability by Age

The data for Ceredigion reflects a broader trend observed across many populations, that as residents age there is a greater likelihood of experiencing disabilities (both physical and cognitive), which can impact employment opportunities and healthcare needs. However, when compared to the national picture, there are some patterns unique to Ceredigion, particularly in younger age groups. Figure 3 below provides a breakdown of the interaction between age and disability from the 2021 Census.

*People aged 16 years and over are economically active, if between 15 March and 21 March 2021, they were:

In employment (an employee or self-employed)

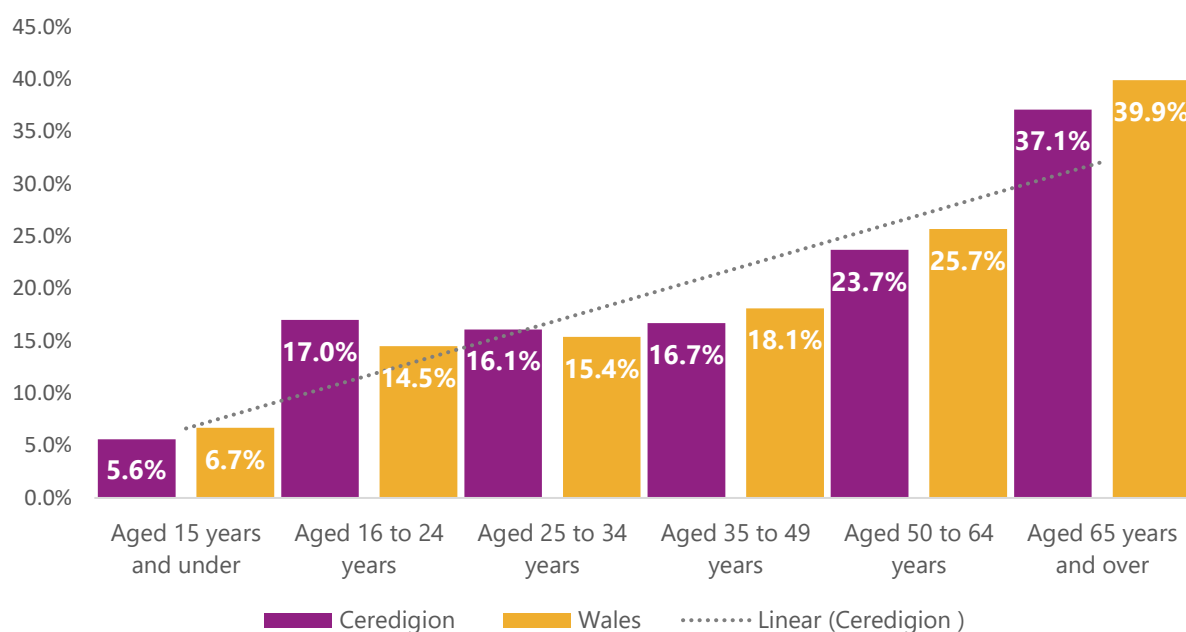
Unemployed, but looking for work and could start within two weeks

Unemployed, but waiting to start a job that had been offered and accepted

Economically inactive are those aged 16 years and over who did not have a job between 15 March to 21 March 2021 and had not looked for work or could not start work within two weeks (retired, student, long-term sick/disabled).

² ONS (2023). Economic activity status by age by sex. Available at: [Economic activity status by sex by age - Office for National Statistics](#)

Figure 3: Disability prevalence across 6 age groups – Ceredigion and Wales (2021)



Source: ONS – 2021 Census³

Children (aged 15 years and under) have the lowest rates of disability (5.6%), which is below the national average and reflects the typical developmental stages where disabilities are generally less common. For young adults (16 to 24 years old), the disability rate increases to 17.0%, which is higher than the national average 14.5%, and is the highest prevalence among those under 50. This contrasts with national trends, where the 35 to 49 age group generally has the highest prevalence among those under 50. Rates increase significantly in older adults (50+), reaching 23.7% in the 50 to 64 age group and 37.1% among those aged 65 years and over, reflecting age-related health issues. Typically, older residents in Ceredigion are slightly less likely to be disabled than the national average for these age groups.

These differences highlight Ceredigion’s unique earlier onset trend in disability prevalence, which suggests the need to target health, accessibility and employment opportunities that address disability not only for older residents, but across all ages.

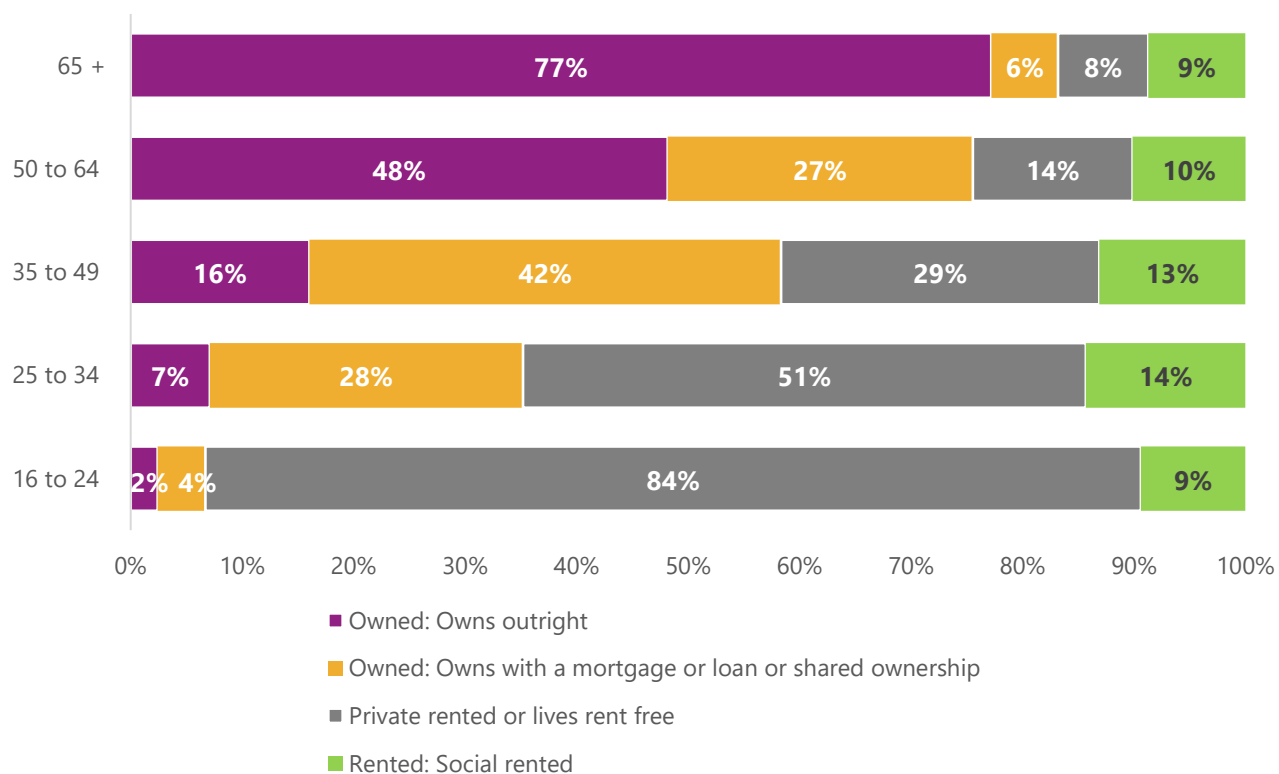
3.3 Housing by Age

Ceredigion has a relatively good level of home ownership. In 2021, it was the Welsh local authority with the sixth highest percentage of home ownership (68.6%/ 21,272), and the highest percentage of homes owned outright (47.9%/ 14,798). Since the 2011 Census, Ceredigion saw Wales’ largest percentage-point rise in the proportion of households that owned their home (from 67.6% in 2011 to 68.6% in 2021).

There are age-related trends when tenure is considered, and these align with broader Welsh patterns where older adults are more likely to own homes outright compared to the younger age groups. Figure 4 below outlines the tenure types within each age group.

³ ONS (2024). 2021 Census, Custom Table Dataset – Disability by Age. Available at: [Custom dataset - Office for National Statistics](#)

Figure 4: Age by housing tenure (Household Person Reference) – Ceredigion (2021)



Source: ONS, 2021 Census⁴

Younger households in Ceredigion (under 35 years old) are far less likely to own their home (outright or with a mortgage), with as little as 6.7% of 16- to 24-year-olds, and just over a third (35.2%) of 25- to 34-year-olds owning their home, which is significantly below the Ceredigion average (68.9%). Instead, these households often opt for private rented/living rent free or social rented housing. Middle-aged households (35 to 64 years old) show a significant increase in home ownership, with those households aged 50 to 64 years old much more likely to own outright (48.2%) compared to owning with a mortgage (27.4%). Whereas over three quarters of older households (aged 65+) own their homes outright (77.2%), which is above the national average (73.3%).

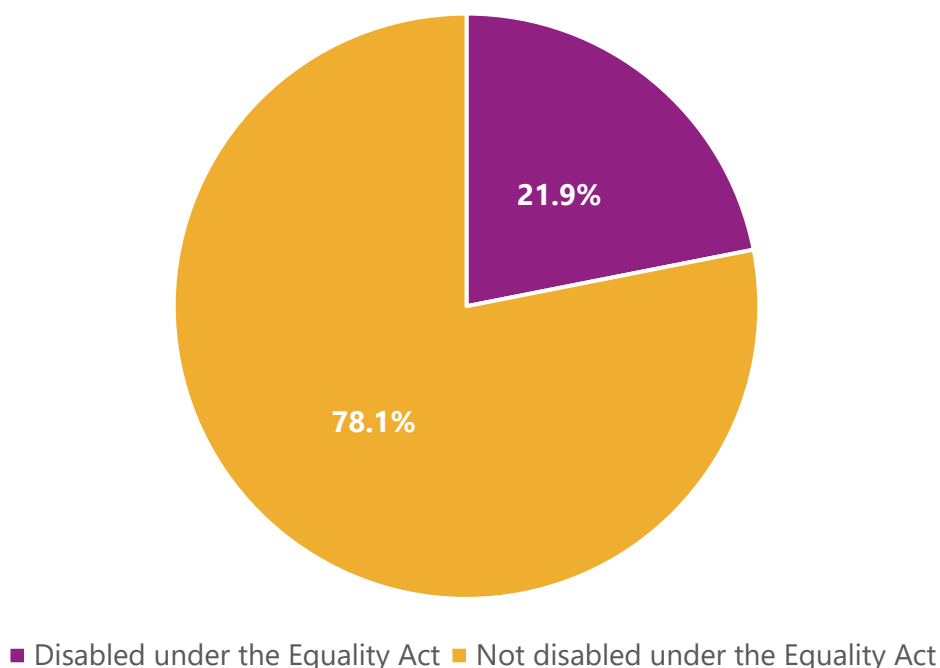
The trend of higher homeownership rates amongst middle-aged and older households is expected as typically they are more financially established. Younger households have had less time to get onto the property ladder, they may also face higher barriers to homeownership or affordability challenges. This pattern is reasonably consistent with the national picture; however, different trends appear in renting. Notably, there is a lower proportion of younger adults, particularly those aged 16 to 24, who are in social rented accommodation in Ceredigion (9.4%), compared to the national average (26.1%).

⁴ ONS (2024). 2021 Census: Tenure by Age – Household Reference Persons (HRP). Available at: [Tenure by age - Household Reference Persons - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/housing/articles/tenurebyagehouseholdreferencepersons/2021)

4.0 Disability

Under a quarter (21.9%) of Ceredigion's population are considered disabled under the Equalities Act 2010, which is slightly above the national average (21.6%) (Figure 5).

Figure 5: Percentage of disabled and non-disabled population in Ceredigion.



Source: Census 2021⁵

Since 2011, the proportion of the population in Wales who were disabled decreased by 2.3 percentage points, whereas Ceredigion experienced a 0.7 percentage point increase. Ceredigion overtook five local authority areas to become the Welsh Local Authority with the fifth highest proportion of people who identified as disabled. *Age-standardised proportions (ASPs) have been used to ensure that population size and age structure are considered when comparing between the two periods. This is a self-assessing question, and this should be considered when viewing these figures.*

4.1 Economic Activity by Disability

Analysing the 2021 Census data on disability alongside the economic activity status data shows some interesting, but somewhat predictable trends. Almost three quarters of disabled people in Ceredigion are economically inactive (72.5%), which is far higher than those who are not disabled (39.9%) and well above Ceredigion's average (47.9%).

Drilling down to look at why disabled people are economically inactive, the data shows us that almost half (42.1%) of those who are disabled under the Equalities Act are retired, which is 19.1 percentage points higher than those who are not disabled (23.0%) and well above Ceredigion's average retirees

⁵ ONS (2021) TS038 Disability. Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2056&geog=lcu2021>

(27.7%). Unsurprisingly, there is a higher percentage of disabled people that are economically inactive because they are long-term sick or disabled (16.7%) compared to those who are not disabled (0.5%).

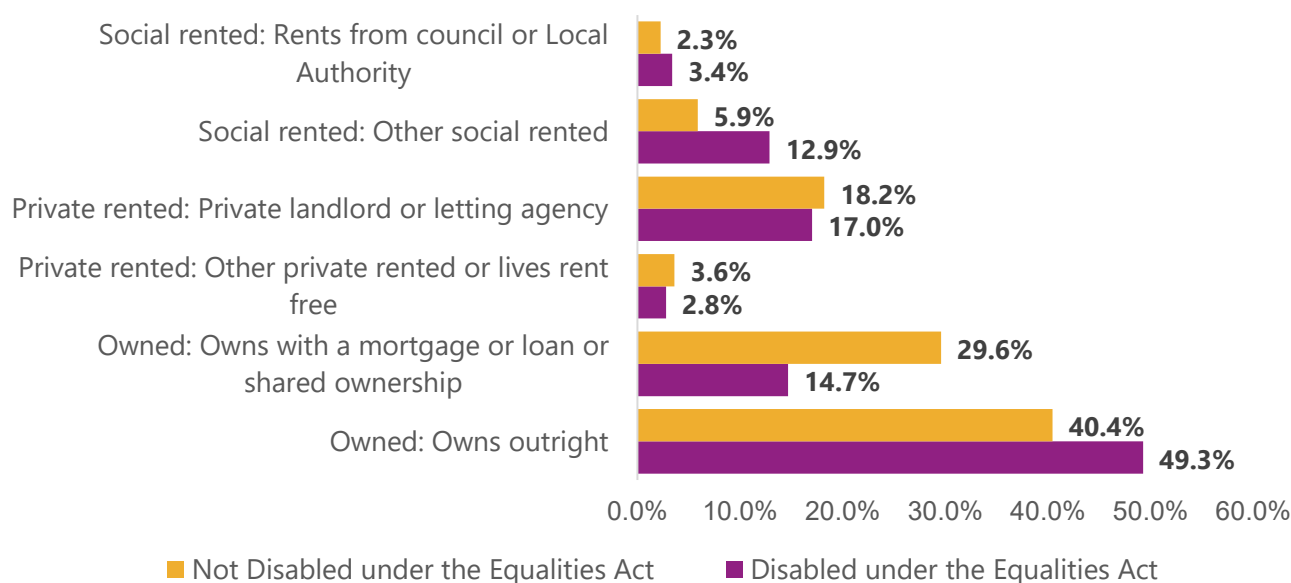
4.2 Qualifications by Disability

Overall, those who are not disabled tend to achieve higher qualifications (level 1 and entry through to level 4), compared to disabled individuals. For example, just under two-fifths (37.0%) of those who are not disabled have achieved level 4 qualifications, compared to just under one-third (30.0%) of those who are disabled under the Equalities Act, this is lower than Ceredigion's average of 35.3%. There is a 9.8 percentage point difference between the percentage of disabled people who have not achieved any qualifications (22.1%) and those who are not disabled (12.3%), this is compared to Ceredigion's average of 14.7%.

4.3 Housing by Disability

Disabled individuals are more likely to own their home outright (49.3%) compared to non-disabled individuals (40.4%). However, they are also more likely to live in social rented accommodation, with 12.9% renting compared to just 5.9% non-disabled, a gap of 7 percentage points. In contrast, non-disabled individuals are twice as likely to own their property with a mortgage or loan or shared ownership (29.6%) compared to disabled individuals (14.7%).

Figure 6: Percentage of disabled population by Tenure in Ceredigion.



Source: ONS (2023), Census 2021⁶

⁶ ONS (2021) Disability by Tenure. Available at: <https://www.ons.gov.uk/datasets/create>

5.0 Gender Reassignment

Gender reassignment is a term used to describe someone who:

- Has undergone, intends to undergo or are currently undergoing gender reassignment (medical and surgical treatment to alter the body).
- Does not intend to undergo medical treatment but wishes to live permanently in a different gender from their gender at birth.

Individuals usually undergo gender reassignment when they feel that their sex at birth does not match their gender identity.

In Ceredigion, there were responses to the question on gender identity from 56,302 people (91.6% of the population aged 16 years and over), see Table 1 below. Although only a small number of people aged 16 years and over identified with a gender different to their sex registered at birth (0.7%/ 428), Ceredigion and Cardiff were the local authorities with the largest proportions nationally. Like Cardiff, Ceredigion has a high proportion of students residing in the county, which can be attributed to the higher proportions (refer to Section 5.1 and 5.2 below). *This was the first time this question was asked in the Census, therefore there is no comparable data from previous Census'.*

Table 1: Number and Percentage of Ceredigion residents by Gender Identity.

	Number	Percentage
Gender identity the same as sex registered at birth	55,874	91.0%
Gender identity different from sex registered at birth but no specific identity given	84	0.1%
Trans woman	73	0.1%
Trans man	62	0.1%
All other gender identities	209	0.3%
Not answered	5,087	8.3%

**Figures may not sum due to rounding*

Source: Census 2021⁷

5.1 Age by Gender Reassignment

Ceredigion residents (over the age of 16) with a gender different to their sex registered at birth, tend to be younger.⁸ The percentage of those with a gender the same as their sex registered at birth is within the 16 to 24 years old age category (86.9%), compared to 91.0% of all Ceredigion residents. Whereas 35 to 49 years olds had the highest percentage of cisgender⁹ (93.4%). Correspondingly, 16- to 24-year-olds had the highest percentage of trans women (0.4%), trans men (0.4%) and all other gender identities (1.5%).

⁷ ONS (2021) TS078 Gender Identity. Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2061&geog=lcu2021>

⁸ Those under the age of 16 could not answer the gender identity question in the Census.

⁹ Cisgender: a person whose gender identity corresponds to their sex assigned at birth, i.e., someone who is not transgender.

Nationally, there is a similar picture, although the percentages of younger trans women, trans men and all other gender identities is lower. Recently gender reassignment has become more accepted, younger generations have grown up in a period where discussions around gender diversity are more prevalent, in addition there is better access to resources and support available. This helps to explain why we are seeing increasing numbers of young people identifying with a different gender identity.

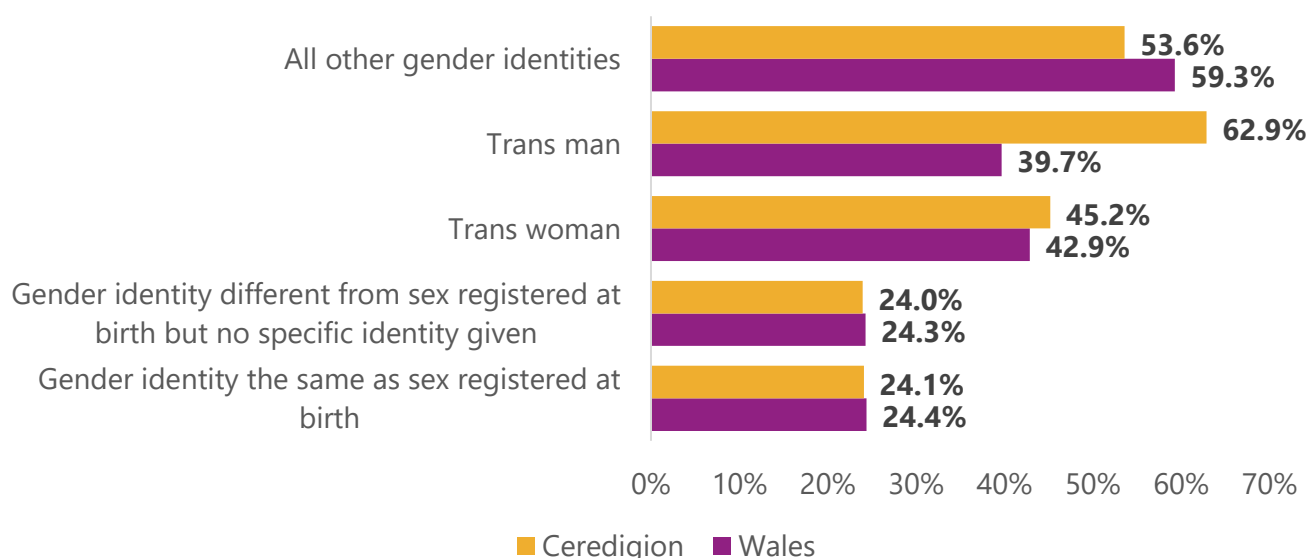
5.2 Economic Activity by Gender Reassignment

Economically inactive students are most likely to have a gender different to their sex registered at birth (2.7%). Whereas those who are economically inactive and looking after home or family are most likely to have the same sex as registered at birth (92.4%), with just 0.5% of this population having a gender different to their sex registered at birth. These trends, along with the gender reassignment by age figures, suggest that having a different gender identity to the sex given at birth is more common within the student population in Ceredigion.

5.3 Disability by Gender Reassignment

There are clear disparities in disability rates between gender identity groups (refer to Figure 7). Trans women (45.2%) and trans men (62.9%) have substantially higher disability rates than both the cisgender population (24.1%) and the county-wide average (24.6%). These figures are concerning, particularly as these groups of people tend to be younger. Wales and Ceredigion share similar rates in terms of disability by gender identity, this said, the percentage of trans men who are disabled is far higher in Ceredigion (23 percentage points), than across Wales (39.7%).

Figure 7: Percentage of disabled population by Gender Identity.



Source: ONS (2023), Census 2021¹⁰

The disparities in disability rates are stark, especially amongst the trans population. The higher disability rates among transgender and all other gender identities could indicate barriers and inequalities in other areas (e.g., mental health challenges, barriers to accessibility, social determinants, healthcare

¹⁰ ONS (2021) RM036 Gender Identity by Disability. Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2136&geog=lacu2021>

inequalities). Further exploration would be required to understand the underlying causes and barriers contributing to these differences.

5.4 Qualifications by Gender Reassignment

Education outcomes in Ceredigion differ both between trans and cisgender residents and within trans groups. A smaller proportion of trans men lack qualifications (3.2%) compared to cisgender individuals (14.3%), while a higher proportion of trans women are without qualifications (22.6%). Trans women (35.6%) and trans men (58.1%) are significantly more likely to hold Level 3 qualifications, compared to those whose gender identity matches their sex at birth (21.2%). However, fewer trans women (27.4%) and trans men (24.2%) hold Level 4 qualifications compared to the cisgender group (35.3%). The higher likelihood of trans individuals being students (refer to 4.1 and 4.2) may explain the higher educational achievement of trans men. However, it is difficult to pinpoint what is driving the disproportionate qualification outcomes for trans women.

6.0 Marital Status

In Ceredigion, just under half of the population (43.1%) are married or in a registered civil partnership. Over a third (38.7%) have never been married or never registered a civil partnership. 1.7% of Ceredigion's population noted that they were separated, but still legally married or still legally in a civil partnership (Figure 8).

Figure 8: Legal Partnership Status of Ceredigion population.



Source: ONS (2022), Census 2021¹¹

Ceredigion saw Wales's joint largest percentage point rise (alongside Monmouthshire) in the proportion of people aged 16 years and over who had divorced or dissolved a civil partnership (8.5% in 2011 to 9.3% in 2021). Despite this, Ceredigion moved from having the second-lowest percentage of divorced or dissolved civil partnerships among adults in 2011 to the third lowest in 2021 nationally.

¹¹ ONS (2021) TS002 Legal partnership status. Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2022&geog=lacu2021>

6.1 Housing by Marital Status

In Ceredigion, over three quarters of people who are widowed or surviving civil partnership partner own their homes outright (75.8%), which is far greater than the Ceredigion average (42.4%) Those who are currently married or in a registered civil partnership are also more likely to own their homes outright (58.3%), compared to those who are divorced or who's civil partnership had been dissolved (44.9%). There are also disparities within the social rental sector and different marital statuses. The percentage of people who are divorced or have had their civil partnership dissolved and live in the social rental sector (15.5%) is 10.9 percentage points higher than those who are married or in a registered civil partnership (4.6%).

6.2 Health by Marital Status

According to the 2021 Census, there are disparities, although small, between general health and people's marital status. There is a higher percentage of people who are widowed or surviving their civil partnership partner who have very bad health (14.2%), compared to those who are divorced, or their civil partnership has been dissolved (11.9%) and those who are married or in a registered civil partnership (6.8%). Those who have never been married or in a civil partnership, are more likely to have very good health (82.6%) compared to all other martial statuses. The figures discussed above may be related to age, people that are widowed or surviving their civil partnership tend to be older and therefore may be more likely to develop poorer health. Whilst those who have never been married or in a civil partnership are likely to be younger.

7.0 Ethnicity

Almost all (96.2%/68,776) of Ceredigion's population identified as 'White', which is higher than the national average (93.8%). 'Asian, Asian British or Asian Welsh' was the second most common ethnicity (1.5%), followed by 'Mixed or Multiple Ethnic groups' (1.2%), 'Black British, Black Welsh, Caribbean or African' (0.5%) and 'Other Ethnic group' (0.5%), refer to Table 2 below.

Table 2: Broad ethnic groups in Ceredigion - 2021

	Number	Percentage
White	68,776	96.2%
Asian, Asian British or Asian Welsh	1,096	1.5%
Mixed or Multiple ethnic groups	867	1.2%
Black, Black British, Black Welsh, Caribbean or African	366	0.5%
Other ethnic group	368	0.5%

**Figures may not sum due to rounding*

Source: ONS (2022) - Census 2021 (TS022)¹²

Since 2011, there has been a slight change to the ethnic composition in Ceredigion. The percentage of people identifying as 'White' decreased by 0.5 percentage points, whereas the following ethnicities increased slightly: 'Mixed or Multiple' (+0.2 percentage points), 'Black, Black British, Black Welsh, Caribbean or African' (+0.1 percentage points), and 'Asian, Asian British or Asian Welsh' (0.1 percentage

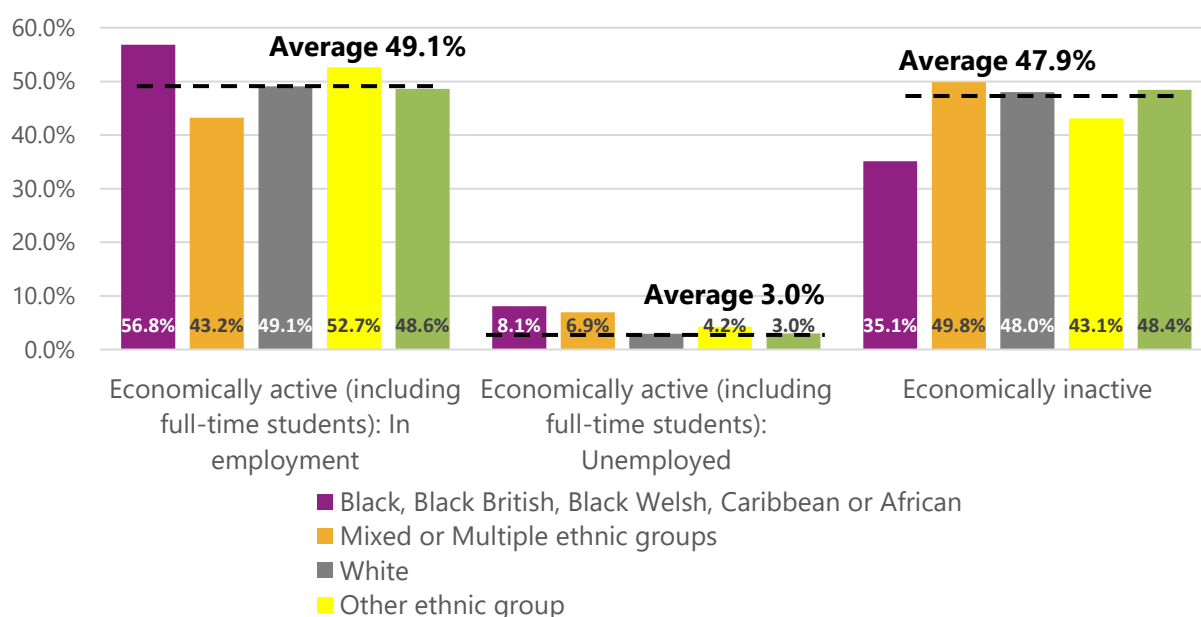
¹² ONS (2022). TS022 – Ethnic group. Available at: [TS022 - Ethnic group - Nomis - Official Census and Labour Market Statistics](#)

points). Similar trends were experienced across Wales; however, these were more acute, the proportion of residents identifying as *White* experienced a greater decrease (down 1.8 percentage points since 2011), compared to Ceredigion (-0.5 percentage points).

7.1 Economic Status by Ethnicity

Figure 9 below outlines economic activity by ethnicity, by analysing the proportions *within* each ethnic group. The data reveals disparities in economic activity status by ethnicity. In particular, '*Black/Black British, Black Welsh, Caribbean or African*' and '*Mixed or Multiple ethnic*' groups face higher unemployment, with the latter having the lowest employment rate.

Figure 9: Economic activity status by high category ethnic groups – Ceredigion, 2021.



Source: ONS (2023) – Census 2021 (RM018)¹³

The '*White*' ethnic group have the lowest unemployment rate across all ethnic groups (2.9%/1,737), reflecting the most stability. On the other hand, the '*Black, Black British, Black Welsh, Caribbean and African*' ethnic group has the highest employment rate (56.8%/162), but also the highest unemployment rate (8.1%/23). Whereas the '*Mixed or Multiple*' ethnicities have the lowest employment rate (43.2%/255).

The high employment rates among the *Black, Black British, Black Welsh, Caribbean or African* ethnicity can be attributed to this population being highly qualified (refer to section 7.2) and younger on average, resulting in fewer economically inactive individuals (e.g., retirees). However, their high unemployment rate, despite being the most qualified, could suggest structural barriers in the labour market, such as job mismatches or overqualification. Further exploration is needed to understand this further.

Breaking down the data further helps to explain why the *Mixed or Multiple ethnic* groups are exhibiting the lowest employment rate. Across all ethnicities in Ceredigion, the *Mixed or Multiple ethnic* groups have the highest proportion of economically inactive residents (1.9 percentage points above the County average). This is due to the higher proportion of economically inactive students within the *Mixed or*

¹³ ONS (2023). RM018 - Economic activity status by ethnic group. Available at: [Nomis - Query Tool - RM018 - Economic activity status by ethnic group](#)

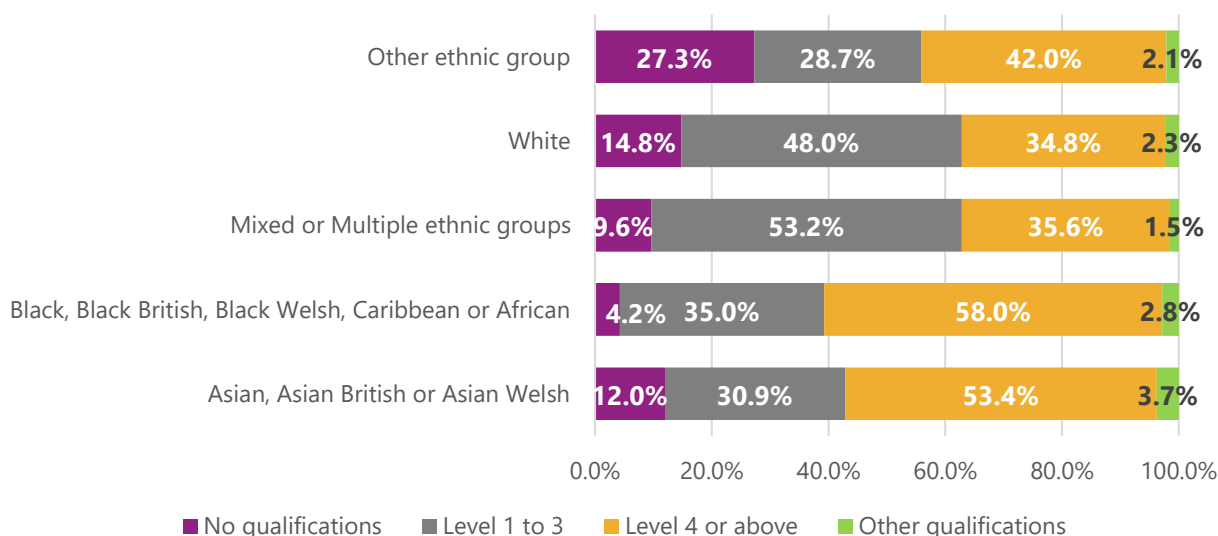
Multiple ethnic groups (58.2%) compared to the County average (20.9%). Other factors include a slightly higher proportion of *Mixed or multiple ethnic groups* looking after home or family (10.2% compared to 7.2% across Ceredigion). The latter could reflect differences in cultural attitudes and expectations (e.g., women not being expected to participate in the labour market but remain in the home as the primary care giver).¹⁴

A number of factors could be contributing to these differences, and further exploration would be required to understand the root causes to refine these conclusions.

7.2 Qualifications by ethnic group

There are also differences among ethnicities in relation to educational attainment. People within the '*Black, Black British, Black Welsh, Caribbean or African*' ethnic group were most likely to report a qualification at Level 4 or above (58.0%) whilst those in the 'White' ethnic group were the least likely (34.8%), however, this is still above the national average for this ethnic group (31.0%). People within the '*Other*' ethnic group were most likely to hold no qualifications (27.3%) with those in the '*Black, Black Welsh, Black British, African or Caribbean*' (4.2%) and '*Mixed or Multiple*' ethnic groups (9.6%) least likely, this is well below the national average for these groups at 14.5% and 15.2% respectively (refer to Figure 10 overleaf).

Figure 10: Highest level of qualification by ethnic group – Ceredigion, 2021.



ONS (2023) – 2021 Census (RM049)¹⁵

7.3 Ethnic group by Health

This analysis examines trends in self-reported health status by ethnic group and outlines the percentage of individuals reporting they are "not in good health". Ethnic minorities overall report better health

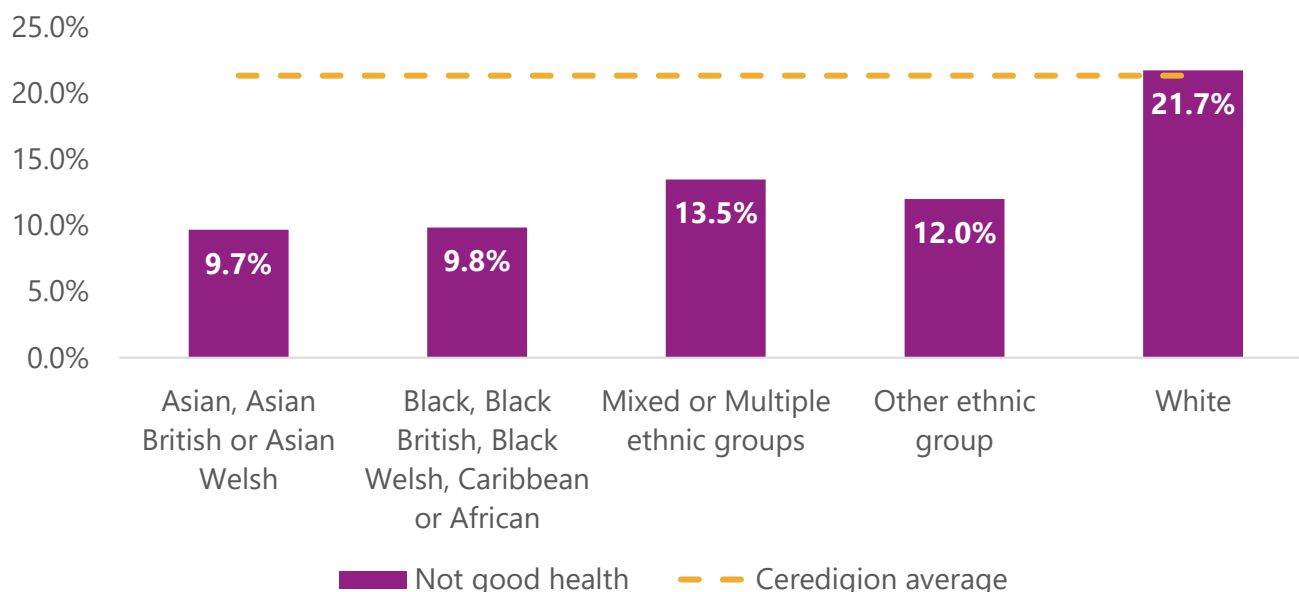
¹⁴ Department for Work and Pensions (2023). Economic inactivity. Available at: [Economic inactivity - GOV.UK Ethnicity facts and figures](https://www.gov.uk/economic-inactivity)

¹⁵ ONS (2023). Highest level of qualification by ethnic group. Available at: [Nomis - Query Tool - RM049 - Highest level of qualification by ethnic group](https://nomis.co.uk/ethnicity/facts-figures/qualification)

***Level 1 to 3:** GCSEs; Foundation and Intermediate Welsh Baccalaureate, or equivalent qualifications; Apprenticeships; 2+ A Levels, Advanced Baccalaureate, or equivalent qualifications. **Level 4 or above:** Higher National Certificate, Higher National Diploma, bachelor's degree, or post-graduate qualifications. **Other qualifications:** of unknown level.

outcomes compared to the *White* ethnic group, with percentages below the Ceredigion average (21.3%) and national average (21.4%), see Figure 11 below.

Figure 11: Proportion of residents by ethnic group reporting 'not in good health', Ceredigion – 2021.



Source: ONS (2023) – Census 2021 (RM043)¹⁶

Further analysis highlights that the disparities in self-reported health status is partly influenced by age distribution. Younger age profiles among ethnic minorities help to explain their relatively better reported health outcomes. For example, 48% of the White ethnicity are aged 50+, whereas between 17-19% of *Asian, Black, Mixed* and *other ethnic* are over the age of 50.

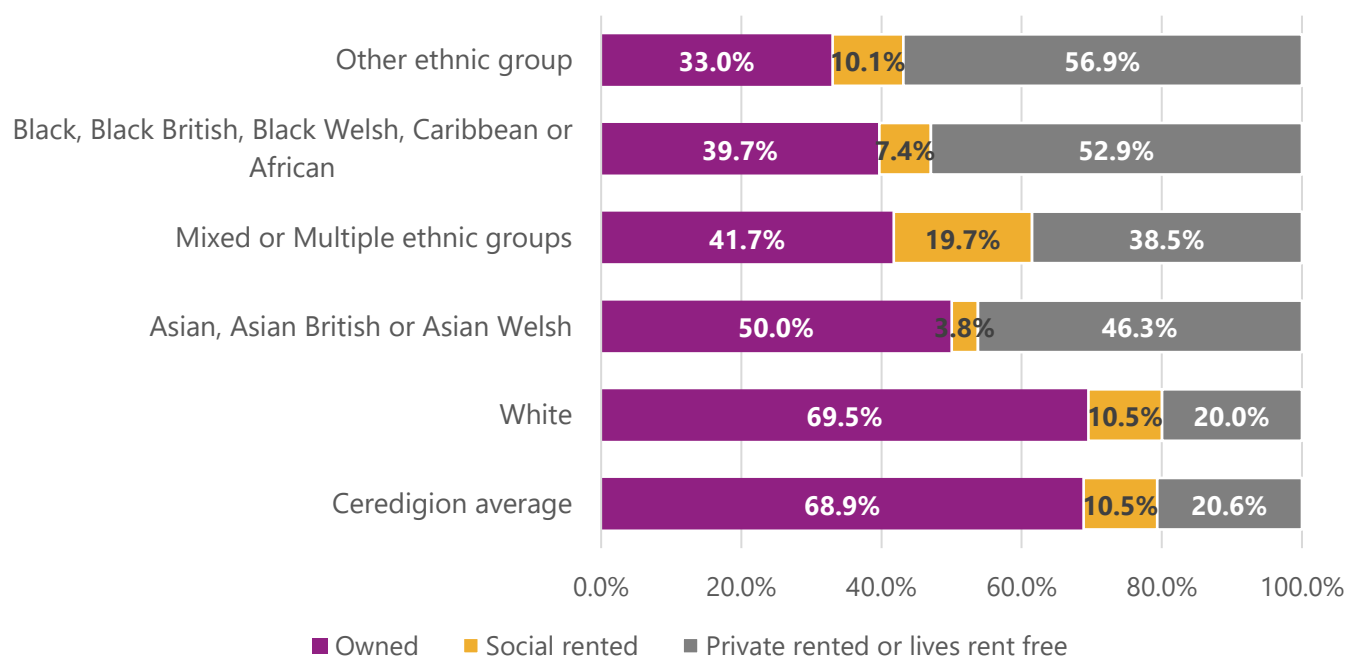
Within the *White* group, there is considerable variation. The '*White: Irish*' have the worst reported health outcomes, with 116 residents not in good health, equating to 27.0% of the total Irish population (well above the county average). Whereas the *Gypsy or Irish Traveller, Roma or Other White* show a lower proportion reporting poorer health (14.0%/ 374 not in good health). Again, age distribution is a factor in the poorer reported health outcomes, as approximately 59% of the White Irish population are above the age of 50, compared to 22% of the *Gypsy, Irish Traveller, Roma and Other White* population.

7.4 Tenure by Ethnic Group

Within ethnic groups in Ceredigion there are notable differences in tenure composition, highlighting disparities in homeownership, social renting and private renting (refer to Figure 12 below). The *White* ethnic group (30,107) has the lowest proportion of private renters (20.0%/ 6,012) and the highest proportion of homeowners (69.5%/ 20,931). In contrast, the *Other* ethnic group (109 residents) has the highest proportion of private renters (56.9%/ 62) and significantly fewer homeowners (33.0%/15). The *Mixed or Multiple* ethnic group (218 residents) stands out with the highest proportion of social renters (19.7%/ 84), whereas the *Asian, Asian British or Asian Welsh* (320) have the lowest proportion of social renters (3.8%/ 12).

¹⁶ ONS (2023). RM018 – General Health by age by ethnic group. Available at: [Nomis - Query Tool - RM043 - General health by ethnic group by age](#)

Figure 12: Housing tenure composition within ethnic groups: proportions of homeownership, social renting and private renting – Ceredigion, 2021.



Source: ONS (2023) – Census 2021 (RM134)¹⁷

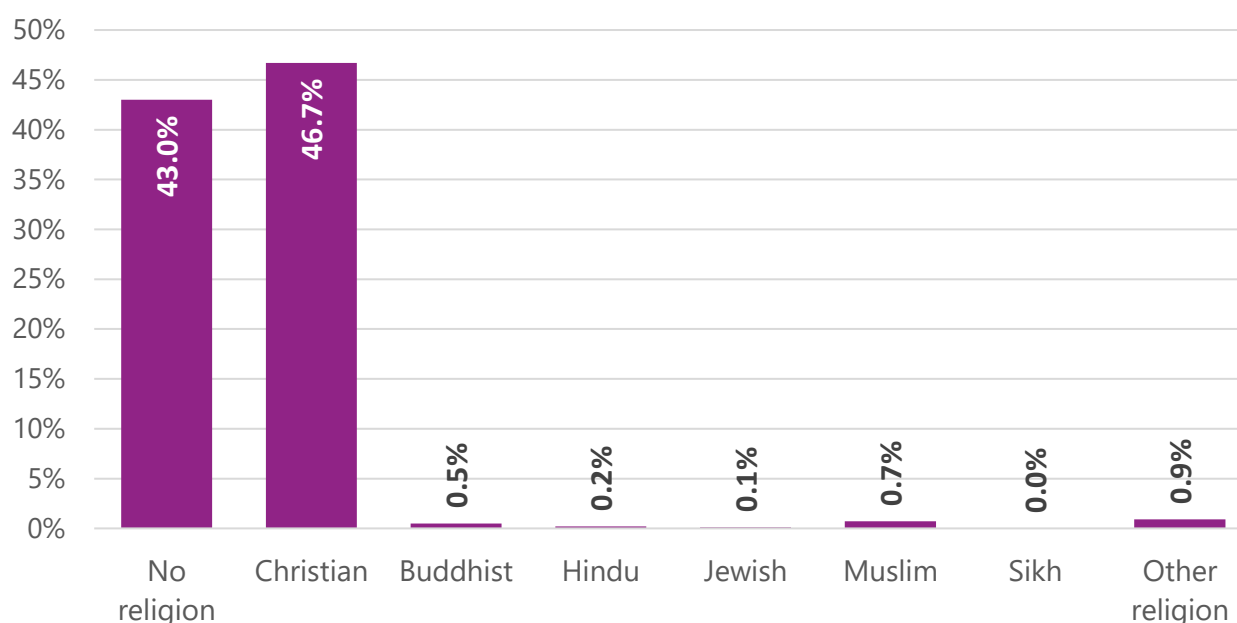
As reflected in Section 7.3, the younger populations within the minority ethnic groups may partially explain some of the patterns outlined. For example, the higher reliance of private renting for these ethnicities, as younger individuals and families are less likely to have accumulated the financial resources necessary for homeownership. Whereas the higher reliance of social renting for the *Mixed or Multiple* ethnic groups could reflect a combination of younger populations with lower incomes and potentially socio-economic barriers to private renting or homeownership.

8.0 Religion or Belief

The most common religion in Ceredigion is Christianity, with almost half (46.7%) of the population stating this, the second most common religion or belief, was 'No religion' (43.0%). *Other* religions made up a very low proportion, the highest being 'Other religion' with 0.9%, with Muslim just behind this with 0.7% (Figure 13).

¹⁷ ONS (2023). RM134 - Tenure by ethnic group - Household Reference Persons. Available at: [Nomis - Query Tool - RM134 - Tenure by ethnic group - Household Reference Persons](#)

Figure 13: Percentage of Ceredigion population by Religion – 2021.



Source: ONS (2022) - Census 2021¹⁸

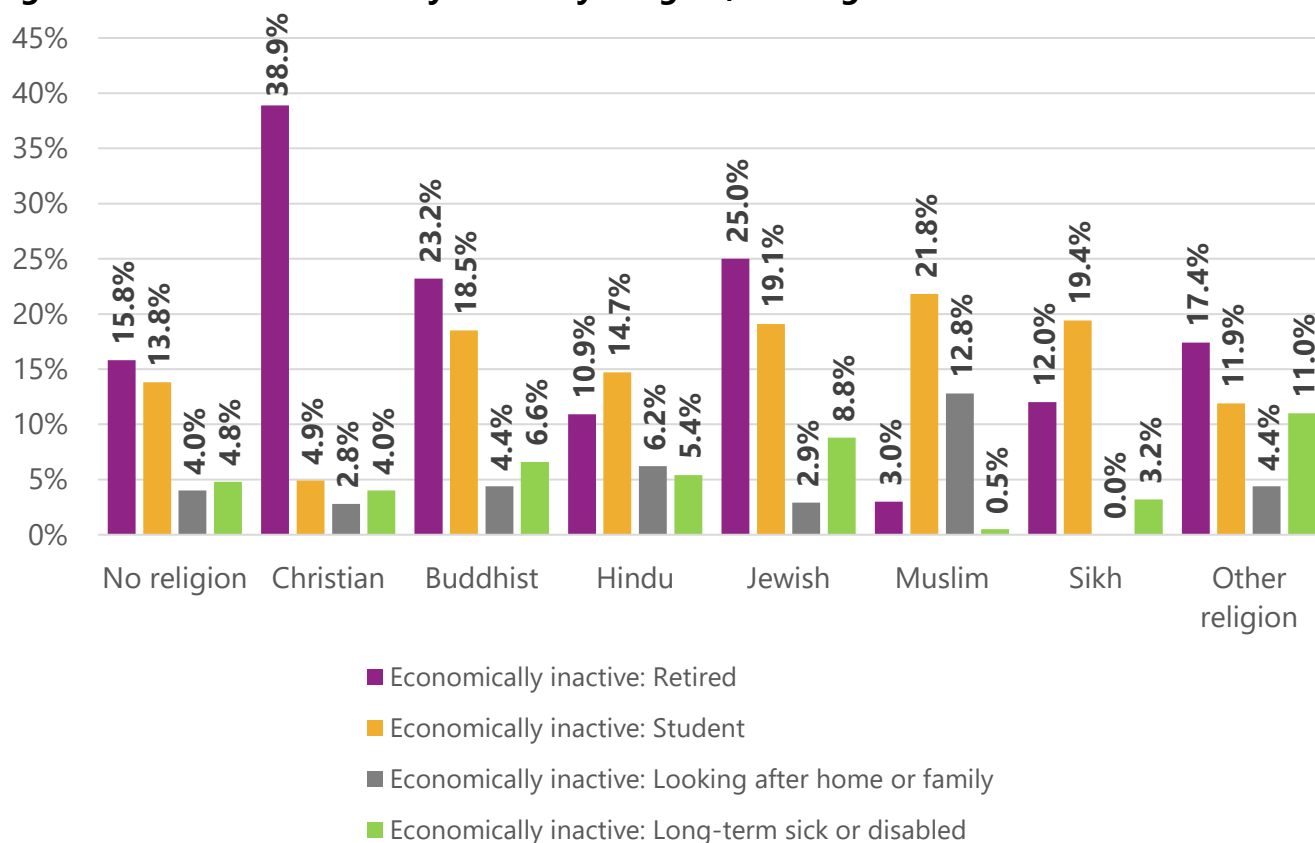
Since the previous Census in 2011, the percentage of people who did not associate with a specific religion has increased by 12.3 percentage points from 30.7%. Additionally, the percentage of those who said that they were Christian has decreased by 11.2 percentage points from 57.9%. Results from the remaining religions (Buddhist, Hindu, Jewish, Muslim, Sikh and other) have largely stayed the same since 2011.

8.1 Economic Activity by Religion

In terms of the economic activity status of different religions, the highest percentage of retirees in Ceredigion are Christian (38.9%), conversely, the lowest (3.0%) are Muslim, which is notably lower than the overall average of retirees in Ceredigion 27.7%. There was a higher percentage of people from an 'Other religion' that were economically inactive because of a disability or long-term sickness (11.0%), compared to all other religions, with the Jewish community having the second highest percentage (8.8%). Just 0.5% of the Muslim community said that they were economically inactive because of a disability or long-term sickness, which was 3.9 percentage point lower than Ceredigion's average (4.4%). All other religions and those who selected 'no religion' were more likely to be economically inactive students, (between 12-22%), compared to Christians (4.9%).

¹⁸ ONS (2021) TS030 Religion. Available at:
<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2049&geog=lacu2021>

Figure 14: Economic inactivity Status by Religion, Ceredigion – 2021.



Source: ONS (2023) - Census 2021¹⁹

8.2 Disability by Religion

Overall, the percentage of people disabled under the Equalities Act in most religion groups align with the average across Ceredigion. However, there are disparities among the Jewish and 'Other religion' communities, where 44.2% and 43.6% of their population are disabled respectively. This is approximately 22 percentage points higher than the county-average (21.9%). On the other hand, the Muslim community saw the lowest percentage of disabled people, with just 8.0% this was 5.9 percentage point lower than that of the second lowest percentage (13.9% of the Hindu population).

Across Wales, similar patterns emerge, with higher prevalence of disability within the Jewish and 'Other religion', 30.4% and 43.7% respectively. What is important to note here, although the percentage of disabled 'Other religion' in Ceredigion is in line with the national average, the percentage of disabled Jewish community in Ceredigion is 13.8 percentage points higher than the national average.

8.3 Qualifications by Religion

In Ceredigion, those who are Christian have the highest percentage of people without any qualifications (18.1%), closely followed by those who are Muslim (17.7%), both of these percentages are higher than the average across Ceredigion (14.7%). The Hindu population and the Sikh population both have the lowest

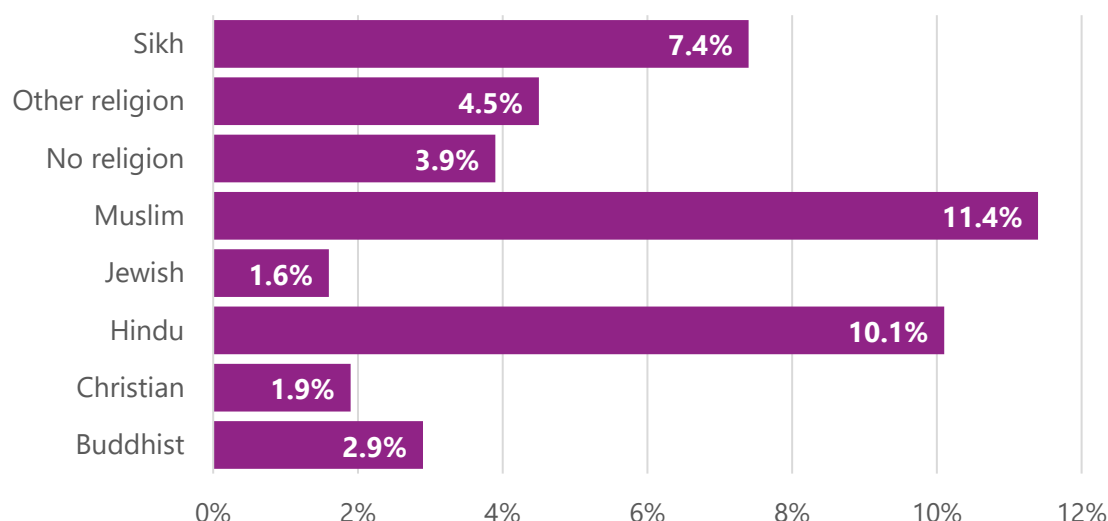
¹⁹ ONS (2021) RM023 Economic Activity Status by Religion. Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2123&geog=lacu2021>

percentage of those without any qualifications (both with 3.1%). For those with the highest level of qualification (level 4 and above); there is a much higher percentage of those who identify as Hindu (67.2%) or Buddhist (56.6%) achieving these qualifications. The Sikh community had the lowest percentage of people achieving level 4 and above qualifications (34.4%) although this was only 0.9 percentage points behind the average across Ceredigion (35.3%). Other disparities are seen between religious groups and those achieving level 3 qualifications; 11.6% of the Buddhist population achieved level 3 qualifications, compared to 46.9% of the Sikh community.

8.4 Occupancy Rating by Religion

The percentage of households that are overcrowded (occupancy rating of bedrooms: -1 or less)* varies between religious groups in Ceredigion. The highest percentage of overcrowded households is seen within the Muslim community (11.4%), closely followed by the Hindu community (10.1%) and the Sikh community (7.4%). As is shown on the chart below, all other religious groups and those that said, 'no religion', see less than 5% of their households being overcrowded. For example, just 1.2% of Jewish households are overcrowded and 1.9% of Christian households (Figure 15).

Figure 15: Overcrowded Households by Religion, Ceredigion – 2021.



Source: ONS (2023) - Census 2021²⁰

The higher likelihood of overcrowding among Muslim, Hindu and Sikh households could be attributed to several reasons. Cultural traditions, socio-economic disparities and housing market barriers are to name a few. Further research would be required to understand what is driving this trend to better target policies and address the disparities amongst the different communities.

*Whether a household's accommodation is overcrowded, ideally occupied or under-occupied. This is calculated by comparing the number of bedrooms the household requires to the number of available bedrooms. An occupancy rating of:

-1 or less implies that a household's accommodation has fewer bedrooms than required (overcrowded)

+1 or more implies that a household's accommodation has more bedrooms than required (under-occupied)

0 suggests that a household's accommodation has an ideal number of bedrooms

²⁰ ONS (2021) RM106 Occupancy Rating by Religion. Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2206&geog=lacu2021>

9.0 Sex

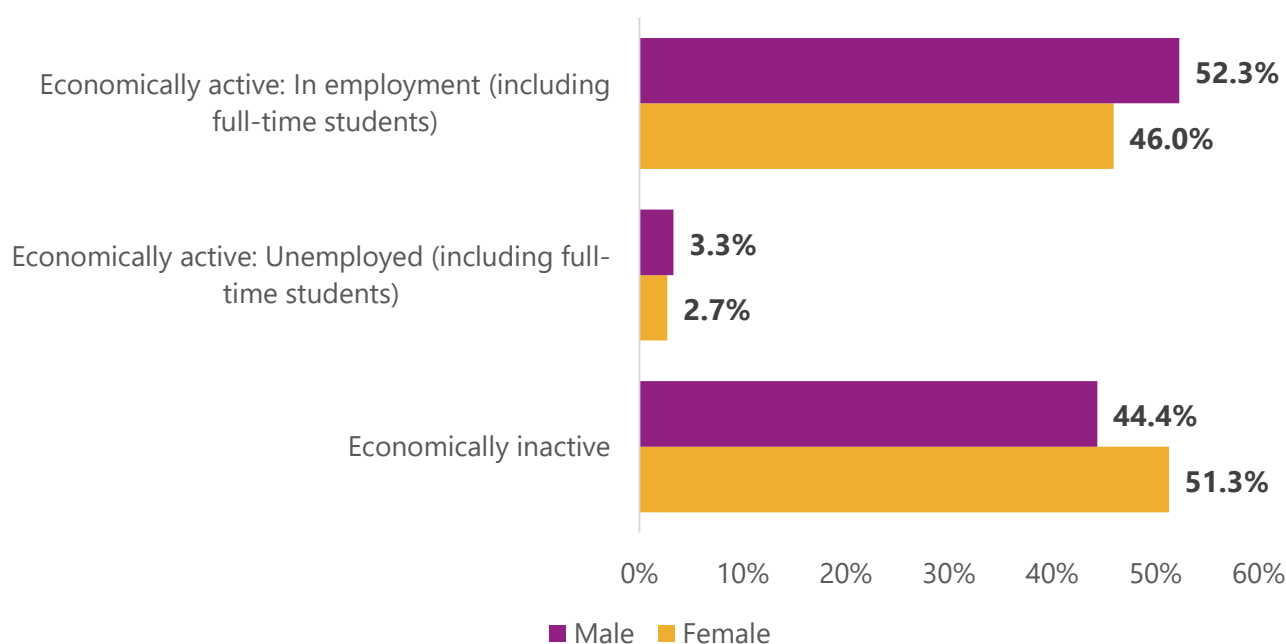
In 2021, females made up 51.5% (36,512) of Ceredigion's population, and males made up 48.9% (34,960). This split is very similar to the national trend. Since the 2011 Census, the percentage of females increased by 0.9 percentage points, whilst the percentage of males declined by 0.9 percentage points.

9.1 Economic Activity Status by Sex

The data shows gender disparities in economic activity status across Ceredigion, which are also seen Wales-wide.

As reflected in Figure 16 below, females are less likely to be in employment (46.0%) compared to males (52.3%) in Ceredigion. On the other hand, a slightly higher proportion of males (3.3%) are unemployed but actively seeking work within the last month (economically active: unemployed), compared to females (2.7%). When economic inactivity is examined, females (51.3%) are more likely to be economically inactive compared to men (44.4%).

Figure 16: Economic Activity Status (residents aged 16+) by Sex – Ceredigion (2021)



Source: ONS, 2021 Census²¹

Breaking down the data highlights the reasons behind the higher economic inactivity rate for females. A greater proportion of females (4.6%) are looking after home or family, compared to 1.3% of males. Also, a slightly higher proportion of females are retired (25.5%) compared to males (22.0%). This suggests that additional barriers, relating to caregiving responsibilities may be limiting participation in paid work for females. The higher unemployment rate for males could be due to their greater participation in the workforce, in addition to the availability of jobs/ gendered preferences within certain sectors, and more women taking on caregiving roles or retiring early and therefore not counted as unemployed.

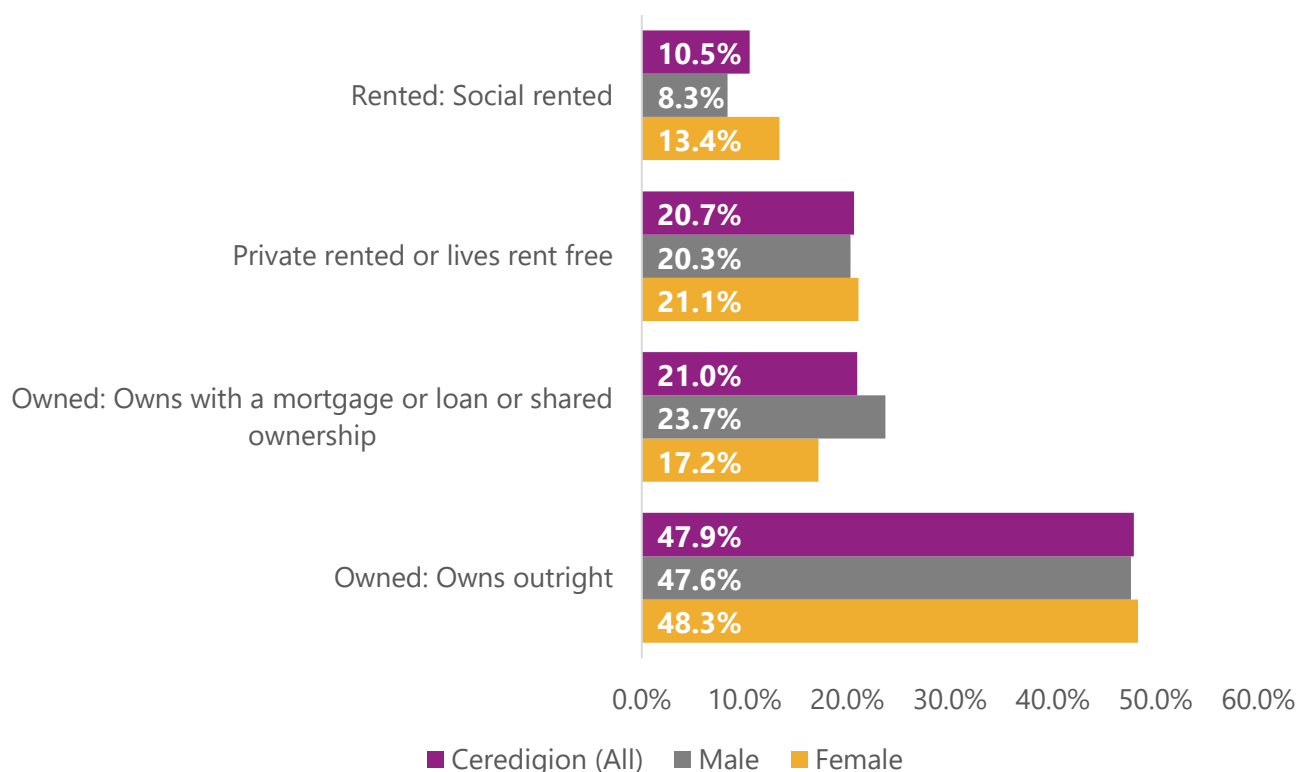
²¹ ONS (2024). Economic activity status and sex. Activity: [Economic activity status and sex - Office for National Statistics](#).

9.2 Tenure by Sex

Analysing the tenure types by sex, highlights that gender may influence housing choices to a certain extent, as reflected in Figure 17 below.

Females are more likely to own outright (48.3%), private rent or live rent free (21.1%), and social rent (13.4%), while males are more likely to be owning with a mortgage or shared ownership (23.7%).

Figure 17: Tenure by Sex (household person reference) – Ceredigion (2021)



Source: ONS, 2021 Census²²

The differences in sex distribution across the tenure types, although not vast, could suggest underlying socio-economic factors that interplay with sex (e.g., age and income disparities). The greatest disparity between sexes across the tenures is owning with a mortgage or loan or shared ownership (6.5 percentage point difference). This reflects a broader national trend and may be influenced by the longer life expectancy of women, or earlier exit from mortgage or workforce changes (e.g., earlier retirement may make them want to settle the mortgage earlier).

9.3 Qualifications by Sex

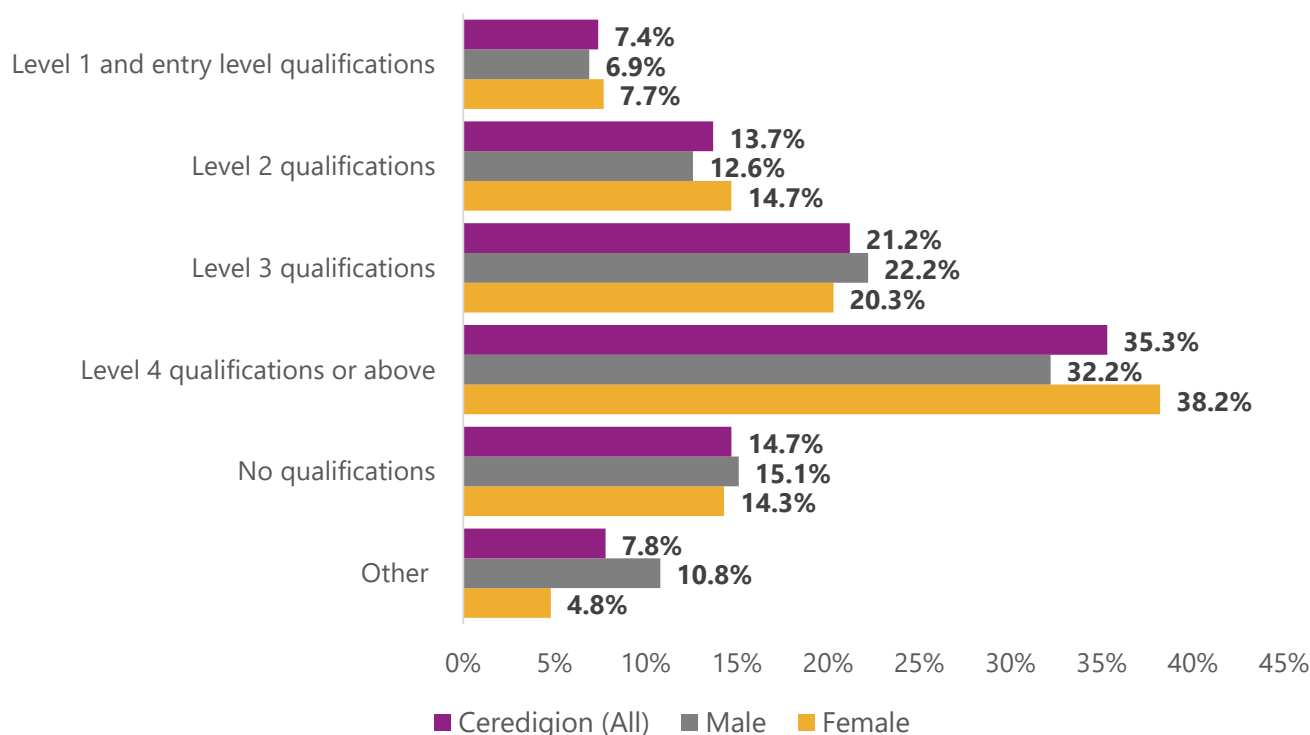
The 2021 Census highlighted a continuation of a positive trend in qualification attainment. Ceredigion had the lowest proportion of residents (aged 16 years and over) without any qualifications (14.7%) across all 22 local authorities, which is considerably lower than the national average (19.9%). This is unsurprising given the presence of two Universities (Aberystwyth University and Lampeter Campus), the longstanding

²² ONS (2024). Custom Table – Sex and tenure of household. Available at: [Sex and tenure of household - Office for National Statistics](#)

emphasis on education and Welsh culture, and high quality primary and secondary schools (achieving strong inspection ratings from Estyn).

Analysing the data by sex highlighted certain gender differences, with females more likely than males to achieve higher qualifications, and males more likely to achieve 'other' qualifications (Figure 18). Just under one-third (32.2%) of males had a degree qualification or above (Level 4 qualification), compared to 38.2% of females. On the other hand, 1 in 10 men (10.8%) attained 'other qualifications', such as apprenticeships, vocational or work-related qualifications, compared to 4.8% of females. This trend broadly aligns with the national trend; however, the gender disparity is wider in Ceredigion, suggesting that localised factors could be intensifying this difference.

Figure 18: Highest level of qualifications (age 16+) by Sex – Ceredigion (2021 Census)



Source: ONS, 2021 Census.²³

The difference in qualification attainment between sexes could be due to several factors, such as, different career choices which require certain qualifications (e.g., women often dominate fields like social services, education and administrative roles, whereas males may pursue fields like construction, manufacturing and skilled trades), job availability, cultural and social norms or economic and educational preferences.

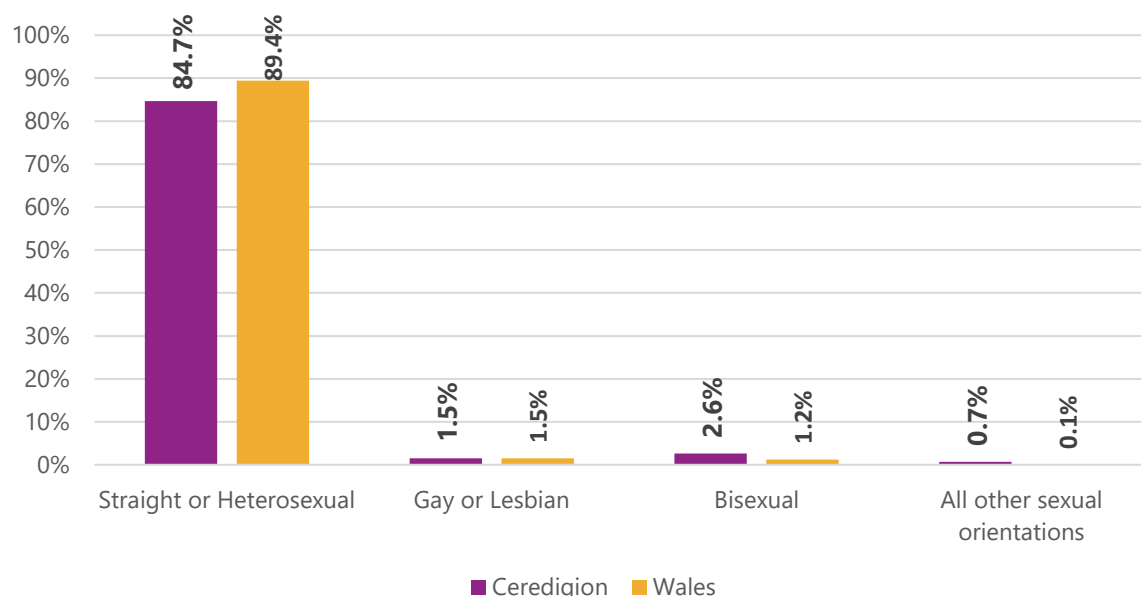
10.0 Sexual Orientation

In Ceredigion the majority of the population said that they were 'Straight or Heterosexual' (84.7%) which was lower than the average across Wales (89.4%). The percentage of gay or lesbian individuals in Ceredigion, was in-line with the national average (1.5%). There was a higher proportion of 'Bisexual'

²³ ONS (2024). Custom Table – Sex and highest level of qualifications. Available at: [Highest level of qualification and sex - Office for National Statistics](#).

(2.6%) individuals and individuals identifying as 'all other sexual orientations' (0.7%), compared to the national average (1.2% and 0.1% respectively). The 2021 Census was the first to ask people aged 16 and over about their sexual orientation, therefore there is no comparable data from previous Census'.

Figure 19: Percentage of population by Sexual Orientation.



Source: ONS (2022) - Census 2021²⁴

10.1 Age by Sexual Orientation

The question on sexual orientation in the 2021 Census was targeted at those aged 16 and over, therefore there is no data for those aged below this age. Just under three quarters of those aged 16 to 24 in Ceredigion identified as straight or heterosexual (70.4%) and this was 10 percentage points lower than those aged 45 to 54 years old, which had the highest percentage of those identifying as straight or heterosexual (89.4%). Correspondingly, the percentage of those aged 16 to 24 years identifying as gay or lesbian (3.0%) was 10 times more than those aged 75 years and over (0.3%). The percentage of those aged 16 to 24 years old and identifying as bisexual (10.3%) was higher than all bisexual people aged over 35 (0.6%).

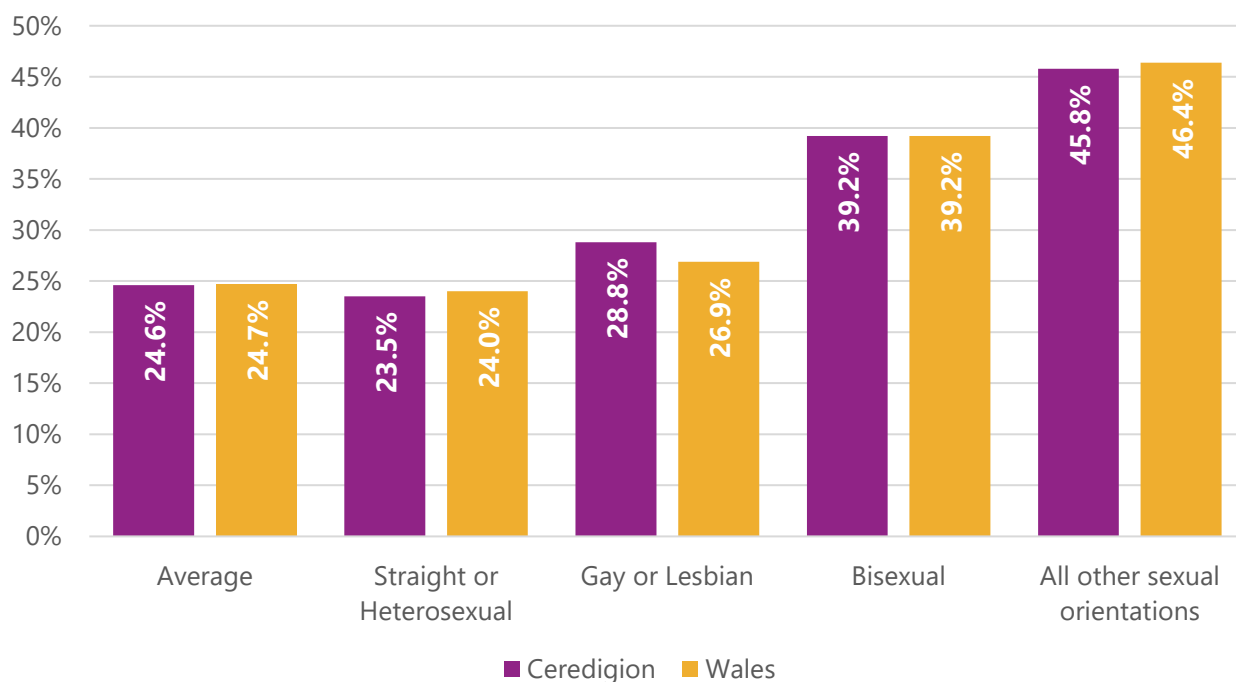
10.2 Disability by Sexual Orientation

According to the 2021 Census, those who identify as Bisexual and 'all other sexual orientations' are most likely to be disabled under the Equalities Act, 39.2% and 45.8% respectively, this is compared to Ceredigion's average of 24.6%. The percentage of disabled people who identified as straight or heterosexual (23.5%) was lower than Ceredigion's average and 22.3 percentage points lower than the percentage of disabled bisexual people. Nationally, the picture is very similar to Ceredigion's, which can be seen in Figure 20 below.

Figure 20: Disabled population by Sexual Orientation, Ceredigion and Wales – 2021.

²⁴ ONS (2021) TS077 Sexual Orientation. Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2060&geog=lacu2021>



Source: ONS (2023) - Census 2021²⁵

10.3 Housing by Sexual Orientation

It is no surprise when we consider the age make-up of our gay, lesbian, bisexual and all other sexual orientation population, that this population group is least likely to own their properties outright. Just 29.4% of those who are bisexual own their properties (outright or with a mortgage or loan), compared to almost three quarters of the straight or heterosexual population (72.1%). Correspondingly, 70.6% of the bisexual population rent their properties in Ceredigion, compared to 27.9% of the straight or heterosexual population. We know that age can impact a person's tenure, older people will have had more time to accumulate wealth in order to buy a property outright or with a mortgage or loan.

10.4 Economic Activity by Sexual Orientation

In terms of the economic activity of different sexual orientations in Ceredigion, we see similar trends to what was seen in Section 5.2 on Economic Activity by Gender Identity, although it should be noted that the data is not available in such detail for sexual orientation. Economically inactive students are least likely to be straight or heterosexual (64.4%), with 3.3% being gay or lesbian and 10.3% being bisexual. 86.1% of people that are economically inactive but not a student are straight or heterosexual, while 0.8% are gay or lesbian and 0.8% are bisexual.

10.5 Qualifications by Sexual Orientation

²⁵ ONS (2021) RM123 Disability by Sexual Orientation. Available at:
<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2223&geog=lacu2021>

When considering the economic activity of various sexual orientations in Ceredigion, it is not a surprise that those who are gay or lesbian (5.5%), bisexual (3.3%) and all other sexual orientations (1.9%) have a lower percentage of people without any qualifications compared to those who are straight or heterosexual (14.7%). Over double the percentage of bisexual (50.0%) and all other sexual orientations (50.9%) have achieved level 3 qualifications compared to those who are straight or heterosexual (19.8%).

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