

Addendum to State of the City 2026 update report

Ethnic minority employment rate

The State of the City 2026 report states on page 26 that:

*The **employment rate for non-white people** has fallen by 3.4 percentage points, from 68.8% in 2024 to 65.4% in 2025. This is 12.5 percentage points lower than the employment rate for white people. This is below the national city (71.2%) and overall national (70.2%) averages for this measure of equality.*

This data is referred to in the Foreword (on page 3) and the Executive Summary (page 7) to the report.

This statement is not accurate, as it refers to inaccurate data. Officers will correct the wording of the report when it is published on the council website, so that it reads:

*The **ethnic minority employment rate** (as a proportion of working age residents) in Cambridge has remained largely constant at 73.4% in 2024 and 2025. This is 4.5 percentage points lower than the employment rate for all other groups, which was 77.9% in 2025. The ethnic minority employment rate in Cambridge is above the national city (69.5%) and overall national (69.7%) averages in 2025.*

As with the other equalities measures in this section, city-level estimates from the ONS Annual Population Survey (APS) fluctuate considerably: the Cambridge figure carries a considerable margin of error. Year-on-year movements should therefore not be read as trends.

The chart below shows three-year rolling averages, which smooth out some of the fluctuations in the APS data. The three-year rolling average employment rate for ethnic minority workers in Cambridge was 73.3% in 2025, which was 1.2% lower than the employment rate for all other groups in employment in the city in 2025 (74.5%)

