



Tackling race inequalities:  
**A discussion document**



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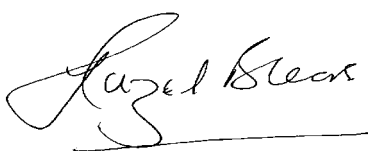
## Foreword by Hazel Blears and Sadiq Khan



The past decade has seen real progress in tackling race inequality. There has been practical change in areas of life ranging from health, to housing, to education; better outcomes for people of Black, Asian and minority ethnic backgrounds; and a welcome shift in attitudes, with people increasingly confident about rejecting racism and challenging unacceptable behaviour.

However, we all know that serious challenges still remain. People from different BAME backgrounds are still more likely to be on the wrong end of the criminal justice system, still more likely to have mental health problems, still more likely to grow up in poverty. There are still obstacles that stop people reaching their full potential – from public services that operate as if “one size fits all”, to a lack of ambition and self-belief.

Today, in order to build on the progress of the past ten years, and to take account of new challenges such as the global economic downturn, we are looking afresh at our strategy for tackling race inequality. As we consider where we need to concentrate our resources, and what our priorities should be, we want to draw on the expertise and insight out there in our communities: in charities, voluntary organisations, community groups, local authorities, businesses, schools, universities, and more. This is your chance to be part of the conversation. Together, we can take the next steps forward.



# Section 1

## The purpose of this document

This document asks for your views on the Government's future approach to tackling race inequalities.

It is important to emphasise from the start that this document is not intended to identify or prescribe a single approach to tackling race inequality. Its aim, with your help, is to start a wide-ranging discussion about the ways in which the Government's approach to race equality might develop.

However, the emergence of any new strategy will not be the final word: tackling race inequality is a longer-term and continuing process.

The discussion aims to start answering three important questions about race equality:

- what should a government race equality strategy look like?
- how does tackling race inequality fit with a broader equality and fairness agenda?
- how do we strengthen our society to tackle race inequalities?

This is a listening exercise. We have not carried out an equality impact assessment (EqIA) at this stage, but we will conduct a full EqIA before any full strategy is implemented.

## Our continuing aim

We want to help build strong and positive relationships between people of different backgrounds, including those from different ethnic and cultural backgrounds, and different faith communities. By focusing on what people have in common, as well as recognising the value of diversity, we can foster a shared sense of belonging and a shared sense of the future.

No one should feel left out of this debate, because we all have a role to play in making this country fairer and stronger.

## Impact of economic downturn on communities

This economic downturn is global in its origins, but local in its effects. Every family, business and neighbourhood is feeling that impact. The Government has taken, and will continue to take, radical action to minimise the impacts and length of the downturn.

There may be challenges for particular ethnic groups because they are more likely to live in a particular area, or work in certain types of job. This is why it is important that we take action to address this and ensure that when the recovery gets underway, Black, Asian and minority ethnic groups are not in a worse position than others to benefit from it. By Black, Asian and minority ethnic we mean people from 'visible' ethnic groups such as Black, South Asian and Chinese people and also Gypsies and Irish Travellers.

We recognise that in times of uncertainty and insecurity there may be increased tensions in some communities. Our investment of £18 million over the last three years in projects to tackle race inequality and bring people from different backgrounds together through the Connecting Communities Plus fund has acquired a new significance and we are looking forward to seeing real results from this.

## Strategic Partners programme

One element of this investment was the Strategic Partners programme which has enabled us to build better working relationships with important and respected organisations. They have been able to provide expert knowledge, represent the views of Black, Asian and minority ethnic communities and also work directly with communities to improve the lives of individuals.

Throughout this discussion paper, there are some interesting case studies from various organisations showing how their work and projects are making a real difference to a wide range of Black, Asian and minority ethnic groups.

### Your views to inform the approach

We cannot review our race equality strategy in isolation – your views, feedback, opinions and contributions are an invaluable part of the development process.

Throughout this document you will see highlighted boxes that ask for your views on a range of issues.

You can focus on one or two questions, or as many as you like.

When you reply, please tell us whether you are replying on behalf of an organisation or as an individual.

Please also note that all the questions we are asking are listed in Appendix A.

Please then **email us** at:

selvin.brown@communities.gsi.gov.uk or  
jenny.harland@communities.gsi.gov.uk

Or you can **write to us at**:

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We look forward to hearing from you.



## Section 2

### A brief introduction

The Government is committed to creating and supporting strong communities, built upon fair rules and offering fair chances and a fair say for all – so that people from different backgrounds have similar life opportunities.

Central to this commitment is a fair deal for everyone, regardless of their ethnic origin or gender, religion or belief, age or sexual orientation, social background or whether or not they have a disability.

#### ***Fair rules for strong communities***

Fairness is important for many reasons: it is important for individuals because no one should have to put up with discrimination and everyone should have an equal chance to get on in life.

Fairness is important for our society – a society that is equal and fair is one that is at ease with itself.

And fairness is important for our economy – a successful economy is one that draws on the talents of everyone. We want and need an economy that sees no one pushed to the margins or excluded; enables everyone to realise their potential; promotes individual creativity and entrepreneurship; and which offers the widest pool of well-qualified workers to employers. Greater diversity in our workplaces ultimately helps us to compete in the global economy.

Promoting equality of opportunity for people from Black, Asian and minority ethnic groups and the community as a whole is a longstanding priority for the Government, including the publication four years ago of our race equality strategy *Improving Opportunity, Strengthening Society* – the first ever government-wide race equality strategy.

### Seeking views from the public and our stakeholders

A great deal has been achieved since the launch of *Improving Opportunity, Strengthening Society* but much has changed too – and it is to reflect these changes that we are looking to further develop our strategic approach to race equality.

We are therefore seeking views from members of the public, as well as stakeholders in the public, voluntary and private sectors on a future approach to achieve the Government's vision of ensuring that by 2025 no one is seriously disadvantaged by discrimination because of their ethnicity.

### Consultation period

By consulting now on a new government-wide approach for race equality, we aim to identify the priority areas that still need to be addressed, and to seek ideas as to the best mechanisms to achieve the changes we all want to see.

We are aiming to consult members of the public and stakeholders for a 12-week period ending on **18 May 2009**. We will then publish our planned future approach to achieving race equality later in the year. You can find out more about this on our website [www.communities.gov.uk](http://www.communities.gov.uk).

### Series of events across England

During the consultation period we will hold a series of events in every region of England to speak to people about the Government's work on race equality, talk about our future priorities and to listen to their views.

We will use the responses we receive to develop a long-term vision for race equality in the UK, as well as a coherent strategy for delivering it.

We want to continue building on the *Improving Opportunity, Strengthening Society* consultation which said: 'This will be a programme of action across Government, the public services, our strategic partners on race equality, and more widely. It will be a strategy led by government, but which will require the engagement of individuals, communities, and organisations across society in an active partnership'.

Although government activity and political leadership are essential to develop the strategic approach to race equality overall, this is not an area where the Government can have all the answers so it is important that we have an honest and robust debate about how we respond to the challenges that face us as a modern multi-ethnic democracy.

This document sets out the framework for that debate.

## Section 3

### The historical context

'Black people – by whom I mean Africans and Asians and their descendants – have been living in Britain for close on 500 years. They have been born in Britain since the year 1505.'<sup>1</sup>

'Names like Rio Ferdinand, Leona Lewis [...] are familiar to people up and down the country but [...] the impact of Black Britain goes far beyond these household names. Away from the public eye, people from Black and minority ethnic communities make a difference to Britain in all walks of life, and their contributions are just as worthy of our recognition.'<sup>2</sup>

Britain has long been a country of inward and outward migration: in fact, from the first Celtic settlers our history is built on migration from the Angles, Saxons and Normans onwards – and we have a centuries-long tradition of migration by people escaping persecution including resettlement of the Jews in the seventeenth century, and later the French Huguenots and Russians.

500 years on from the first records of African and Asian communities, and 60 years on from the arrival of migrants from the Commonwealth after the Second World War that signalled the beginning of mass migration, Britain is a successful multi-ethnic nation with thriving communities from across the globe: communities which have a strong sense of the core values that unite them in British society.

People from Black, Asian and minority ethnic communities are prominent across all areas of public life, in business, culture, the arts; and British life is enriched as a result.

But the journey to get to this point has often been a hard one. Many early migrants from the Indian sub-continent, the Caribbean and Africa found themselves working in low-paid jobs. People who had fought alongside the Allies in the Second World War often then found themselves turned away from accommodation and social venues. Gypsies and Traveller communities, who for years worked as labourers in arable farms, saw their work dry up as the changes to rural life caused by modern farming methods made the jobs of many agricultural workers redundant.

Racist violence was, and still is, a real fear for some people from Black, Asian and minority ethnic groups.

<sup>1</sup> Fryer, P. Preface; *Staying Power; The History of Black People in Britain*; Pluto Press; 1984

<sup>2</sup> Gordon Brown, Foreword to *Power List 2008*

## Race Relations Acts – landmarks in the journey

The Race Relations Acts of 1965 and 1976 were landmarks in the continuing journey towards race equality. They outlawed race discrimination in employment, housing and other services, and in doing so created the legal groundwork for the drive for racial equality. Both direct and indirect discrimination were defined for the first time and the concept of victimisation defined as a form of direct discrimination.

The 1976 Act also created the Commission for Racial Equality, which championed race equality for over 30 years, a role which is now being taken forward by the Equality and Human Rights Commission.

Yet despite the most blatant forms of racism being removed, and considerable progress being made in improving opportunities for members of some communities, discrimination in its subtler forms continued in many spheres.

And often racism has reared its head in the most violent way, such as in the murder of the Black teenager, Stephen Lawrence, in April 1993.

The subsequent Macpherson Inquiry looked into the Metropolitan Police's investigation of Stephen Lawrence's murder. As well as considering the specific circumstances of the investigation, the inquiry also considered wider cultural issues within the police.

The Macpherson Inquiry concluded that there was institutional racism in the Metropolitan Police and a factor in the failed investigation was the: "collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin", which "can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantages minority ethnic people".

The Inquiry identified the need for public services to take a far more positive approach to achieving race equality, by moving from a passive approach of dealing with discrimination if it occurred, to an active approach which puts equality at the core of policy making and the delivery of public services.

## Extending the law against racial discrimination to public bodies

This new approach was enshrined in the Race Relations (Amendment) Act 2000. This was, and is, a far-reaching piece of legislation, which for the first time extended the laws against racial discrimination to many public authorities. It also took the law in a new direction, by placing positive duties onto over 43,000 public bodies, covering virtually the entire scope of public sector work, to:

- promote equality of opportunity
- eliminate racial discrimination, and
- promote good race relations.

The Race Relations (Amendment) Act has helped to drive a culture change across the public sector<sup>3</sup> and narrow some of the outcome gaps that Black, Asian and minority ethnic communities faced. It has also paved the way for further progress. We have created similar public duties to promote equality between women and men and for disabled people.

## Key role of community and voluntary organisations

The Black, Asian and minority ethnic community and the voluntary sector have a long history in providing specialised services to communities that could not always access mainstream services. It is frequently these organisations that best understand how to reach communities and what actions need to be taken to deliver specific programmes.

### **Empowering people to have more control and influence**

The Government's approach to building stronger communities includes our commitment to transferring power and influence to communities and individuals.

We will transfer power from government to citizens and communities – and in doing so empower citizens while putting communities in control.

We want to empower people by:

- ensuring they have a fair say in determining the rules by placing duties on all local authorities to promote democratic understanding and participation; to respond to petitions; and by extending the recently introduced 'duty to involve' to a wider range of agencies in local communities
- enhancing the ability of communities and individuals to control and influence local services, and hold their democratically elected politicians to account, ensuring swift and fair redress for poor services.

We attach great importance to people from all communities participating in democracy and having greater influence.

<sup>3</sup> The Public Sector Equality Duties: Making An Impact – Schneider-Ross, 2007

## Section 4

### Britain today: great cultural diversity

Britain today is a country of great cultural diversity. It is a multi-ethnic and multi-faith country. Ten per cent of the population would describe themselves as from a Black, Asian or minority ethnic background. Approximately eight per cent of people in Britain were born in another country.

While no British town, city or village is truly homogenous, different parts of the country have varying concentrations of people from Black, Asian and minority ethnic groups living in them. In 2005, people from minority ethnic groups accounted for around one in every three people in London; but for less than one in every 20 people living in the South West and North East regions (each with four per cent respectively).<sup>4</sup>

In 2007-08, people from the Black, Asian and minority ethnic population were more likely to feel a strong sense of belonging to their neighbourhood than White people (77 per cent compared to 75 per cent). There was no difference between people from the Black, Asian and minority ethnic population and White people who felt a strong sense of belonging to Great Britain (85 per cent and 84 per cent respectively).<sup>5</sup>

#### Diversity enriches all our lives

This diversity is a source of great strength and enriches all our lives. Diversity also brings economic benefits by helping us to compete in niche markets overseas, through contacts in and understanding of those markets; and through a pool of talented people from Black, Asian and minority ethnic communities who bring fresh dynamism, creativity and perspective to business.

But many people from ethnic minority communities continue to experience racism, disadvantage and discrimination. And while we can take pride in the considerable progress we have made to reduce prejudice and inequalities, we cannot be complacent about the significant challenges that remain. We must continue to look for new mechanisms to help all minority ethnic groups achieve equal opportunities.

<sup>4</sup> Mid-2005 population estimates published by ONS as experimental statistics. For more information see [www.statistics.gov.uk/StatBase/Product.asp?vlnk=14238](http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=14238)

<sup>5</sup> Citizenship Survey 2007-08, data are for England

We have set out our proposals to address poverty and disadvantage, most recently through the New Opportunities White Paper<sup>6</sup>. To complement these proposals, we want to consider the specific challenges faced by Black, Asian and minority ethnic communities.

## Black, Asian and minority ethnic people and their neighbourhoods

The Citizenship Survey, which asks people across England and Wales their views about a range of issues including on their neighbourhood, discrimination, community cohesion and volunteering, has shown some encouraging results from people from Black, Asian and minority ethnic groups about their perceptions of services and their neighbourhood:

- the proportion of people from the Black, Asian and minority ethnic population who felt that they would be treated worse than other races by at least one of eight public service organisations is lower in 2007-08 (34 per cent) than it was in 2001 (38 per cent)<sup>7</sup>
- in 2007-08, people from the Black, Asian and minority ethnic population were more likely than White people to feel they can influence decisions affecting their local area (48 per cent compared with 37 per cent). They were also more likely than White people to feel they can influence decisions affecting Great Britain (34 per cent compared with 19 per cent)<sup>8</sup>, and
- in 2007-08, Pakistani and Indian people were more likely than White people to feel a strong sense of belonging to their neighbourhood (85 per cent and 80 per cent respectively compared with 75 per cent). Pakistani and Indian people were also more likely than White people to feel they belong strongly to Britain (both 89 per cent compared with 84 per cent)<sup>9</sup>.

<sup>6</sup> <http://www.bmg.gov.uk/newopportunities.aspx>

<sup>7</sup> Citizenship Survey 2007-08, data are for England and Wales

<sup>8</sup> Citizenship Survey 2007-08, data are for England

<sup>9</sup> Citizenship Survey 2007-08, data are for England

## Section 5

# The changing landscape of equalities work

In 2005 the Government launched its first race equality and community cohesion strategy, *Improving Opportunity, Strengthening Society*<sup>10</sup> which set out our commitment to address inequality of outcome for people of different racial groups across the most important aspects of life – education, employment, health, housing and the criminal justice system. It also described our work to make communities stronger and more cohesive.

The landscape for equalities work has changed significantly in that time. In particular, the Government has:

- outlawed discrimination in the provision of goods and services and public functions on grounds of religion or belief and sexual orientation (in 2006)<sup>11</sup>
- outlawed discrimination on grounds of age in employment and vocational training (in 2006)<sup>12</sup>
- established the Equality and Human Rights Commission in 2007. This powerful new body is promoting equality across all groups in society, and will address inequality based on race, gender, disability, age, sexual orientation and religion or belief. It also has an enforcement role for the Race Relations (Amendment) Act 2000. Other organisations including the Audit Commission and Ofsted also have a role in identifying and addressing breaches of the law
- established statutory duties on public bodies to promote equality for disabled people (in 2006); and between women and men (in 2007)
- created the Government Equalities Office – a dedicated government department with overall responsibility for equalities issues (in 2007), and
- published our plans for a new Equality Bill (in 2008). This will streamline the law on equalities, create a new single equality duty and strengthen enforcement of equality law, as well as increasing transparency in the public sector on equality.

In addition, in 2008 the Government outlined a series of targets and objectives around race equality in Public Service Agreements (PSAs).

<sup>10</sup> <http://www.communities.gov.uk/publications/communities/210470>

<sup>11</sup> Equality Act (2006)

<sup>12</sup> The Employment Equality (Age) Regulations (2006)



PSAs make sure that the targets and objectives are embedded into the delivery mechanisms of the key government departments – the ones that can make the difference in each area of public service delivery. In most cases, the targets on race equality are about closing the gaps in outcomes between Black, Asian and minority ethnic groups and the population as a whole in public services.

The areas covered include plans to:

- Narrow the gap in educational achievement between children from low income and disadvantaged backgrounds and their peers – PSA11 (DCSF)
- Promote better health and wellbeing for all – PSA 18 (DH)
- Maximise employment opportunity for all – PSA 8 (DWP)
- Make communities safer – PSA 23 (HO)
- Deliver a more effective, transparent and responsive Criminal Justice System for victims and the public – PSA 24 (MoJ).

### ***Cross-department equalities target***

There is also the cross-departmental equalities target – PSA 15 – which is tackling race equality through:

- reducing discrimination in employment
- reducing unfair treatment at work, college or school
- reducing unfair treatment when using health services or public transport
- increasing engagement in public life – as local councillors, school governors, magistrates, tenants' association leaders, etc.

These are supplemented by targeted programmes throughout the public sector on race equality. For example:

- the Department for Children, Schools and Families (DCSF) has helped pupils from minority ethnic communities to raise their attainment through schemes such as the Ethnic Minority Achievement Grant and the Black Pupils' Achievement Programme
- the DCSF is supporting – and challenging – schools in their work to counter racism, through detailed guidance on responding to racist bullying
- the DCSF is supporting schools and local authorities in their work to create effective equality schemes through national events to share effective practice and by making available in the public domain an interactive workbook on Equality Impact Assessment

- the Department for Work and Pensions (DWP) runs the Ethnic Minority Employment Task Force which oversees a coordinated strategy to help break down the barriers faced by ethnic minorities in the workplace
- the Office of Criminal Justice Reform has a programme of work in place to identify and address disproportionality within the Criminal Justice System
- the Department of Health has an action plan for delivering race equality in mental health care
- the Ministry of Justice is running schemes to improve diversity in the magistracy and the judiciary, and
- Communities and Local Government leads the REACH programme on raising the aspirations and attainment of Black boys and young Black men (see below).

## The Equality Bill – creates new single equality duty on public bodies

The proposed new equality duty will require public bodies to consider how their policies, programmes and services affect people from different disadvantaged groups in the community.

Subject to parliamentary approval, the Equality Bill will also streamline existing legislation, making it easier to understand and implement. It will be extending the scope for positive action to help employers to make their workforces more diverse.

### **Working with communities: REACH**

REACH is a Communities and Local Government-led project aimed at raising the aspirations, attainment and achievement of Black boys and young Black men, enabling them to reach their potential.

Unique in its approach, the REACH project recognised that addressing these issues would require significant insight into the minds of young Black men and unparalleled access to the hardest-to-reach parts of the Black community, and so designed a project where stakeholders were integrated into the governance structure and utilised in the delivery.

The independent REACH report which detailed the policy research and development, was written by a group of people with direct experience of working with young Black people.

This group had a clear understanding of the barriers young Black people faced and included members of the Black community drawn from the police, local authorities, schools, other government departments and community groups.

This expertise was supplemented by wide-ranging consultation with Black families and young Black men and secondary research and led to the development of five clear, concise, and evidence based recommendations aimed at tackling the root causes of low aspirations.

The REACH report found that addressing under-achievement of Black boys and young Black men could save the economy £24 billion over the next 50 years.

The report made five recommendations:

- improve the visibility of positive Black role models
- create stronger links between Black families and schools
- improve reporting on race equality in schools
- ensure there is a strong ministerial oversight of actions to implement REACH, and
- encourage third sector organisations that support young Black men to share their efforts.

## Section 6

# Moving the approach to race equality onwards

We have made significant progress in addressing race inequalities, but we also recognise that there is a great deal of work that still has to be done to achieve race equality.

The decisions to introduce stronger legislation and a single enforcement body with the Equality and Human Rights Commission are paying dividends, as are the various interim targets and targeted actions set out above.

We believe that it is the right time to look again at our overall approach and consider a way forward which will inform how we progress from 2009 onwards.

### Consultation questions

This section of the discussion document looks at the kinds of questions and issues we should be examining as we drive our approach to race equality forward.

### The case for a race equality strategy

By 2010, subject to parliamentary approval, the law on equality is expected to have been streamlined into a single act and public bodies placed under a single equality duty.

Increasingly, the focus is moving away from an approach based on separate equality strands to one where an individual is able to achieve his or her potential regardless of race, disability, gender, religion or belief, age or sexual orientation.

However, we acknowledge that this new approach to equalities law is a cause for concern for some people, who fear that the necessary (and different) focus on the new equality strands might lead to a dilution of the existing strands.

Through reviewing our strategic approach to race equality, we want to take advantage of the opportunities the new approach to equalities and the supporting framework can offer us. It will enable us to look at the various identities we all have and explore inequality through a multi-faceted lens, for instance looking at the experience of being a Black disabled man or an older Asian woman.

It is important to emphasise that this approach does not diminish our focus on race but rather develops and clarifies it.

### **What are your views?**

Q: How can we make sure that race equality maintains a distinct profile within a wider programme of work to address multiple disadvantage?

Q: Which are the priority areas for Government action on race equality? What responsibilities are there for people from all communities in modern Britain, to others and to themselves?

**Please tell us what you think: see page 7 for contact details.**

## Not all communities are in the same position

We know that not all communities are in the same position. For example, many people from Chinese and Indian backgrounds are, on the whole, more successful in education than the rest of the population and do extremely well in many sectors of the employment market.

### **Employment rates**

Although the overall Black, Asian and minority ethnic employment rate has increased in recent years, the gaps for some groups remain high. For example, Pakistani and Bangladeshi women have the lowest employment rates (27 per cent and 28 per cent) and the highest economic inactivity rates (65 per cent and 66 per cent). Learning and being able to speak English is an important factor in supporting Pakistani and Bangladeshi women to engage fully in everyday activities, while opening up many more job opportunities.

Black, Asian and minority ethnic men and women continue to have higher unemployment rates – for instance 18 per cent of Black Caribbean men are unemployed compared to five per cent of White men.<sup>13</sup> Also many Black, Asian and minority ethnic groups are under-represented in senior management positions.<sup>14</sup>

### **School exclusions and GCSE results**

In 2004 Black Caribbean pupils were still three times as likely to be excluded from school as White pupils<sup>15</sup>, while only seven to eight per cent of Gypsy and Irish Traveller pupils attain five GCSEs at grades A\* to C (including English and maths) compared to 45 per cent of all pupils.<sup>16</sup>

<sup>13</sup> Labour Force Survey, four quarter averages to first quarter 2007, data are for Great Britain

<sup>14</sup> Race to the top. Business in the Community

<sup>15</sup> DfES (2006) Priority Review: Exclusion of Black Pupils. Getting It. Getting It Right

<sup>16</sup> National Pupil Database, data are for England

### **Higher education**

Between 2001-02 and 2006-07, the proportion of students from a Black, Asian and minority ethnic background in higher education institutions rose, from 14 per cent to 17 per cent. However, these students are highly concentrated in new universities.<sup>17</sup> Current evidence suggests that coming from a Black, Asian and minority ethnic group (with the exceptions of: Other Black, Mixed and Other) has a statistically significant and negative effect on degree attainment.<sup>18</sup>

### **Low-income households**

The percentage of Pakistani and Bangladeshi children living in low-income households (after housing costs) has dropped from over 80 per cent, but still stands at 63 per cent (well over twice the proportion of White children (27 per cent)).<sup>19</sup>

### **Criminal justice system**

Black people continue to be over-represented at every stage of the criminal justice system<sup>20</sup>:

- in 2006-07, Black people were seven times more likely than White people to be stopped and searched under Section 1 of the Police and Criminal Evidence Act (1984), and Asian people were twice as likely as White people to be stopped and searched. This over-representation is similar to 2005-06 and has increased since 2004-05
- in 2006-07, the arrest rate for Black people was 3.6 times that for White people. The arrest rate among Asian people and those from Other ethnic groups was very close to the rate for White people, but still higher. These findings are similar to those in 2003-04
- in June 2007, for every one thousand Black people in the population, 7.4 were in prison. This proportion has increased from 7.3 in June 2006, and 7.1 in June 2005. This compares with the numbers of White people in prison at 1.4 per thousand.

### **Gypsies and Traveller populations**

There is currently very little data available for Gypsies and Traveller populations. However, a small-scale study showed that Gypsies and Travellers have poorer health status and higher proportions of self-reported symptoms of ill-health than other groups. They also face considerable barriers in accessing health care services.<sup>21</sup>

<sup>17</sup> 2006-07 HESA Student Record.

<sup>18</sup> Higher Education Academy Equality and Challenge Unit  
[www.heacademy.ac.uk/projects/detail/Ethnicity\\_Degree\\_Attainment\\_project](http://www.heacademy.ac.uk/projects/detail/Ethnicity_Degree_Attainment_project)

<sup>19</sup> Households Below Average Income Survey, 1994/95 to 2006/07, data are for Great Britain.

<sup>20</sup> Statistics on Race and the Criminal Justice System 2006/07, data are for England and Wales.

<sup>21</sup> Parry, G. et al (2004) The Health Status of Gypsies and Travellers in England.

### **Working with strategic partners: The Min Quan project**

The Min Quan project was first established in 1999 soon after the publication of the Macpherson Report into the murder of Stephen Lawrence, with funding from Communities and Local Government.

Min Quan provides support services to victims of racial and domestic violence from the Chinese community. This work includes representation and advocacy, training, information dissemination, a helpline and open surgeries.

Over the years, Min Quan has supported over 400 victims of racial attacks. Its casework has revealed a considerable under-reporting of racist incidents.

Min Quan has offices in London, Manchester and Southampton.

Min Quan was established by The Monitoring Group, a charitable organisation providing assistance and support to victims of racial harassment and domestic violence. The Monitoring Group recently commissioned research into racism against UK Chinese and the report will be published in spring 2009.

## Debate on what drives disadvantage

There has also been a debate recently about the extent to which disadvantage across a range of indicators is driven by class and poverty.

Research from the Department for Children, Schools and Families suggests that deprivation has a greater impact on pupils' progress than ethnicity does, and that once factors such as deprivation are controlled, most minority ethnic groups make more progress at school than White British pupils with the same levels of prior attainment and with similar characteristics. This is not uniformly the case though – Black African and Caribbean boys from better-off families, despite their positive attitude to school, do worse than White boys from a similar background.<sup>22</sup>

A race equality strategy can aim to identify patterns where racial inequality is a cause of disadvantage and put in place efforts to eradicate it. Achieving equality for all is dependent on also challenging disadvantage based on socio-economic background, gender, age, sexual orientation, disability, and religion or belief.

<sup>22</sup> Dr Steve Strand (2008) 'Minority ethnic pupils in the Longitudinal Study of Young People in England: Extension report on performance in public examinations at age 16.', *DCSF Research Report RR-029*, London: DCSF.

**What are your views?**

Q: How should a race equality strategy focus on addressing disadvantage linked with race and ethnicity, as opposed to mainstream programmes?

Q: Can we disentangle the role that race and ethnicity plays in driving disadvantage from other factors, eg socio-economic status?

**Please tell us what you think. Details on page 7.**

## Challenges facing disadvantaged White communities

There has also been considerable focus on the challenges facing disadvantaged White communities whose outcomes in many areas of life, as we have outlined, are often poor.

The proportion of people from the Black, Asian and minority ethnic population who felt there is more racial prejudice than there was five years ago has not changed since 2001 (32 per cent in 2007-08 and 31 per cent in 2001), but the proportion of White people who felt that there is more racial prejudice today increased from 44 per cent in 2001 to 58 per cent in 2007-08.<sup>23</sup>

Socio-economic status and poverty remain major factors that impact on life chances whatever an individual's ethnic background. For this reason, some White people may experience worse outcomes than many people from Black, Asian and minority ethnic backgrounds. In tackling race inequality, the Government seeks to challenge racial prejudice and ensure that colour or ethnicity is not a barrier to opportunity. At the same time, the Government remains focused on alleviating poverty and improving social mobility for all in Britain.

What is clear, however, is that we need to make sure that whatever mechanisms we do put in place are tailored to the needs of particular communities.

The package of measures announced in the Government's New Opportunities White Paper, published in January 2009, is aimed at ensuring that each successive generation can get better jobs, which in turn will improve their wealth and well-being; creating a society where everyone is able to realise their potential and have fair chances to access these better jobs, regardless of their social background.

<sup>23</sup> Citizenship Survey 2001 and 2007-08, data are for England and Wales



## Public services delivered by more people from minority ethnic groups

Key public services are also increasingly delivered by more people from Black, Asian and minority ethnic group backgrounds.

This is an important outcome because representative public services should not only have a better understanding of the diverse communities they work for but are also more likely to have the confidence of those communities:

- in the police service there are more Black, Asian and minority ethnic groups police officers than before, although most police forces are still not representative of the populations in their area
- in the civil service, 4 per cent of senior civil servants are from a Black, Asian and minority ethnic group, compared to 1.6 per cent in 1999
- teachers from minority ethnic groups made up 5.5 per cent of the teacher population in 2007, a rise from 4.7 per cent in 2004<sup>24</sup>.

### What are your views?

Q: What practical measures should we be taking to address disadvantages experienced by different Black, Asian and minority ethnic groups?

Q: How can government strategies to address social mobility for all also address the effects of historic and residual racism?

**Please tell us what you think. Details on page 7.**

### CASE STUDY

#### Working with strategic partners: 1990 Trust

The 1990 Trust aimed to create increased dialogue in communities across the UK to support and generate ideas for race equality.

It was particularly interested in those which changed the usual patterns of stigmatising and problematising language, imagery and reactive programmes. After many discussions around the country, together with our partners, our steering group founded a project called Equanomics UK (race equality via economic justice).

Equanomics aims for increased community focus on structural race inequality and the positive contributions of Black and minority communities to Britain.

<sup>24</sup> DCSF, data are for England

## Improved outcomes

Despite the important challenges outlined above, outcomes have improved in recent years for many people from Black, Asian and minority ethnic groups.

These improvements are documented in each of the annual reports we have produced on *Improving Opportunity, Strengthening Society* – the Government’s previous race equality strategy. Our last progress report, published alongside this document, shows that progress is continuing.

### Education

Across most minority ethnic groups between 2003 and 2007, there was an increase in the proportion of pupils attaining five or more A\*-C grades at GCSE. Pupils from Black backgrounds showed the biggest improvements of any ethnic group in the proportion of pupils attaining five or more A\*-C grades at GCSE. Black Caribbean and other Black pupils improved by 16 percentage points and Black African pupils improved by 15 percentage points.<sup>25</sup>

The Department for Children, Schools and Families (DCSF) and the Department for Innovation, Universities and Skills (DIUS) have continued to address the attainment and exclusions gaps experienced by Black, Asian and minority ethnic groups, including:

- supporting the Black Pupils’ Achievement Programme, which aims to improve results for Black pupils. The learning from this project is now mainstreamed into DCSF’s work to address under-achievement among children from disadvantaged and low-income groups
- a priority review into the level of exclusions of pupils from Black Caribbean, and Mixed White and Black Caribbean backgrounds
- funding Save the Children to deliver the Gypsy, Roma and Traveller Early Years Education Project and working with 45 local authorities to deliver the E-Learning and Mobility Project, and
- The Black Leadership Initiative which offers personal development opportunities to Further Education staff from Black, Asian and minority ethnic communities.

<sup>25</sup> National Pupil Database, data are for England

## CASE STUDY

### Working with strategic partners: Windsor Fellowship

The Windsor Fellowship is a national educational charity that runs Leadership and Personal Development programmes to realise talent from diverse communities. Windsor Fellowship works in partnership with leading organisations from the private, public and voluntary sectors to develop relationships with schools, universities and community groups throughout the UK.

With Connecting Communities Plus funding, the Windsor Fellowship has scaled up its work with pupils approaching their GCSEs by delivering its programmes in Birmingham, Bradford, Bristol, Leeds, and London, which have attracted over 800 young people with 70 per cent achieving five or more GCSEs at grades A\*-C and 90 per cent progressing onto Further Education.

Windsor Fellowship has:

- gained ASDAN (Award Scheme Development and Accreditation Network) accreditation for the programme
- reviewed its Child Protection and Health and Safety policies
- developed an integrated website and database
- provided better and more support for parents and trained educators working with Black, Asian and minority ethnic and other students.

Furthermore, through the *Improving Opportunities, Strengthening Society* strategy, the Windsor Fellowship has developed a new suite of programmes to promote community cohesion by bringing together communities from different races and faiths, and promoting a shared sense of belonging. The LEAD programme brings together young Londoners from different faiths and focuses on developing their leadership skills, building cross-cultural relationships and reducing conflict between different faith communities.

## The labour market

The gap between the employment rate of the ethnic minority population and the total population has narrowed from around 19 percentage points in 1996 to around 14 percentage points in 2006-07.

In 2006-07, Indian men (78 per cent) had employment rates very close to those of White men (80 per cent).<sup>26</sup>

The Ethnic Minority Employment Task Force was set up to oversee work across Government to address inequality in employment. The Task Force has focused on:

- greater use of public sector procurement to promote equality in the private sector
- targeted programmes – for instance, the Partners Outreach for Ethnic Minorities project has helped partners of people on low incomes to improve their employability and find work
- ensuring that mainstream programmes benefit jobless people from Black, Asian and minority ethnic groups. The DWP-led Cities Strategy Pathfinders provide the drive for local efforts to increase employment rates, particularly in disadvantaged, employment-deprived wards, and among disadvantaged groups including those from ethnic minorities. In the 13 City Strategy Pathfinders that have a significant ethnic minority population, the DWP also negotiated a local target on ethnic minority employment.

## Health

Between 1999 and 2004 the prevalence of bad or very bad self-reported general health fell for Indian women from 12 per cent to eight per cent. Among Indian women, rates of limiting long-term illness fell from 25 per cent in 1999 to 19 per cent in 2004.<sup>27</sup>

The Department of Health's (DH) strategy for meeting the needs of Black, Asian and minority ethnic communities is to place race equality issues into all aspects of its work.

In response to concerns about the higher rates of admission to hospital under the Mental Health Act for Black and Mixed Race (White and Black African/White and Black Caribbean) groups, the DH published its Race Equality Impact Assessment of the new Mental Health Bill 2006 and has subsequently established a new Ministerial Advisory Group on race equality in mental health care.

<sup>26</sup> Labour Force Survey, solar quarter averages to first quarter 2007, data are for Great Britain

<sup>27</sup> Health Survey for England

Over the past year:

- the number of community development workers (CDWs) in post has risen to over 400 across the country, and recruitment will continue until there are at least 500. CDWs are a vital resource in delivering race equality, helping to build bridges between services and their increasingly diverse local populations, and
- 20 'clinical trailblazer' sites have started to test out new ways of working for both clinicians and managers.

## CASE STUDY

### Working with partners: Race Equality Foundation

The Race Equality Foundation is supported by Communities and Local Government to bring about evidenced-based change in the provision of health and housing services to Black, Asian and minority ethnic communities.

The Foundation has produced a range of expert-written, and well-received, briefing papers of which 15,000 copies have been distributed and a further 15,000 downloaded.

These briefing papers are used in conferences and training events to directly engage with over 2,500 front-line practitioners, their managers and policy-makers to improve the engagement of Black, Asian and minority ethnic communities, as well as helping overcome inequalities.

As a result of this work, the Foundation is able to use the evidence to influence national policy and inform frontline practice, as well as generating a wider debate on promoting race equality. For example, the Foundation's briefing paper on palliative care was used to inform discussions that led to the development of the recently announced End of Life Care Strategy; it has also been used to inform practice in hospices.

## Housing

Between 1996 and 2006 the proportion of minority ethnic households living in non-decent homes fell from 51 per cent to 29 per cent.<sup>28</sup>

<sup>28</sup> English Housing Condition Survey (EHCS)

The housing situation for minority ethnic households has been improving on a number of measures over the past decade. Rates of overcrowding and dissatisfaction with housing have, for example, continued to decline steadily among the minority ethnic population since 1996-97. Overcrowding for minority ethnic households decreased from 13 per cent in 1996 to 11 per cent in 2006-07. Bangladeshi households saw the biggest improvement in overcrowding over this period, falling from 40 per cent in 1996-97 to 27 per cent in 2006-07.<sup>29</sup>

These changes have been accompanied by a substantial reduction in the proportion of minority ethnic households living in non-decent homes, whilst the number of minority ethnic households accepted as homeless decreased by 46 per cent between 2003-04 and 2006-07.<sup>30</sup>

However, despite improvements in rates of overcrowding, between 1996-97 and 2006-07, the rate for all minority ethnic groups was consistently higher than for White households.

<sup>29</sup> Survey of English Housing, four-year moving average, 1996-97 to 2006-07

<sup>30</sup> Statutory Homelessness, 4th Quarter 2007. CLG Statistics Release, data are for England

## CASE STUDY

### Working with strategic partners: Housing Associations' Charitable Trust

The Housing Associations' Charitable Trust (HACT) pioneers housing solutions for people on the margins. It prioritises work with older people, people with support needs, refugees and new migrants, and people living in poverty.

Funded by Communities and Local Government and the Housing Corporation, the Trust's Opening Doors project is testing practical ways that housing associations can meet the housing needs of refugees and other newly-arrived migrant communities.

Run in partnership with the Chartered Institute of Housing (CIH), Opening Doors is:

- integrating and mainstreaming refugee and new migrant housing needs and aspirations
- enabling housing associations to demonstrate their commitment to integrated neighbourhoods and to improve the amount and quality of housing and support available to refugees and other newly arrived migrants
- gaining a greater understanding of the housing experiences and needs of new migrants, through local studies in three areas
- enabling housing associations to get more engaged in the Gateway Protection Programme, and
- providing a range of resources and tools that enable all housing organisations and their partners to improve their awareness of and responses to refugee and new migrant housing needs. This includes:
  - a housing rights website ([www.housing-rights.info](http://www.housing-rights.info)); and
  - a suite of training resources, literature review, service outcomes, and evaluations ([www.cih.org/policy/openingdoors/](http://www.cih.org/policy/openingdoors/))

[www.hact.org.uk](http://www.hact.org.uk).

## The criminal justice system

Between 2001 and 2007-08, perceptions of race discrimination by the criminal justice system (the courts, the Crown Prosecution service, the police, the prison service and the probation service) improved among Black, Asian and minority ethnic populations. In 2007-08, 28 per cent of people from Black, Asian and minority ethnic populations felt that they would be treated worse than people of other races by one or more agencies. This represented a decline from the level in 2001 (33 per cent).<sup>31</sup>

<sup>31</sup> Citizenship Survey, 2001 and 2007-08, data are for England and Wales

Disproportionality has been, and continues to be, a core issue in the criminal justice system (CJS). Concern remains that the levels of disproportionality at key stages in the criminal justice process remain unacceptably high.

The CJS is working hard to address this through a number of measures, not least of which is the new Public Service Agreement 24 to ensure that local criminal justice agencies effectively monitor, analyse and, if appropriate, reduce disproportionality.

### ***Stop and Search***

The CJS is working to ensure there is a steady decrease in the disproportionate numbers of Black, Asian and minority ethnic people being stopped and searched by the police, while increasing confidence in the use of Stop and Search powers.

Despite progress in a number of police forces, the overall rate of disproportionality continues to rise. The National Police Improvement Agency (NPIA) is committed to reducing disproportionality in Stop and Search through the national rollout of the Stop and Search Practice Oriented Package, which helps police forces identify any local policies or practices that are inappropriately driving up levels of disproportionality.



### ***Young Black people and the Criminal Justice System***

The Home Affairs Select Committee's report in 2007, *Young Black People and the Criminal Justice System*, called for a coherent strategy to address over-representation of young Black people in the criminal justice system. It looked at socio-economic, cultural and media factors as well as the work of government agencies and services, both outside and within the criminal justice system.

Government remains committed to delivering a CJS which promotes equality, does not discriminate against anyone because of their race, that has a workforce which fairly represents the communities it services and is effective in rooting out and tackling racism and racist crime.

We are currently working to establish the best possible evidence base to help us understand the level and drivers of race inequality in the CJS.

The 42 Local Criminal Justice Boards (LCJBs) are delivering a minimum data set (see below), which requires the effective measurement, analysis and use of ethnic monitoring data. The Office for Criminal Justice Reform is supporting the LCJBs to identify disproportionality at key points in the CJS, so that they can take steps to understand what is driving the problem and put measures in place to reduce or eliminate any disproportionality that cannot be objectively justified.

We continue to deliver the Race for Justice Action Plan and related projects to reform the CJS response to all forms of hate crime, including race hate crime. Reforms include minimum standards of service for victims and enhanced training provision for professionals dealing with hate crime.

Perceptions of fair treatment by the CJS and its agencies amongst Black, Asian and minority ethnic communities (as measured by the Citizenship Survey) continues to improve, with 28 per cent of people from those communities perceiving worse treatment by the CJS than other races in 2007-08, compared to 33 per cent in 2001.<sup>32</sup>

### **What is the Minimum Dataset Specification?**

The Minimum Dataset Specification (MDS) is a new model for collecting, disseminating, analysing and using ethnicity relating to suspects, defendants and offenders in the Criminal Justice System.

32 Citizenship Survey 2001 and 2007-08, data are for England and Wales

## Measuring equality – 10 central and valuable freedoms

The Equalities Review, published in 2007, recommended that the Government measure equality for 10 central and valuable freedoms based on the right to enjoy equal opportunity to:

- a long life
- physical security
- health
- education
- a comfortable standard of living
- productive and valued activities
- individual, family and social life
- participation and voice
- identity, expression and self-respect
- legal security.

All the commitments in our existing strategy fit into this framework, and equality of opportunity in the five public service areas – education, labour market, CJS, housing and health – identified in *Improving Opportunity, Strengthening Society* will play a significant part in achieving the 10 valuable freedoms listed above. However, the definition arrived at by the equalities review goes further, covering areas such as civic participation, choice and control and fear of crime.

### What are your views?

Q: Is there a need for a separate strategy to tackle race inequality? If so, what should the priorities be?

Q: Should we expand our policy areas? If we do, do we risk diluting the focus on the five public service areas mentioned above?

**Please tell us what you think. Details on page 7.**

### **Case Study – Equality and the 2012 Olympic Games**

From 27 July to 9 September 2012, London will be at the centre of the world's attention as the city hosts the Olympic and Paralympic Games. The work to prepare for these few weeks, and the legacy of the Games, will change the face of East London. Tens of thousands of opportunities for training, jobs and volunteering are being created.

At the end of the Games we want to see a legacy of greater equality in the construction industry; and of jobs and skills for people in London and across the country.

The Olympic Delivery Authority (ODA) has published an equality and diversity strategy and also three equality schemes (covering race, gender and disability). The priorities for equality and diversity are:

- inclusive design
- employment opportunities
- business opportunities
- targeted community engagement, and
- integration and capability.

The ODA has set benchmarks for the employment of people from Black and minority ethnic groups, women, disabled people and also local people employed in the preparation and delivery of the Games.

# Section 7

## Actions needed at local level

We are also interested in the actions needed at a local level to address race inequality. The Government has significantly changed its relationship with local government in recent years – reducing the number of centrally-prescribed targets for local councils, and the amount of information that councils are required to collect. These are positive changes, reflecting our commitment to make councils more accountable to their local electorates rather than to Whitehall.

### **What are your views?**

- Q: How can we help and encourage the public sector, such as local councils, criminal justice agencies and NHS Trusts to prioritise their work on race equality?
- Q: What role does the voluntary and community sector have to play in prioritising race equality at the local level?

**Please tell us what you think. Details on page 7.**

## Section 8

# Promoting race equality through a range of mechanisms

The Government seeks to promote race equality through a variety of means including:

- mainstreaming race equality through encouraging the use of Race Equality Impact Assessments and Equality Impact Assessments
- Connecting Communities Plus, a funding programme to help our third sector partners address race equality, through mobilising their knowledge of particular challenges
- public procurement (when goods or services are bought by government departments and organisations).

### **What are your views?**

Q: How can we focus more effectively on ensuring that mainstream policies meet the needs of Black, Asian and minority ethnic groups?

Q: How best can we work with the private sector to address ethnic minority employment issues?

**Please tell us what you think. Details on page 7.**

## Civic participation and representation in public life

We also want to boost the representation of Black, Asian and minority ethnic groups in democratic and civic institutions, such as parliament, local councils and the magistracy, as well as helping communities to be more empowered and involved in civic life at all levels.

### ***Roadshows to encourage women to get involved***

The Government is running a series of roadshows and workshops around the country to encourage Black, Asian and minority ethnic women to get involved in local government. The events give women the chance to hear first-hand from councillors about how they got involved in public life, and what it means to them, explaining how many of the decisions that affect people's lives and those of their families are delivered at a local level.

But while Black, Asian and minority ethnic women make up around five per cent of the population, (and surveys show that a great many of them are involved in local organisations and informal community work), they make up only around one per cent of local councillors. These workshops are designed to inform and encourage those who would like to take the next step, and become a formal representative and champion of their communities.

### ***Improving representation in the House of Commons***

In November 2008, Parliament agreed to set up a Speaker's Conference (similar to a House of Commons select committee) to 'consider, and make recommendations for redressing the disparity between the representation of women, ethnic minorities and disabled people in the House of Commons and their representation in the UK population at large.'

Currently there are only 15 Black, Asian and minority ethnic members of Parliament, of whom only two are women; and of 743 peers, only 28 are from an ethnic minority background. The conference will look at what can be done to encourage people from all backgrounds to become MPs, and what barriers stand in their way. The Speaker's Conference has taken written evidence from a range of organisations and from individuals involved in this area of work, and is holding a series of public evidence sessions throughout 2009. We hope that this will lead to much stronger action, with cross-party support, to increase the number of Black, Asian and minority ethnic MPs.

### **Working with strategic partners – Operation Black Vote**

As a direct result of Communities and Local Government's strategic funding, Operation Black Vote (OBV) has gained a far greater influential voice in two important areas:

- 1 in minority ethnic communities, direct support has increased some 30 to 40 per cent. Our slogan, 'the home of Black politics', resonates in a positive and meaningful manner
- 2 interlinked with the first element, is our growing influence on Government – at national, regional and local levels. Democratic and civic institutions look to OBV more than ever for advice, guidance and direct help to ensure their institutions are inclusive and more representative.

More than 25 cities have undertaken OBV's model to address under-representation of people from ethnic minority groups in their institutions, most of that work is within the magistracy but there is also a significant amount of working within democratic institutions.

## Getting involved

Levels of civic participation and volunteering vary between different ethnic minority groups. For example, in 2007-08, Black, Asian and minority ethnic populations were less likely to be involved in civic participation at least once in the last 12 months than White people (27 per cent compared to 40 per cent).<sup>33</sup>

We are interested in your views on priorities aimed at increasing the representation of Black, Asian and minority ethnic groups in democratic institutions (for example, as councillors, magistrates or school governors) and in volunteering.

### What are your views?

Q: How can we encourage more people from Black, Asian and minority ethnic backgrounds to get involved in public life and in volunteering?

Q: What are the main barriers to civic participation and representation that need to be addressed?

**Please tell us what you think. Details on page 7.**

### Case Study: Becoming a school governor

**Hugh Goulbourne** Solicitor with APACS, the UK payments association

‘Becoming a school governor is one of the most personally rewarding ways of helping our community. Through this role I feel I have developed a more rounded lifestyle, broadened my skills base by taking on greater responsibility and become a more effective communicator by working with people from outside of my immediate day-to-day environment. It has been fantastically rewarding to find that there is little difference between my values and the motivations that drive members of various other groups within the community.

‘Becoming a school governor was a life-changing moment for me. Through greater community engagement, I have discovered what really motivates me in life. I have been encouraged to set goals and aspirations for the future that I would not have considered without this experience. I would strongly encourage anyone who wants to make a difference to contact the School Governors’ One-Stop Shop today.’

## Section 9

### Getting involved with the strategy

It is important that all parts of the community in the UK are given the chance to be a part of developing this strategy, feel it represents their concerns and provide their input into it. We would value your views on how to do this.

#### What are your views?

Q: What more can the Government do to help communities recognise and celebrate the strengths that come from diversity and the values we have in common?

**Please send us your views. Details on page 7.**

As we outlined in the introduction, the past year has seen significant downturn in the major economies of the world, including ours.

The Government's immediate priority is to continue to support the economy and people and their families during these difficult times. We want to reduce the effects of the downturn as much as possible, and particularly for disadvantaged groups.

It is important to recognise the progress of recent years – the gap in employment rates has narrowed significantly, making a real difference to many people's lives. The current tough economic conditions will challenge us and we recognise that we must work to address threats to that progress.

This progress would be threatened if Black, Asian and minority ethnic communities have to pay a higher cost for tougher economic conditions and we must work hard to prevent this from happening.

#### What are your views?

Q: What should the Government be doing to ensure that the gains in Black, Asian and minority ethnic employment, and the narrowing of the employment gap are not reversed during a recession?

Q: How do we ensure that people from Black, Asian and minority ethnic communities have the skills to fully participate in the post downturn economy?

**Please tell us what you think. Details on page 7.**



## Geographical scope of the strategy

The current government strategy is a national strategy, and includes the nations of Scotland and Wales.

In developing delivery mechanisms, we will need to ensure that they reflect the particular challenges and constitutional arrangements that apply in England, Scotland, Wales, and Northern Ireland.

## A strategy for Great Britain

Any future strategy would be for Great Britain and will apply in Northern Ireland only to those matters that are reserved or excepted under the provisions of the Northern Ireland Act 1998, which acknowledges that race equality is a matter for the Northern Ireland Administration. There are also separate devolution arrangements for Scotland and Wales which will need to be taken into account as any strategy is developed in partnership with the devolved administrations.

Different regions face different issues, some such as London and the West Midlands are highly diverse or have cities or sub-regions with large, established Black, Asian and minority ethnic populations. Others have relatively small ethnic minority communities, but these communities are often isolated. Some areas have seen significant changes to their demographic appearance in the last few years. We are interested in views as to what our approach should be to addressing the different circumstances in different areas or regions.

### **What are your views?**

Q: How can we ensure that our approach meets the needs of different regions, and Scotland and Wales?

Q: How can we best work with organisations such as Regional Development Agencies, Government Offices and local authorities to deliver on race equality?

**Please tell us what you think. Details on page 7.**

## The long-term vision and shorter-term action plan

We are also considering the time period and level of any future strategy. We have considered a:

- long-term 'vision' document, which sets out our high-level strategy until 2025, and
- shorter-term action plan style document, or a mixture of the two.

Long-term strategies can be useful in setting out a broad statement of the position we wish to reach as well as the themes and key programmes that will take us there. There are other benefits to longer-term planning, including more creative strategies; and better accountability and measurement.

A shorter action plan style strategy can provide a clearer picture of what we will do in the shorter term and the specific impacts we think this will have. Our preference is for a combination of the two which will provide a strategic direction along with a tangible plan for the more immediate challenges we face.

## Monitoring, accountability and success

Monitoring of any new strategy and making sure that those involved are delivering it in the ways that are expected are key considerations. It is also important that there is a common understanding of what success 'looks like' so that we can measure the strategy.

### **What are your views?**

Q: Do you agree with the approach of a long-term vision and a short-term action plan?

Q: What does 'success' look like? And how do we measure that success?

**Please tell us what you think. Details on page 7.**

# Appendix A

## Summary of the questions we ask in the document

How can we make sure that race equality maintains a distinct profile within a wider programme of work to address multiple disadvantage?

Which are the priority areas for Government action on race equality? What responsibilities are there for people from all communities in modern Britain, to others and themselves?

How should a race equality strategy focus on addressing disadvantage linked with race and ethnicity, as opposed to mainstream programmes?

Can we disentangle the role that race and ethnicity plays in driving disadvantage from other factors, eg socio-economic status?

What practical measures should we be taking to address disadvantages experienced by different Black, Asian and minority ethnic groups?

How can government strategies to address social mobility for all also address the effects of historic and residual racism?

Is there a need for a separate strategy to tackle race inequality? If so, what should the priorities be?

Should we expand our policy areas? If we do, do we risk diluting the focus on the five public service areas mentioned above?

How can we help and encourage the public sector, such as local councils, criminal justice agencies and NHS Trusts to prioritise their work on race equality?

What role does the voluntary and community sector have to play in prioritising race equality at the local level?

How can we focus more effectively on ensuring that mainstream policies meet the needs of Black, Asian and minority ethnic groups?

How best can we work with the private sector to address ethnic minority employment issues?

How can we encourage more people from Black, Asian and minority ethnic backgrounds to get involved in public life and in volunteering?

What are the main barriers to civic participation and representation that need to be addressed?

What more can the Government do to help communities recognise and celebrate the strengths that come from diversity and the values we have in common?

What should the Government be doing to ensure that the gains in Black, Asian and minority ethnic employment, and the narrowing of the employment gap are not reversed during a recession?

How do we ensure that people from Black, Asian and minority ethnic communities have the skills to fully participate in the post downturn economy?

How can we ensure that our approach meets the needs of the different regions, and Scotland and Wales?

How can we best work with organisations such as Regional Development Agencies, Government Offices and local authorities to deliver on race equality?

Do you agree with the approach of a long-term vision and a short-term action plan?

What does 'success' look like? And how do we measure that success?

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