

# *Campaign for a fairer Britain*

## **A MANIFESTO FOR ENDING RACIAL INEQUALITIES IN BRITAIN**



# Campaign for a fairer Britain

Ethnic diversity is a fact of British life. Of the 56 million people who live in England and Wales, around 8 million, or 14%, consider themselves as belonging to an ethnic minority group. London is one of the world's most diverse cities. Almost 40% of London's 8 million inhabitants belong to an ethnic minority group. Britain's ethnic minority population is growing. Forecasters predict that by 2051, 20% of the UK population will be ethnic minority and that by 2038, 50% of London's population will be ethnic minority.

Few people would disagree that Britain's reputation for tolerance and fairness is well deserved. We have achieved a lot to be proud of. But racial inequalities are still a feature of life in the UK today. Children from some ethnic minority groups are less likely to achieve good qualifications and are more likely to be excluded from school. Young people from some ethnic minority groups are less likely to get into a good university, less likely to achieve a top degree, and more likely to be unemployed when they graduate. Adults from

some ethnic minority groups are likely to earn lower salaries, more likely to be unemployed, and far more likely to be sent to prison.

There is still some way to go before we have a society where everyone, whatever their ethnicity, has the same opportunities to succeed in education, employment or enterprise and can expect equal treatment in the criminal justice system.

This manifesto calls for all political parties to demonstrate their commitment to ending racial inequalities in Britain. We want to see government action and leadership in four areas where ethnic inequalities have persisted for many years; education, the labour market, enterprise and the criminal justice system. This manifesto sets out what those commitments should be and the practical actions which the government should take to end the injustice of racial inequality in Britain.

## Commitments for a fairer Britain

We urge all political parties to adopt the following commitments to achieve a fairer Britain.

- ▶ To promote equalities within our **education** system, ensuring that all young people reach their full potential, whatever their ethnic background.
- ▶ To provide more support for **enterprise**, resulting in new entrepreneurs and business start-ups in all ethnic communities.
- ▶ To develop a fairer **labour market**, where no one is prevented from getting a job or advancing in their career because of their ethnicity.
- ▶ To create fairness and transparency within the **criminal justice** system, tackling the over-representation of ethnic minorities at every stage of the criminal justice process.

To deliver these commitments we call for the government to create a **Race Equality Tsar**. This should be a senior post within government, working directly to the minister with responsibility

for race equality, whose job is to drive change and monitor progress towards eradicating racial inequalities.

## Actions for a fairer Britain

To turn these commitments into practical steps which will help end ethnic inequalities in our society, we call on the government to implement the following actions.

### EDUCATION

**To promote equalities within our education system**, ensuring that all young people reach their full potential, whatever their ethnic background, the following actions should be taken:

- 1 Require Ofsted to take a more robust approach to evaluating whether schools meet the requirements of the Equality Act 2010 and the needs of ethnic minority pupils.
- 2 Reduce the number of school exclusions of ethnic minority children.
- 3 Work with Russell Group universities to increase access by ethnic minority students.
- 4 Work with all universities to tackle the high drop-out rate of black students.

Around 30% of the children in England's primary schools and 24% of the children in secondary schools are from ethnic minority groups. Children from some ethnic minority groups consistently under-achieve in schools. Black boys and Gypsy/ Traveller children are less likely than other pupils to attain the national benchmark of five GCSEs at A\* to C grades. Black Caribbean boys are more than three times as likely to be permanently excluded from school as white British boys. Irish traveller boys are five times as likely as white British boys to be permanently excluded from school.<sup>i</sup>

At higher education level, black young people are far more likely to be in full time education than other young people, but do not achieve the same results. Black undergraduates are less likely to achieve a 1<sup>st</sup> class degree and are almost twice as likely as white students to drop out of university without completing their degree.<sup>ii</sup> Less than 1% of all the UK's black male undergraduates attend the six highest ranked UK universities, while 23% of the UK's black male undergraduates attend the six lowest ranked UK universities.<sup>iii</sup>

## LABOUR MARKET

**To develop a fairer labour market**, where no one is prevented from getting a job or advancing in their career because of their ethnicity, the following actions should be taken:

- 5** Set targets for supporting priority groups into work. Current priority groups are young people from black, Bangladeshi and Pakistani ethnic groups.
- 6** Provide flexible funding for local providers to help people from priority groups get into the labour market.
- 7** Collect and publish ethnicity data on publicly funded employment support programmes,

including how many people are helped into work by Jobcentre Plus and how many people from priority groups are supported into employment through the Work Programme.

- 8** Set equalities targets for apprenticeships. At least 15% of all new apprentices should be ethnic minority. The target for London should be at least 40%.
- 9** Use public procurement to promote equality. Public bodies should have the power to include a 'social contract clause' whereby suppliers must demonstrate how they are improving ethnic diversity within their own organisation and promoting race equality more widely.

Unemployment rates are higher for all ethnic minority groups than for the white British population. The difference is particularly acute for young people. In 2013, the unemployment rate for white people aged 16 to 24 was 19%. For black people in this age group the unemployment rate was 45%. For Pakistani/Bangladeshi people in this age group the unemployment rate was 47%.<sup>iv</sup>

Apprenticeships are an important route for young people into good quality careers. The

percentage of ethnic minority apprentices has plateaued at around 10%, although ethnic minority people make up about 15% of the working age population. Ethnic minority people are less likely than white people to be successful when applying for an apprenticeship. For white applicants, one person starts an apprenticeship for every two people who apply. For ethnic minority applicants, one person starts an apprenticeship for every six people who apply.<sup>v</sup>

## ENTERPRISE

**To provide more support for enterprise**, resulting in new entrepreneurs and business start-ups in all ethnic communities, the following actions should be taken:

- 10** Require the Local Enterprise Partnerships to consider race equality within their local areas and to address inequalities where necessary, including

through targeted support for enterprise start-up and growth in areas of high ethnic minority unemployment.

- 11** Provide risk funding for business start-ups in disadvantaged areas.
- 12** Require banks to publish information about successful and unsuccessful applications for business finance, by ethnicity.

Self-employment rates are lower for black people than for other ethnic groups; 11% of all black people in employment are self-employed, compared with 15% of white people and 17% of Asian people. But evidence shows that black people have high aspirations to start up in business; in a 2007 survey in the UK, 35% of black Africans and 18% of black Caribbeans

reported that they wanted to start their own business, compared with 10% of white British people.<sup>vi</sup> Repeated studies have found that ethnic minority led businesses experience difficulties in accessing finance and that people from black, Bangladeshi and Pakistani ethnic groups are more likely than other business owners to have their loan applications rejected.<sup>vii</sup>

## CRIMINAL JUSTICE

To create fairness and transparency within the criminal justice system, tackling the over-representation of ethnic minorities at every stage of the criminal justice process, the recommendations of the 2014 Young Review should be implemented. These are to:

- 13** Develop and implement rigorous monitoring mechanisms to ensure that all criminal justice providers address the specific needs of ethnic minority offenders.
- 14** Require the National Offender Management Service to publish its Equality Strategy in order to (a) provide transparency and (b) form the basis for action.

**15** Ensure that more people who understand the experiences of young black and/or Muslim offenders are involved in the planning and delivery of interventions to reduce offending and re-offending.

**16** Move away from a system of commissioning frameworks and supply chains and towards resourcing community engagement and partnership working in prisons.

**17** Ensure that the particular needs of ethnic minority offenders are considered in making and carrying out arrangements for the confinement and/or supervision or rehabilitation of offenders as required under s.149 Equality Act 2010 - the Public Sector Equality Duty.

Ethnic minorities, particularly young black men, are significantly over-represented at all stages in the criminal justice system. There is greater disproportionality in the percentage of black people in prisons in the UK than in the United States. Although representing only 3%

of the general population, black men make up 13% of the UK's prison population. Similarly, Muslim prisoners account for 13% of all those in prison, compared with only 4% of the national population.<sup>viii</sup>

<sup>i</sup>Permanent exclusions from schools in England in 2012/13, Department for Education.

<sup>ii</sup>Higher Education Statistics Agency.

<sup>iii</sup>Data from Higher Education Statistics Agency. University rankings from The Guardian University League table for 2014. Analysis by BTEG.

<sup>iv</sup>Labour Force Survey data published by Department for Work and Pensions.

<sup>v</sup>Based on data from The Data Service for Apprenticeship Vacancy applications and

Apprenticeship Starts in 2010/11.

<sup>vi</sup>IFF Research Ltd (2007) BERR Household Survey of Entrepreneurship 2007.

<sup>vii</sup>Department for Communities and Local Government (2013) Ethnic Minority Businesses and Access to Finance.

<sup>viii</sup>The Young Review (2014) Improving outcomes for young black men and /or Muslim men in the Criminal Justice System.



**THE BLACK TRAINING AND ENTERPRISE GROUP**

The Black Training and Enterprise Group is a national charity.  
Our mission is to end racial inequality.

Find out more from our website [www.bteg.co.uk](http://www.bteg.co.uk)

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