



Home Office

BUILDING A SAFE, JUST
AND TOLERANT SOCIETY

Race equality in public services



February 2001

The Home Office

Statement of purpose

To build a safe, just and tolerant society in which the rights and responsibilities of individuals, families and communities are properly balanced and the protection and security of the public are maintained.



Foreword by **the Home Secretary**



As Home Secretary I am working to develop the right legislative and administrative framework to help achieve race equality in Great Britain. Race equality is one of the Government's high level objectives set out in the Home Office's Public Service Agreement. The Government is committed to measuring its progress in achieving its high level objectives, including improving race equality.

This publication, the second in an annual series, sets out what the Government is doing to promote race equality in public services, and how far it is achieving its aims. Public services play an important role in enabling people to realise their potential – from nursery school through higher education, through life long health care, housing, the security provided by the police and other criminal justice agencies and social services for elderly people or those with special needs. Few of us go through life without having contact with a range of public services. Fair and efficient public services are the cornerstone of a society offering opportunity to all to realise their full potential.

I hope and believe that public services will rise to the challenge of setting the pace on improving race equality in Britain today. This edition of Race Equality in Public Services sets out what we have achieved, and how we plan to move forward.

A handwritten signature in black ink that reads "Jack Straw". The signature is written in a cursive, slightly slanted style.

Jack Straw



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Part I: **Race Equality in Public Services – Why Measure?**

The Government is committed to making equality of opportunity a reality for the people of this country. This includes people of all races. Minority ethnic communities make up some 7 percent of the total working population⁽¹⁾ (see Annex A for a picture of the ethnic breakdown of Britain).

Britain is a multi-racial society and has been for many years. But the variety of communities that make up Britain today is greater than ever before. Successful multi-racial societies are not easily achieved or sustained. Inequalities can easily develop, possibly unwittingly, and are hard to remove.

The Government believes that confidence in public services is a fundamental requirement in a modern democratic society. For a multi-racial society that means confidence on the part of all racial groups that the public services they receive will be of equal value.

The importance of good public services for all lies at the heart of the Government's strategy to improve race equality. Because of its impact on so many people's lives, the public sector is being tasked with setting the pace on improving race equality. A new legislative and administrative framework for race equality is being put in place to deliver this.

The Race Relations (Amendment) Act 2000 will extend the Race Relations Act 1976 to public

functions which were not previously covered, such as law enforcement. It will put specified public authorities under a general statutory duty to promote race equality. In addition, some key public authorities, like central and local government, will have specific duties to fulfil. The Government is about to consult on detailed proposals for implementing this legislation.

The effect of the Race Relations (Amendment) Act, plus other measures to improve race equality, will be measured systematically through the annual publication of data covering a wide range of public services. This publication is the second in the series (the first edition of "Race Equality in Public Services" was published in March 2000).

The data presented here is the most comprehensive and authoritative account of race equality in quantifiable terms. While the data confirms that many public services still have a differential and adverse impact on those from minority ethnic communities they do also show some improvements, including moves to more representative public services. This publication and its subsequent editions will be used to measure the Government's progress on race equality – a key objective in the Home Office's Public Service Agreement.

⁽¹⁾In the context of this document, minority ethnic refers to those from black, Asian and mixed communities living in England and Wales.



Part II: **Measuring Progress**

How to Measure Performance

When the document “Race Equality in Public Services” was first published in March 2000, it noted that performance management was at the heart of the Government’s policy to make the public sector more efficient and effective. It cited as examples the introduction of Public Service Agreements (PSAs) across Government, programmes for change such as “Opportunity for All” which seeks to tackle poverty and social exclusion, and the now established duty of Best Value.

The Government remains committed to being judged by its results. This was re-affirmed in the White Paper “Prudent for a Purpose: Building Opportunity and Security for All” (Cm 4807) which was published in July 2000 by HM Treasury and set out the spending plans developed under the Spending Review 2000 covering the period 2001-2004. In the Review the Government identified its key objectives, including a central objective which is to build a fairer, more inclusive society that increases opportunity for all.

The Review revised existing and established new PSAs for all departments. One PSA target for the Home Office is to:

- Promote race equality, particularly in the provision of public services such as education, health, law and order, housing and local government, and measure progress by the annual publication of Race Equality in Public Services, a set of race equality performance indicators across the public sector; and achieve

representative workforces in the Home Office and its police, fire, probation, and prison services.

The use of performance management data to help shape policy development and service delivery is now well enshrined within Government. The basket of race equality indicators is an example of this approach with a particular and specific focus, and its importance to governmental plans is reflected in the above PSA.

The Government is well aware that race equality is difficult to measure in a quantifiable way. It needs a mixture of hard data, for example information about differential access to public services, and people’s perceptions of whether those from minority ethnic communities are treated differently from those from the majority community. A single indicator to measure race equality is, therefore, inappropriate. The basket of indicators aims to bring together data from across the width of Government which covers these two streams of measurement.

This second edition of the basket of indicators will follow the format of the first edition. This will allow for continuity of approach and longitudinal data comparison. The basket of indicators will, therefore, consist of three main parts, as follows:

- The first part will look at high-level attitudinal data illustrating the comparative perceptions of public services between minority ethnic and majority communities;
- The second part will set out the available harder and more specific performance data on

a range of key public service areas looking to describe the impact of those services on different minority ethnic communities, as compared with the majority community. Where possible and relevant this data will be broken down in terms of gender and suitable age groups; and

- In the third and final part data will be presented on what the Government is doing to promote and improve race equality within the Civil Service, its own service delivery arm, and related services.

The vast majority of the following pages will be devoted to addressing the above three parts. However, while the use of performance data to help shape policy development and service delivery is now well enshrined within Government, that data is not yet universally available, particularly in a form suitable for inclusion in a document of this nature.

But the absence of publishable performance data in one area of policy does not mean that the Department responsible for that policy area is not taking race equality seriously. Efforts to make race equality a core issue can take many forms. This basket of indicators will, therefore, include examples or case studies of what some departments are doing to promote race equality outside the performance management environment. A table setting out the range of indicators included in this basket of indicators is at Annex C.

I. Measuring What People Think

The first edition of the basket of indicators noted that people's perceptions are influenced by a variety of factors: for instance, they might result from personal experience; from a third party, such as a friend's or colleague's experience; from reporting in the media; or from a host of other ways. People's perceptions are important as they directly affect how they react to most everyday situations.

In the context of public services such perceptions take on an additional importance. Poor perceptions of a particular service can cloud how that member of the public interacts with that service, to the detriment of both. The importance takes on an extra dimension when a differential develops, for whatever reason, between the perceptions of the majority community and the minority ethnic communities.

The first edition of the basket of indicators identified the following three key areas within which it would be useful to explore differential perceptions:


- racial prejudice;
- service delivery within the public sector; and
- the public sector as an employer.

Each of these three areas was tested by a survey carried out between January and July 2000, as flagged up in the first edition of the basket of indicators. The survey vehicle was the British Crime Survey 2000, and the results are presented below. A technical note on the survey methodology is at Annex D.




(a) RACIAL PREJUDICE

The first edition of the basket of indicators set out the data available then on people's perceptions on racial prejudice. The questions used in the latest survey are set out in Annex E, and replicate those previously included in the British Social Attitudes Survey. The results are set out below.

 (i) RACIAL PREJUDICE IN BRITAIN COMPARED WITH FIVE YEARS AGO ⁽¹⁾									
	1983	1984	1985	1986	1987	1989	1990	1991	2000
	%	%	%	%	%	%	%	%	%
MORE NOW	45	40	38	49	50	31	32	24	30
LESS NOW	16	20	20	12	13	21	20	24	21
ABOUT THE SAME	36	37	39	36	35	44	45	50	43

⁽¹⁾ The survey was not conducted in 1988.

 (ii) RACIAL PREJUDICE IN BRITAIN IN FIVE YEARS TIME COMPARED WITH TODAY ⁽¹⁾									
	1983	1984	1985	1986	1987	1989	1990	1991	2000
	%	%	%	%	%	%	%	%	%
MORE IN FIVE YEARS TIME	42	40	42	46	46	32	37	21	36
LESS IN FIVE YEARS TIME	17	18	18	13	12	19	20	25	18
ABOUT THE SAME	36	38	35	36	37	45	39	50	40

⁽¹⁾ The survey was not conducted in 1988.

The first edition of the basket of indicators commented that there had been a sharp decline in the proportion of respondents thinking that prejudice is more widespread in 1991 than five years earlier. In 1991 around a quarter believed that there was less prejudice than previously.

A similarly optimistic picture was obtained from the second set of figures as by 1991 more were seen to be optimistic for the future than pessimistic.

However, the data from the latest survey shows a less rosy picture. In 2000, more respondents than in 1991 felt that there was more racial prejudice than five years ago and that there would be more in the future. But there was a nine year gap between the two latest data points in the overall series. Much has changed and happened in that period in terms of promoting race equality so the changes seen may be a consequence of heightened expectations about what is acceptable, rather than an increase in racial harassment.

The introduction of the new "Citizenship Survey" (mentioned below), which should report in the third edition of the basket of indicators, will help to resolve this point. One conclusion that might be made now is that the 2000 data could usefully be used as a fresh baseline against which to track progress made by this Government.

While the 2000 survey did not allow detailed analysis to explain the shift in perceptions, it did permit some disaggregation of the data between the different minority ethnic and the majority communities.



(iii) RACIAL PREJUDICE IN BRITAIN COMPARED WITH FIVE YEARS AGO ⁽¹⁾ 2000

COMMUNITY GROUP	MORE NOW %	LESS NOW %	ABOUT THE SAME %	DO NOT KNOW %	SAMPLE SIZE
WHITE	30	21	43	6	3,660
BLACK	25	23	43	9	1,329
ASIAN	30	24	37	9	1,847
ALL	30	21	43	6	3,850

⁽¹⁾ The survey was not conducted in 1988.



(iv) RACIAL PREJUDICE IN BRITAIN IN FIVE YEARS TIME COMPARED WITH TODAY ⁽¹⁾ 2000

COMMUNITY GROUP	MORE NOW %	LESS NOW %	ABOUT THE SAME %	DO NOT KNOW %	SAMPLE SIZE
WHITE	36	18	40	6	3,665
BLACK	30	27	30	13	1,323
ASIAN	36	22	29	13	1,843
ALL	36	18	40	7	3,856

⁽¹⁾ The survey was not conducted in 1988.

Disaggregating the data by minority ethnic group shows that there are significant differences in opinion between white and black people and between black people and Asian people. Black people are less likely than those from other minority ethnic groups to believe that there is more prejudice now.

Similar differences appear among those expecting there to be an increase in prejudice over the next five years. Significant differences were found between white and black people and between black people and Asian people. Among white people the proportion expecting prejudice to increase was twice that of those expecting levels of prejudice to fall. Larger numbers of Asians also expect racial prejudice to increase compared to those who are expecting a decrease.



(b) PERCEPTIONS OF SERVICE DELIVERY WITHIN THE PUBLIC SECTOR

The questions asked under this part of the 2000 Survey look to test **whether respondents think that certain public services treat people of all races equally or treat people of different races differently as members of the public.**

The actual questions used in the survey are at Annex F together with the detailed results. Set out below are the results for the percentage of those people who expected to be treated worse than others as members of the public.

ORGANISATION/ AGENCY	WHITE	BLACK	ASIAN
POLICE	3.9	34.7	21.9
FIRE SERVICE	0.2	6.0	3.2
PROBATION SERVICE	1.9	15.4	7.5
IMMIGRATION SERVICE	4.3	31.6	20.9
PRISON SERVICE	4.0	28.4	17.7
HOME OFFICE	3.6	24.2	12.5
CIVIL SERVICE	4.5	18.5	11.3
COURTS	4.0	27.6	13.0
PUBLIC SECTOR	6.6	20.4	13.2
PRIVATE SECTOR	5.5	25.3	13.3
COUNCIL HOUSING	12.3	23.4	*14.1
PRIVATE LANDLORDS	7.4	25.2	9.9
GENERAL PRACTITIONER	1.4	4.0	3.5
HOSPITALS	1.7	4.4	3.3
EDUCATION	1.8	12.0	5.6

NB. All results indicate that the differences in opinion between white and minority ethnic respondents are statistically significant, except for the starred item. The starred item indicates that there is no significant difference in perception of treatment between white and Asian respondents.

Overall, the majority of respondents expect to be treated the same as others. However, ethnic minorities consistently expect to be treated worse than white people, and in each case, black people are more likely than Asians to expect poor treatment.

Among those expecting worse treatment, white people are less likely than other ethnic groups to expect poorer treatment. Only 12% expect that they would be treated worse than others by Council Housing, while 7% expect worse treatment from both Private Landlords and the Public Sector.

35% of black people believe that as members of the public, they are likely to be treated worse than others by the Police Service. Just under one third believe that the Immigration Service will treat them worse than other groups, while 28% identified both the Prisons and Courts as agencies where they could expect poorer treatment than others.



(c) PERCEPTIONS OF THE PUBLIC SECTOR AS AN EMPLOYER

The questions asked under this part of the 2000 Survey look to discover **whether respondents think that certain public services treat people of all races equally or treat people of different races differently as employees.**

The actual questions used in the survey are at Annex G together with the detailed results. Set out below are the results for the percentage of those people who expected to be treated worse than others as members of staff.

ORGANISATION/ AGENCY	WHITE	BLACK	ASIAN
POLICE	9.8	37.7	27.7
FIRE SERVICE	7.5	19.5	13.5
PROBATION SERVICE	5.4	13.9	12.4
IMMIGRATION SERVICE	6.5	19.9	13.1
PRISON SERVICE	11.1	27.9	24.6
HOME OFFICE	3.7	20.2	14.6
CIVIL SERVICE	4.9	24.4	17.3
COURTS	5.5	20.1	15.5
PUBLIC SECTOR	6.7	17.3	11.2
PRIVATE SECTOR	6.5	23.8	15.5
COUNCIL HOUSING	6.7	15.0	10.1
PRIVATE LANDLORDS	9.4	17.4	*8.0
GENERAL PRACTITIONER	2.3	5.1	*2.7
HOSPITALS	2.3	10.8	6.0
EDUCATION	2.6	9.7	6.5

NB. All results indicate that the differences between white and minority ethnic respondents are statistically significant, except for the starred items. The starred items indicate instances where there is no significant difference in perception of treatment between white and Asian respondents.

As employees, there is a good degree of similarity across the three broad ethnic groups. In each case, the Police and Prison Services are mentioned as agencies where respondents believe they can expect worse treatment by other staff if they themselves were employed in these agencies.

The data once again shows that fewer white people expect to be treated worse than others by staff working within each organisation. Only 11% of white people expect worse treatment from staff in the Prison Service and 10% would expect poorer treatment than others from staff in the Police Service.

The same four organisations were most likely to be picked by black and Asian respondents as organisations where they would expect worse treatment than white people: these were the Police Service, Prison Service, Civil Service and private sector.

38% of black people expect to be treated worse than others if they were employed in the Police Service. 28% would expect poor treatment by others employed in the Prison Service, while just under one-quarter named both the Civil Service and the private sector.

Among Asian respondents, 28% expect to be treated worse than others by staff in the Police Service, while one-quarter believe that staff in the Prison Service would treat them worse than other groups if they were employed there. 17% would expect to receive poor treatment from staff in the Civil Service, while 16% say that they would expect to be treated worse than others if they were working in the private sector.



(d) THE CITIZENSHIP SURVEY

The first edition of the basket of indicators recognised that the use of the British Crime Survey was not ideal for exploring issues such as public perceptions of racial prejudice, service delivery and the public service as an employer. It was felt that the crime base of the survey might introduce unfortunate contextual effects which could cause skewing.

The Home Office has decided to introduce a new social policy survey called “the Citizenship Survey”. The survey is designed to meet the growing need for performance measures to monitor the impact of a raft of new initiatives affecting citizen’s rights and responsibilities. The survey will have a large minority ethnic booster sample. This will allow Government to look in detail at how the findings for the various ethnic groups compare with each other and the majority across a range of indicators, including specific race equality issues.

More details about the forthcoming survey are at Annex H.

(e) THE PEOPLE’S PANEL

The first edition of the basket of performance indicators reported that the Cabinet Office had recruited a minority ethnic boost to its People’s Panel. The results obtained from the minority ethnic boost were published in June 2000 (Results from the People’s Panel – Issue number 6). A note on the methodology used is at Annex I.

The key findings coming out of the People’s Panel minority ethnic boost were:

- Fewer minority ethnic respondents as a whole said that public services failed to meet their expectations than the main People’s Panel;
- The largest difference in satisfaction was in respect of council housing (+29% net satisfaction among minority ethnic respondents as compared with +52% among the Panel as a whole);
- Black people tend to feel much less involved in the community than people from Asian communities;
- 16% of respondents from the minority ethnic boost said that they had experienced racial discrimination, abuse or harassment when contacting a public service. But 81% said that they had not; and
- Services most poorly rated for recognising different needs by users included the courts, police, local councils, especially council housing, and the immigration service.

The People’s Panel is also used to test public expectations of public services. 49% of all people from minority ethnic communities said that public services do meet their expectations, and 9% said that they exceeded them. But 33% said that they fell short. Overall, people from minority ethnic communities were less likely to say that public services fell short of their expectations, though there were differences between the minority ethnic communities – 43% of black respondents said that public services fell short of their expectations as compared with 28% of Asians.

In addition, the People’s Panel has looked at people’s perceptions as to whether public services were improving or becoming worse. 22% (24%) of people from minority ethnic communities thought that public services had improved over the last five years, 43% (38%) thought they had remained the same. But 26% (33%) thought that public services had declined. The figures in brackets refer to the comparable perceptions of the whole Panel.



The data on public perceptions set out above confirms that racial prejudice still exists at significant levels and that the Government must continue with and maintain the momentum behind the existing reforming strategy. It also suggests that when compared with the majority community, minority ethnic communities are most concerned about their inter-actions with public services involved with law and order issues. The significant changes which have taken place over the last few years, and which make up the key elements of the Government's strategy to promote race equality, suggest that results coming out of the 2000 Survey should be seen as a baseline against which future progress can be judged. The results arising from the new "Citizenship Survey", which should be published in the next edition of the basket of indicators, should provide useful information to test this hypothesis.

2. Serving the Public – The Major Areas of Service Delivery

The previous part of the basket of indicators set out the latest information on differential perceptions about racial prejudice and public services. This next part looks to augment that information with harder more specific data on individual areas of public service delivery.

By taking together harder data on a range of key public policy areas with the earlier perception information, a clearer picture of the state of race equality in this country today will be obtained. The extent of that picture will depend upon the quality and width of the data currently available. Government departments routinely collect performance data to support their policies and monitor the services they or their agents deliver. The basket of indicators looks to brigade together such data which is capable and suitable to disaggregate to test for any differential impact on different minority ethnic communities.

The data set out in the following sections focuses on those areas which appear to impact directly and/or are of particular interest to those from minority ethnic communities. The key areas which will be covered in this way are set out below. These areas reflect discussions with other Government departments and are informed by contact with the Home Secretary's Race Relations Forum.

- (I) Economic activity;
- (II) Education;
- (III) Drugs;
- (IV) Health and personal social services;
- (V) Social Services;
- (VI) Law and order;
- (VII) Neighbourhood renewal;
- (VIII) Housing;
- (IX) Local government;
- (X) Quality of life; and
- (XI) The voluntary and community sector.

The data tests whether those highlighted public services impact differentially on different communities. Some data will no doubt demonstrate areas where differences still exist, and need to be taken into account by policy makers in future planning; some data will illustrate that existing differences are reducing to the betterment of all communities; while other data may show that all communities receive a service which is generally indistinguishable.

But the presentation of data, even on this scale, does not do justice to the wealth of activity that is taking place across Government to promote race equality in meeting the public's needs. Throughout this document examples will be given of the range of initiatives being undertaken which, because they are either not measurable or measuring systems are not yet in place, would not normally be included in this basket of indicators.

The key areas identified above will now be explored, and the most recent performance data exposed. The definitions and data sources of the indicators used in the basket of indicators are all explained in Annex J.



(I) Economic Activity

The White Paper “Prudent for a Purpose”, which sets out the results of the Spending Review 2000, notes that “from a platform of economic stability, the Government aims to build a Britain where there is opportunity and security for all”.

The first basket of indicators noted that a robust and stable economy is one which allows citizens to flourish during all stages of their lives, to engage in entrepreneurial activities, to benefit from policies designed to reduce poverty and social exclusion, and to contribute to the continuing development of their country. However, such benefits must be available to all on an equitable basis, and there must be no differentiation in terms of ethnic origin.

It remains a hard fact of life today in Britain that those from certain minority ethnic communities are disproportionately represented in economically poor circumstances – the distribution data at Annex A shows the link with urban areas which are

often the most disadvantaged areas. It is right, therefore, that the basket of indicators should include measures which look closely at rates of:

- (a) employment; and
- (b) income.

It is also appropriate to consider the impact of Government initiatives which are directed at these two areas, such as the New Deal initiatives and the Small Business Service. Other Government departments, like the Employment Tribunals Service and the Insolvency Service, also play a role, and are now included here for the first time.

Another initiative is the establishment by Government of the Ethnic Minority Business Forum whose purpose is to provide Government with a better understanding of the specific needs of minority ethnic businesses. The President for the European Federation of Black Business Owners and Chairperson of the African Caribbean Westminster Initiative was appointed Chairperson of the Forum. The Forum members are all practical business people.

EQUALITY DIRECT

Government recognises that businesses need help to develop and implement policies for race equality at work. In January 2001 the Government launched Equality Direct. Designed with the needs of small businesses in mind, the pilot telephone advice service is available to all businesses in England and will provide authoritative and confidential advice to help managers tackle specific issues related to a wide range of equality matters. The advice line is supported by a unique “equality toolkit” accessible through the Internet. The project has been developed with the assistance of the three statutory equality commissions, ACAS, the Small Business Service and the Federation of Small Businesses.

EMPLOYMENT SERVICE

In 2000-01 a new equal opportunities objective was introduced in the Employment Service’s (ES) Annual Performance Agreement. The objective is to deliver services to all ES customers in a way which respects individual differences, helps to overcome disadvantage due to ethnicity, gender, age or disability and achieves the best possible outcome for each of them. There are proposals to introduce a longer term target for minority ethnic communities, and an announcement will be made in due course.

THE ETHNIC MINORITY BUSINESS FORUM

The Forum intends to identify issues of particular concern to the minority ethnic business community and to look at how the Department of Trade and Industry (DTI) can better tailor its policies and support to overcome these concerns and improve the competitiveness of minority ethnic businesses. At their first meeting, Forum members decided to concentrate on four areas that they see as vital if minority ethnic businesses are to succeed:

- Ensuring that minority ethnic entrepreneurs are making best use of new technology;
- That they have the right business support;
- That they are encouraged and given help to tend for government and large company contracts; and
- That they have equal access to finance as other businesses.

It is expected that the Forum's reports, including recommendations on what the DTI and the Small Business Service should be doing to help minority ethnic businesses, will be available in the next six months.

ACCESS TO FINANCE

A Bank of England report on access to finance by minority ethnic businesses, published in 1999, highlighted the fact that access to finance is perceived as a major barrier to business success by some minority ethnic groups, especially those looking to start and grow their own business. In order to look at these problems in greater detail, the DTI together with the Bank of England, the British Bankers Association and the Commission for Racial Equality is co-funding a research project into this issue. The research will look at different experiences of five minority ethnic groups and a control group, from the majority community to see if barriers exist and what can be done to overcome them. The research will also examine the help business support programmes offer to minority ethnic businesses. While the full findings will not be available until 2002, interim reports will be published.



RACE FOR OPPORTUNITY

DTI is a champion of Business in the Community's Race for Opportunity campaign, which aims to promote the business case for diversity. Under the Race for Opportunity umbrella DTI is publishing a strategy/guide for its dealings with the minority ethnic business community.

Business in the Community has brought together a substantial number of leading edge companies to develop a business to business initiative to develop and promote relationships with Britain's minority ethnic communities.

Race for Opportunity aims to make a difference in four key areas:

- Employment: developing employment skills and opportunities for minority ethnic people;
- Purchasing: (Supplier Development) – supporting the growth of small and medium sized enterprises;
- Marketing: marketing to minority ethnic customers and involving them in the planning, design and delivery of products and services;
- Community Involvement: building business support for educational and community organisations.

Lack of employment amongst working age people is a key cause of poverty. Providing a proactive welfare system to help people back into work and making work pay are therefore central to the Government's strategy to tackle poverty and social exclusion. These and other poverty and social exclusion issues are comprehensively discussed in the Government's annual "Opportunity for All" (OFA) reports (published in September 1999 and September 2000).

The first basket of indicators included key indicators from OFA which described how minority ethnic

communities were faring in Britain today – these indicators are continued in this second edition. Due to the small sample sizes of individual minority ethnic groups in the Labour Force Survey, caution should be applied in comparing data between individual years. Because of high sampling variability, it is not possible to provide a detailed comparison of employment rates across age groups in the second table – instead, data for minority ethnic groups has been aggregated.

On the employment side two performance indicators have been retained.¹

¹Due to the re-grossing exercise of the Labour Force Survey, conducted in April 2000, data presented here may be slightly different to the statistics presented to last year's report. In addition, the Labour Force Survey tables presented are based on modified ethnic classifications to align them with the GSS harmonised classifications.



(a) PEOPLE IN EMPLOYMENT

OfA has the following performance indicator (OfA 14) which measures “the proportion of working age people in employment, over the economic cycle”.


Data for this performance indicator is available over a considerable time spread, and this is set out below.

Trends in employment rates of working age population, by gender and ethnic origin: Spring 1984 to Spring 2000 (not seasonally adjusted)

(i) BRITAIN (ALL)								
%	All origins ⁽¹⁾	White	All minority ethnic groups	Black ^{(2) (3)}	Indian	Pakistani/ Bangladeshi	Chinese	Other origins ⁽⁴⁾
SPRING 1984	69	69	54	56	61	35	63	53
SPRING 1985	69	70	54	60	56	35	62	54
SPRING 1986	70	70	53	58	59	36	51	54
SPRING 1987	70	71	55	61	58	37	59	55
SPRING 1988	73	73	60	65	65	39	61	61
SPRING 1989	75	75	62	67	67	41	62	66
SPRING 1990	75	76	61	66	66	43	58	66
SPRING 1991	73	74	57	62	64	39	55	60
SPRING 1992	71	72	55	56	63	35	60	56
SPRING 1993	70	72	53	53	62	35	56	56
SPRING 1994	71	72	51	53	61	37	54	48
SPRING 1995	71	73	53	54	64	34	55	51
SPRING 1996	72	73	53	57	62	35	53	57
SPRING 1997	73	74	57	58	65	42	62	56
SPRING 1998	73	74	56	60	66	38	58	55
SPRING 1999	74	75	56	60	65	40	50	59
SPRING 2000	75	76	57	62	65	44	56	55

The aggregate employment rate for all minority ethnic people has remained constant over the past few years, compared to an increase in the employment rate of white people. However, there has been a steady increase in employment rates among individual minority ethnic groups such as black people and Pakistani and Bangladeshi people. However, these latter groups still have considerably lower levels of employment than white and other minority ethnic groups. The employment rate for Indian people has remained constant, but is still the highest among minority ethnic groups. It is not possible to identify a trend for the Chinese group, as percentages fluctuate from year to year due to sampling variability.





(ii) BRITAIN (MEN)								
%	All origins⁽¹⁾	White	All minority ethnic groups	Black^{(2) (3)}	Indian	Pakistani/Bangladeshi	Chinese	Other origins⁽⁴⁾
SPRING 1984	78	78	62	57	72	54	70	59
SPRING 1985	78	79	63	63	68	57	66	61
SPRING 1986	78	78	62	62	69	53	55	64
SPRING 1987	78	79	64	63	72	54	65	60
SPRING 1988	80	81	69	68	77	59	68	69
SPRING 1989	82	83	71	69	76	61	70	73
SPRING 1990	82	83	71	70	77	63	64	73
SPRING 1991	80	81	66	63	74	56	63	66
SPRING 1992	76	77	60	55	69	51	70	63
SPRING 1993	75	76	60	53	69	50	67	63
SPRING 1994	76	77	58	53	67	53	62	54
SPRING 1995	76	77	60	57	72	49	63	59
SPRING 1996	77	78	61	59	70	52	52	60
SPRING 1997	78	78	65	62	73	60	67	63
SPRING 1998	78	79	64	65	73	53	57	62
SPRING 1999	79	80	65	65	74	57	49	66
SPRING 2000	79	80	66	66	73	61	61	62

There has been a small increase in aggregate male employment rates over the past few years. White men's employment rates increased and they still enjoy the highest employment rates, followed by Indian men and black men. While Indian men's employment rates have not changed over recent years, black men have been the only minority ethnic men whose employment rates have increased. It is not possible to ascertain a trend for Pakistani/Bangladeshi men or Chinese men because of data fluctuations due to small sample size.





(iii) BRITAIN (WOMEN)

%	All origins ⁽¹⁾	White	All minority ethnic groups	Black ^{(2) (3)}	Indian	Pakistani/Bangladeshi	Chinese	Other origins ⁽⁴⁾
SPRING 1984	59	59	44	55	48	11	57	45
SPRING 1985	60	61	43	56	44	9	59	44
SPRING 1986	61	62	44	56	48	13	46	42
SPRING 1987	62	63	46	60	44	15	52	49
SPRING 1988	64	65	50	62	53	17	53	53
SPRING 1989	66	67	53	65	56	18	53	58
SPRING 1990	67	68	50	62	54	20	53	58
SPRING 1991	66	67	48	61	52	20	46	52
SPRING 1992	66	67	49	58	57	17	51	49
SPRING 1993	65	67	45	53	54	18	46	49
SPRING 1994	66	67	45	53	55	21	47	43
SPRING 1995	66	67	45	52	55	18	46	45
SPRING 1996	67	68	46	55	53	15	53	53
SPRING 1997	67	69	48	54	56	21	56	50
SPRING 1998	68	69	48	55	58	21	60	49
SPRING 1999	69	70	48	56	56	21	50	51
SPRING 2000	69	71	49	58	57	24	51	47

As for men, the aggregate employment rate for women has continued to increase slightly. In terms of individual ethnic groups, black women have seen the strongest growth, although white women's employment rates also increased and this group still has the highest employment rate. Black and Indian women have the next highest employment rates. The data also suggests an increase among Pakistani and Bangladeshi women, but this may be due to sample variability. Nevertheless, employment rates are lowest for women from these minority ethnic groups. Employment rates for Chinese women fluctuate dramatically from year to year, so it is not possible to identify a trend.

Source: Labour Force Survey

Note: there are methodological and quality differences between the annual and quarterly series which may affect comparability.


⁽¹⁾ includes those who did not state origin.

⁽²⁾ Until 1991 only covered West Indian/Guyanese and African, ie excluded Black-other


⁽³⁾ Includes Black-Mixed from 1992 onwards.

⁽⁴⁾ Includes all those of mixed origin, but excludes Black-mixed from 1992 onwards.




 (iv) EMPLOYMENT RATES BY GENDER, AGE AND ETHNIC GROUP, BRITAIN, AVERAGE SUMMER 1999 TO SPRING 2000 COMPARED TO THE AVERAGE SUMMER 1998 TO SPRING 1999 ² (ALL)					
%		16-59/64	16-24	25-44	45-59/64
ALL ETHNIC GROUPS	1998/99	74	63	80	71
	1999/2000	75	63	81	71
WHITE	1998/99	75	65	81	72
	1999/2000	76	65	82	72
ALL MINORITY ETHNIC GROUPS	1998/99	57	38	66	55
	1999/2000	58	41	66	57

Employment rates remain higher for white people than minority ethnic people across all age groups. However, there has been a slight increase in the minority ethnic employment rates across the different age groups, compared to little change among white people. The most notable increase among minority ethnic employment rates has been in the younger age group, although there has also been an increase in the 50-59/64 age group.

 (v) EMPLOYMENT RATES BY GENDER, AGE AND ETHNIC GROUP, BRITAIN, AVERAGE SUMMER 1999 TO SPRING 2000 COMPARED TO THE AVERAGE SUMMER 1998 TO SPRING 1999 ² (MEN)					
%		16-59/64	16-24	25-44	45-59/64
ALL ETHNIC GROUPS	1998/99	79	65	88	74
	1999/2000	79	65	89	74
WHITE	1998/99	80	67	89	74
	1999/2000	80	68	90	74
ALL MINORITY ETHNIC GROUPS	1998/99	65	41	78	61
	1999/2000	67	45	80	62

The data suggest an increase in employment rates across all age groups for minority ethnic men, compared to a more modest increase among white men. The greatest increase has been among younger men, but this group are still much less likely to be in employment than white men. For some groups, this will be due to the high proportion remaining in full-time education. Despite increases, minority ethnic employment rates are lower than white employment rates for all ages.


 (vi) EMPLOYMENT RATES BY GENDER, AGE AND ETHNIC GROUP, BRITAIN, AVERAGE SUMMER 1999 TO SPRING 2000 COMPARED TO THE AVERAGE SUMMER 1998 TO SPRING 1999 ² (WOMEN)					
%		16-59/64	16-24	25-44	45-59/64
ALL ETHNIC GROUPS	1998/99	69	61	72	68
	1999/2000	69	61	73	68
WHITE	1998/99	70	63	73	69
	1999/2000	71	63	74	69
ALL MINORITY ETHNIC GROUPS	1998/99	49	35	55	48
	1999/2000	49	36	53	52

Employment rates for minority ethnic women continue to be lower than for white women, and there has been little change since last year. Employment rates are particularly low in the younger age group. The data suggests a decrease in employment rates among minority ethnic women aged 25-44, compared to an increase in white women in this age group. Tables showing full breakdowns are at Annex K

¹ Due to high sampling variability because of small sample size, it has only been possible to present aggregated minority ethnic employment rates for comparison between 1998/1999 and 1999/2000. In addition, Statistics for 1998/9 may differ to the data published in last year's report due to the Labour Force Survey regrossing exercise conducted in April 2000.

(b) PEOPLE IN EMPLOYMENT

There is an OfA performance indicator (OfA 15) which can be usefully retained here, and that measures “the proportion of working age people living in workless households, for households of a given size over the economic cycle”.

 PERCENTAGE OF WORKING AGE PEOPLE IN WORKLESS HOUSEHOLDS BY ETHNIC ORIGIN ⁽¹⁾ UNITED KINGDOM: SPRING 1997 TO SPRING 2000				
%	SPRING 1997	SPRING 1998	SPRING 1999	SPRING 2000
ALL IN WORKLESS HOUSEHOLDS ⁽⁴⁾	13	13	12	12
WHITE	13	12	12	11
BLACK ⁽²⁾	25	26	23	24
BLACK-CARIBBEAN	22	22	19	22
BLACK-AFRICAN	30	30	28	28
INDIAN	12	10	10	11
PAKISTANI/BANGLADESHI	26	31	28	23
ALL OTHER ORIGINS ⁽³⁾	22	22	23	23

⁽¹⁾ Adjusted for households where economic activity is unknown

⁽²⁾ Includes black Caribbean, African, Other and Mixed

⁽³⁾ Includes all mixed origins except for black Mixed

⁽⁴⁾ Includes cases where ethnic origin is not known

There has been a trend decrease in the aggregate proportion of people living in workless households over recent years. In particular, there has been an encouraging decrease in the proportion of Black African and Pakistani/ Bangladeshi adults living in workless households. However, while the proportion of Indian working age adults in workless households is comparable to that among white people, black, Pakistani and Bangladeshi adults are over twice as likely to be living in a household where no-one works.



On the income side one key performance indicator has been retained from the first edition of the basket of indicators. The data comes from the 1997/98 and 1998/99 Households Below Average Income Series

which relates to data from the Family Resources Survey. The data is available on a Great Britain basis only.

(c) INCOMES


OfA maintains a series of performance indicators which look at the position in the income distribution across three age bands:

- children (OfA 2) (formerly OfA7);
- working age people (OfA 18); and
- older people (OfA 27).

Each age band has three sets of low-income indicators:

- the proportion in households with relatively low incomes;
- the proportion in households with low incomes in an absolute sense; and
- the proportion with persistently low incomes.

The following table relates to the first of these three indicators – the proportion in households with relatively low income (it refers to contemporary mean and contemporary median).

 (i) PROPORTION OF CHILDREN LIVING IN HOUSEHOLDS BELOW VARIOUS INCOME THRESHOLDS, ANALYSED BY ETHNIC GROUP OF HEAD						
ETHNIC GROUP	% of median			% of mean		
	50%	60%	70%	40%	50%	60%
	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9
BHC						
WHITE	11	22	33	10	24	36
BLACK	18*	39	51	17*	40	58
INDIAN	21*	33	42	19*	34	47
PAKISTANI/ BANGLADESHI	41	65	78	40	67	80
OTHER	17*	34	47	17*	36*	52
TOTAL	13	25	36	12	26	39
ETHNIC GROUP	% of median			% of mean		
	50%	60%	70%	40%	50%	60%
AHC	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9
WHITE	21	30	38	20	32	41
BLACK	41	56	64	40	58	67
INDIAN	27*	38	46	26*	40	49
PAKISTANI/ BANGLADESHI	56	73	82	54*	75	84
OTHER	42*	54	59	41*	55	60
TOTAL	23	33	41	22	35	44

NOTES


BHC (before housing costs)

AHC (after housing costs)

1. Estimates based on sample sizes of less than 50 have not been reproduced

2. * Caution should be taken when interpreting these estimates as they are based on very low sample sizes (between 50 and 100)

The results show that children living in households headed by someone from a minority ethnic community are more likely to be below these income thresholds than children living in households headed by someone from the majority community. The observed differential is particularly marked for children in Pakistani and Bangladeshi households.

 (ii) PROPORTION OF WORKING AGE ADULTS LIVING IN HOUSEHOLDS BELOW VARIOUS INCOME THRESHOLDS, ANALYSED BY ETHNIC GROUP OF HEAD						
ETHNIC GROUP	% of median			% of mean		
	50%	60%	70%	40%	50%	60%
BHC	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9
WHITE	8	13	20	7	14	22
BLACK	14*	25	34	13	26	39
INDIAN	12*	21	28	11	21	31
PAKISTANI/ BANGLADESHI	30	51	61	29*	52	64
OTHER	17*	25	35	16*	26	39
TOTAL	8	14	21	8	15	23

ETHNIC GROUP	% of median			% of mean		
	50%	60%	70%	40%	50%	60%
AHC	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9
WHITE	13	18	23	13	19	25
BLACK	29	39	45	28	40	48
INDIAN	15*	25	33	14*	26	35
PAKISTANI/ BANGLADESHI	43	57	68	41	59	70
OTHER	32	41	45	32	42	46
TOTAL	14	19	25	14	20	27

The results show that working age adults living in minority ethnic households are more likely to be below these thresholds than those working age adults living in households from the majority community. This is particularly marked for those living in Pakistani and Bangladeshi households.



 (iii) PROPORTION OF PENSIONERS LIVING IN HOUSEHOLDS BELOW VARIOUS INCOME THRESHOLDS, ANALYSED BY ETHNIC GROUP OF HEAD

ETHNIC GROUP	% of median			% of mean		
	50%	60%	70%	40%	50%	60%
BHC	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9
WHITE	11	22	36	10	24	41
MINORITY ETHNIC	-	29*	43	-	29*	49
TOTAL	11	22	36	11	24	41

ETHNIC GROUP	% of median			% of mean		
	50%	60%	70%	40%	50%	60%
AHC	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9	1997/8 - 1998/9
WHITE	12	27	38	11	29	42
MINORITY ETHNIC	25*	41*	53	25*	43	56
TOTAL	12	27	38	11	29	42

The table shows that pensioners from minority ethnic households are more likely to be below the income thresholds than pensioners from majority community households.

NOTES

BHC (before housing costs)

AHC (after housing costs)

1. Estimates based on sample sizes of less than 50 have not been reproduced

2. * Caution should be taken when interpreting these estimates as they are based on very low sample sizes (between 50 and 100)

For analysis by ethnic group, individuals are classified according to the ethnic group of the head of the family. This means that information about households of mixed composition is lost, and also that those in a particular ethnic group who were born in Britain are not distinguished from those born overseas.

Some of the proportions have not been included due to small sample sizes and others should be treated with caution as advised.

Whilst overall patterns of income are robust, any year on year comparisons will be subject to sampling errors.





(iv) PENSIONERS' INCOMES BY ETHNIC GROUP, 1998/99

ETHNIC GROUP OF THE HEAD OF PENSIONER UNIT		MEDIAN NET INCOME (£ PER WEEK IN JULY 1998 PRICES)
ALL PENSIONER UNITS:	WHITE	£149
	MINORITY ETHNIC	£126
PENSIONER COUPLES:	WHITE	£215
	MINORITY ETHNIC	£180
SINGLE PENSIONERS:	WHITE	£118
	MINORITY ETHNIC	£115

Source: Family Resources Survey 1998/99, DSS

The table shows that pensioners in families from the majority community are more likely to have higher net incomes than pensioners in minority ethnic families. When pensioners are split into couples and single pensioners the pattern is still evident.

NOTES

1. Estimates based on sample sizes of less than 50 have not been reproduced
2. For analysis by ethnic group, individuals are classified according to the ethnic group of the head of the family.
3. The head of a pensioner couple is defined as the man.
- 4 Pensioner units are defined as single people over state pension age (65 for men and 60 for women) and couples (married or co-habiting) where the man is over state age.
- 5 Income estimates for minority ethnic pensioners are based on small sample sizes and should therefore be treated with caution.

(d) New Deal

The New Deal can contribute to a narrowing of the gap in employment rates alongside other initiatives and in the context of a labour market of 28 million. The strategy is to engage people from minority ethnic communities with a target for parity of outcome.

Currently, the percentage of those moving into unsubsidised jobs on leaving the New Deal is 8 points lower for young people from the minority ethnic community than young white people. That is a better performance for young people from minority ethnic communities than in the labour market as a whole. The Employment Service (ES) has formulated an action plan for improvement which includes:

- Looking to provide and target additional support to those minority ethnic groups who are doing least well in finding work;
- Building on the work done to establish outreach services;
- Developing the ability of Personal Advisers to tackle discrimination and promote diversity;
- Introducing specialist Equality Advisers into the ES.

The New Deal initiatives continue to allow the Government to provide additional support for those who have been out of work for some time, or as in some cases, where people have little or no experience of work. As members of certain minority ethnic communities fall disproportionately into these categories, it is appropriate that this basket of performance indicators includes something on the New Deal initiatives.



LEAVERS FROM NEW DEAL GATEWAY BY IMMEDIATE DESTINATION

THOUSANDS AND PER CENT			WHITE	TOTAL MINORITY ⁽⁶⁾	BLACK-CARIBBEAN	BLACK-AFRICAN	BLACK-OTHER	INDIAN	PAKISTANI	BANGLADESHI	CHINESE	OTHER	PREFER NOT TO SAY
			1999	2000	1999	2000	1999	2000	1999	2000	1999	2000	1999
TOTAL	1999	267.6	45.10	8.55	5.05	4.00	5.92	10.27	3.38	0.66	7.23	14.3	
	2000	368.4	63.3	11.9	6.9	5.6	8.1	14.5	4.7	0.9	10.6	20.7	
UNSUBSIDISED EMPLOYMENT ⁽²⁾	1999	27	23	20	17	21	31	24	29	24	23	26	
	2000	26	23	20	17	20	30	24	28	26	24	25	
OPTIONS	TOTAL	1999	44	37	44	45	44	29	32	33	39	38	35
		2000	43	36	43	43	42	28	32	33	37	36	34
	EMPLOYER	1999	9	5	5	3	5	5	5	5	5	4	5
		2000	9	5	5	3	5	5	5	4	5	4	5
	EDUCATION AND TRAINING	1999	19	22	24	31	25	15	18	17	23	23	18
		2000	17	20	22	28	22	14	17	16	21	22	16
	VOLUNTARY SECTOR	1999	8	8	10	8	9	6	7	10	9	7	7
		2000	8	9	11	9	10	6	7	11	9	7	7
	ENVIRONMENT TASK FORCE	1999	8	3	4	2	4	2	2	1	2	3	5
		2000	9	3	5	2	4	2	2	1	3	3	5
	TRANSFER TO OTHER BENEFITS	1999	8	6	5	5	6	4	7	4	3	6	7
		2000	8	6	5	5	6	4	7	4	3	6	7
	OTHER ⁽³⁾	1999	7	10	8	10	8	12	11	12	13	11	10
		2000	8	11	9	11	9	13	12	13	13	12	11
	NOT KNOWN ⁽⁴⁾	1999	14	23	23	23	21	25	25	22	21	22	22
		2000	14	24	23	23	22	25	25	22	22	23	22

⁽¹⁾ Includes those leaving before receipt of a first interview.

⁽²⁾ Those who are recorded by Employment Service (ES) as having been placed into unsubsidised employment, plus those who are recorded as having terminated their Job Seeker's Allowance (JSA) claim in order to go into a job. This will undercount the total number going into a job: some who go into a job will, for whatever reason, record this as the reason for termination of their JSA claim. These will be counted as "not known". Past research indicates that the destinations of those who do not give a reason for termination follow a similar pattern to those who do give a reason. Where a young person returns to JSA and the gateway within 13 weeks of starting an unsubsidised job, the job start is discounted.

⁽³⁾ Includes for example transfer to a training programme, gone abroad. Also includes young people, who, on leaving New Deal from the gateway, continue to claim JSA.

⁽⁴⁾ Where there is no leaving code recorded on the Joint Unemployment and Vacancies Online System, or where the leaving code is recorded as "not known", or simply "failed to attend". As more data is added, the numbers in this category may be revised downwards for recent months.

⁽⁵⁾ Excluding those who, when asked their ethnic origin, were recorded as "prefer not to say".

Within minority ethnic groups, of those who have left the gateway, Indian and Bangladeshi people were most likely to enter into unsubsidised employment. The Black African participants were least likely to enter into unsubsidised employment followed by the Black other and Black Caribbean participants. The

white group was most likely to transfer onto other benefits; Chinese people were least likely to do so. Of the options chosen, minority ethnic groups were in general more likely to be on education and training options and less likely to be on employer options than white people. Black Africans, were least likely to be on an employer option.

(e) THE SMALL BUSINESS SERVICE (SBS)

Government recognises the increasingly important contribution of minority ethnic businesses to the economy. In 1997 people from minority ethnic backgrounds represented 5% of the UK population, yet entrepreneurs from minority ethnic backgrounds were responsible for 9% of new business start-ups (Bank of England report “Finance for Small Firms” January 2000). The Small Business Service, launched in April 2000, is intended to contribute to the Government’s wider economic and social objectives and to sustainable development more generally.

The Small Business Service aims to play an important part in identifying those people who face specific barriers to entrepreneurship including people from minority ethnic communities, and will ensure that support is tailored to meet their needs. The SBS will develop new and innovative ways of opening up its help and services so that every existing or potential business owner can benefit, regardless of gender, minority ethnic background or disability.

From April 2001, a new network of Business Links (BLs) will be fully operational and providing support and advice on all aspects of starting and running a business. In its bidding guidance for prospective providers, the SBS sent out a clear message to BLs setting out how they will deliver their services to people from minority ethnic communities and other under-represented groups.

The SBS will help identify the good practice that already exists at the local level and disseminate it to others.

The devolved administrations are responsible for economic development and small and medium-

sized enterprises support in Scotland, Wales and Northern Ireland. Equivalent services in Scotland, Wales and Northern Ireland are equally committed.

Phoenix Fund

The Phoenix Fund was announced by the Secretary of State for Trade and Industry in November 1999. It aims to promote enterprise in disadvantaged communities and under-represented groups. It has four parts:

- A Development Fund to promote innovative ways of supporting enterprise in deprived areas.
- A network of mentors to pre and early stage business start-ups through the Business Volunteer Mentors Association.
- A Challenge Fund to help resource Community Finance Initiatives (CFIs).
- Loan Guarantees to encourage commercial and charitable lending to CFIs.

The first bidding rounds for the Development Fund and CFI elements have been held. A significant number of applications have targeted minority ethnic communities. The successful bids will be announced shortly.

(f) Employment Tribunals Service

The Employment Tribunals Service (ETS) aims to provide fair treatment and equal access for all potential users of the service. ETS pays for interpreters for those users who do not speak English as a first language. Where possible users are encouraged to use an interpreter drawn from the National Register of Public Service Interpreters (as is normally the case with other court services) This is to ensure that the interpreters adhere to a code of practice, are qualified to an appropriate standard and are experienced in undertaking translation



work with a legal bias. It may be possible for family members or others to act as an interpreter if there is no other alternative readily available.

A range of oaths and other holy books are available in all offices including an affirmation card, as well as the New Testament and Holy Bible. Information on the oaths and holy books, and on the correct procedure for administering the oath, is contained in the Administrative Guide to Tribunal Procedures. A copy of the booklet “Race and Religion”, produced by the Justices’ Clerks Society, has been provided to all Customer Service Officers in each Tribunal Office.

Two ETS information booklets are available in other languages (Bengali, Hindi, Gujarati, Urdu, Punjabi and Cantonese) and in an alternative format. Other guidance material will be made available in other languages as it is revised.

(g) The Insolvency Service

The Insolvency Service, the Government agency responsible for the administration of bankruptcies and compulsory liquidations, relaunched its website www.insolvency.gov.uk on 2 December 1999, and updated it in 2000 with a selection of leaflets available in Urdu. This followed a suggestion from the Official Receiver’s (OR) Office in Leicester, who recognised that some users were being denied access to information because English was not their first language. All OR offices were asked to identify the language most likely to be read by their non-English speaking users and for the majority it was Urdu. The following leaflets in Urdu are now live on the website:

- The Guide to Bankruptcy
- A Guide for Creditors
- A Guide for Directors
- What Happens When you go to the Official Receiver’s Office
- The Insolvency Service Charter; and
- What Will Happen to my Home?

(h) HM Customs & Excise

HM Customs & Excise is responsible for the collection of a wide range of duties and taxes, including VAT. A Business Liaison Team, based in West Midlands, has been set up to consult with the business community and ascertain what they require from HM Customs and Excise, by way of advice and education, to help them run their businesses effectively. HM C&E have formed working relationships with the business support groups who represent the communities to identify how best to deliver their services.

The main objectives are:

- To work closely with business support groups representing the diverse community, taking forward ideas and turning them into reality;
- To recognise and raise awareness of the different cultural needs of the business community;
- To increase the confidence of the minority ethnic businesses;
- To work with other government organisations to ensure that their information is disseminated through the network of business support groups; teaching the same target audience and delivering the advice in the way in which the diverse community wants it.

The Business Liaison Team has instigated a user group in the West Midlands involving the Institute of Asian Business and members of the accountancy profession. Concerns and grievances are aired and dealt with constructively and in a non-threatening environment.

(i) Inland Revenue

In late 1999 the Inland Revenue conducted some research with a minority ethnic consultation panel in Leicester. Members of the panel believed that a disproportionate number of people with a minority ethnic background were having their tax affairs investigated. In fact, most investigation cases are initially identified by “profiling” on a wide range of risk indicators held on its computer systems. But to



minimise the possibility of racial bias in the way cases are selected, the Revenue removed from its computer systems all trade classifications with a minority ethnic origin indicator, and officers carrying out profiling have received training which stresses the need to avoid any racial or cultural bias.

This process was supported by the development of a further training module on cultural/racial awareness training for staff who actually carry out investigation work and the inclusion of

training on cultural awareness in all compliance training events.

The initial research was of limited scope. The Revenue is now planning to do some more detailed and wider ranging comparative research to find out whether there is any prima facie evidence of discrimination against minority ethnic people in the way they carry out their compliance role, or in the way they deliver services to the public.

(II) Education

The Government has clear evidence that people from certain minority ethnic communities are not as successful as others in education, in getting work and in making progress at work.

Success in education does not necessarily lead to success in the labour market for minority ethnic people. Analysis has shown that people from certain minority ethnic groups who hold the same levels of qualification as those from the majority community, are more likely to be unemployed, although there are exceptions. While discrimination by employers may be a significant factor behind variations in labour market success

for people from different groups, the underlying reasons are varied and complex and are not fully understood.

This complex situation requires action on a number of fronts. We need to tackle inequality through specific initiatives and build race equality into the entire range of Government policies, programmes and services. We also need to focus on the critical area of transition of young people from education into work.

Below is set out some of the work currently being done by the Department for Education and Employment to promote race equality.

GUIDANCE FOR SCHOOLS ON ETHNIC MONITORING

Robust and consistent data linking ethnicity and achievement is central to making progress on race equality in schools. The Department for Education and Employment (DfEE) plans to enhance ethnic monitoring of pupils' progress through proposed changes to the Annual School Census for January 2002. This will allow individual pupil-level achievement to be linked to ethnic group data to ensure that support for groups at risk of under-achieving is targeted more effectively. DfEE recently consulted on their proposals.

CONNEXIONS SERVICE

The Government is introducing a new inclusive service for every 13-19 year old to provide information, guidance, support or help with their transition to adult and working life. Extending opportunity and equality of opportunity is one of the eight key principles of the service, and minority ethnic groups have been consulted in the early stages. Sixteen partnerships have been asked to prepare plans to deliver the service from April 2001 – the remaining 31 will be phased in from 2002.



ETHNIC MINORITY STUDENT ACHIEVEMENT GRANT (EMSAG)

The Ethnic Minority Student Achievement Grant aims to support Further Education provision that meets particular needs of minority ethnic students, often covering additional staffing costs. The DfEE has provided £2m this year and Further Education Funding Council have added a further £0.9m. New research will look beneath the national data to find reasons for the big achievement and retention disparities between minority ethnic and white students.

COMMISSION FOR BLACK STAFF IN FURTHER EDUCATION

The DfEE is supporting the Commission's present enquiry into recruitment, retention and achievement issues affecting black staff, by grant funding up to £200,000 in 2000-2001. They aim to prepare their final report by September 2001. An interim report on their work will be published in Spring 2001.

HIGHER EDUCATION – "EXCELLENCE CHALLENGE"

On 14 September 2000 the Government announced a new £150m 3 year programme to increase the numbers of young people from disadvantaged backgrounds who apply for and enter higher education. The "Excellence Challenge" builds on the Excellence in Cities (EiC) initiative by funding partnerships between Higher Education Institutions, Further Education Institutions and secondary schools in EiC areas to deliver extra support from the age of 13 to young people with the potential for higher education. The Excellence Challenge will benefit all minority ethnic pupils in EiC areas with the potential for higher education.

HIGHER EDUCATION INNOVATIONS FUND

This £8m fund, managed by the Higher Education Funding Council, on behalf of DfEE, supports projects which will be looking at fresh ideas and innovative solutions to tackle important issues in higher education (HE), including equal opportunities. Projects started in summer 2000 and will run for two years. They include strategies for successful progression through HE and transition to work for both students and new graduates from minority ethnic communities.

HELP FOR PEOPLE WHOSE FIRST LANGUAGE IS NOT ENGLISH.

Following the report of the working group on English for Speakers of Other Languages (ESOL), "Breaking the Language Barriers", published in August 2000, ESOL needs will be addressed as a distinct strand within the National Strategy for Improving Adult Literacy and Numeracy Skills. A statement on the strategy – Skills for Life – was issued on 5 December 2000.

DfEE is currently finalizing a new national ESOL curriculum, based on the national standards for literacy & numeracy published by the Qualifications and Curriculum Authority. The Adult Basic Skills Strategy Unit has recently awarded a contract for the development of materials and a programme of intensive teacher training based on the new ESOL curriculum (to be delivered to all ESOL teachers working 6 hours or more per week by March 2001) and for a resource pack for voluntary and community organisations working with refugees (by September 2001).

LEARNING AND SKILLS COUNCIL (LSC)

The LSC will take forward its race equality agenda through the development of national and local equal opportunity strategies to tackle under-representation, under-achievement and stereotyping. The LSC will consult key equality organisations, including the Commission for Racial Equality, through the work of a joint equal opportunities committee supported by a national equal opportunities team. Strategies will identify the nature and scale of equality gaps and the action needed to close them. The DfEE will support LSC staff until they become fully operational through guidance and induction events.

It still remains that children who grow up in poverty are less likely to do well at school and are more likely to suffer unemployment, low pay and poor health in adulthood. Poor educational attainment at school remains linked with exclusion, and with juvenile criminality. One way to break this vicious cycle is to ensure that all children receive a high quality education wherever they go to school and in the crucial pre-school years. The Government has done much to improve educational standards right across the system from pre-school to higher education.

As mentioned within the section on economic activity, those from certain minority ethnic communities are disproportionately represented in economically poor circumstances. In addition, there are well-established concerns that boys from some minority ethnic communities are disproportionately likely to suffer from school

exclusion. A similar situation seems to exist with some aspects of juvenile criminality.

By contrast, children from other minority ethnic communities do better than the national average in terms of educational attainment. Ethnic minority students account for 13% of undergraduates compared with 9% of 18-24 year olds in the population

Source: UCAS data, UK, 1999/2000

All this confirms that this part of the basket of race equality indicators should continue, as in the first edition of the basket of indicators, with information on:

- educational attainment levels; and
- exclusion rates.



(a) EDUCATIONAL ATTAINMENT

ATTAINMENT OF 5 OR MORE GCSE GRADES A*-C (OR GNVQ EQUIVALENT) ⁽¹⁾ , BY ETHNIC GROUP ENGLAND AND WALES, 1994-2000 ⁽²⁾				
ETHNIC ORIGIN	1994 ⁽³⁾	1996	1998	2000
ALL GROUPS	42	44	46	49
WHITE	43	45	47	50
BLACK	21	23	29	37
ASIAN	36	38	45	49
INDIAN	45	48	54	62
PAKISTANI	24	23	29	30
BANGLADESHI	20	25	33	30
OTHER ASIAN	50	61	61	70
OTHER ETHNIC GROUP	37	46	47	43
NOT STATED	16	29	27	26

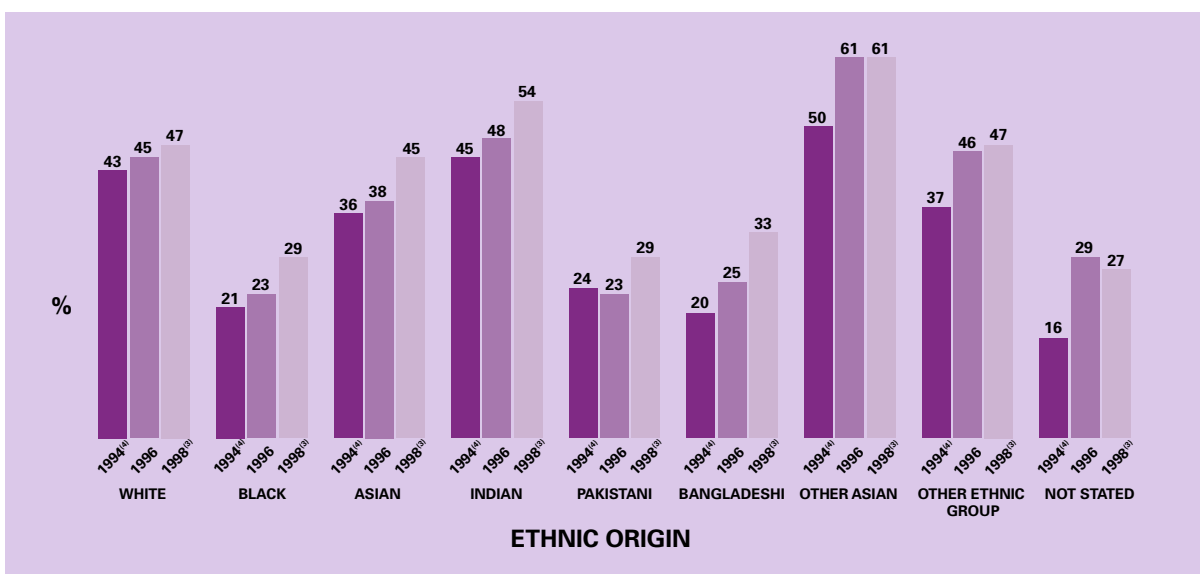
Source: Youth Cohort Study, cohorts 4-10, sweep 1

⁽¹⁾ From 1998, includes equivalent GNVQ qualifications achieved in year 11.

⁽²⁾ The dates are survey dates which refer to sessions received in the previous year.

⁽³⁾ The Youth Cohort Study takes place every two years, therefore no data is available for 1995, 1997 and 1999.

Between 1994 and 2000, the general trend in the proportion of young people from all ethnic groups gaining 5+ GCSEs A*-C (or GNVQ equivalent) has been upwards. Between 1998 and 2000, all ethnic groups saw a rise in achievement of 5 GCSEs A*-C, with the exception of Bangladeshi 16 year olds. There were marked increases in achievement of 5+ GCSEs A*-C for Black, Indian and Other Asian young people. However, the fall in achievement amongst Bangladeshi young people and the very small rise in achievement amongst Pakistani young people meant that the gap between the highest and lowest achieving ethnic groups widened between 1998 and 2000.



(b) SCHOOL EXCLUSION

NUMBER OF PERMANENT EXCLUSIONS OF PUPILS OF COMPULSORY SCHOOL AGE BY ETHNIC GROUP ENGLAND 1997/1998 COMPARED TO 1998/1999						
	NUMBER OF PERMANENT EXCL.		PERCENTAGE OF PERMANENT EXCL. ⁽¹⁾		PERCENTAGE OF SCHOOL POPULATION ⁽²⁾	
	97/98	98/99	97/98	98/99	97/98	98/99
NUMBER	12,076 ⁽³⁾	10,425 ⁽⁴⁾	100	100	0.18	0.15
WHITE	10,132	8,798	83.9	84.4	0.17	0.15
BLACK CARIBBEAN	753	593	6.2	5.7	0.76	0.6
BLACK AFRICAN	198	157	1.6	1.5	0.29	0.21
BLACK OTHER	282	268	2.3	2.6	0.57	0.5
INDIAN	106	71	0.9	0.7	0.06	0.04
PAKISTANI	209	165	1.7	1.6	0.13	0.1
BANGLADESHI	58	42	0.5	0.4	0.09	0.07
CHINESE	11	6	0.1	0.1	0.05	0.03
OTHER ETHNIC GROUP	321	320	2.7	3.1	0.26	0.25

Source: DfEE annual school census

⁽¹⁾ The number of permanent exclusions of compulsory school age and above expressed as a percentage of the total number permanent exclusions of compulsory school age and above, of all ages, pupils of each age, pupils of all ages with and without statements of SEN, in primary, secondary and special schools (excluding dually registered pupils in special schools) in January 1998 and January 1999.

⁽²⁾ The number of permanent exclusions of compulsory school age and above expressed as a percentage of the number (headcount) of pupils of compulsory school age and above in each ethnic group in primary, secondary and special schools (excluding dually registered pupils in special schools) in January 1998 and January 1999.

⁽³⁾ Includes 6 permanent exclusions of pupils unclassified according to ethnic group.

⁽⁴⁾ Includes 5 permanent exclusions of pupils unclassified according to ethnic group. – less than 0.05.

There was a decrease in the number (10,425) and overall percentage (0.15%) of pupils excluded from school in 1998/1999 compared to 0.18% (or 12,076) in the previous year. There was a decrease in the percentage of Black Caribbean pupils excluded (from 6.2% to 5.7% of all exclusions) and a slight increase in the number of White and Black Other pupils being excluded since the previous year. In general pupils from black groups continue to display higher exclusion rates than average. In contrast some other minorities display lower than average exclusion rates. Exclusion rates for pupils from the Indian group fell from 0.9% to 0.7% of all exclusions. Similarly, exclusion rates for the Pakistani and Bangladeshi group also fell (accounting for 1.6% and 0.4% respectively of all permanent exclusions for the 1998/99 period).

Beyond the school system opportunities for training continue but that transition from formal education to further education and training can be difficult for some. Similarly, there are people who find it hard to gain access to training throughout their working life. Given the importance of training

and education to a successful working life, such areas should be included in this basket of indicators.

The “Opportunity for All” Report looks at the issue of training, and two performance measures from that are included here.

(c) TRAINING

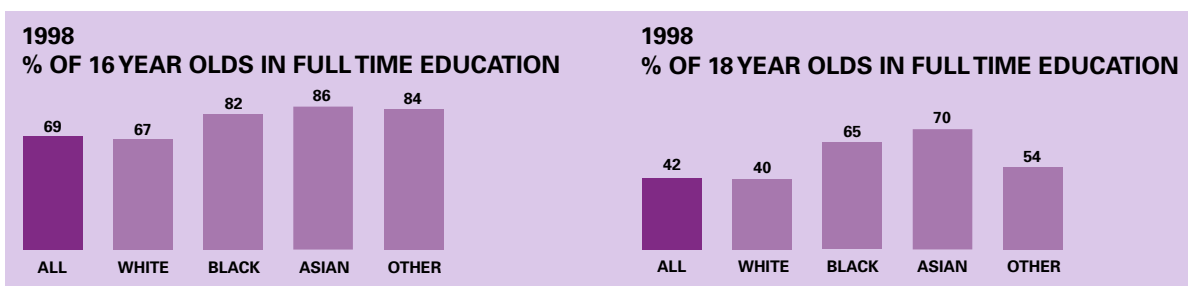
The OfA performance indicator (OfA 10, previously OfA 11) measures “the proportion of 16-18 year olds in learning (previously “not in education and training”).)

(i) 16 YEAR OLD PARTICIPATION ESTIMATES BY ETHNIC GROUP ENGLAND AND WALES, 1998						
1998	IN EDUCATION OR TRAINING			NOT IN EDUCATION OR TRAINING		
	TOTAL	FULL TIME EDUCATION	OTHER	TOTAL	IN EMPLOYMENT	NOT IN EMPLOYMENT
ALL %	86	69	17	14	8	6
WHITE	85	67	18	15	8	6
BLACK	89	82	7	11	6	4
ASIAN	92	86	6	8	2	6
OTHER	93	84	8	7	5	2
NOT STATED	81	64	16	19	10	10

Source: Youth Cohort Study: cohort 9 sweep 1, Spring 1998

(ii) 16 YEAR OLD PARTICIPATION ESTIMATES BY ETHNIC GROUP, ENGLAND AND WALES, 2000						
2000	IN EDUCATION OR TRAINING			NOT IN EDUCATION OR TRAINING		
	TOTAL	FULL TIME EDUCATION	OTHER	TOTAL	IN EMPLOYMENT	NOT IN EMPLOYMENT
ALL %	86	72	14	14	8	5
WHITE	85	70	15	15	8	7
BLACK	90	84	7	10	3	7
ASIAN	93	87	7	7	2	7
OTHER	93	82	11	7	1	5
NOT STATED	71	61	10	29	7	22


Source: Youth Cohort Study: cohort 10 sweep 1, Spring 2000




A total of 86% of 16 year olds reported that they were in full-time education or training in 2000, of which 72% were in full time education (3 percentage points increase since 1998). This upward trend also appears for White, Black and Asian young people. In general the participation rates for white 16 year olds are lower than that of minority ethnic groups. In 2000, 85% of white young people were in education or training compared to 93% of the Asian and Other groups and 90% of Black groups. Because of higher participation in education and training, a lower proportion of minority ethnic people than white people are in employment and other activities. Looking at young people not in education or training, there has been virtually no change in white 16 year olds' activity since 1998. However, the proportion of Black 16 year olds not in employment has increased over the period. However due to small sample sizes the minority ethnic groups record greater fluctuation in figures than the White group.

18 Year olds

Due to sampling variability associated with small sample sizes when comparing data between years, we are unable to provide estimates for all the main ethnic groupings.

 (iii) 18 YEAR OLD PARTICIPATION ESTIMATES BY ETHNIC GROUP ⁽¹⁾ ENGLAND AND WALES, 1998						
1998	IN EDUCATION OR TRAINING			NOT IN EDUCATION OR TRAINING		
	TOTAL	FULL TIME EDUCATION	OTHER	TOTAL	IN EMPLOYMENT	NOT IN EMPLOYMENT
ALL %	68	42	26	32	21	11
WHITE	67	40	27	33	22	11
BLACK	82	65	17	18	6	12
ASIAN	81	70	11	19	12	7
OTHER	74	54	20	26	15	11
NOT STATED	69	33	36	31	23	9

 (iv) 18 YEAR OLD PARTICIPATION ESTIMATES BY ETHNIC GROUP, ENGLAND AND WALES, 2000 ⁽¹⁾						
2000	IN EDUCATION OR TRAINING			NOT IN EDUCATION OR TRAINING		
	TOTAL	FULL TIME EDUCATION	OTHER	TOTAL	IN EMPLOYMENT	NOT IN EMPLOYMENT
ALL %	68	42	26	32	21	11
WHITE	67	39	28	33	23	11
BLACK	N/A	N/A	N/A	N/A	N/A	N/A
ASIAN	82	73	9	18	9	9
OTHER	N/A	N/A	N/A	N/A	N/A	N/A
NOT STATED	N/A	N/A	N/A	N/A	N/A	N/A


Source: Youth Cohort Study, cohort 8 and 9


⁽¹⁾ In general, the smaller the sample the larger the relative variability of the estimate. This means that estimates for small sub-groups need to be treated with caution. Consequently any estimates based on fewer than 100 responses have been suppressed. This means that we are unable to provide estimates for all the main ethnic groupings.



(d) TRAINING

The first set of figures covers Summer 1997- Spring 1999; the second set of figures covers Summer 1998-Spring 2000

 (i) HIGHEST QUALIFICATION OF PEOPLE OF WORKING AGE, BY ETHNIC GROUP AND GENDER; BRITAIN; AVERAGE SUMMER 1997- SPRING 2000 ⁽¹⁾								
ALL	ALL PEOPLE OF WORKING AGE (1000s)		HIGHER QUALIFICATION (%)		OTHER QUALIFICATION (%)		NO QUALIFICATION (%)	
	1999	2000	1999	2000	1999	2000	1999	2000
ALL ETHNIC GROUPS ⁽²⁾	35,012	35,161	22	22	61	61	17	17
WHITE	32,720	32,792	22	22	61	61	17	16
ALL MINORITY ETHNIC GROUPS	2,284	2,360	21	22	58	58	21	20
BLACK	706	711	22	23	61	60	17	16
BLACK - CARIBBEAN	333	335	19	19	60	61	21	20
BLACK - AFRICAN	240	245	29	32	59	56	12	12
BLACK - OTHER	64	61	19	19	69	67	13	13
BLACK - MIXED	68	70	16	17	67	67	17	16
INDIAN	619	638	24	25	57	57	19	18
PAKISTANI/BANGLADESHI	479	503	11	12	52	53	37	36
PAKISTANI	352	368	13	13	53	54	34	32
BANGLADESHI	126	135	6	8	49	48	45	44
ALL OTHER GROUPS	480	509	25	26	61	60	14	13
CHINESE	121	116	29	29	51	52	20	19
OTHER ORIGINS ⁽³⁾	358	392	24	26	64	63	12	12

 (ii) HIGHEST QUALIFICATION OF PEOPLE OF WORKING AGE, BY ETHNIC GROUP AND GENDER; BRITAIN; AVERAGE SUMMER 1997- SPRING 2000 ⁽¹⁾								
MEN	ALL PEOPLE OF WORKING AGE (1000s)		HIGHER QUALIFICATION (%)		OTHER QUALIFICATION (%)		NO QUALIFICATION (%)	
	1999	2000	1999	2000	1999	2000	1999	2000
ALL ETHNIC GROUPS ⁽²⁾	18,330	18,418	23	23	62	62	15	15
WHITE	17,174	17,224	23	23	63	62	15	14
ALL MINORITY ETHNIC GROUPS	1,152	1,189	23	24	58	57	19	19
BLACK	340	340	23	24	60	59	17	17
BLACK - CARIBBEAN	156	159	15	15	61	61	24	24
BLACK - AFRICAN	124	122	37	40	55	51	9	9
BLACK - OTHER	31	27	18	17	67	67	15	16
BLACK - MIXED	29	32	*	17	72	70	15	13
INDIAN	328	335	29	29	56	57	15	15
PAKISTANI/BANGLADESHI	250	266	14	15	55	54	32	31
PAKISTANI	182	191	16	17	56	56	29	27
BANGLADESHI	68	74	7	10	53	51	39	39
ALL OTHER GROUPS	235	248	27	28	59	59	14	13
CHINESE	62	57	27	28	52	53	20	20
OTHER ORIGINS ⁽³⁾	173	191	27	29	61	60	12	11



(iii) HIGHEST QUALIFICATION OF PEOPLE OF WORKING AGE, BY ETHNIC GROUP AND GENDER; BRITAIN; AVERAGE SUMMER 1997- SPRING 2000⁽¹⁾

WOMEN	ALL PEOPLE OF WORKING AGE (1000s)		HIGHER QUALIFICATION (%)		OTHER QUALIFICATION (%)		NO QUALIFICATION (%)	
	1999	2000	1999	2000	1999	2000	1999	2000
ALL ETHNIC GROUPS⁽²⁾	16,682	16,743	20	21	60	60	20	19
WHITE	15,547	15,568	21	21	60	60	20	19
ALL MINORITY ETHNIC GROUPS	1,132	1,171	18	20	59	58	23	22
BLACK	366	371	22	23	62	62	16	16
BLACK – CARIBBEAN	177	176	23	22	60	61	18	16
BLACK - AFRICAN	116	123	22	25	63	61	15	15
BLACK - OTHER	34	34	20	21	70	67	*	*
BLACK - MIXED	39	38	18	18	63	64	18	18
INDIAN	292	302	19	20	58	58	23	22
PAKISTANI/BANGLADESHI	229	237	8	9	50	50	42	41
PAKISTANI	171	176	10	10	51	52	39	38
BANGLADESHI	58	61	*	*	45	45	52	49
ALL OTHER GROUPS	245	261	23	25	63	62	14	14
CHINESE	60	60	30	30	50	52	21	18
OTHER ORIGINS⁽³⁾	185	201	20	23	67	65	12	12

* Estimated too small to be reliable and are excluded from the table

⁽¹⁾ Average of spring quarters

⁽²⁾ Includes those who did not state ethnic origin

⁽³⁾ Includes all mixed origins, except black-mixed

There has been little change in the qualification structure of ethnic groups since 1997. The largest increase in qualification levels has been among Black African men and women, who in addition to Chinese people, continue to be the most qualified ethnic group. Large variations continue to exist between the different ethnic groups and by gender. Among men, those from Black African, Indian and Chinese ethnic groups are most well qualified. With the exception of Black Caribbean and Chinese women, women are less well qualified than their male counterparts. Black African and Chinese women are the highest qualified women. Pakistani and Bangladeshi men and women remain the most likely people to have no qualifications.

There is a small but significant group of children and young people who are at particular risk of future poverty and exclusion. These are children who are looked after by local authorities. At present up to three quarters of all care leavers are estimated to leave school with no qualifications. Also the evidence suggests that minority ethnic children are

disproportionately represented within this group. Some measure of this should be included within the race equality basket of indicators.

OfA again provides an entry point into this difficult area.



(e) CHILDREN LOOKED AFTER BY LOCAL AUTHORITIES

The OfA performance indicator (OfA 11 (previously OfA12)) looks to measure “the educational attainment of children looked after by local authorities”.

The precise formulation of this indicator is the percentage of young people leaving care with one or more GCSE (grade A* to G) or a vocational qualification. The first data for this indicator is now available (in respect of 1999/2000), but an ethnic origin breakdown of the data is not expected to be possible before late in the financial year 2001/2002. The next edition of the basket of indicators will consider these results.

(III) Drugs

The Government’s anti-drugs strategy ‘Tackling Drugs to Build a Better Britain’ gives a commitment to ensure that:

“all problem drug misusers – irrespective of age, gender, race and the drug with which they have a problem – have proper access to support from appropriate services – including primary care – when needed, providing specific support services for young people, people from minority ethnic communities, women and their babies.”

In support of this plan of action the UK Anti-Drugs Co-ordination Unit (UKADCU) has commissioned a scoping study to consider what treatment services already exist for minority ethnic people, what the gaps are, and the barriers to accessing services etc. This study, being undertaken by Kamlesh Patel from the University of Central Lancashire and Michael Shiner from Goldsmith’s College, will result in a report in early 2002. The report will make recommendations on good practice and gaps in service provision, and will be followed by the second phase of the project which will consist of innovative pilot projects to address the service gaps highlighted by the report.

In addition to the study and the pilot projects, the UKADCU are funding the Federation of Black Drug and Alcohol Workers to undertake a number of tasks to back up our initiative, such as the development of tools for drug treatment commissioners and providers; the development of benchmarking for local Drug Action Teams; looking into the recruitment and retention of black drug treatment workers; and advising on the development of the pilot projects mentioned above.

Funding for these projects has been made available from the Confiscated Assets Fund, which uses the seized assets of convicted drugs dealers and traffickers to finance key anti-drugs initiatives.

The UKADCU have also set up an Anti-Drugs Race Issues Group, containing external organisations and those within Government, to monitor our commitment within the strategy and to clarify what work is currently being done. The group has already met twice and will be producing a race issues strategy in 2001 funded by the Home Office’s Drug Prevention Advisory Service. The strategy will make recommendations on forthcoming work and funding.



(IV) Health and Personal Social Services

“The NHS Plan – a plan for investment”, a plan for reform, published in July 2000 following public consultation, set out a programme for radical change and modernisation of the NHS. Recognising that all now live in a diverse, multi-cultural society, the NHS Plan signals that a key part of modernising the NHS and social services is the need to be more responsive to minority ethnic groups, and to provide services for each individual which take account of their religious, cultural and linguistic requirements. The NHS Plan also set out an inequalities target, new arrangements for interpretation and translation services, and developments to the Performance Assessment Framework for the NHS, details of which are given in the sections below.

The Department of Health’s strategy for meeting the needs of minority ethnic communities remains to mainstream race equality issues into all aspects of its work, including policy development, NHS and social care service delivery and workforce issues. The publication of the NHS Plan has given a sharper focus to this work.

Inequalities in Health

Members of minority ethnic communities are not a homogenous group for health status, disease patterns or health behaviour. A number of studies, including Sir Donald Acheson’s “Independent Inquiry into Inequalities in Health”, have shown that there are significant health inequalities among people from minority ethnic communities. These inequalities relate to differences in disease prevalence, differential access to services and differential delivery of services. Many people from minority ethnic communities also experience other

social conditions which interact with health inequality, as set out in other chapters of this document.

The White Paper, “Saving Lives – Our Healthier Nation”, required the setting of local targets for reducing health inequalities. The NHS Plan stated, for the first time ever, that local targets will now be reinforced by the creation of national health inequalities targets, to narrow the gap in childhood and throughout life between socio-economic groups and between the most deprived areas and the rest of the country. This should bring benefits to black and minority ethnic groups since available data demonstrates that, while there is much variation within and between different ethnic groups, overall, people from minority ethnic communities are more likely than others to live in deprived areas, in unpopular and overcrowded housing, and to be poor and unemployed regardless of their age, sex, qualifications and place of residence.

The most extensive survey on the health of minority ethnic groups ever carried out in England was published in June 2000. The 1999 Health Survey for England interviewed over 5,000 adults and 3,000 children from Black Caribbean, Indian, Pakistani, Bangladeshi, Chinese and Irish communities. The survey is fully representative of the minority ethnic groups covered and information about their health was obtained from a series of measurements and tests including a blood sample. The published preliminary results were based on over 4,000 interviews. The final results were published in January 2001. They confirm findings from previous research and contribute new knowledge which can be used by policy makers and service providers. Some of the key findings are shown in the box below:



KEY FINDINGS FROM THE HEALTH SURVEY FOR ENGLAND, 1999

Compared to the general population:

- Bangladeshi men and women and Pakistani women were over three times as likely to say their health was bad or very bad
- Black Caribbean men showed higher rates for stroke, but had much lower rates of angina and heart attack
- among those with hypertension, men in the minority ethnic groups (except for Bangladeshi men) were more likely to have been treated for their high blood pressure (with Black Caribbean men being the most likely to receive treatment)
- higher rates of ischaemic heart disease (IHD) and stroke were reported by Indian and Bangladeshi men.
- higher rates of diabetes were reported by men from all the minority ethnic groups, and by women from minority ethnic groups.
- Black Caribbean and Pakistani women were more likely to be obese
- a much higher proportion of Bangladeshis may suffer from psychiatric illness
- for GP consultations all minority groups had higher rates of consultations than found among the general population, except Chinese men who had lower rates and Chinese women who had similar rates
- Bangladeshi men were nearly twice as likely to smoke as men in the general population, while smoking rates were also higher among Black Caribbean men. Chinese men were less likely to smoke than men in general
- Among people who had ever smoked, those from Black Caribbean and South Asian groups were less likely than the general population to have successfully stopped smoking
- Women from all minority ethnic groups were less likely to smoke than the general population, with smoking rates particularly low for women from South Asian communities

ASIAN QUIT LINE

Mr K is a married man with children, who called the Urdu Quitline between January and May 1999. He is 28 years old and was smoking 30-40 cigarettes a day. He heard about Asian Quitline through Asia Radio and he initially called because he wanted to quit smoking due to financial reasons. He cut down to 2 a day and has now stopped smoking completely. He still calls Urdu Quitline now and again for ongoing support and says that he would not have been able to do it without Asian Quitline.

Caller feedback from a 15 year old London caller to the Punjabi Quitline:

"I am worried, because I can't tell my parents, but I am phoning you because you are from the same part of the world and you can understand my problems. I need help giving up, and if my parents found out they would be very angry."



(a) Health Services

The NHS Plan and Race Equality

The NHS Plan recognises the need to tackle disadvantage in all its forms, and meet the specific health needs of particular groups including minority ethnic groups. Improving health is now a key priority for all government departments and action will be taken to step up the cross-governmental focus on health and inequalities.

The NHS Plan sets out as **core principles** that:

- The NHS will shape its services around the needs and preferences of individual patients, their families and their carers, including challenging racial discrimination;
- The NHS will respond to the different needs of different populations.

The NHS Plan recognises that ethnicity can be a key factor in health inequalities, and states that “the ‘inverse care law’, where communities in greatest need are least likely to receive the health services that they require, still applies in too many parts of the country. Inequity in access to services is not restricted to social class and geography; people in minority ethnic communities are less likely to receive the services they need. Many deprived communities are less likely than affluent ones to receive heart surgery, hip replacements and many other services including screening.”

The NHS Plan also states that there can be particular difficulties for older people from minority ethnic communities in accessing services which meet their needs and wishes. This is of particular concern since many minority ethnic communities which became established in England in the latter half of the 20th century are ageing, and will have increasing need for health services over the next 20 years.

The NHS Plan gives commitments to tackling health inequalities for minority ethnic groups:

- By 2003 a free and nationally available translation and interpretation service will be available from every NHS premises through NHS Direct. NHS Direct sites already have contracts in place with interpreter services so that they can provide the NHS Direct service in languages other than English. NHS Direct has already provided its service in over 30 different languages, and the caller is not charged for this service. NHS Direct is continuing to work on its provision of services for minority ethnic communities, not only in terms of language but also to take account of cultural difference and preference, to ensure that it is responsive to the needs of these communities.
- By 2003, following the review of the existing weighted capitation formula used to distribute NHS funding, reducing inequalities will be a key criterion for allocating NHS resources to different parts of the country.
- The NHS will need to address local inequalities including issues such as access to services for minority ethnic communities, measured and managed, for the first time, through the NHS Performance Assessment Framework.
- By 2004 there will be effective and appropriate screening programmes for women and children including a new national linked antenatal and neonatal screening programme for haemoglobinopathies (eg sickle cell disorder and thalassaemia).
- By 2004, all people in contact with specialist mental health services will be able to access crisis resolution services at any time. The teams will treat around 100,000 people a year who would otherwise have to be admitted to hospital, including black and South Asian service users for whom this type of service has been shown to be particularly beneficial.



The NHS Plan has committed every hospital and primary care group to conduct regular patient surveys and to publish an annual prospectus setting out their standards, performance and the views of their patients. Local NHS organisations will need to take action to address the concerns of all patients as the funding they receive will be based, in part, on survey results. A national survey of patients on General Practitioner services carried out in 1998 showed that, while there were appreciable variations across different groups, minority ethnic patients were more critical of the communication skills of their GPs and were less likely to be given an appointment to see their GP on the day they wanted. This information shows how important it will be for the new local patient surveys to address race equality issues so that services can be designed to meet the needs of all patients.

The NHS Performance Assessment Framework

The NHS Plan sets out new arrangements for performance improvement in the NHS. There will be a single system for measuring, assessing and rewarding performance based around the Performance Assessment Framework (PAF) ensuring that all parts of the NHS are held to account for improving services for patients.

The PAF introduced a new broader-based approach to assessing performance in the NHS by encouraging action across six domains, supported by a set of performance indicators. Performance is no longer judged just by the numbers of patients treated or the efficiency of services but also by the quality of services provided to deliver the best results for patients and their families. The six domains are:

- improving people's health
- fair access to services
- delivering effective care
- efficiency
- the experiences of patients (and their carers) treated by the NHS
- health outcomes: the changes to people's health as a result of services provided by the NHS

All NHS organisations will need to plan to improve performance against the PAF. Plans will need to demonstrate progress towards achievement of the Core National Standards as well as other areas of the PAF that are priorities locally. The existing NHS Planning processes will need to demonstrate the planned improvement at the level of the overall health economy and local organisations.

The Department of Health is working closely with the Commission for Health Improvement, the Audit Commission, the National Institute for Clinical Excellence, the Social Services Inspectorate and HM Treasury to develop an improved set of performance information to be collected from April 2001 both for public information and for managers and clinicians. Indicators to measure progress in meeting the Government's commitments on race equality issues will be developed as part of this work, as well as methods of getting a better reflection of the patient view in performance assessment. The indicator sets will undergo continuous development to ensure that they take account of emerging standards (such as new National Service Frameworks and National Institute for Clinical Excellence guidelines).

National Service Frameworks

The NHS Plan sets out the main national priorities. Patients should have fair access and high standards of care wherever they live. At national level the Department of Health will, with the help of leading clinicians, managers and staff, set national standards in the priority areas through National Service Frameworks and NICE (National Institute for Clinical Excellence) National standards for key conditions and diseases will be set through National Service Frameworks. National Service Frameworks have already been produced covering mental health and coronary heart disease. The country's first ever comprehensive National Cancer Plan was published in September 2000. A National Service Framework for older people's services will be published as soon as possible and one for diabetes will be published later in 2001. Further National Service Frameworks will be developed on a rolling basis over the period of the NHS Plan.



National Service Frameworks set national standards and define service models for a defined service or care group, and put in place strategies to support implementation and performance measures against which progress can be measured. They will take account of the particular needs of minority ethnic groups, including issues such as the varying prevalence of certain diseases across different communities and access to services that meet cultural, religious and linguistic needs.

Older People

The National Service Framework for Older People's Services will be published as soon as possible for introduction from April 2001. It will, for the first time, set national standards and define service models for the care of older people. The Framework will focus on certain key principles including preserving dignity and respecting an older person's autonomy; recognising carers as co-partners in an older person's care; ensuring fair access for all older people; promoting independence. The external reference group considered the issue of race, particularly in the case of stroke where the incidence is higher among certain minority ethnic communities. National Service Framework performance measures will ensure that the needs of older people from all backgrounds are addressed.

Each local health and social care community will need to be aware of the minority ethnic groups living within its area and to include in its planning process the means by which it will meet the needs of these groups. Staff will be expected to have cultural awareness so that they can appreciate and respect the differing needs (for example, in clothing, diet, religious observance, etc.) of older people from diverse backgrounds.

Diabetes

The prevalence of diabetes (particularly type 2 "non-insulin-dependent" diabetes) in communities of Asian and African-Caribbean origin is higher than in those of European origin. The 1999 Health Survey for England found that, compared with the

general population, the rates of diabetes among Pakistani and Bangladeshi women were over five times higher, Indian men were more than three and a half times as likely to report diabetes and Indian women nearly three times as likely, and Black Caribbean men and women were over twice as likely to report diabetes.

The National Service Framework for Diabetes is to be published in 2001, for implementation in the NHS from 2002. One of its explicit objectives is to ensure that policy development and implementation encompasses, and is sensitive to, the health needs of members of minority ethnic groups. The expert reference group for the Diabetes National Service Framework is taking forward cross-cutting work on ethnicity. Service user and carer consultation work has been commissioned to inform the Framework, involving focus groups (some of them explicitly for people from minority ethnic groups) and in-depth interviews to explore users' experience of diabetes services and what they want from them.

A diabetes information strategy is being developed to address all information needs relating to diabetes, including those linked to the content of the Diabetes National Service Framework. It will include information required to support management needs, including indicators to monitor the effectiveness of the Framework.

The development of the Diabetes National Service Framework is being used by the Department to pilot an impact assessment tool within the Policy Appraisal for Equal Treatment framework, and a case study will be produced in 2001. The purpose is to ensure that the impact of policies on people of different genders, races and disabilities is taken into account through all parts of the policy development process, including implementation. This should ensure that better account is taken of the needs of different groups, so that the services provided are more responsive.



Cancer

The NHS Cancer Plan, published in September 2000, is the first ever comprehensive strategy to tackle the disease. It is a major programme of action linking prevention, diagnosis, treatment, care and research. The Cancer Plan has four main aims:

- To save more lives
- To ensure people with cancer get the right professional support and care as well as the best treatments
- To tackle the inequalities in health that mean unskilled workers are twice as likely to die from cancer as professionals
- To build for the future through investment in the cancer workforce, through strong research and through preparation for the genetic revolution.

One of the key prevention targets in the Plan is to reduce smoking rates. Smoking is one of the biggest causes of cancer. Prevalence is particularly high in Bangladeshi men (47%), Irish men (38%) and Black Caribbean men (32%). Funding for smoking cessation work with black and minority ethnic groups has been increased to £1 million.

Women from minority ethnic groups have particular health needs. There is evidence to suggest that women from some of these groups have lower

uptake of breast and cervical screening. Culturally-sensitive information and different approaches to giving information can often improve the accessibility of screening to these groups.

Work is being done to improve the uptake of cervical screening. There are thirteen health authorities, all of them in inner city areas, which do not yet meet the national target of 80% cervical screening coverage. By 2002 they should achieve this coverage rate. A national screening coverage working group has been formed to support implementation of cost effective approaches to increase uptake. Examples of action taken include the training of receptionists from minority ethnic backgrounds in Camden, and a cervical screening campaign using local media targeting young women from minority ethnic backgrounds in Lambeth.

In addition the New Opportunities Fund has allocated £23.25 million for the Living with Cancer initiative. This is aimed exclusively at providing palliative care, home care support, support for carers and information about cancer and cancer services to minority ethnic communities and socially deprived groups. Projects will be running by the beginning of 2001.

GOOD PRACTICE IN SCREENING FOR MINORITY ETHNIC GROUPS

The Woman to Woman study in Rotherham assessed the benefit of using Community Health Educators (CHEs) to inform women from minority ethnic groups about cervical screening. This was an action research project and its findings were implemented and refined as the project progressed. The success of the project was such that one of the CHEs was subsequently employed on a permanent basis by the GP practice with which she was linked. The report of the project was sent to all health authorities to inform local strategies on minority ethnic information. A national conference was also held using CHEs as presenters.

The success of the Woman to Woman study has also led to the development of training materials in the primary care setting, and the learning experience from the study has fed directly into the cervical screening training pack for primary care. This same approach is now being applied to breast screening, where a study in Wakefield will be working with women from different minority ethnic groups and a group of low income white women

Heart Disease and Stroke

As set out in the 2000 edition of this document, mortality rates for Coronary Heart Disease, stroke and related conditions have been selected as an indicator. Data are based on the Census, and an update will be available in 2004.

The National Service Framework for Coronary Heart Disease (CHD) was published in March 2000. It is the Government's first ever wide-ranging strategy for tackling CHD. It is a radical and far-reaching programme that will set standards and service models for all aspects from prevention, through diagnosis to treatment. It identifies measures against which progress will be monitored (eg death rates following heart attack).

Reducing inequalities is an important theme of this National Service Framework, and it makes explicit the need to ensure that services are accessible to everyone who can benefit, irrespective of their age, gender, race, culture, religion, disability, sexual orientation or where they happen to live.

Throughout the National Service Framework on CHD, the current evidence of differences in incidence of disease and access to services for different ethnic groups is acknowledged, in particular the important mortality differences in South Asians compared to other ethnic groups. South Asians living in the UK have a higher than average premature death rate from CHD. The rate is 46% higher for men and 51% higher for women. The need to ensure that services meet the needs of minority ethnic populations is addressed and is an aspect of the Performance Assessment Framework. For example, the NHS is specifically advised to assure fair access to revascularisation by undertaking a regular review of access rates by ethnic group. The National Service Framework also provides planning tools to help the NHS deliver improved services.

Mental Health

The National Service Framework for Mental Health, published in September 1999, states that mental health services must be planned and implemented in partnership with local communities to meet the needs of minority ethnic groups. Further details were given in the 2000 edition of this document, including proposed indicators on:

- measures of psychological health
- the experience of service users and carers, including those from minority ethnic communities
- suicide rates
- NHS direct mental health advice in first language of caller

As part of the development of a Performance Assessment Framework for mental health services, work is currently taking place to identify a series of performance indicators which focus on the race equality dimensions of service delivery. These have yet to be finalised as part of a wider package of indicators on mental health.

Policy work on developing more culturally appropriate services is taking place by way of a range of activity. These include holding a Forum on minority ethnic mental health in October 2000 which has led to a learning set being produced for service commissioners and providers; working to identify areas of innovative practice with a view to disseminating this; working to improve the effectiveness of ethnic monitoring of patients who enter hospital; encouraging the voluntary sector to apply for financial assistance as part of the drive to implement the National Service Framework and the NHS Plan and working with mental health professionals on developing cultural awareness as part of their continuing professional development.



(b) Personal Social Services

Diversity and equality in personal social services

Diversity and equality are central to the Government's policy on social services, and are key to the provision of high quality services. The Social Services White Paper Modernising Social Services (1998) laid down the Government's commitment to fair access to care and to improved monitoring. It made clear that services should be available to all those who need them, and should take account of the race, culture and religion of users. This commitment was reinforced by the Quality

Strategy for Social Care, published in August 2000, which states that social services should be a dynamic, positive force in tackling inequality and promoting social inclusion. Services should respond to the needs of all members of the community, and the potential of diversity within the workforce should be maximised. The document makes clear that equality is at the heart of quality services, setting out that the active promotion of the Government's agenda on valuing diversity is intrinsic to any quality strategy; and that services that discriminate or exclude potential users of services from their communities are not, by definition, excellent services.

INFORMATION PACK FOR CARERS OF BLACK YOUNG PEOPLE

In Liverpool an information pack for carers of black young people was put together by the black residential child care support team. The pack contained information on organisations which would be useful to those caring for black children both in terms of their day to day care and their wider socialisation. Foster carers looking after black children said that they found the pack particularly useful.

INTERPRETING SERVICES IN BUCKINGHAMSHIRE

Buckinghamshire Social Services Department recruited and trained interpreters over a period of 18 weeks. Interpreters were taught to translate 'nothing left out, nothing added'. Social workers were also given a 2-day training course on 'working with clients through an interpreter'. This enabled both staff and interpreters to work together effectively.

People receiving services expect to receive the care they need in a seamless way, regardless of organisational boundaries. Social services cannot deliver their responsibilities unless they act in partnership with other services - education, housing, social security, employment services and, most importantly, with health services. Likewise many of the aspirations for the NHS can only be delivered if the NHS works closely with social services. This inter-dependence is recognised in the NHS Plan, particularly in relation to the delivery of services to older people.

Opportunity for All sets out the Government's intention to promote the independence of older people. The NHS Plan provides an extra £900 million investment by 2003-04 for intermediate care and related services to promote the independence and improve the quality of care for older people. The funding will provide: multi-disciplinary rapid response teams to provide emergency care at home and help prevent unnecessary hospital admissions; intensive rehabilitation services to help older patients regain their health and independence after a stroke or



major surgery; recuperation facilities to provide short term care when a patient is well enough to leave hospital but is not yet ready to return home; integrated home care teams so that people can live independently at home, and local level arrangements to allow people to receive a one-stop service from health and social care. The NHS Plan also includes proposals to establish new Care Trusts which will be new single multi-purpose legal bodies to commission and be responsible for all health and social care. This will ensure that all older people, regardless of their race, culture or religion will have their independence protected and be provided with the services they need without confusing organisational barriers.

The NHS Plan also sets out the new Public Service Agreement targets. These include four targets aimed at improving the life chances for children in care through better education, fewer cautions and convictions and increasing the use of adoption where appropriate. Social services are also expected to work to promote the life chances of all children looked after and children in need and to secure good outcomes regardless of their ethnic background.

Personal Social Services Performance Assessment Framework Indicators

The Personal Social Services Performance Assessment Framework (PSS PAF) indicators provide a statistical overview of social services performance, arranged in five performance domains in a similar way to the NHS PAF. The indicators form part of a wider set of information used to assess the performance of councils with social services responsibilities, including information from reviews, annual monitoring and inspection.

The set of indicators for 1999-2000, published in October 2000, included data for 37 of the 50 indicators (the remainder will come on stream in the next two years). It included the first data on the ethnicity of children in need. This indicator measures the ratio of the proportion of children in need that were from minority ethnic groups to the proportion of children in the local population that were from minority ethnic groups. The available information demonstrates that while there is much variation within and between different minority ethnic groups, overall people from minority ethnic communities are more likely than others to live in deprived areas and in unpopular and overcrowded housing. They are more likely to be poor and to be unemployed, regardless of their age, sex, qualifications and place of residence. All this would imply a higher need for services and that the value for this indicator would be at least one.

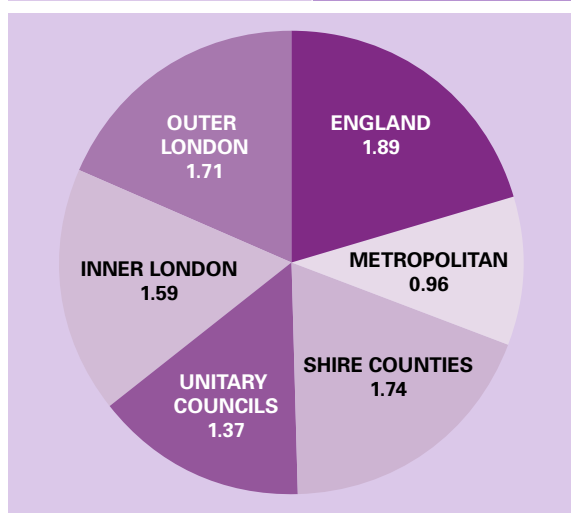
The table shows the averages for England and by type of council (using Audit Commission groups). The indicator should be treated with caution because these are the first year's data and the denominator includes figures from the 1991 census which may no longer be a truly accurate representation of the current ethnic make-up of communities. The Department of Health will be further analysing the detailed data underlying the indicator to understand how the need for, and access to, services are reflected in this indicator and use this to help improve services. At the level of individual social services departments:

- Fifty-one percent of councils recorded figures between one and two.
- Eighteen percent recorded figures below one, which may mean that councils are not reaching the minority ethnic communities in their areas.



- Thirty-one percent recorded figures above two which may mean that there have been sizeable changes to their population, that they are managing to reach those in need or that they are disproportionately identifying people from minority ethnic communities as needing services.

CHILDREN IN NEED/POPULATION RATIOS FOR MINORITY ETHNIC CHILDREN ⁽¹⁾ , 1999/2000	
ENGLAND	1.89
METROPOLITAN DISTRICTS	0.96
SHIRE COUNTIES	1.74
UNITARY COUNCILS	1.37
INNER LONDON	1.59
OUTER LONDON	1.71



⁽¹⁾ This indicator measures the ratio of the proportion of children in need that were from minority ethnic groups to the proportion of children in the local population that were from minority ethnic groups.

The statistical collections which are in progress will provide the first data on the ethnicity of children looked after by English local authorities and also children on child protection registers. The first results are expected to be published in autumn 2001. They will provide national estimates of the extent to which children from different ethnic origins receive social services of this kind. The

detailed data on looked after children will indicate whether there are differences in the patterns of care and types of placement experienced by children from different ethnic backgrounds.

The set of PSS PAF indicators also includes three more indicators on ethnicity which will come on stream from next year (for 2000-01), to be published autumn 2001. These are:

- Users who said that matters relating to race, culture or religion were noted (E46)
- Ethnicity of adults and older people receiving assessment (E47)
- Ethnicity of adults and older people receiving services following an assessment (E48).

The first of these comes from the first user experience surveys to be carried out by all councils with social services responsibilities. The last two are similar to the indicator for ethnicity of children in need in that, given the greater likelihood of people from minority ethnic communities living in deprived areas and so being more likely to be in need of social services, the indicator values would be at least one.

Following the original consultation on the PSS PAF indicators the Department made a commitment to develop an indicator based on services for people whose first language is not English. This will be taken forward by the Department and council representatives.

Excellence not Excuses

The report of a Social Services inspection, "Excellence not Excuses", which was carried out in eight local authorities during 1999, showed that most councils did not have strategies in place to deliver appropriate services to minority ethnic users, and that families were often offered services that were not appropriate or sensitive to their needs.



Although there is a sense that a disproportionate number of minority ethnic children are in the care system, accurate evidence on the ethnic origins of looked after children has traditionally been rather patchy and unreliable. The Department is taking action to put this right. The inspection report offered a range of findings, which will help inform efforts to raise the profile and create an understanding of the needs of minority ethnic children across the Government departments involved in the policy and delivery of children's services.

A new project team to improve social care services for minority ethnic children and their families has

been established by the Department. It will develop models of best practice to help local and central government meet the needs of minority ethnic communities. The Department will also assimilate a body of knowledge and good practice in social services work with minority ethnic communities for use in Inspections and Reviews and to help Local Authorities to improve services. These initiatives are informing the Department's further efforts, through the Quality Protects programme, to improve outcomes for children in these groups.

24 HOUR HELPLINE IN SOUTHWARK

Southwark Local Authority provided psychological support to black children looked after, to enable them to cope emotionally. The project aimed to equip young people with 'a kit-bag for life' and help them reach their full potential. One young person was helped by the project to fulfil his dream of writing his own songs and performing them in public.

Southwark's child and adolescent mental health services provision included a 24-hour helpline service, a multi-racial staff team and an open referral system. People who used the open referral system were more likely to receive the help they needed than were people who were referred by other agencies.

(c) Department of Health Public Appointments

The Government is committed to achieving better representation on all public bodies for people from minority ethnic communities. The current goal for non-executive appointments to NHS boards and for members of Department of Health Non-Departmental Public Bodies (NDPBs) is that at least 7% should come from a minority ethnic

background. The Department has surpassed this goal for both sets of bodies, the figure for non-executives on NHS boards now standing at 12.3%, and members of NDPBs having risen to 10.9%. The following figures demonstrate the progress made in recent years.





PROPORTION OF DEPARTMENT OF HEALTH NON-EXECUTIVE PUBLIC APPOINTMENTS FROM MINORITY ETHNIC COMMUNITIES, 1996 - 2000

%	MARCH 1996	MARCH 1998	MARCH 1999	MARCH 2000
HEALTH AUTHORITIES	5.9	6.3	11.7	13.6
NHS TRUSTS	5.0	7.4	9.9	11.3
PRIMARY CARE TRUSTS	n/a	n/a	n/a	13.7
SPECIAL HEALTH AUTHORITIES	5.4	10.5	12.7	16.7
ALL NHS BODIES	5.3	7.5	10.6	12.3
EXECUTIVE NON-DEPARTMENTAL PUBLIC BODIES	9.9	9.2	15.6	16.5
ADVISORY NON-DEPARTMENTAL PUBLIC BODIES	n/c	4.2	7.4	9.6
ALL NON-DEPARTMENTAL PUBLIC BODIES	n/c	4.9	8.7	10.9

n/c = not collected n/a = not applicable

Developing a diverse workforce

Minority ethnic staff make an immensely important contribution to ensuring the delivery of high quality health and social care services which are sensitive and meet the needs of the diverse communities served. The Government has made clear its commitment to promoting fair employment.

NHS

The NHS needs to reflect better the diversity of the communities it serves. Action has been taken to tackle discrimination and harassment of minority ethnic staff and to promote equality and diversity

in the NHS. The NHS Plan makes a commitment to invest in NHS staff. It recognises that a modern NHS must offer staff a better deal in their working lives. The Improving Working Lives standard makes it clear that every member of staff in the NHS is entitled to work in an organisation which can prove that it is improving diversity and tackling discrimination and harassment. The NHS Human Resources Framework Working Together includes targets on equality. NHS organisations are required to demonstrate progress towards a workforce that year on year becomes more representative of the community it serves at all levels of the organisation.

THE POSITIVELY DIVERSE JOB SHOP

A strategic objective of the Bradford Community Health Trust is to have a workforce profile that reflects that of the population it serves. But with just 10% of its workforce from minority ethnic communities, compared to 18% of the local workforce population as a whole, the Trust found that the level of applications from people from minority ethnic communities was low and it decided to take action.

The Job Shop was the result. Located in the Manningham clinic and staffed by a full-time worker with knowledge of Asian languages and the customs, culture, aspirations and barriers experienced by minority ethnic communities in Bradford, the Job Shop was successful from the start.

As well as ensuring vacancy bulletins appeared as soon as possible, the Shop includes a database to match vacancies to possible applicants as they arrive. In addition, the Job Shop has become a centre for NHS career information leaflets in English, Urdu, Punjabi, Gujarati, Hindi and Bengali.

In its first year of operation, the Trust saw a rise in minority ethnic representation both in job applications and in the workforce as a whole. The Job Shop concept is now being rolled out in three other clinics serving high minority ethnic populations in the city.



The Equalities Framework for the NHS, The Vital Connection, was launched in April 2000. It builds on equality commitments made in Working Together setting out overall direction and priorities for the NHS from April 2000.

The Framework introduces a package of indicators, standards and monitoring arrangements and sets national targets for the NHS from April 2000 on disability, tackling harassment, achieving a representative workforce and board training on equality and diversity. It also sets national numerical targets for improved minority ethnic representation in executive appointments at board level to 7% for the period 2001-2004, as well as increased representation to 40% by women in executive appointments at Board level by March 2004 across all sectors of the NHS. These targets are now incorporated in the Human Resources Performance Framework for the NHS and the Improving Working Lives Standard, published in October 2000 (www.doh.gov.uk/nhsequality.htm or www.doh.gov.uk/iwl).

Significant progress has been made in implementing the national campaign “Tackling Racial Harassment in the NHS - a Plan for Action”. A range of practical tools to assist NHS employers in closing the gap between policy and practice is being developed.

The “Positively Diverse” initiative brings together a service-wide consortium of healthcare and other partners in order to improve access and participation for all sections of local communities in the healthcare workforce.

Phase II of the Positively Diverse programme was launched by the Minister of State for Health in November 2000. Phase II will consist of establishing Positively Diverse as a national learning network (www.doh.gov.uk/learningzone/posdiv.htm).

The Department is also taking action to improve the recruitment and retention of black and minority ethnic staff in the NHS. The Minister of State for Health held a summit meeting on this in October 2000 with a group of individuals from the NHS, the higher education sector and others with experience and expertise in this area. A package of measures was announced aimed at increasing the number of minority ethnic staff, and supporting their career development in the NHS. The measures include:

- All NHS organisations will be required to set local targets for increasing the representation of minority ethnic staff in sectors of the workforce where these groups are currently under-represented, to ensure that they reflect better the community they serve.
- Plans to “pump prime” support networks for minority ethnic staff
- Plans to develop guidance to assist local NHS organisations with their recruitment drives
- A joint agreement with the higher education sector aimed at increasing the number of minority ethnic students on professional healthcare courses, including degrees. This will involve identifying and removing barriers to minority ethnic students gaining places on these courses, and to monitor the situation jointly with the aim of identifying problems and finding solutions to them.



Personal Social Services

Local authorities have pursued policies to broaden the diversity of the workforce. The Association of Directors of Social Services, Commission for Racial Equality (CRE), Racial Equalities Unit, Social Services Inspectorate (SSI) and the Improvement and Development Agency began joint work over a year ago to raise awareness of the profile of minority ethnic managers in Social Services, to bring these managers together, and to press for opportunities for development and promotion to the most senior ranks.

The National Training Strategy for the Social Care Workforce in England (published by TOPSS), outlines action (2000-2005) to:

- Improve the collection, analysis and use of equal opportunities workforce data on age, gender, ethnicity, race and disability, and
- Ensure that the proportion of people from minority ethnic communities in the general population is reflected at all levels of the social care workforce.

In a joint partnership with the Association of Directors of Social Services, the Department is developing a mentoring scheme for black and Asian staff.

Developments in race equality information

The Department of Health has taken forward the development of information covered in last year's publication, and work on indicators follows the direction set out then. The work on indicators remains a long term "mainstreaming" strategy, which is balanced in this publication by a range of statistics which illuminate areas for policy development or action by the NHS and personal social services, for example in describing the data from the 1999 Health Survey for England. The Department has also undertaken a strategic review of its information needs in relation to race equality. This will be in due course lead to some new information collection, as well as arrangements to create a clear focus for race equality statistics in the Department.

(V) Social services

The Department of Social Security is committed to providing a fully accessible service to all its clients, across the range of its responsibilities. In terms of its staff, the department is committed to equality of opportunity for all: a diverse workforce that draws on different experiences and approaches and makes the best use of everyone's talents. A framework for action on diversity and equal opportunities has recently been issued to focus attention on what needs to be done to achieve this. It recognises that a diverse workforce drawing on different experiences and approaches can help to deliver the Modernising Government agenda.

(a) Child Support Agency (CSA)

The Child Support Agency provides a range of services to help minority ethnic people. Where a customer is unable to communicate effectively in English, the CSA has a contract with Language Line where an interpreter is available 24 hours 7 days a week. In addition a list of staff volunteers with language skills and British Sign Language has been compiled. A written translation service is also available. Posters advertising the availability of interpreters and leaflets in any language and a multi lingual booklet with the most frequently asked questions are now available.

(b) Benefits Agency (BA)

There is an annual consultation at a national level with organisations representing minority ethnic people. Guidance has been issued to local BA offices, which emphasises the importance of consulting local customer organisations. A good practice Guide "Service Delivery to Minority Ethnic Customers" is available to staff.

BA has a code of practice on the provision of interpreters and a customer service requirement that, where it is necessary to interview a customer who does not speak English or Welsh, and cannot or does not wish to provide their own interpreter, arrangements must be made for the provision of interpreting services within 24 hours of the need being established.

Some BA districts serving large minority ethnic communities provide advice and information surgeries in local community centres etc. Some of these districts have community or ethnic liaison officers, fluent in minority ethnic languages, whose main role is to improve links with the local community, assist in the making of benefit claims and provide benefit information.

Project Access

In 1997, the Benefits Agency began a major review of its external information provision, to make it more customer focused and user friendly. This involved:

- Making leaflets clearer;
- Targeting the information for customers, rather than for the BA's methods of working;
- Basing information on what customers need to know in order to decide whether to pursue a claim.

A new range of ethnic language information sheets was produced in Arabic, Bengali, Chinese, Gujarati, Punjabi, Somali, Urdu and Vietnamese. The advantages of providing information in this format are:

- The information can be sign-posted by client group needs;
- Customers are only provided with the information they require;
- Individual information sheets can be updated when required, reducing production time and costs.

Although information was being provided in appropriate languages, awareness amongst minority ethnic communities of the information sheets was very low. The BA therefore decided to adopt a new approach to marketing to minority ethnic audiences. Information was tailored to two distinct audiences: the minority ethnic public directly; and the adviser network, made up of community heads and advisers representing grassroots organisations run 'by the community for the community'.

A sustained presence across television, radio and press, broadcast in the target audience's mother tongue, allowed for messages to be received in a familiar environment, especially important for less accessible groups such as Muslim women. The messages informed of the existence of the information sheets and where they could be obtained. The products were also placed on the website.

A specially enhanced database containing over 700 ethnic organisations, community groups etc was also developed. The adviser audience could then be reached through direct mail.

Planned independent research into the effectiveness of the campaign is currently underway. Early indications from tracking of usage of the information sheets are very positive, showing a surge in take up across all products. Usage figures from the start of the campaign in May to the present have, in some cases, more than doubled on the previous twelve months usage.



BENEFITS AGENCY

The Department of Social Security is committed to providing a fully accessible service to all its clients, across the range of its responsibilities. Local initiatives to achieve this include:

- **Iford Customer Services Section** holds monthly surgeries in Gujarati and Urdu in two local Asian centres. Customers are helped with form completion and benefit enquiries and are seen on a one to one basis. Meetings are also held with Carers and Disabled groups, where advice packs in minority ethnic languages are issued.
- **Kent Group** run an advice desk at a day centre for Asian men and women over 50, and at the Guru Nanak Temple, Gravesend. Both services are provided in the Punjabi language. The local office is represented on an Information Sharing Group which aims to improve and share information about services provided to the minority ethnic community. The BA also has an advice desk at the Group's Health and Social Care Forum.
- **Brunel District** runs fortnightly surgeries with the local Asian community. It also conducts a bi-monthly advice and information service with the Bangladeshi Community, with interpreters supplied by the Bangladeshi Association. Advice is also provided on demand to other local groups such as the Chinese Women's Group.
- In **Bristol**, quarterly meetings are held with external agencies represented within the Bristol Refugee Inter-Agency Forum. This Forum has the support of Bristol City Council, NASS, English Churches Housing Associations and the Employment Service. The local BA office is involved in the Bristol Asylum Seekers Development Group, sponsored by Bristol City Council. The group discusses the needs of asylum seekers and devises appropriate strategies.
- **Leicester** holds weekly surgeries with the Asian community, and quarterly radio broadcasts are made on the BBC Asian network to provide information and benefit updates. The District Information Team is multi-lingual and can provide any of its services in Hindi, Punjabi and Gujarati, and posters are displayed in waiting rooms in Bengali, Gujarati, Hindi, Urdu, Punjabi, Ukranian, German, French, Spanish, Italian, Greek, Albanian and Chinese.
- **Wolverhampton** employs an ethnic Liaison Officer who holds regular advice surgeries at temples, advice centres, and community centres. During benefit campaigns, broadcasts are made in Hindi and Punjabi; and posters to promote new benefits are produced in the main Asian languages. The Liaison Officer also visits elderly and disabled people.
- **Smethwick** has produced an insert for inclusion with visits notifications in Bengali, Gujarati, Punjabi and Hindi, advising customers of the need to have an interpreter present at the visit. A "pilot" workshop to provide advice and guidance in minority ethnic languages received very positive feedback.



(VI) Law and Order

The first edition of the basket of indicators highlighted the fact that the preservation of law and order was and remains an imperative for all successful societies – Britain is no different. The Stephen Lawrence Inquiry graphically showed how the delivery of law and order services can be skewed to the disadvantage of members of the minority ethnic communities. This section of the basket of performance indicators will look at:

- the police;
- the criminal justice system as a whole, including:
 - representation levels;
 - attrition through the CJS; and
- sentencing practice, particularly custodial sentencing;
- the Crown Prosecution Service specifically;
- youth justice; and
- fear of crime.

The Police

The Stephen Lawrence Inquiry focused on the police. In his response to the Inquiry Report's recommendations the Home Secretary published an Action Plan. He has since published his first annual report on progress, and the second report is due in the near future. One output from the original Action Plan was the announcement in June 1999 of a new Ministerial Priority for the police service, supported by Key Performance Indicators. This Priority to increase trust and confidence in policing amongst minority ethnic communities continues to be included in the basket of indicators, plus other pertinent areas such as employment targets and the successful investigation of murder inquiries.

(a) MINISTERIAL PRIORITY FOR THE POLICE SERVICE

As recommended by the Stephen Lawrence Inquiry (Recommendation 1), a Ministerial Priority for 1999/2000 was introduced:

“To increase trust and confidence in policing amongst minority ethnic communities”.

Police performance against this Priority was measured in 1999/00 by four Key Performance Indicators (KPIs):

- The number of recorded racist incidents;
- The use of stop and search procedures and their impact on different ethnic groups;
- Levels of recruitment, retention and progression of minority ethnic staff; and
- Surveys of public satisfaction, where they are available, by different ethnic groups.

“To increase trust and confidence in policing amongst minority ethnic communities” was also a Ministerial Priority for 2000/2001, and this will be repeated for 2001/02.


It will be supported by the following Best Value Performance Indicators (BVPIs) for 2000/2001 and 2001/2002:

- Percentage of minority ethnic police officers in the force compared to the percentage of minority ethnic population of working age (BVPI 25);
- Number of Police and Criminal Evidence Act (PACE) stop/searches of white persons per 1,000 population and percentage leading to arrest (BVPI 138);
- Number of Police and Criminal Evidence (PACE) stop/searches of minority ethnic persons per 1,000 population and percentage leading to arrest (BVPI139); and
- Percentage of reported racist incidents where further investigative action is taken and percentage of recorded racially-aggravated crimes detected (BVPI 141).




The information that is currently available from the most recent publication under section 95 of the Criminal Justice Act 1991 regarding the Ministerial priority is set out below.

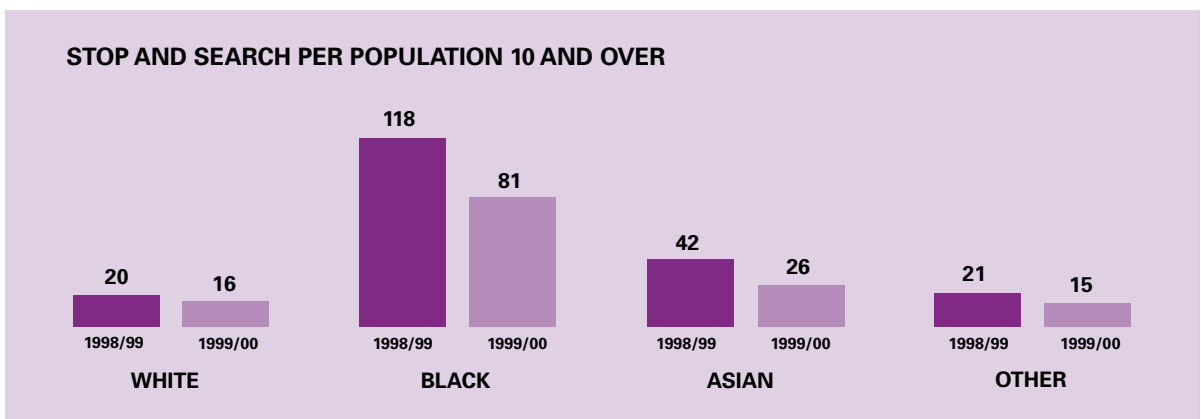
Note: This has been removed for 2001/2002.

 (i) RACIST INCIDENTS							
1993/4	1994/5	1995/6	1996/7	1997/8	1998/9	1999/00	% CHANGE 98/99 - 99/00
11,006	11,878	12,222	13,151	13,878	23,049	47,814	107

These figures apply to all police forces within England and Wales. The figures for individual police forces are set out in Annex L.

The number of racist incidents both reported to and recorded by the police has more than doubled over the 1998/99 figures (as reported in the first edition of the basket of indicators). Within individual police forces there was considerable variation in trends with the number of such incidents doubling in some forces while falling slightly in others.

 (ii) STOP AND SEARCH							
		ETHNIC APPEARANCE OF PERSON SEARCHED					
		WHITE	BLACK	ASIAN	OTHER	NOT KNOWN	TOTAL
NUMBER OF STOP AND SEARCHES	1998/99	865,484	94,774	51,305	10,042	15,666	1,037,271
	1999/00	697,067	66,787	36,199	7,538	10,612	818,203
AS ABOVE, PER 1,000 POPULATION AGED 10 AND OVER	1998/99	20	118	42	21	-	22
	1999/00	16	81	26	15	-	18
AS ABOVE, BUT PERCENTAGE RESULTING IN AN ARREST	1998/99	11	13	12	14	-	12
	1999/00	13	17	14	17	-	13



These stop and search figures (under section 1 of the Police and Criminal Evidence Act 1984) apply to all police forces within England and Wales. The figure for 1998/99 are those as reported in the first edition of the basket of indicators. The related figures for individual police forces are set out in Annex M.

The police in 1999/2000 recorded just over 800,000 stops and searches. Compared with 1998/99 the number of stops and searches has fallen by 21% as compared with a 2% decrease in the preceding year. There have been drops in the number of black people stopped (down 30%) and Asian people stopped (down 29%).



The number of recorded stop and searches fell by 41% in the Metropolitan Police Service, as compared with a drop of 14% in all the other police force areas in England and Wales.

(iii) POLICE EMPLOYMENT TARGETS

In July 1999 the Home Secretary set race equality employment targets for the police and other services. The first annual report on progress towards achieving the sought changes was published in October 2000. More information on these targets is set out in the section "The Government and its own performance".

(iv) POLICE SATISFACTION SURVEYS

BVPI 23 requires police authorities to undertake user satisfaction surveys as follows:

- Percentage of the public satisfied with police action in response to 999 calls;
- Percentage of people satisfied with the service received at police station enquiry counters; note: this has been removed for 2001/2002.
- Percentage of victims satisfied with police initial response to a report of a burglary of a dwelling;
- Percentage of victims of road traffic collisions satisfied with the police service at the scene of the collision.

Most police authorities have set targets for 2000/01. The police service is working to see how best to bring out the minority ethnic dimension to these surveys.

POLICE SERVICE BEST VALUE PERFORMANCE INDICATORS (BVPIS)

All police authorities are required to measure and publish their performance against their BVPs, including those under the Ministerial Priority described above. Most of the areas covered by the Ministerial Priority BVPs have been dealt with elsewhere in this edition of the basket of indicators. The remaining area is BVPI 141, which deals with racist incidents (covered above) and racially aggravated crimes.

The results for these BVPs will be published locally by 31st March 2001. The next edition of the basket of indicators will consider these results.

(b) HOMICIDE INVESTIGATIONS

These figures apply to all police forces within England and Wales. The figures for individual police forces are set out in Annex N. These figures are combined data for 1997/98 to 1999/00 because of the small number reported each year. (Please note that the data included for 1999/00 is provisional at the time of printing and may eventually be subject to change.)

HOMICIDES CURRENTLY RECORDED BY ETHNIC APPEARANCE OF VICTIM	
WHITE	1,584
BLACK	200
ASIAN	111
OTHER	69
NOT KNOWN	39
TOTAL	2,003

In this time period 79% (81%) of victims were white people while 10% (9%) were black people and 6% (6%) were Asians. (The figures in brackets are those reported in the first edition of the basket of indicators and relate to the three year period of 1996/97 to 1998/99.) Other figures available from the most recent section 95 document show that around 60% of minority ethnic victims were killed by someone from their same



ethnic group. This proportion was much lower than for whites (94%) but this is to be expected since most minority ethnic people live in areas with a majority white population.

CLEVELAND POLICE – RACE AGAINST CRIME

This was launched to develop harmonious inter-race relations and improve cultural awareness amongst young people. It was promoted by introducing an artwork competition for secondary school pupils aged 11 to 16 years. Youngsters are encouraged to produce posters and information leaflets highlighting racism as a crime.

A total of 24 schools expressed an interest in taking part. Each school was presented with a training pack so that the youngsters could evaluate the effect of their own and others' behaviour.

DERBYSHIRE CONSTABULARY

Equity Through Diversity – The Constabulary responded positively to the recommendations in the Stephen Lawrence Inquiry Report and has taken steps to combat racism and build upon the existing community consultation process. In 1999-2000, an internal guidance document was produced which set the standards for all staff, in order to eliminate discrimination. The Home Office target for the recruiting and progressing of minority ethnic officers was met and surpassed. The force's continued work within the force strategic plan 'Equity Through Diversity', has enabled the force to set clear priorities for further developments.

The Commission for Racial Equality 'Leadership Challenge' was re-affirmed by the Deputy Chief Constable in 2000.

MERSEYSIDE POLICE

Winning the Race: Merseyside Police has established the first multi-agency task group to deal with anti-social behaviour orders. Additionally, a Merseyside Racial Harassment Prevention Unit was launched last year with funding from the Safer Merseyside Partnership and Merseyside Health Action Zone.

WINNING THE RACE: EMBRACING DIVERSITY

On 18 January 2001, HM Inspectorate of Constabulary published a report of their third race equality inspection of all police forces in England and Wales. This provides a comprehensive picture of forces' progress against "Dismantling Barriers".

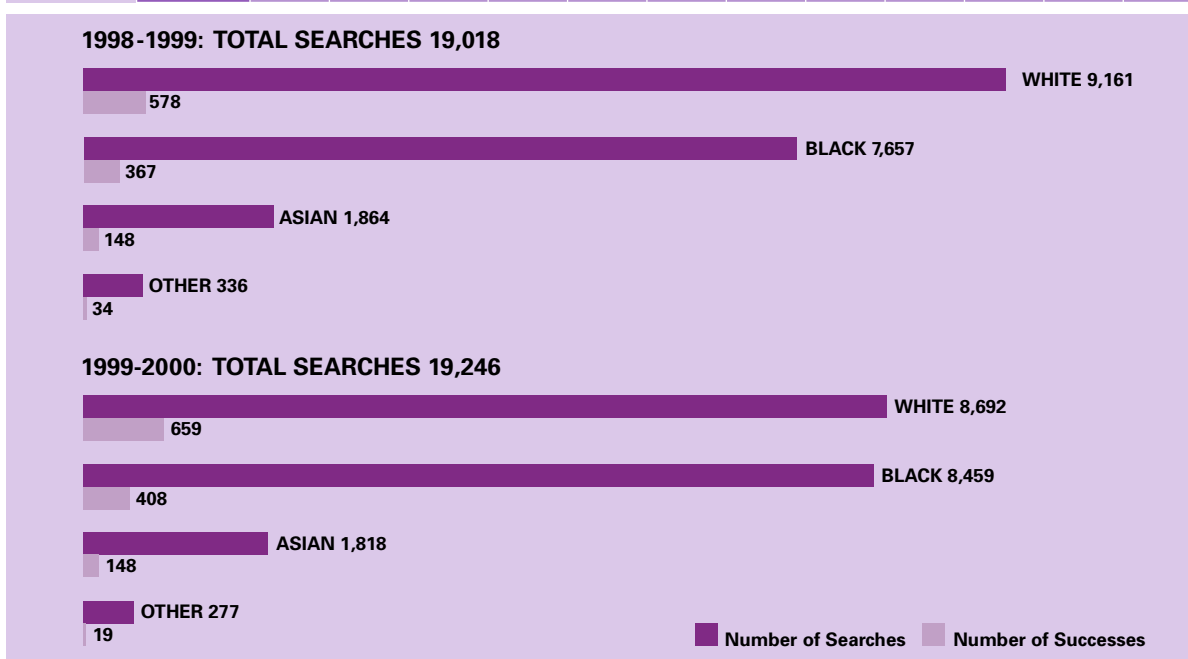
The inspection benchmarks forces against the recommendations of previous race and community relations inspections, also taking into account the report of the Stephen Lawrence Inquiry and the "Dismantling Barriers" programme – in particular, the Home Secretary's race equality targets for recruitment, retention and career progression. "Dismantling Barriers" programme – in particular, the Home Secretary's race equality targets for recruitment, retention and career progression.

(c) HM CUSTOMS AND EXCISE

HM Customs & Excise has particular responsibilities for protecting society by detecting unauthorised movements of goods which are prohibited or restricted for import or export. It also has responsibility for collecting UK revenue.

Customs anti-smuggling activity, working with people moving internationally, includes the physical search of a small number of passengers and other travellers. Search of person is an important technique in detecting contraband and Customs are working to refine and manage its use. The statistics given here are part of that on-going work.

SEARCH OF PERSON													
	TOTAL SEARCHES	WHITE		BLACK		ASIAN		OTHER					
		SUCCESSFUL	% RATE	SUCCESSFUL	% RATE	SUCCESSFUL	% RATE	SUCCESSFUL	% RATE				
1998-1999	19,018	9,161	578	6.3	7,657	367	4.8	1,864	148	7.9	336	34	10.1
1999-2000	19,246	8,692	659	7.6	8,459	408	4.8	1,818	119	6.5	277	19	6.9



Note: the Ethnicity classification shown is based on the perception of the officer conducting the search.

This table covers searches made by Customs officers using the powers of section 164 of the Customs and Excise Management Act 1979 ("CEMA searches"). CEMA searches are made predominantly of passengers and other travellers at the UK's ports, airports and international rail stations. The searches follow initial questioning and baggage searches, and require specific authorisation from a superior officer. Decisions to make CEMA searches are based on a number of factors, including the route taken by the person, intelligence profiles, the responses to initial questioning and material discovered during searches of baggage.

The figures indicate that the rate of successful searches is lower for those of black origin when compared with other groups.



The Criminal Justice System

While the police service forms a key component of the criminal justice system (CJS), and acts as a gatekeeper to it, there are other key agencies within it which play an equally vital role.

For a public service like the CJS to interact effectively with the range of communities it serves, it is right and proper that the composition of those

engaged in running the CJS should reflect the ethnicity of those communities. This section, therefore, looks at the representation levels of the various agencies within the CJS. (The police, probation and prison services are dealt with elsewhere in this document because they are the subject of separate race equality employment targets set by the Home Secretary in July 1999.)

(d) REPRESENTATION LEVELS IN THE CJS

		THE 1999 AND 2000 REPRESENTATION LEVELS FOR THE FOLLOWING KEY CJS AGENCIES WERE:												
		TOTAL STAFF	ETHNICITY OF STAFF										NOT KNOWN	
			WHITE		BLACK		ASIAN		OTHER MINORITY ETHNIC		TOTAL MINORITY ETHNIC			
	1999	#	%	#	%	#	%	#	%	#	%	#		
CROWN PROSECUTION SERVICE	1999	6118	4998	91.2	220	4.0	243	4.4	21	0.4	484	8.8	636	
	2000	6181	5064	90.8	230	4.1	262	4.7	21	0.4	513	9.2	604	
SERIOUS FRAUD OFFICE	1999	147	120	81.6	17	11.6	9	6.1	1	0.7	27	18.4	0	
	2000	164	134	81.7	20	12.2	6	3.7	4	2.4	30	18.3	0	
LORD CHANCELLOR'S DEPARTMENT/COURT SERVICE	1999	-	-	-	-	-	-	-	-	-	-	-	-	
	2000	11,775	8687	73.8	409	3.5	418	3.5	66	0.6	893	7.2	2,195	
MAGISTRATES' COURTS	1999	10570	9810	95.4	206	2.0	179	1.7	90	0.9	475	4.6	285	
	2000	10395	9724	95.2	222	2.2	178	1.8	85	0.8	485	4.8	186	
LAY MAGISTRATES	1999	25974	24808	95.5	426	1.6	552	2.1	188	0.7	1166	4.5	0	
	2000	25917	21937	95.0	430	1.9	541	2.3	186	0.8	1157	5.0	0	
DISTRICT JUDGES (MAG COURTS) INC PART-TIME DJ(MC)S *	1999	188	182	96.7	2	1.1	2	1.1	2	1.1	6	3.2	0	
	2000	242	233	96.2	3	1.2	3	1.2	3	1.2	9	3.7	0	
OTHER JUDICIARY	1999	3124	3075	98.4	12	0.4	21	0.7	16	0.5	49	1.6	0	
	2000	3199	3137	98.1	20	0.6	26	0.8	16	0.5	62	1.9	0	
THE LEGAL PROFESSION	SOLICITORS	1999	-	-	-	-	-	-	-	-	-	-	-	
		2000	244486	197889	93.9	1958	0.8	7378	3.0	5735	2.3	15071	6.1	31526
	BARRISTERS	1999	10847	7860	91.2	241	2.8	312	3.6	208	2.4	761	8.8	2226
		2000	10847	7860	91.2	241	2.8	297	3.4	223	2.6	761	8.8	2226
	QUEEN'S COUNSEL	1999	1043	1021	97.9	9	0.9	7	0.7	6	0.6	22	2.1	0
		2000	1074	943	97.4	7	0.7	7	0.7	11	1.1	25	2.6	106

* Formerly Stipendiary Magistrates and Acting Stipendiary Magistrates

Figures for District Judges and other professional judiciary as of 1 April 1999 and 2000

The representation levels above refer to the situation in England and Wales. The above figures for the criminal justice system only give a snapshot of the latest position; they show some mixed changes when compared with the figures quoted in the first edition of the basket of indicators. They do not describe how well staff from minority ethnic communities are faring in terms of comparative retention and career progression rates, nor do they reflect any regional breakdown and comparison against local populations.

The Judiciary

The Lord Chancellor is committed to a judicial appointments process that recognises diversity and promotes equality. He appoints on merit those candidates that best meet the detailed criteria for the post, regardless of gender, ethnic origin, marital status, sexual orientation, political affiliation, religion or disability, except where the disability prevents the fulfilment of the physical requirements of the office.

Partly as a response to the Stephen Lawrence Inquiry, in July 1999 the Lord Chancellor asked Sir Leonard Peach, formerly the Commissioner for Public Appointments, to conduct a scrutiny of the appointments selection procedures, including whether those procedures provided safeguards against discrimination on the grounds of race or gender. Sir Leonard submitted his report in December 1999.

One of Sir Leonard's main recommendations was that a Commissioner for Judicial Appointments should be appointed. The Commissioner is to give the Lord Chancellor independent and impartial advice on the full range of appointments procedures and also investigate grievances from individual applicants for judicial appointment who consider that they may have been treated unfairly in the appointment process.

Another of Sir Leonard's recommendations which will be taken forward is succession planning for the most senior posts, including the specific consideration of the best female and minority ethnic candidates.

The numbers of judges of minority ethnic origin appointed are generally in line with the proportion of minority ethnic lawyers with the requisite years' experience but the Lord Chancellor recognises that more needs to be done. He and a team of officials who concentrate on equal opportunity issues, attend conferences and events, and constantly examine procedures and consider initiatives to encourage minority ethnic applicants.

Research has also begun into the pool of potential candidates so that estimates can be made of the numbers of, for example minority ethnic lawyers, who might, on the best information available, come through successfully in 5 to 10 years' time. Based on the information obtained estimates will be calculated of the numbers of minority ethnic judges that should be appointed in future years.



(e) CONFIDENCE IN THE CRIMINAL JUSTICE SYSTEM

The agencies of the criminal justice system have a joint performance target to deliver an improvement in the level of public confidence, including that of minority ethnic communities, by 2004. The main indicator of attitudes to the criminal justice system is the Home Office's British Crime Survey. This is a face to face survey with a large representative sample of the adult population of England and Wales and is now carried out on an annual basis.

Although questions on public confidence in the police, CPS, judges, magistrates, probation and prison have been included in two previous sweeps of the survey, the 2000 BCS is the first where a sufficient sample of minority ethnic people answered these questions to give separate findings for black and Asian respondents.

The 2000 survey also includes new questions to assess the extent to which the public are confident that the CJS as a whole is effective in bringing offenders to justice, respecting the rights of the accused, dealing with cases efficiently and meeting the needs of victims.

Key findings are that people from minority ethnic communities are more confident than white people that the system is effective in bringing people to justice, dealing with cases promptly and efficiently and meeting the needs of victims of crime. However, they are less confident that the criminal justice system respects the rights of, or treats fairly, people accused of committing a crime. Black respondents have particularly low confidence in this respect. These findings may reflect variations in cultural expectations of the system, as well as the effects of direct and indirect experience.

As far as one can judge from the questions asked, the concern about treatment of suspects is directed predominantly at the police. Black and Asian ratings of the criminal justice system organisations are better than those of white people's, with the exception of prisons, and most strikingly the police. Also, black and Asian respondents were more likely than white respondents to think witnesses were not well treated by the police, but were fairly in line regarding treatment of witnesses by the courts.

Full details are contained in Research Findings no 137 which is available at www.homeoffice.gov.uk/rds/index.htm

One clear outcome of the CJS is the conviction by the court and subsequent sentencing. While the factors which affect sentencing practice are complex and inter-related, there remains a firmly established concern within minority ethnic communities that existing procedures disproportionately disadvantage those from their

communities. The basket of indicators, therefore, includes data about sentencing outcomes, and looks to monitor changes over time. It also includes, for the first time, data about minority ethnic breakdown at various stages of the CJS process, that is a description of the relative rates of attrition.



(f) FLOWS ACROSS THE CJS

MINORITY ETHNIC REPRESENTATION AT DIFFERENT STAGES IN THE CJS 1999/00					
%	WHITE	BLACK	ASIAN	OTHER	NOT KNOWN
POPULATION (AGED 10 AND OVER)	94.5	1.8	2.7	1.1	0.0
STOP AND SEARCHES ⁽¹⁾	85.2	8.2	4.4	0.9	0.3
ARRESTS ⁽²⁾	87.0	7.3	4.0	0.8	0.9
CAUTIONS ⁽²⁾	87.2	5.7	4.1	1.0	2.0
PRISON RECEPTIONS	86.0	8.5	2.5	2.9	0.0
PRISON POPULATION	81.2	12.3	3.0	3.4	0.1

⁽¹⁾ Stop and searches recorded by the police under section 1 Police and Criminal Evidence Act 1984 and other legislation.

⁽²⁾ Notifiable offences.

The above table provides support for the previously mentioned concern that those from minority ethnic communities remain disproportionately represented in the CJS at every stage of its processes.

A major gap in the current information available on the way that people from minority ethnic communities are dealt with in the criminal justice system remains the lack of detailed data concerning the prosecution and sentencing process.

Pilot exercises have been taking place in eleven police force areas into the transfer to the Magistrates' and

Crown Courts' computer systems of ethnic appearance data collected by the police on persons arrested. Practical issues surrounding the pilots mean that useable information is only available from five pilot areas (Lancashire, Leicestershire, Northumbria, Nottinghamshire and West Yorkshire – in part only). Aggregate data is set out below, with that from the five individual pilot areas in annex O.

(g) PROSECUTIONS

PROSECUTIONS FOR INDICTABLE OFFENCES			
%	WHITE	BLACK	ASIAN
CHARGES TERMINATED EARLIER ⁽¹⁾	27	31	2
CONVICTED AT MAGISTRATES' COURTS	65	56	56
AVERAGE COMMITTAL RATE TO THE CROWN COURT	14	21	26

This data taken together from the five pilot areas show that black defendants are more likely than others to have their cases dropped earlier, while white defendants are more likely to be convicted at Magistrates' Courts. Asians are the most likely to be committed to Crown Court.



Crown Prosecution Service

The CPS is committed to tackling discrimination in employment and service delivery. Working practices will be such as to ensure that equality and diversity:

- are mainstreamed through all functions of the department;
- are informed by the views of those who experience discrimination. This will be achieved by listening to the diverse communities who receive our service and listening to the views of staff who are also members of diverse communities;

- link issues of employment and service delivery.

The CPS is developing mechanisms for monitoring all stages of the employment process and of the prosecution process by ethnicity, gender and disability. Through monitoring it will be possible to provide a baseline for measuring discrimination and so allow targets in employment to be set. It will also provide an indicator of discrimination in both employment and service delivery.

ACTIONS BY THE CPS

Discrimination in the CPS is being addressed by a series of measures:

- By July 2002, all staff will have been trained in equality and diversity;
- National events are being run for staff, with the aim of improving the service for minority ethnic groups, women and disabled people. These events will help prosecutors engage with members from different communities;
- A campaign on 'Dignity at Work' is being run, with a booklet on standards of behaviour distributed to all staff and posters on dignity at work in all workplaces;
- The National Black Crown Prosecution Association was launched in January 2001;
- Increased open recruitment.

A leaflet on the CPS is being produced and distributed to community groups. The leaflet will be made available in various community languages.

Youth Justice

Actions Being Undertaken By Both The Youth Justice Board and the Youth Offending Teams

The Youth Justice Board has yet to finalise its guidance on Race Equality, which is being jointly written with the Commission for Racial Equality, for the 154 multi-agency Youth Offending Teams in England and Wales. These Teams include staff representation from the Police, the Probation Service, Social Services, Education and Health.

In the interim, a number of actions have been taken which will contribute to the overall strategy,

and fall within the commitments made by the Board to the CRE Leadership Challenge.

These commitments include:

Monitoring and reporting on decision making within the youth justice system by ethnicity

In August 1999 the Board published an Information Specification for the Youth Offending Teams, indicating the requirement on Teams to monitor both youth offending (including racially aggravated offences), and decisions made at the pre-court, remand and post conviction stages, by ethnicity, using self classification, and the 2001 Census classifications.

Teams are asked to provide this data to the Board on both a quarterly and annual basis. This offers the Board the opportunity to analyse the findings and discuss their possible significance, and any concerns, with the Police, the Courts, the Teams themselves, and other relevant organisations, including the Home Office and the Commission for Racial Equality. This process will increase in validity, with time, as it becomes easier to identify trends on either a local or a national basis. However the frequency with which the data is provided enables the analysis to be current, and responded to within a short time frame.

Additionally, the Board is monitoring the use of the Secure Estate (the Young Offender Institutions, the Secure Training Centres, and the Local Authority Secure Units) by ethnicity, for both the remand and the sentenced populations.

Youth Offending Teams are required to assess all young people who have offended using an assessment tool, ASSET, and the ethnicity of the young person is an element of the information collected. It is intended, in time, that all Teams will be able to provide aggregated reports by ethnicity (one of the Teams has been asked to pilot the format). These will provide a clear profile of the needs of those who are offending, and assist in both the planning and the evaluation of youth justice and related services, such as education and health.

Delivery of youth justice services

The National Standards, published by the Board for Youth Offending Teams, demonstrate the commitment to the achievement of equality within the youth justice system. The Standards require all youth justice agencies to ensure their work is free from discrimination, by:

- setting out how they will do this in an Equal Opportunities Policy;
- promoting within programmes an understanding amongst young people of other cultures with the aim of avoiding discriminatory attitudes and behaviour; and
- challenging locally racially motivated offending.

The multi agency Inspectorate, led by the Social Services Inspectorate, will be assessing the performance of Teams they inspect against the requirements of all the Standards.

Youth Justice Plan

The Crime and Disorder Act 1998, Section 40, requires Youth Offending Team areas to submit an annual Youth Justice Plan. The template for these Plans requires the local multi agency partnerships to:

- review their performance against the principal aim for the youth justice system which is “the prevention of offending by children and young people”;
- and against locally set objectives and targets, using the data collected in line with the Board’s requirements; and
- indicate how the partnerships will be responding to locally identified needs.

The Guidance for the preparation of the Plans requires commentary on how equality related issues are being addressed in order to ensure they are prominent with respect to:

- the membership of both the Steering Groups and the Youth Offending Teams (including for the Teams in Wales, the number of Welsh speakers, in line with the Welsh Language Act, which requires public services to be able to deliver their particular service in Welsh);
- the decision making of both the Police and the Courts; and
- the style of delivery of youth justice services.

In formulating their Plans, local areas should be consulting with the public, with one of the benefits sought being an increasing confidence amongst the minority ethnic communities in the youth justice system.

When reporting on the Plans, the Board will analyse the minority ethnic representation amongst both the Steering Groups and the Teams in relation to such representation amongst the communities they serve. While no targets have been set for the recruitment of staff to the Teams, an expectation



has been included in both National Standards, and the draft race equality strategy, that their respective recruitment strategies should prevent unfair discrimination.

Youth Justice Board Development Fund

The Board will have provided local areas with up to £85m for the development of a range of youth justice services. Each of these services is being evaluated both locally and nationally with service providers being required to monitor by ethnicity. These evaluations will contribute to an understanding of the most effective methods for delivering these services.

Publication of the Youth Justice Board's Race Equality Guidance

As indicated above this is being written jointly with the Commission for Racial Equality. The style of presentation is intended to highlight the actions required of the Board, and of the Youth Offending Teams and their Steering Groups. Accountabilities are also set out so that it is clear where responsibility rests for each action to be taken. A key task will be to ensure that the percentage of cases where the ethnicity of the young person is "unknown" is much reduced. Support to the work of the Teams in this respect will be sought from both the Police and the Courts.

(h) THE YOUTH JUSTICE SYSTEM

YOUTH JUSTICE – HEADLINE DATA BY ETHNICITY													
	WHITE		MIXED		ASIAN OR ASIAN BRITISH		BLACK OR BLACK BRITISH		CHINESE OR OTHER ETHNIC GROUP		UNKNOWN		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#
STAFFING OF YOUTH OFFENDER TEAMS ⁽¹⁾	3,497.1	87.7	41.5	1	75.5	1.9	327	8.2	13	0.3	33.6	0.8	3,987.6
OVERALL YOUTH OFFENDING ⁽²⁾	19,245	62.1	376	1.2	1,033	3.3	4,084	13.2	542	1.7	5,696	18.4	30,976
OVERALL PRE-COURT DECISIONS ⁽²⁾	24,007	81.6	181	0.6	737	2.5	1,453	4.9	229	0.8	2,822	9.6	29,429
OVERALL REMAND EPISODES ⁽²⁾	38,977	67.9	854	1.5	1,495	2.6	4,398	7.7	660	1.1	10,971	19.1	57,355
OVERALL SENTENCING ⁽²⁾	24,306	73.9	433	1.3	581	1.8	1,753	5.3	350	1.0	5,446	16.6	32,869

⁽¹⁾ Based on returns to the Youth Justice Board in June 2000.

⁽²⁾ Based on the period 1 April 2000 to 30 September 2000.

This is set out in more detail in Annex P.




Prisons

Unlike the situation with prosecution and sentencing data, the Home Office has regularly published information on the ethnic composition of the prison population for many years.

(i) Prison Receptions and population

In 1999, 88,330 offenders were received into prison establishments, of when 75,930 were white, 7,540 were black, 2,240 were Asian, and 3% other minority ethnic groups. A comparison with the


1998 figures, as set out in the first edition of the basket of indicators, is set out below. The higher proportion found for black prisoners (12%) in the prison population compared to the proportion for those received into prison (8%) was related to the longer sentence lengths found for black prisoners compared to white and Asian prisoners. Prison population by ethnic group, type of prisoner, age group, offence group and sentence length appears in Annex N.

 (i) PRISON RECEPTIONS										
	WHITE		BLACK		ASIAN		OTHER		TOTAL	
	1998 ⁽¹⁾	71,960	86%	7,550	9%	2,150	3%	3%	84,100	100%
1999	75,930	86%	7,540	8%	2,240	3%	3%	88,330	100%	

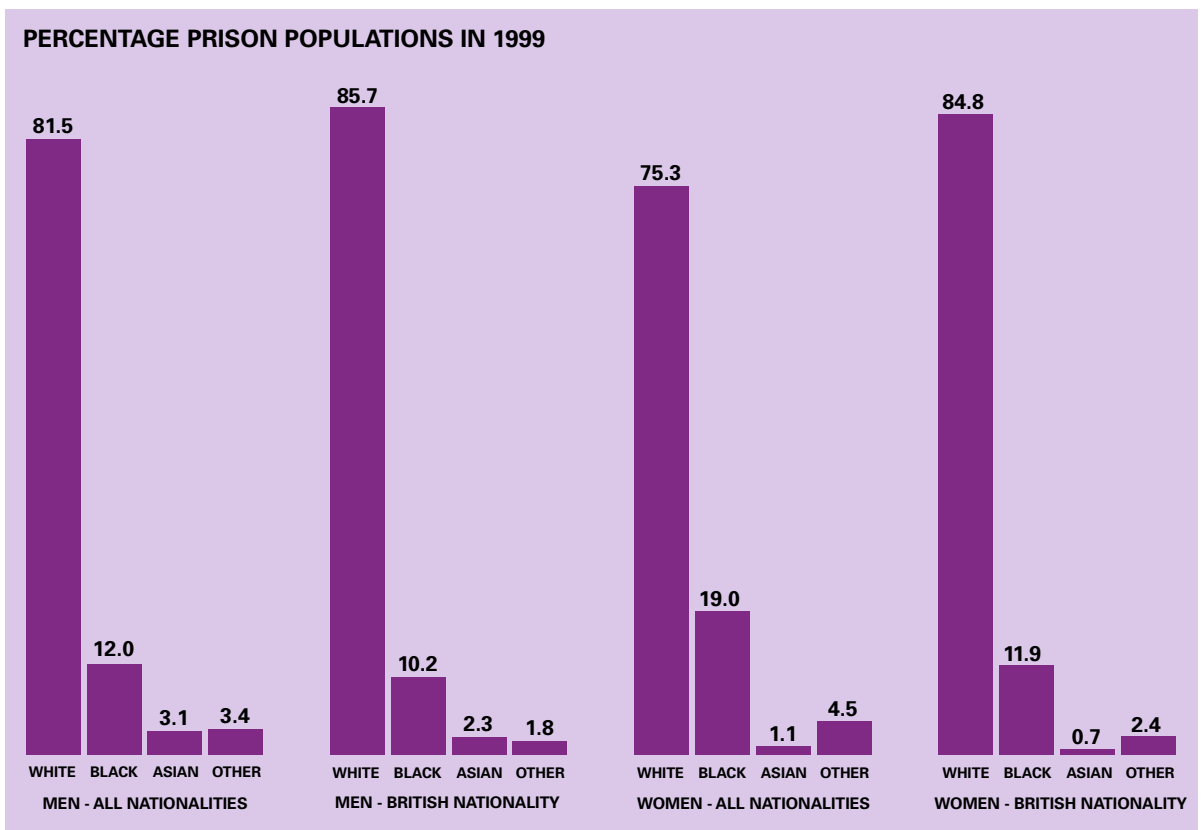
⁽¹⁾ Total > 100% due to rounding effects.

While the overall number of prison receptions has increased in 1999 when compared to 1998 (as quoted in the first edition of the basket of indicators), the relative proportions between the different ethnic groupings have not changed to any appreciable extent. However, it clearly remains the case that those from the minority ethnic communities, particularly the black communities, are disproportionately represented within prison receptions.

Data is also available which looks at the changing prison population in terms of gender.

 (ii) PRISON POPULATIONS							(MEN)
MEN - ALL NATIONALITIES %	1994	1995	1996	1997	1998	1999	
WHITE	83.4	82.9	81.7	81.9	81.9	81.5	
BLACK	11.3	11.4	12.3	12.0	11.8	12.0	
ASIAN	2.8	3.0	3.1	3.1	3.2	3.1	
OTHER	2.3	2.5	2.7	2.9	3.0	3.4	
UNKNOWN	0.2	0.2	0.1	0.1	0.0	0.0	
TOTAL NUMBER	47,075	49,086	52,951	58,795	62,607	61,322	
MEN - BRITISH NATIONALITY %	1994	1995	1996	1997	1998	1999	
WHITE	87.5	87.1	85.7	85.8	85.8	85.7	
BLACK	9.5	9.7	10.8	10.4	10.2	10.2	
ASIAN	1.7	1.9	2.0	2.2	2.3	2.3	
OTHER	1.2	1.3	1.4	1.5	1.6	1.8	
UNKNOWN	0.0	0.0	0.0	0.0	0.0	0.0	
TOTAL NUMBER	43,397	44,945	48,707	54,335	57,751	56,365	

(iii) PRISON POPULATIONS						
(WOMEN)						
WOMEN - ALL NATIONALITIES %	1994	1995	1996	1997	1998	1999
WHITE	75.6	75.6	75.9	75.3	76.1	75.3
BLACK	20.1	19.5	19.4	19.6	17.9	19.0
ASIAN	1.4	1.4	1.1	0.9	1.0	1.1
OTHER	2.8	3.6	3.6	4.2	5.0	4.5
UNKNOWN	0.1	0.0	0.0	0.0	0.0	0.1
TOTAL NUMBER	1,804	1,998	2,305	2,672	3,120	3,207
WOMEN - BRITISH NATIONALITY %	1994	1995	1996	1997	1998	1999
WHITE	86.0	86.1	84.1	84.3	85.0	84.8
BLACK	11.7	11.0	13.1	12.9	11.8	11.9
ASIAN	0.8	0.9	0.7	0.5	0.6	0.7
OTHER	1.4	2.0	2.1	2.3	2.5	2.4
UNKNOWN	0.1	0.0	0.0	0.0	0.0	0.1
TOTAL NUMBER	1,489	1,662	1,975	2,276	2,642	2,709



The above figures show that people from minority ethnic communities, especially those from the black communities, are typically over-represented within the prison population of England and Wales. Over-representation becomes even more striking when this data is broken down in terms of gender with black women, especially when all nationalities are considered, being heavily over-represented.

A more detailed breakdown of this data is given in Annex Q.

Fear of crime

Crime and the fear of crime can effectively exclude people from within their own communities, especially older people. The British Crime Survey asks people how worried they are about a range of

different crimes. The first edition of the basket of indicators presented data from 1996; new data from the British Crime Survey 2000 is now available and is set out below.

(j) FEAR OF CRIME

		PERCENTAGE VERY WORRIED ABOUT CRIME			
%		WHITE	BLACK	INDIAN	PAKISTANI/ BANGLADESHI
RAPE ⁽¹⁾	1996	31	43	51	49
	2000	28	46	50	46
BURGLARY	1996	21	40	47	44
	2000	18	37	40	42
MUGGING	1996	18	33	40	38
	2000	16	32	38	38
THEFT FROM CAR ⁽²⁾	1996	20	34	35	34
	2000	15	33	28	32
THEFT OF CAR ⁽²⁾	1996	24	42	40	42
	2000	20	37	34	42
RACIAL ATTACKS	1996	7	27	35	38
	2000	6	28	34	33

⁽¹⁾ Women only

⁽²⁾ Owners

People from minority ethnic communities scored higher than the majority population on all BCS measures of fear of crime. They perceive themselves to be at greater risk of crime than the majority population, worry more about falling victim of a crime, and feel less safe on the streets or within their own homes at night. To a large extent, this is a reflection of their higher risks of victimisation and harassment. That differential situation has not changed with the new more recent data from the BCS 2000 exercise, however, the BCS 2000 data does show a small drop across the board in the levels of fear.



(VII) Neighbourhood Renewal

In September 1998, the Social Exclusion Unit published “Bringing Britain Together: a national strategy for neighbourhood renewal”. As well as providing an analysis of the problem, this first report by the SEU on neighbourhood renewal proposed that 18 cross-cutting Policy Action Teams should be set up to take forward an intensive programme of policy development in the largest ever example of “joined up government”. The PATs covered areas such as Jobs, Business, Housing Management, Schools Plus, Financial Services, Better Information, each had a Ministerial champion and all had reported by April 2000. Collectively the PATs made nearly 600 recommendations which were presented to the Government as it developed the National Strategy. Their key recommendations were reflected in the 30 Key Ideas in the framework version of the National Strategy published for consultation in April 2000 and formed the building blocks of the “National Strategy Action Plan: A New Commitment to Neighbourhood Renewal”,

published on 15 January 2001. All the PAT reports are available on the SEU website (www.cabinet-office.gov.uk/seu/index.htm) and a summary of them was published in “National Strategy for Neighbourhood Renewal Policy Action Team report summaries: a compendium” in April 2000.

In June 2000, the SEU published a further document for consultation summarising its work to date on minority ethnic social exclusion issues⁽¹⁾. This included recommendations made by the Policy Action Teams. And following that, in January 2001, it published “National Strategy for Neighbourhood Renewal: Policy Action Team Audit” which tracks the progress made on implementing all the PAT recommendations.

A total of 85 PAT recommendations focused specifically on minority ethnic issues. 72 (85%) of these have been accepted by the Government, with the remainder partially accepted or still under consideration. The picture by PAT is as follows:





POLICY ACTION TEAM RECOMMENDATIONS

PAT	NUMBER OF RECOMMENDATIONS MADE ON MINORITY ETHNIC ISSUES	NUMBER ACCEPTED BY THE GOVERNMENT	NUMBER REJECTED BY THE GOVERNMENT	NUMBER PARTIALLY ACCEPTED OR STILL UNDER CONSIDERATION
1. JOBS	24	14	0	10
2. SKILLS	1	1	0	0
3. BUSINESS	5	5	0	0
4. NEIGHBOURHOOD MANAGEMENT	3	3	0	0
5. HOUSING MANAGEMENT	4	4	0	0
6. NEIGHBOURHOOD WARDENS	7	7	0	0
7. UNPOPULAR HOUSING	4	4	0	0
8. ANTI-SOCIAL BEHAVIOUR	5	5	0	0
9. COMMUNITY SELF-HELP	6	6	0	0
10. ARTS AND SPORT	3	1	0	2
11. SCHOOLS PLUS	5	4	0	1
12. YOUNG PEOPLE	2	2	0	0
13. SHOPS	2	2	0	0
14. FINANCIAL SERVICES	5	5	0	0
15. INFORMATION TECHNOLOGY	4	4	0	0
16. LEARNING LESSONS	3	3	0	0
17. JOINING IT UP LOCALLY	1	1	0	0
18. BETTER INFORMATION	1	1	0	0
TOTAL	85	72 (85%)	0	13 (15%)

Many of the other PAT recommendations, though not focused specifically on minority ethnic issues will also have a positive impact on minority ethnic communities. For example, the Government has accepted the recommendations of PAT 12 on Young People about better consultation with and involvement of young people in policies and services, which should mean that the needs and

views of minority ethnic young people have the right impact on the way services are delivered. And the Government is taking forward proposals for simplifying access to funding for voluntary and community groups arising from PAT 9 on Community Self-Help, which should help minority ethnic groups.

⁽¹⁾ SEU "Minority Ethnic Issues in Social Exclusion and Neighbourhood Renewal: a guide to the work of the Social Exclusion Unit and the Policy Action Teams so far" June 2000.



(VIII) Housing

As the Government's Housing Green Paper "Quality and Choice: A Decent Home for All" emphasised, the quality of housing has a direct bearing on the quality of people's lives. Most people in this country are well housed, but some suffer poor housing conditions, as well as homelessness, lack of choice, and poverty of opportunity. Vulnerable and disadvantaged households such as some minority ethnic groups, the unemployed and lone parents are more likely to live in poor condition housing which may contribute to poor health and a lower quality of life.

That is why the Government is committed to tackling deprivation and improving the quality of housing so that everyone has the opportunity of a decent home. The Government is making an extra £1.8 billion available for housing over the next three years to improve the quality of the housing stock and services. The proposals in the Green Paper provide a framework within which local authorities, Registered Social Landlords (RSL) and community groups, including minority ethnic organisations, can work together to promote race equality.

Policy Action Team 5 on housing management recognised that local authorities and Registered Social Landlords must tackle social exclusion suffered by minority ethnic communities, through a change in culture in core housing management to ensure that the process is inclusive. This includes social landlords adopting and implementing the Commission for Racial Equality's Race Relations Code of Practice, ensuring proper training of staff delivering the housing management service, and ensuring that the staff make-up properly reflects the ethnic balance of the local community.

Policy Action Team 8 on Anti-Social Behaviour recommended that all social landlords should incorporate a "non-harassment" clause into their tenancy agreements by Summer 2001.

The Government is working closely with key housing bodies to ensure that these recommendations are implemented.

(a) Households living in non decent homes

Because housing condition is an important factor in the quality of life, it is appropriate that any basket of indicators measuring differences between different population groups should include indicators that measure housing conditions. The first edition of this document stated the intention to include an indicator measuring the condition of homes occupied by households from different ethnic populations.

The Government is committed to ensuring that all social housing meets set standards of decency by 2010. A decent home is one which meets all of the following criteria:

- is above the current statutory minimum standard for housing;
- is in a reasonable state of repair;
- provides a reasonable degree of thermal comfort
- has modern facilities and services.

The number of households living in homes which fail this standard is measured by the English House Condition Survey: the most recent EHCS was carried out in 1996 and the next will be conducted in 2001.

In 1996, black households and Pakistani/Bangladeshi households were more likely to live in homes that fell below set standards of decency than white households (42% of black and 45% of Pakistani/Bangladeshi households lived in homes that were below this standard compared with 31% of white households)⁽¹⁾. This is partly because black and Pakistani/Bangladeshi households were more likely to live in social and private rented homes than white households. These tenures are, on average, in worse condition than homes occupied by the owner. However, even amongst owner-

occupiers, black and Pakistani/Bangladeshi households were significantly more likely to live in homes that were below set standards of decency than white households.

The first edition of this document presented three indicators relating to satisfaction with housing, which are being monitored annually through the Department's Survey of English Housing. These are;

Satisfaction with accommodation

People's satisfaction with their accommodation, and with their area, will be partially influenced by the conditions in which they live. The latest available data (for 1999/00) show that a higher proportion of the majority population said they were very satisfied or fairly satisfied with their accommodation than those from minority ethnic communities (92% compared with about 79%). The proportion for the majority population has been very stable in the last three years, following a slight rise from 89% in 1993/94. Any trend for minority ethnic people is masked by sampling variability. Indian people tend to stand out from the other major ethnic groups in that their satisfaction level is now similar to that of the majority community. (Source: Survey of English Housing, DETR)

Satisfaction with area

Likewise, a higher proportion of those from the majority population said they were very satisfied or fairly satisfied with the area in which they lived than those from minority ethnic communities (87% compared to about 78% in 1999/00). The proportion for the majority population has varied a little over the last five years but shows no consistent trend, and any trend for minority ethnic communities is again masked by sampling variability. (Source: SEH, DETR)

Social sector tenants' satisfaction with landlord

In 1999/00 a higher proportion of majority community social sector households were very or fairly satisfied with their social sector landlord than minority ethnic households (about 74% compared

with about 62%). Both these figures are lower than when the question was previously asked in 1997/8 (81% and 73% respectively) but the sampling variability is such that it is not possible to say whether the change for minority ethnic groups is truly greater or smaller than for the majority population. (Source: SEH, DETR)

The source for these indicators of satisfaction is the Survey of English Housing, a continuous and national housing survey. Because the indicators are measured by surveys which do not focus specifically on minority ethnic groups, the sample sizes are not always sufficient to enable analysis of identifying change in the differentials between the majority and minority populations over time. This is because random sampling variation is likely far to outweigh any general trends over a short run of years. This means that one would not be able to take a view on whether the situation is improving or not, and in particular one would often not be able to take a view on whether the latest years' figures were really different from the last.

(b) The Housing Corporation

The Housing Corporation works with DETR in the provision of social housing, and aims to support housing consumers rather than providers. The Corporation has a duty under section 71 of the Race Relations Act 1976, to carry out its functions with a view to eliminating unlawful racial discrimination and promoting equality of opportunity and good relations between persons of different racial groups.





MINORITY ETHNIC STAFF EMPLOYED BY REGISTERED SOCIAL LANDLORDS (HOUSING ASSOCIATIONS)

	ME STAFF	ALL RSL STAFF	% ME STAFF
1989/90	1,451	15,723	9.23
1990/91	3,476	42,222	8.23
1991/92	4,220	46,565	9.06
1992/93	5,605	50,717	11.05
1993/94	6,765	57,864	11.69
1994/95	6,888	64,935	10.61
1995/96	7,681	64,186	11.97
1996/97	8,158	73,655	11.08
1997/98	9,253	79,863	11.59
1998/99	9,485	83,647	11.34
1999/00	10,141	89,089	11.38

Notes:

1. The ethnic staff data does not go beyond 1989/90.
2. The figures are of paid staff.
3. Minority ethnic figures are based on minority ethnic RSLs that were registered as at April 1998.
4. For 1989-90 the Irish category was not separated out.
5. All RSLs are included.

TRANSPORT ISSUES

During 2000, the Department for the Environment, Transport and the Regions commissioned two research projects on the transport requirements and associated personal security needs of different minority ethnic and faith communities.

This research was designed to be a first step in understanding more about these transport needs on short and long journeys and people were asked to speak for themselves through discussion groups to describe and define their own transport needs and requirements.

The results have raised a wide range of complex issues and needs - many of which have not previously been written about and require further study. Other needs, which the research identified, are simpler and could be addressed immediately.

DETR will be publishing the results in 2001 and will look to continue this dialogue.

The groups identified general concerns including:

- Punctuality and reliability;
- Established routes and siting of bus stops do not necessarily reflect or serve their needs;
- There are issues surrounding language and information provision;
- Safety and security are perceived as particularly important; and
- Improved customer care required.



(IX) Local Government

As the first basket document pointed out, many of the services provided to members of the public that are covered by this basket of race equality performance indicators are provided by local or similar authorities. Many of these authorities are significant employers of local people. There are well established procedures for measuring the performance of such authorities, involving central Government departments and other bodies such as the Audit Commission. The Best Value performance management framework specifies a range of statutory indicators that enable local people to reach a rounded understanding of the performance of their local authority across the full range of its institutions.

The basket of race equality performance indicators should, therefore, include measures which look to illustrate the position on:

- The ability of local authorities to provide services to all those within their community; and
- The representative nature of their staff.

The duty of Best Value places a significant responsibility upon all local authority service providers in England and Wales. It requires these authorities to make arrangements to secure continuous improvement in the way in which they exercise their functions, having regard to a combination of economy, efficiency and effectiveness.

In addition to looking at specific service areas, the Best Value performance management framework will look at an authority's "corporate health" – its underlying capacity and performance as both a democratic or locally accountable institution and body responsible for managing a significant share of public expenditure.

It is, therefore, sensible to look to that performance framework for performance indicators to include within the race equality basket.



(a) CORPORATE HEALTH

In terms of local authorities meeting the needs of local minority ethnic communities, one of the Best Value corporate health indicators (BVPI 2) looks to measure ***“the level of the Commission for Racial Equality’s ‘Standards for Local Government’ to which the authority conforms”***.

Under Best Value all principal local authorities authority will have to report which of the five levels they have reached. The levels are set out in Annex J. This approach will allow each authority to demonstrate the extent to which they take account of minority ethnic issues within their service delivery.

The 2000/01 Best Value corporate health indicator suite also includes one BVPI 17 which measures ***“the number of staff from ethnic minorities as a percentage of the total workforce”***. This BVPI has been updated for the 2000/01 suite to measure ***“the percentage of local authority employees from minority ethnic communities compared with the percentage of the economically active minority ethnic community population in the authority area”***.

If, as mentioned elsewhere in this document, local service providers are to interact effectively with their local communities and are to provide a service which meets local needs and priorities, then such services and the people providing such services, should reflect the ethnicity of the local community that they serve.

The first data in relation to these BVPIs will be published locally by local authorities in their Best Value performance plans in March 2001. It will be sifted over the summer and assembled into a

national data set for publication in the autumn. As in the case of the police BVPIs, the next edition of the basket of indicators will consider these results.

(X) Quality of Life

The Department for Culture, Media and Sport is working with Lottery Distributors to co-ordinate approaches on evaluation, so that an assessment of the social and economic impact of the “good causes” spending of the Lottery can be made. In the first instance, this will involve agreeing common performance indicators, measuring the key areas of access to Lottery projects, educational benefits and economic impact.

In the long term, it is hoped that area-based research and other separate research projects will build up a comprehensive picture of the benefits of good cause spending across the country.

In October 1999, Lottery Distributors agreed and signed up to a Statement of Principle on Minority

Ethnic Group Access to Lottery Funding Opportunities. The Statement adopts a positive approach to encouraging minority ethnic group access to Lottery funding and has three main elements:

- Promoting involvement;
- Monitoring levels of application and award; and
- Monitoring projects.

The Commission for Racial Equality has endorsed the Statement, and the Secretary of State has welcomed it as a prime example of Lottery distributors working together to help ensure that all groups in society are benefitting from Lottery funding. Distributors are now working towards putting the necessary monitoring systems in place to meet the Statement’s requirements.

ARTS

A core aim of *Arts and the Learning City*, a collaborative venture, facilitated by the regional arts board, London Arts, and The London Institute, is to develop sustainable relationships between education and socially excluded communities through the medium of community based arts organisations. Nine action research projects have been chosen including:

PAN – CENTRE FOR INTER-CULTURAL ARTS

- Supported by London Arts, The Arts Council of England, Lottery (among others).
- Objective: to increase awareness of cultural diversity, and combat racism, by developing multicultural work on all levels.
- Latest production (early Dec 2000): "Millipede 2000; Migrations & Meetings: The Making of London", held in the Museum of London, with 500 young people representing the rich diversity of the city, in four promenade performances through the galleries of the Museum of London. The young people worked with choreographers, directors, musicians and videographers from British Chinese, South Asian, Caribbean, African, South American and European backgrounds to celebrate London, a city built by immigrants.

SPORTS

CHARLTON ATHLETIC RACE EQUALITY PARTNERSHIP (CARE) – LONDON

Sporting projects to eliminate racism from football:

- CARE has formed a partnership forum with the football club, the minority ethnic community groups, the University of Greenwich, London Borough of Greenwich, Greenwich Multi-faith Forum, Victim Support Greenwich, Woolwich College and the Metropolitan Police.
- Formed 5 years ago as part of Greenwich 'Once in a 1000 Years' programme funded partly by the Government's Single Regeneration Budget.
- Provides activities, support, newsletters and educational resource packs. Organises football matches with other clubs.
- Works with local education department in visiting schools and in the promotion of an educational resource pack
- Project claims that success can be attributed to the full backing of Charlton Athletic Club as football is important to the target group.



(XI) The Voluntary and Community Sector

The Home Office Active Community Unit (ACU) has increased the level of strategic funding which now goes to minority ethnic organisations to support core-costs. In the financial year 1999/2000 ACU provided strategic funding to four organisations at a total of £150,000. Following proactive effort to attract and support quality applications, ACU now strategically funds seven organisations at a total of £390,000 (2000/2001).

Funding Programme 2001 - 2002

In addition to direct funding to minority ethnic organisations, ACU has taken the decision to ensure diversity is a key theme of its funding programme for 2001/2002.

Applicants are now asked to submit a strategy which explains how they will ensure that their services will reach and are relevant to minority ethnic organisations or individuals as appropriate.

The success of the strategy will be monitored by the extent to which services are taken up by minority ethnic communities and the strategy should include how this will be measured.

ACU has also included 'diversifying the volunteer base of voluntary organisations' and 'supporting minority ethnic led organisations' among its priorities for project funding during 2001/2002.

Minority Ethnic Twinning Initiative

Officials from the Active Community Unit held consultation meetings with minority ethnic and mainstream volunteering organisations and sought their views on the best way to encourage volunteering among minority ethnic groups. The recommended approach acknowledged that the

task of promoting and celebrating minority ethnic volunteering could not be achieved by one national organisation.

The Twinning programme which began in 1999 has the following key aims:

- To raise national awareness of current good volunteering practice in minority ethnic communities;
- To improve the level and quality of opportunities for minority ethnic volunteers;
- To increase the involvement of minority ethnic people within mainstream voluntary organisations; and
- To provide minority ethnic organisations access to mainstream and strategic funding.

The programme is being evaluated to ensure that the lessons of the initiative are put into practice in future support for volunteering.

"The Compact on Relations between Government and the Voluntary Aid Community Sector" (published November 1998) which was referred to in the first edition of this document, identified the need to develop a Code of Good Practice which took particular account of the needs, skills and experience of the minority ethnic voluntary and community sector. Work on developing the Code began in October 1999. The minority ethnic sub-group of the Compact Working Group held a series of meetings, attended by ACU representatives, to draft the code.

The draft code produced by the sector was subject to consultation from April 2000 to June 2000. Government and the sector are currently negotiating on the final draft which will be published and launched in February 2001.



Family Policy Unit

The Family Support Grant programme is a Home Office initiative arising out of the Interdepartmental Ministerial Committee on Family Policy. Established in 1998, the Home Office Family Policy Unit provides support for work undertaken by the voluntary sector aimed at developing and improving services and support for parents in their parenting role. £3million was made available to voluntary organisations for projects

starting in 2000 through an annual open competition for grants worth up to £50,000 a year. Organisations can apply for up to 3 years funding. Further details of the grant programme can be found on the website at www.homeoffice.gov.uk/cpd/fmpu/fmpu.htm All applicants are required to demonstrate through their work programme how they will meet the specific needs of minority ethnic parents and to report on this aspect of their funded work.

FAMILY POLICY

The Race Equality Unit is a national voluntary organisation which provides research and development services to individuals and organisations working with minority ethnic families and children. They have received grants to:

- develop a programme and materials to support minority ethnic parents in a culturally sensitive way. They based this programme on a model devised by a black psychologist in the USA, which is itself seen as the prime USA exemplar. This has been successfully piloted in England and is now being rolled out and replicated in a variety of locations; and
- bring together a network of voluntary organisations working with minority ethnic families to share good practice and to influence corporate Government family policy in respect of the needs of minority ethnic families.

COUNCIL OF ETHNIC MINORITY VOLUNTARY ORGANISATIONS & ETHNIC MINORITY FOUNDATION

CEMVO aims to empower the minority ethnic voluntary and community sector, provide infrastructure support and develop a professional cadre through its new MBA programme, which has received £2.5 million funding from the Single Regeneration Budget.

CEMVO's Ethnic Minority Foundation (EMF) aims to generate £100 million over a ten-year period to support minority ethnic voluntary and community sector organisations. This will be achieved by mobilising a movement of 100,000 minority ethnic professionals who will donate resources of both time and money, to strengthen the minority ethnic voluntary and community sector.

CONNECTING COMMUNITIES

In May 2000 the Home Secretary launched a new race equality grant entitled "Connecting Communities". Its purpose is to give the most disadvantaged minority ethnic communities and individuals greater access to, and influence over, policy makers and service providers. Empowering communities in this way will help enhance their welfare, educational and employment opportunities.





3. The Government and its own Performance

The first edition of “Race Equality in Public Services” referred to the Modernising Government White Paper, and its commitment to ensuring that minority ethnic staff in the Civil Service were better represented in the recruitment and staff processes. Targets were set to double the number of

people from minority ethnic background in the senior civil service by 2004/5 from 1.6% to 3.2%. Individual departments are also setting targets below SCS level. The table below shows the progress made.

(a) THE CIVIL SERVICE

 (i) DIVERSITY OF STAFF IN POST, SENIOR CIVIL SERVICE LEVELS							
	HEADCOUNT	GENDER		MINORITY ETHNIC		DISABILITY	
	ALL STAFF	TOTAL WOMEN	% WOMEN	TOTAL MINORITY ETHNIC	% MINORITY ETHNIC ⁽¹⁾	TOTAL DISABLED	% DISABLED ⁽²⁾
APRIL 1995	4,200	480	11.4	60	1.4	40	1.0
APRIL 1999	3,600	620	17.2	55	1.7	58	1.6
APRIL 2000	3,730	730	19.5	70	2.1	60	1.7

 (ii) DIVERSITY OF STAFF IN POST, ALL LEVELS							
	HEADCOUNT	GENDER		MINORITY ETHNIC		DISABILITY	
	ALL STAFF	TOTAL WOMEN	% WOMEN	TOTAL MINORITY ETHNIC	% MINORITY ETHNIC ⁽¹⁾	TOTAL DISABLED	% DISABLED ⁽²⁾
APRIL 1995	494,430	250,730	50.7	22,720	4.6	13,440	2.7
APRIL 1999	480,690	235,910	49.1	20,570	5.3	17,210	3.6
APRIL 2000	497,640	247,630	49.8	24,330	5.8	18,480	3.7

Note: Information on minority ethnic origin and disability is collected on voluntary, self-classification questionnaires. For the service as a whole, the ethnic origin of around 16% of staff was not reported, as was the disability status of around 14% of staff.

⁽¹⁾ Minority ethnic staff as a percentage of all staff whose ethnic origins were reported.

⁽²⁾ Staff with known disability as a percentage of all staff in departments reporting on disability.

Tables showing the breakdown of staff by ethnic origin by department are attached at Annex S.



Alongside these targets the Government is also taking the following action to help tackle the under-representation of these groups:

- A Senior Adviser to the Civil Service on Diversity Strategy and Equal Opportunities has been appointed. Responsibilities include driving forward efforts to increase the diversity of the Civil Service and to tackle the under-representation of minority ethnic people, particularly at senior levels.
- The Cabinet Office holds a Civil Service Ethnic Minority careers fair every summer.
- The Cabinet Office has widely publicised and promoted the DfEE's "Changing Patterns in a Changing World" campaign within Government Departments and all departments and agencies now include in their diversity action plans to specific steps to demonstrate how they are putting into practice work life balance initiatives.

DIVERSITY SURVEY

The Civil Service is strongly committed to achieving a dramatic improvement in its record on diversity. Its aim is to create a culture where it makes the most of the different experiences, perspectives, approaches, backgrounds, skills, etc that all individuals bring to their team and to their organisation. As a way of tracking this change, the Cabinet Office is undertaking one of the most important surveys that has ever been conducted in the Civil Service.

The survey asks a range of staff in the Service whether the Civil Service as a whole and individual Departments and Agencies support diversity and what issues need to be addressed. It covers issues that are relevant to all staff – including the extent to which staff can balance their work and commitments outside work, unacceptable behaviour in the workplace, and the factors that help them to develop their careers in the Civil Service.

The survey was issued in December 2000 to around 18,000 staff, selected to be representative of the Civil Service as a whole in terms of grade, age, gender, ethnic origin and disability. The Council of Civil Service Unions has been closely involved in developing the survey and will continue to work in partnership as action is taken to follow up the results.

The findings will help to highlight the strengths and weaknesses of the Service and will help decide what more needs to be done. It is hoped to be able to compare the Civil Service with similar data from other organisations so that lessons can be learned from elsewhere. The Head of the Civil Service, Sir Richard Wilson, will report on the results of the survey and follow-up action in an annual report on diversity to the Prime Minister next May. A summary version of the results will be produced which will be made available to staff.



In July 1999 the Home Secretary published race equality employment targets for the police, fire and the probation services, as well as for the Home Office itself, including the Prison and Immigration Services.

(b) THE HOME SECRETARY'S EMPLOYMENT TARGETS

The targets are for recruitment, retention and career progression. The recruitment targets aim to reflect the proportion of the minority ethnic community locally. Wherever possible, for example with individual police forces and fire brigades, local targets have been set because recruitment takes place locally. However, some services, like the Prison Service and the Probation Service, recruit more at the national or regional level, so targets on these bases are appropriate.

The successful recruitment of minority ethnic staff as described above will be undermined if those staff are not retained. It is important, therefore, that targets are set for the retention of minority ethnic staff, and the rates of retention monitored. But these targets must take account of the structure of and circumstances facing each organisation. Overall, the targets look to ensure that minority ethnic staff do not leave at a rate greater than staff from the majority community with the aim of achieving comparable periods of service.

Public sector services typically show that minority ethnic staff disproportionately occupy the lower grades. The career progression targets aim to rectify this situation by looking to achieve proportional representation throughout the organisation. A particular focus is being placed on the senior officer level because senior management sets much of the tone of an organisation. Progress against the targets will be closely monitored and milestones have been set for three and five years.

In October 2000 the Home Secretary published his first annual report on progress with these targets. The report covered the period up to 31st March 2000, that is the first eight months of the ten-year programme. The report concluded that within those initial months, each service area had put in place systems and processes which should help to achieve the targets and the changes sought over the length of the programme.

Details of the recruitment targets and the latest position are at Annex T. The report is available on the Home Office website at www.homeoffice.gov.uk



(c) THE ARMED FORCES

The Armed Forces remain committed to playing a central role in the Government's drive to improve race equality in the public sector. The three Services aim is to develop an organisational culture that welcomes diversity and places the highest priority in rooting out racism.

Equal Opportunities is a key feature of the Armed Forces Overarching Personnel Strategy (AFOPS), launched by the Secretary of State for Defence in February 2000. AFOPS seeks to provide a coherent statement of vision, strategic guidance and direction for the Armed Forces' personnel policy in the new millennium. Within AFOPS, Personnel Strategy Guideline 15 provides a definitive statement of policy, consistent with the Armed Forces Equal Opportunities goal agreed last year. Together with the corporate goal, AFOPS and its associate principles will continue to contribute to the creation of a more representative Armed Forces, with standards of behaviour in which fairness, decency and respect for others are central.

The Armed Forces continue to work within the framework of the five-year Partnership Agreement with the Commission for Racial Equality, signed in March 1998. An excellent dialogue now exists between the Armed Forces and the Commission and meetings, some at Ministerial level, take place regularly. A key feature of the Partnership Agreement was the setting of minority ethnic recruitment goals. In the current year, the goal is 4%, rising to 5% in 2001/2002. As at 1 December 2000, there were some 2,985 serving personnel from minority ethnic backgrounds in the Armed Forces, representing 1.45% of the total Armed Forces strength (Naval Service 0.9%, Army 1.8%, RAF 1.1%).

Equal Opportunities training for Service Equal Opportunities Advisers (EOAs) and Senior Officers at the Tri-Service Equal Opportunities Training Centre, Shrivenham has remained central to our drive to eradicate unacceptable behaviour in the Armed Forces. The 5 day EOA course has been accredited by the Chartered Institute of Personnel and Development (IPD). This is only the second occasion on which the IPD, recognised as the benchmark organisation for best practice in training, have given accreditation to a single module. As at 1 December 2000, some 722 Senior Officers (and their civilian equivalents) and 2,000 EOAs had passed through the Centre's doors.


Some case study examples of initiatives to promote race equality within individual branches of the Armed Forces are at Annex U.



(d) THE NHS WORKFORCE

The overall percentage of minority ethnic group staff in the NHS workforce compares well with the percentage in the working population as a whole. The percentage of minority ethnic nurse returners since the launch of this year's nurse recruitment campaign is also in line with the percentage of these ethnic groups in the working population. In October 2000, the Minister of State for Health, announced plans to require all NHS organisations to set local targets for increasing the representation of minority ethnic staff in sectors of the workforce where they are currently under-represented. This and other measures to increase recruitment, retention and development of minority ethnic staff were announced following a summit held with key stakeholders to:

- Increase the number of Asian nurses, which is low compared to the working population;
- Increase the representation of minority ethnic group staff in certain occupation groups in the NHS where they are currently under-represented;
- Increase the number of minority ethnic group staff in senior positions in the NHS

 (i) NHS HOSPITAL MEDICAL STAFF BY ETHNIC ORIGIN AND GRADE ENGLAND, SEPTEMBER 1999										
ALL COUNTRIES OF QUALIFICATION	ALL STAFF	CONSULTANT	STAFF GRADE	ASSOCIATE SPECIALIST	REGISTRAR GROUP	SENIOR HOUSE OFFICER	HOUSE OFFICER	HOSPITAL PRACTITIONER	CLINICAL ASSISTANT	OTHER STAFF
ALL ETHNIC GROUPS	63,550	22,020	3,640	1,440	12,100	14,780	3,540	820	5,180	10
WHITE	42,780	17,880	1,320	540	7,820	8,640	2,240	660	3,700	10
BLACK	2,410	470	330	80	570	720	100	10	110	-
CARIBBEAN	390	70	20	10	100	150	20	0	20	-
AFRICAN	1480	270	240	60	370	430	50	0	50	-
OTHER	540	140	70	20	100	140	30	10	40	-
ASIAN	11,670	1,950	1,250	470	2,550	3,810	680	100	840	0
INDIAN	8,780	1,500	950	400	1,840	2,900	400	90	700	0
PAKISTANI	1,560	220	250	50	390	450	110	10	90	-
BANGLADESHI	290	40	40	20	40	80	40	0	20	-
CHINESE	1,040	190	20	10	280	370	140	0	30	-
ANY OTHER ETHNIC GROUP	5,310	1,330	650	310	990	1,330	300	40	360	0
NOT KNOWN	1,380	410	90	40	180	260	220	20	170	-

Source: Department of Health 1999 medical and dental workforce census.

Note: all figures rounded to the nearest 10.





**(ii) NHS HCHS* NON MEDICAL STAFF BY ETHNIC ORIGIN
ENGLAND AS AT 30 SEPTEMBER 1999**

	TOTAL WTE STAFF (NUMBER =100%)	WHITE	BLACK	ASIAN	OTHER	UNKNOWN
ALL NON-MEDICAL STAFF	721,770	89.3	3.6	1.6	1.8	3.7
NURSING, MIDWIFERY AND HEALTH VISITING STAFF (EXCLUDING LEARNERS) OF WHICH:	338,580	85.7	4.7	1.4	2.2	5.9
QUALIFIED STAFF	250,650	86.8	4.7	1.6	2.3	4.6
UNQUALIFIED STAFF	87,440	82.5	4.8	0.9	2.0	9.8
NURSING, MIDWIFERY AND HEALTH VISITING STAFF LEARNERS	1,880	85.0	6.6	1.0	3.1	4.4
SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF OF WHICH:	107,090	92.3	2.1	2.4	1.7	1.5
PROFESSIONS ALLIED TO MEDICINE	45,700	94.3	1.6	1.6	1.3	1.3
OTHER SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF	61,390	90.8	2.5	3.0	1.9	1.7
HEALTHCARE ASSISTANTS	21,410	90.6	4.6	1.5	1.7	1.7
SUPPORT STAFF	64,200	90.7	3.9	1.3	1.7	2.4
AMBULANCE STAFF	15,250	97.8	0.6	0.3	0.5	0.7
ADMINISTRATION AND ESTATES STAFF OF WHICH:	172,770	92.9	2.5	1.8	1.1	1.7
ADMINISTRATION MANAGERS	23,380	94.8	1.7	1.3	1.0	1.2
CLERICAL AND ADMINISTRATIVE STAFF	149,230	92.4	2.7	2.0	1.2	1.7
OTHER STAFF	580	93.9	1.2	2.0	1.4	1.5

* HCHS: Hospital and Community Health Services

Notes: Figures should be treated with caution as they are based on the 74% of HCHS organisations that reported 90% or more valid ethnic codes for non-medical staff.

Percentages were calculated from numbers of staff expressed as whole-time equivalents.



Part III: **The Way Forward**

The race equality dimension of performance management is now a key feature of the way Government does its business. It helps shape and focus the development of Government policies. It allows public authorities to find out whether their services impact differentially on people from different minority ethnic communities.

The Government has given a commitment, as part of its Public Service Agreement to promote race equality across the public sector, to publish the basket of indicators on an annual basis. By that means, Government will be able to report on progress achieved to make race equality a reality, and to identify areas where further efforts are needed.

The basket of indicators in this edition builds on that published in the first edition in March 2000. While more areas of public services are now covered by the basket, which is to be welcomed, there are still clearly gaps where measuring systems are either just being developed or work has yet to commence. A complete picture of the public sector has yet to be achieved.

Further work must also be undertaken to make better links between this basket of indicators and others within Government, such as “Opportunity for All” and the Best Value regime.

Now that the basket of race equality indicators is well established, efforts can be made to harmonise the data in terms of, for example, ethnic disaggregation. An important aspect that needs further work is in terms of gender analysis of the indicators. Too many of the existing indicators cannot be examined to see whether the impact of a particular public service is different for men and women.

The next basket will aim to report developments on these issues.

The Changing World

The achievement of a truly multicultural Britain cannot be achieved without sustained effort across the country. The Government’s goal will not be reached in the near future – there are no quick fixes. Over the forthcoming years the Government’s efforts to promote race equality will need to reflect changing developments elsewhere across society.

One major policy development which will have a significant effect on the promotion of race equality in the public sector will be the revised legislative framework currently being put in place as a result of the recent Race Relations (Amendment) Act 2000. The new statutory duty to promote race equality will be a key lever in delivering the changes sought by the Government. The basket of indicators will need to evolve to take account of such initiatives.

In April 2001 the next Census will take place. The Census 2001 will include a detailed examination of respondents’ ethnic origins. There will be sixteen categories against which a respondent can ascribe his or her ethnic origin, and these are set out in annex S. Some of the sets of performance data within the basket of indicators have either moved to the new Census 2001 categories or are in the process of such change. The migration to the new categories will have an impact on how the data is handled within the basket of indicators.

Conclusions

The second edition of the basket of indicators builds on the framework established in the initial version; it updates existing measures, where new data is available, and introduces new data, where appropriate. Lastly, it identifies areas where data



will be available in the future, for example, under the Best Value regime.

It was recognised from the outset of developing the basket of indicators that progress in promoting race equality cannot be measured by a single indicator. Instead, a broader view has to be taken across the width of public sector activity.

A proper appreciation of the broad range of public sector activity would require an analytical framework which is not yet available. However, it is hoped that such a framework might be ready for the next edition of the basket of indicators. But as an interim measure, it is possible to draw the following broad conclusions from the contents of the second basket of indicators:

- While more data with a race equality dimension is now included within the second edition of the basket of indicators, there is scope for more to present a fuller picture of race equality in public services – Government departments are looking to widen the range of data which might be included in the next edition;
- The available data confirms the widely held view that many public services still have a differential and adverse impact on those from minority ethnic communities when compared with those from the majority community; but
- There is some evidence that the general improvements achieved in public services are applying also to those from minority ethnic communities, for example, the improvements in employment rates, and the improvements in educational attainment levels; and

- There is further evidence that some public services are becoming more representative of the community they serve, for example, within the Senior Civil Service and the Civil Service more generally, and parts of the Criminal Justice System; but
- The perception data identifies a continuing problem with racial prejudice and a different appreciation of public services between those from minority ethnic communities and the majority community.

Overall, therefore, the data shows that some progress has been made improving race equality across public services but much more needs to be done. This is not a surprising result as the Government is well aware that improving, and sustaining those improvements, in race equality cannot be anything but a long term exercise.

Comments

If anyone would like to discuss the race equality performance management framework set out in this document further or suggest new or additional performance indicators for the basket, then they should contact either Jonathan Lane (020 7273 4486; e-mail: jonathan.lane@homeoffice.gsi.gov.uk) or Anne Marie Andreoli (020 7273 4372; e-mail: annemarie.andreoli@homeoffice.gsi.gov.uk) at the Race Equality Strategy Team, the Race Equality Unit, the Home Office, 50 Queen Anne's Gate, London SW1H 9AT. Further information is also available on the Home Office website (www.homeoffice.gov.uk).



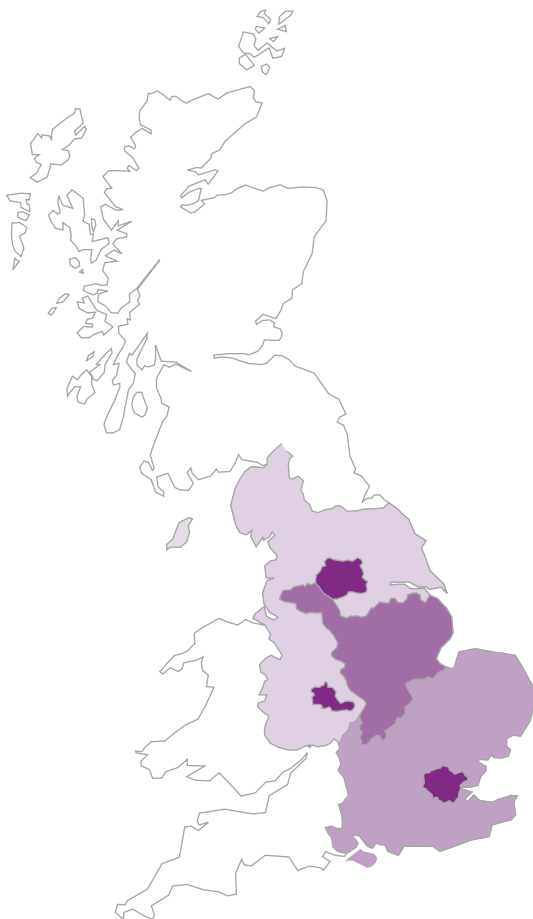
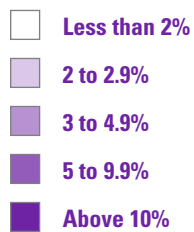


Annex A:

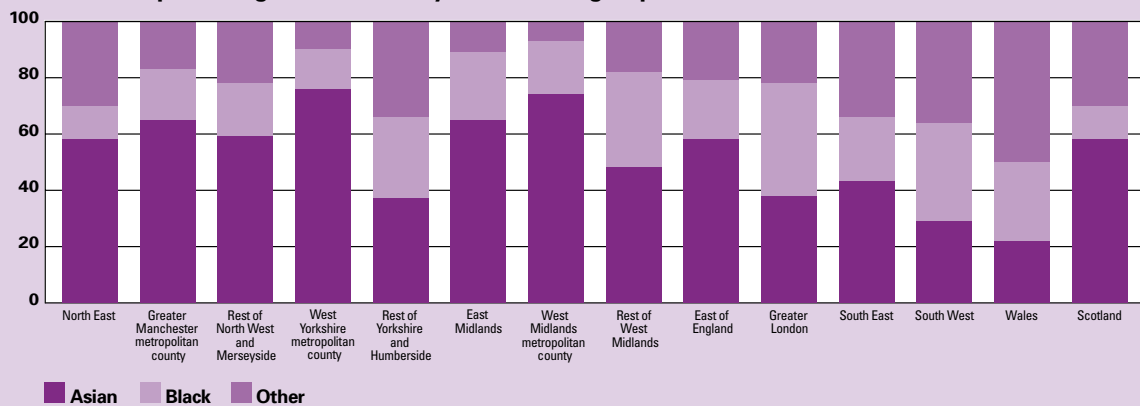
Distribution of minority ethnic communities in Britain

Minority ethnic communities: percentage of the total population, areas of Great Britain (LFS 1999)

Percent of ethnic minority (%)



Minority ethnic communities; percentage breakdown by main ethnic group, areas of Great Britain (LFS 1999)



Annex B: The Government's Equality Statement

30 NOVEMBER 1999

Mr. Gunnell:

To ask the Minister for the Cabinet Office if she will make a statement on the Government's approach to equality issues.

Marjorie Mowlam:

The Government are working to transform Britain into a society which is inclusive and prosperous. Eliminating unjustified discrimination wherever it exists and making equality of opportunity a reality for all is at the heart of the Government's agenda. Equality of opportunity is not only inherently right, it is also essential for Britain's future economic and social success. Much has been achieved in the last two years. But we are not complacent. A lot remains to be done. We will continue to act to stamp out discrimination, remove barriers and improve the position of groups facing disadvantage and discrimination in employment, public life and public service delivery. We will ensure that the right legislative framework and institutional arrangements are in place and that information, guidance and other support is available to challenge discrimination and deliver fair treatment to allow everyone to develop and contribute to their full potential. That is to the benefit of all – individuals, communities, business – in a healthy, modern, diverse society.

We will avoid unnecessary and burdensome regulation and will promote, encourage and support progress through non-legislative means. However, we will legislate where necessary or desirable when legislative time permits. In doing so, we will be governed by the principles of improving consistency between the protection afforded to different groups by different legislation,

modernising enforcement powers, and by the need for the public sector to lead by example.

As explained in our response to the Better Regulation Task Force Review of Anti-discrimination Legislation, we will where practicable harmonise the provisions of the Race Relations Act 1976, the Sex Discrimination Act 1975 and the Disability Discrimination Act 1995 and align the equality commissions' powers. This will significantly extend discrimination law coverage and strengthen the powers of the Equal Opportunities Commission (EOC) and the Commission for Racial Equality (CRE) to match those of the Disability Rights Commission (DRC). We will legislate to remove barriers to the equality commissions working together on common issues and to enable them to produce joint guidance.

We are modernising Government. Not only will we continue to tackle discrimination in all institutions, we will champion equality in every sense and at every level. Public bodies must take the lead in promoting equal opportunities and the Government will put this obligation in legislation as soon as Parliamentary time permits. Together with our commitment to implement the Stephen Lawrence Inquiry action plan, this will help ensure public institutions and services are free from discriminatory procedures and practices and should improve the position of disadvantaged groups, both as employees and users of public services. This will not in any way replace or supersede the existing statutory arrangements in Northern Ireland where there is already a duty on the public sector to promote equality of opportunity. We will be looking at, and learning from, the operation of the law in Northern Ireland. We will also build on existing mainstreaming and

appraisal guidance to ensure that policies are inclusive, and take full account of the needs and experience of all those likely to be affected by them, and of the impact on particular groups in society.

We will continue to take action to meet our commitment to remove the under-representation of women, members of minority ethnic groups and disabled people on public bodies; and to meet the challenging targets set for representation of these groups in the Civil Service.

The Race Relations (Amendment) Bill announced in the Queen's speech, will extend the Race Relations Act to public functions not previously covered, such as law enforcement and immigration. It will implement, and go beyond, one of the Lawrence Inquiry Report recommendations by making it unlawful for public authorities generally to discriminate in the exercise of their functions. This is an important step in the Government's efforts to ensure that the public sector sets the pace in the drive towards equality; and we will extend it to the Sex Discrimination Act and the Disability Discrimination Act when legislative time permits.

The gender pay gap is indefensible. We will support further action to address this and to achieve greater choice of career, of working patterns and a better balance between work and home responsibilities that will benefit both businesses and individuals.

We intend to launch a campaign to promote employment policies which help people balance work and life delivered through partnership with employers. Fairness at Work measures are improving parental and maternity leave, and allowing time off for emergencies. The National

Childcare Strategy, Working Families Tax Credit, Childcare Tax Credit and the National Minimum Wage are all bringing benefits and removing barriers for women and men. We will consult on changes to Tribunal procedures to speed up and simplify equal pay claims.

The Disability Discrimination Act lags behind sex and race legislation in the protection it provides for disabled people. The establishment of a Disability Rights Commission, in April 2000, will address one of the Act's major weaknesses but there are other gaps in coverage. The Disability Rights Task Force, which has been looking at securing comprehensive rights for disabled people, will report shortly. The Government will carefully consider its recommendations. But we are committed to improving the rights of disabled people. Where appropriate legislative opportunities arise, we shall use them to pursue this commitment.

Further legislation is not enough in itself. Changing negative attitudes towards disability, and indeed all forms of discrimination, is crucially important. We shall continue with our campaign to address the lack of knowledge of disability issues and raise awareness among service providers of their duties to improve access for disabled people.

We are certain that a great deal of progress can be made through the provision of information and guidance to ensure awareness of rights and responsibilities. The Government have already produced a Code of Practice on discrimination in employment based on age and proposes, in conjunction with the EOC, preparing a Code of Practice on discrimination on the grounds of sexual orientation. Evaluation of the effectiveness of this Code and consideration of developments in other



areas will inform any future decision on the need for legislation.

The Government are alive to the concerns that have been expressed about the issue of religious discrimination, and to the case for it to be made subject to the law. However, this issue raises many difficult, sensitive and complex questions. We have commissioned research to try to assess the current scale and nature of religious discrimination, and the extent to which it overlaps with racial discrimination, in mainland Britain. The results, due in autumn 2000, will help to inform our thinking about the appropriate response.

Clarification of the law and advice will be provided in a number of areas to encourage the adoption of good practice. There will be a code of practice on discrimination against volunteers, guidance on positive action to tackle under-representation of

women and ethnic minorities, and guidance on sexual harassment at work. In particular, we are looking at ways of giving small businesses better access to coherent information and advice about equality issues. We are planning to pilot a new joined-up service next year.

Overall, therefore, we intend to combat discrimination across a broad front, using both legislative and non-legislative means as appropriate, and with the public sector taking the lead. To this end, the Government will introduce legislation as soon as Parliamentary time allows, following a targeted consultation exercise in the first half of 2000; and will press ahead with the non-legislative measures outlined above. Our efforts to combat discrimination are already making an impact and will, in conjunction with new actions, continue to yield results making Britain a better place to live and work for all.



Annex C: Table of Race Equality Indicators

1. Measuring What People Think

- (a) Racial Prejudice
- (b) Perceptions of Service Delivery within the Public Sector
- (c) Perceptions of the Public Sector as an Employer

2. Major Areas of Service Delivery

ECONOMIC ACTIVITY		
EMPLOYMENT	INCOME	NEW DEAL
Trends in employment rates of working age population, by gender and ethnic origin (OfA 14)	Proportion of children living in families below various income thresholds, analysed by ethnic group of head (OfA 2)	Leavers from New Deal Gateway by immediate destination by ethnic group
Employment rates by gender, age and ethnic group	Proportion of working age adults living in families below various income thresholds, analysed by ethnic group of head (OfA 18)	
Percentage of working age people in workless households by ethnic origin (OfA 15)	Proportion of pensioners living in families below various income thresholds, analysed by ethnic group of head (OfA 27)	

EDUCATION			
ATTAINMENT	EXCLUSION	TRAINING	QUALIFICATIONS
Attainment of 5 or more GCSE grades A*- C in year 11, by ethnic group	Number of permanent exclusions of pupils of compulsory school age by ethnic group	16 year old participation estimates by ethnic group	Highest qualification of people of working age by ethnic group and gender
		18 year old participation estimates by ethnic group	



HEALTH AND PERSONAL SOCIAL SERVICES	
Children in Need/Population Ratios for Minority Ethnic Children	
Proportion of Department of Health Non-Executive Public Appointments from Minority Ethnic Communities	
LAW AND ORDER	
POLICE	CRIMINAL JUSTICE SYSTEM
Number of racist incidents Stop and search by ethnic group Homicide investigations by ethnic appearance of victim	Representation levels in the Criminal Justice System (CJS)
HM CUSTOMS & EXCISE	
Search of person, by ethnic group	
SENTENCING	YOUTH JUSTICE SYSTEM
Minority ethnic representation in the CJS Prosecutions for indictable offences	Staffing of Youth Offending Teams by Agency and Ethnicity Youth offending by ethnicity, in England and Wales Pre court decisions by ethnicity, in England and Wales Remand episodes by ethnicity in England and Wales Sentencing of 10-17 year olds by ethnicity in England and Wales
PRISONS	FEAR OF CRIME
Prison receptions by ethnicity Prison populations by ethnicity and gender	Percentage very worried about crime by ethnicity
HOUSING	
Minority ethnic staff employed by registered social landlords (Housing Associations)	

3. The Government and its Own Performance

Diversity of staff in post: Senior Civil Service levels
Diversity of staff in post: all levels
Home Secretary's Employment Targets
The Armed Forces
NHS Hospital Medical Staff
NHS Hospital and Community Health Services: Non Medical staff



Annex D: **British Crime Survey – Technical Note**

2000 British Crime Survey – Survey Design

The British Crime Survey (BCS) asks adults in private households about their experiences of crime and other issues in the previous year. One randomly selected adult respondent in each household is interviewed. Respondents are interviewed at home by interviewers using Computer Assisted Personnel Interviewing (CAPI).

Sampling

The BCS sample is designed to give, after appropriate weighting, both a representative cross-section of private households in England and Wales, and of individuals aged 16 and over living in them. The Small Users Postcode Address File (PAF) is used as the sampling frame. The PAF, listing all delivery points in the country, represents the fullest register of household addresses.

A stratified multi-stage random probability design is used to select the sample of addresses. Where one address has more than one household, a single household is selected using random selection procedures. One adult 16 and over in a selected household is identified for interview using similar random-selection procedures. No substitution of respondents is allowed, as this would skew the representativeness of the sample.

The survey involved a nationally representative sample of 19,411 people living in private households in England and Wales. The response rate was 74%. There was a further minority ethnic booster sample of 3,874 adults chosen by focussed enumeration and screening for minority ethnic people in high-density areas. This sample of respondents consists of people who stated that their ethnic origin was black, Indian, Pakistani or Bangladeshi.

Racial prejudice and public sector perception questions

All respondents were asked a main set of core BCS questions and then completed one or other of two versions of a follow-up module of questions. One follow-up module contained the racial prejudice and public sector perception questions. All respondents routed through this module were asked the racial prejudice questions. This resulted in a total of 7215 answering the racial prejudice questions, including 3176 minority ethnic people recruited through the minority ethnic booster sample.

For the public sector perception questions, the samples outlined above were randomly split in two. 2198 main sample respondents and 1025 respondents from the minority ethnic booster sample were asked to answer the question about their perception of the public sector services as a member of the public. 1633 main sample respondents and 1596 respondents from the minority ethnic booster sample were routed through the question asking for their perception of the public sector services as a member of the workforce.

Fieldwork for the BCS started in January 2000 and was completed in July 2000 with the main bulk of interviewing conducted between January and April.

2001 British Crime Survey – Survey Design

From January 2001, the BCS moves from a biennial to an annual cycle with continuous sampling. This will result in equal numbers being sampled each month as opposed to the current practice where most sampling takes place between January and April. There will, however, be a transitional arrangement whereby half of those interviewed in the first 6 months of 2001 will be

questioned in the same way as at present. This change to continuous sampling may result in some seasonal effect on the 'Fear of Crime' data, but it will be possible to test for these factors once the full survey is completed.

The sample size is also being increased and from 2001 the sample will be 40,000 per annum, including a minority ethnic booster sample of 3,000 adults. This increased sample size will allow the two existing follow-up questionnaires (previously asked to separate halves of the sample) to be replaced by four follow-up questionnaires to be asked of separate quarters of the sample. Follow-up A, Experiences of the Police, will be directed at 2,500 respondents from the minority ethnic booster sample, while follow-up B, Attitudes to the Criminal Justice System, will be directed at 500 respondents from the minority ethnic booster sample.



Annex E: **British Crime Survey – Questions on Racial Prejudice**

Question (I)

Do you think there is generally more racial prejudice in Britain now than 5 years ago, less, or about the same amount?

- More now
- Less now
- About the same
- Don't know

Question (II)

Do you think there will be more racial prejudice in Britain in 5 years time compared with now, less or about the same?

- More in 5 years
- Less in 5 years
- About the same
- Don't know




Annex F: British Crime Survey – Perceptions of Service Delivery within the Public Sector

Set out below is the question on service delivery within the public sector, which formed part of the 2000 British Crime Survey.

“We are interested in your views about whether certain organisations treat people of all races equally or treat people of different races differently.

I am going to read out a list of organisations. For each one in turn, please imagine yourself as a member of the public using the services provided by that organisation.

How do you think you would be treated as a member of the public by:”

 PERCENTAGE EXPECTING TO BE TREATED 'BETTER THAN' OTHER MEMBERS OF THE PUBLIC BY:						
AGENCIES	WHITE	BLACK CARIBBEAN	BLACK AFRICAN	INDIAN	PAKISTANI	BANGLADESHI
POLICE	11.5	2.3	1.8	2.0	2.4	4.0
FIRE	4.4	1.3	1.8	2.4	1.9	1.2
PROBATION SERVICE	6.3	1.4	1.6	1.8	1.9	0.7
IMMIGRATION SERVICE	14.9	1.1	1.1	2.2	2.3	6.1
PRISON SERVICE	8.4	0.7	1.0	1.3	0.7	0.0
HOME OFFICE	5.6	0.8	1.8	1.5	1.6	1.0
CIVIL SERVICE	5.5	1.7	1.9	1.0	0.8	1.8
COURTS	7.0	1.0	0.2	2.0	1.8	1.6
PUBLIC SECTOR	6.0	0.5	1.4	2.2	0.3	3.1
PRIVATE SECTOR	8.0	2.0	0.5	1.1	0.9	2.0
COUNCIL HOUSING	7.4	1.2	0.9	1.2	0.8	2.6
PRIVATE LANDLORDS	13.0	0.7	1.5	0.9	0.4	0.8
GENERAL PRACTITIONER	6.6	1.9	3.5	5.3	4.7	2.3
HOSPITALS	4.8	2.6	2.6	2.4	4.1	1.8
EDUCATION	3.7	1.9	0.8	2.1	3.0	0.7
TOTAL NUMBER	1,574	349	206	506	266	95

NB. A separate table has not been provided to show the ethnic breakdown for those who said 'Don't know' although they have been included in the total sample. Therefore, percentages will not add up to 100.





PERCENTAGE EXPECTING TO BE TREATED
'THE SAME' AS OTHER MEMBERS OF THE PUBLIC BY:

AGENCIES	WHITE	BLACK CARIBBEAN	BLACK AFRICAN	INDIAN	PAKISTANI	BANGLADESHI
POLICE	78.9	45.6	42.9	63.0	57.4	53.7
FIRE	91.3	81.8	79.4	79.8	78.6	82.6
PROBATION SERVICE	75.1	49.9	44.1	56.6	49.5	47.7
IMMIGRATION SERVICE	61.4	44.3	52.8	51.4	53.2	55.3
PRISON SERVICE	69.9	31.7	40.8	39.5	35.4	39.7
HOME OFFICE	76.4	53.3	56.0	62.0	54.9	69.3
CIVIL SERVICE	77.7	53.4	52.5	61.0	54.4	69.0
COURTS	79.8	43.5	54.6	59.8	56.9	68.8
PUBLIC SECTOR	81.1	69.1	63.5	73.4	70.4	65.0
PRIVATE SECTOR	75.8	51.3	46.0	62.6	60.3	66.6
COUNCIL HOUSING	66.2	58.1	56.7	58.1	58.7	67.5
PRIVATE LANDLORDS	63.2	42.7	47.7	53.1	54.2	64.7
GENERAL PRACTITIONER	88.9	87.8	82.6	88.0	87.5	91.1
HOSPITALS	91.0	88.8	83.4	88.0	85.4	91.5
EDUCATION	84.2	75.1	76.1	85.2	83.0	89.4
TOTAL NUMBER	1,574	349	206	506	266	95

NB. A separate table has not been provided to show the ethnic breakdown for those who said 'Don't know' although they have been included in the total sample. Therefore, percentages will not add up to 100.



PERCENTAGE EXPECTING TO BE TREATED
'WORSE THAN' OTHER MEMBERS OF THE PUBLIC BY:

AGENCIES	WHITE	BLACK CARIBBEAN	BLACK AFRICAN	INDIAN	PAKISTANI	BANGLADESHI
POLICE	3.9	33.8	33.7	19.5	25.9	22.5
FIRE	0.2	7.5	5.8	2.0	5.1	3.6
PROBATION SERVICE	1.9	15.8	14.7	5.8	8.5	12.8
IMMIGRATION SERVICE	4.3	32.8	28.2	20.3	23.8	16.6
PRISON SERVICE	4.0	32.3	20.3	17.4	17.6	19.2
HOME OFFICE	3.6	23.1	25.2	12.2	15.8	5.7
CIVIL SERVICE	4.5	18.3	19.8	10.0	14.9	7.9
COURTS	4.0	30.4	22.7	12.5	16.4	7.0
PUBLIC SECTOR	6.6	18.4	20.7	9.6	17.7	17.8
PRIVATE SECTOR	5.5	21.3	30.7	12.6	15.2	11.9
COUNCIL HOUSING	12.3	21.4	26.0	12.4	16.2	16.8
PRIVATE LANDLORDS	7.4	23.3	28.0	10.3	10.8	6.2
GENERAL PRACTITIONER	1.4	4.1	4.9	3.2	4.5	2.7
HOSPITALS	1.7	4.7	3.9	4.8	6.6	4.1
EDUCATION	1.8	10.7	12.8	5.1	6.9	4.8
TOTAL NUMBER	1,574	349	206	506	266	95

NB. A separate table has not been provided to show the ethnic breakdown for those who said 'Don't know' although they have been included in the total sample. Therefore, percentages will not add up to 100.



Annex G:


British Crime Survey – Perceptions of the Public Sector as an Employer

Set out below is the question on the public sector as an employer, which formed part of the 2000 British Crime Survey.

“We are interested in your views about whether certain organisations treat people of all races equally or treat people of different races differently.


I am going to read out a list of organisations. For each one in turn, please imagine yourself as a member of its workforce.

How do you think you would be treated by other staff if you were working for:”


 PERCENTAGE EXPECTING TO BE TREATED 'BETTER THAN OTHERS' BY STAFF WORKING IN:						
AGENCIES	WHITE	BLACK CARIBBEAN	BLACK AFRICAN	INDIAN	PAKISTANI	BANGLADESHI
POLICE	5.7	1.9	2.0	1.5	4.3	4.1
FIRE	5.1	3.2	2.5	3.4	0.4	2.3
PROBATION SERVICE	2.9	3.9	1.7	1.3	1.8	1.9
IMMIGRATION SERVICE	4.0	2.6	1.9	2.8	3.1	2.8
PRISON SERVICE	4.4	1.4	0.8	0.8	0.4	1.5
HOME OFFICE	3.4	3.8	2.2	2.8	2.4	3.3
CIVIL SERVICE	3.2	3.6	1.7	2.0	1.8	3.6
COURTS	3.5	2.3	2.8	1.9	1.8	2.3
PUBLIC SECTOR	4.2	3.4	2.1	1.7	3.6	3.3
PRIVATE SECTOR	4.4	2.1	2.7	2.1	2.5	3.8
COUNCIL HOUSING	3.8	2.5	2.6	1.4	1.6	4.4
PRIVATE LANDLORDS	4.2	2.2	2.0	1.9	2.3	1.8
GENERAL PRACTITIONER	4.3	3.0	4.8	5.6	3.8	6.6
HOSPITALS	3.6	3.1	3.0	2.9	2.0	3.9
EDUCATION	2.9	3.3	3.7	3.1	1.6	5.3
TOTAL NUMBER	1,574	349	206	506	266	95

NB. A separate table has not been provided to show the ethnic breakdown for those who said 'Don't know' although they have been included in the total sample. Therefore, percentages will not add up to 100.



 PERCENTAGE EXPECTING TO BE TREATED THE 'SAME AS OTHERS' BY STAFF WORKING IN:						
AGENCIES	WHITE	BLACK CARIBBEAN	BLACK AFRICAN	INDIAN	PAKISTANI	BANGLADESHI
POLICE	74.8	29.7	34.4	44.9	46.4	46.5
FIRE	79.5	48.8	51.6	56.4	59.4	65.6
PROBATION SERVICE	77.8	51.4	40.8	52.1	52.3	59.4
IMMIGRATION SERVICE	73.5	47.9	45.2	55.5	55.0	60.3
PRISON SERVICE	69.9	34.7	40.9	40.2	36.0	39.2
HOME OFFICE	79.4	46.4	52.1	57.6	52.0	65.0
CIVIL SERVICE	79.5	42.2	43.6	54.8	49.3	57.9
COURTS	80.9	52.7	41.3	57.5	52.7	54.2
PUBLIC SECTOR	80.6	61.3	59.5	66.8	68.3	72.0
PRIVATE SECTOR	78.3	47.4	45.0	61.7	57.5	52.6
COUNCIL HOUSING	79.1	62.8	58.4	62.6	68.1	68.1
PRIVATE LANDLORDS	71.6	48.5	47.9	59.7	60.2	64.8
GENERAL PRACTITIONER	86.0	75.5	70.5	77.6	82.8	75.5
HOSPITALS	88.0	74.4	64.4	76.5	80.1	79.0
EDUCATION	87.3	69.6	63.9	72.6	80.9	70.9
TOTAL NUMBER	1,574	349	206	506	266	95

NB. A separate table has not been provided to show the ethnic breakdown for those who said 'Don't know' although they have been included in the total sample. Therefore, percentages will not add up to 100.

 PERCENTAGE EXPECTING TO BE TREATED 'WORSE THAN' OTHER MEMBERS OF THE PUBLIC BY:						
AGENCIES	WHITE	BLACK CARIBBEAN	BLACK AFRICAN	INDIAN	PAKISTANI	BANGLADESHI
POLICE	9.8	40.3	31.6	30.4	25.5	22.6
FIRE	7.5	21.3	16.3	14.0	15.2	6.3
PROBATION SERVICE	5.4	12.1	18.6	13.3	12.0	9.3
IMMIGRATION SERVICE	6.5	18.6	21.6	14.3	13.1	8.2
PRISON SERVICE	11.1	29.8	23.4	23.4	27.0	22.7
HOME OFFICE	3.7	19.8	19.5	15.3	16.0	7.2
CIVIL SERVICE	4.9	24.4	23.4	17.6	19.1	11.1
COURTS	5.5	20.5	21.1	13.9	18.5	13.4
PUBLIC SECTOR	6.7	17.2	15.2	12.0	11.7	6.0
PRIVATE SECTOR	6.5	23.9	24.1	15.8	15.2	15.2
COUNCIL HOUSING	6.7	14.9	14.9	10.5	10.3	7.2
PRIVATE LANDLORDS	9.4	17.5	17.3	9.0	6.9	6.4
GENERAL PRACTITIONER	2.3	6.4	3.5	3.0	2.7	1.6
HOSPITALS	2.3	10.5	11.2	6.6	6.4	2.3
EDUCATION	2.6	10.0	10.4	7.7	5.7	3.9
TOTAL NUMBER	1,574	349	206	506	266	95

NB. A separate table has not been provided to show the ethnic breakdown for those who said 'Don't know' although they have been included in the total sample. Therefore, percentages will not add up to 100.



Annex H: Home Office Citizenship Survey 2001

The Survey

The Home Office Citizenship Survey is a new survey designed to meet the department's growing needs for performance measures monitoring the impacts of a raft of new initiatives. The fieldwork takes place in Spring and early Summer, with departmental indicator data available in Autumn 2001.

Survey Design

The Citizenship Survey is divided into four core modules, collecting information on:

- Race equality;
- Voluntary and community activities;
- Parenting;
- Regulation of liquor and gambling.

It uses race equality questions piloted in the 2000 British Crime Survey to develop measures of respondents' experiences and perceptions of race equality.

Survey Methodology

The total sample of 15,000 respondents aged 16 and over in England and Wales is split into two:

- 10,000 people nationally representative sample;
- 5,000 people minority ethnic booster sample.

The Citizenship Survey sample is drawn from the Small Users Postcode Address File (PAF). The PAF, listing all delivery points in the country, represents the fullest register of household addresses. Respondents will be interviewed in their own homes by interviewers using Computer Assisted Personal Interviewing (CAPI).

For the nationally representative core sample, a stratified multi-stage random probability design will be used to select the sample of addresses. Where one address has more than one household, a single household is selected using random selection procedures. One adult aged 16 and over in a selected household is identified for interview using similar random selection procedures. No substitution of respondents is allowed, as this would skew the representativeness of the sample.

The minority ethnic booster sample is being achieved by focused enumeration at the core sample addresses and screening for people from minority ethnic groups in high density areas.

Racial Prejudice and Public Sector Perception Questions

The race equality module in the questionnaire asks all respondents about racial prejudice and about their experiences and perceptions of the public sector. The public sector questions ask respondents whether they have had direct experiences of the various public sector services as an employee or member of the public. Respondents are then asked about their perceptions of the public services as members of the public or employees. This allows analysis to compare responses from white people and those from the various minority ethnic groups where the number of respondents allows. It also allows responses to be broken down by the experiences of those who have used the public service and perceptions of those who have not used the service.



Annex I: **The People's Panel**

5,064 people, aged 16 and over, were recruited for the People's Panel. Interviews were conducted face-to-face, in the home, between 20 June to 30 September 1998 across the United Kingdom, in 714 Enumeration Districts (ED) sampling points. The sample was based on a two stage design; a random sample of 357 pairs of ED, stratified by region; within each ED, a systematic random sample of 15 addresses was taken from the Postal Address File (PAF) Small User File. It has a profile that is representative of the UK population in terms of age, gender, region and a wide range of other demographic indicators.

A booster of 830 new panel members was recruited from minority ethnic communities. Interviews were conducted face-to-face, in the home, between 13 November 1999 and 23 January 2000 across the United Kingdom, in 136 ED sampling points. The sampling points were selected at random from all UK EDs with more than 20% of the population who were from minority ethnic communities in 1991. They were sampled with a probability according to overall size, taking into account changes in the minority ethnic population between 1991 and 1997.



Annex J: **Definitions of Performance Indicators**

The purpose of this annex is to bring together the definitions of each of the performance measures used in Part II – Measuring Progress. The structure here will follow that within the main text. The data which has been carried over from the first edition was described there. The information set out below typically refers only to the new data published here.

1. Measuring What People Think and Feel

Information on the British Crime Survey, the Citizenship Survey and the People's Panel is provided in the preceding annexes.

2. Serving the Public – The Major Areas of Service Delivery

(I) Economic Activity

(a) People in employment

The indicator here comes from “Opportunity for All” (OfA) #14 which measures “the proportion of working age people in employment, over the economic cycle”. The data comes from the Labour Force Survey (LFS) spring quarter and is not seasonally adjusted, and sets out the trends in employment rates of working age population, by gender and ethnic origin from Spring 1984 to Spring 2000. The data applies to Great Britain.

Data is also set out for average aggregated employment rates by gender and age for the period Summer 1999 to Spring 2000. Due to the re-grossing exercise of the Labour Force Survey conducted in April 2000, data presented here maybe slightly different to that presented in last year's report.

(b) People in employment

The indicator here again comes from OfA #15 and measures “the proportion of working age people living in workless households, for households of a given size over the economic cycle”. The data comes from the LFS household data sets. They have been disaggregated in terms of ethnic origin for the periods Spring 1997 to Spring 2000. The estimates are adjusted for households with unknown economic activity. Due to re-grossing, the data presented here may differ from last year. The data applies to the United Kingdom.

(c) Incomes

Three OfA indicators have been used here to measure “the proportion of children, working age people and older people living below various income thresholds” #s 2 (formerly OfA 7), 18 and 27 respectively. The data is set out separately for each age group and disaggregated by the ethnicity of the head of household and further sub-divided by two categories: before housing costs included (BHC) and after housing costs have been included (AHC).

The data shows the numbers of those living in households with less than 50, 60 and 70 percent of the median income, and less than 40, 50 and 60 of mean income. The data comes from the Households Below Average Income using the Family Resources Survey. The data is available on a Britain basis only.

(d) New Deal Initiatives

New Deal for Young People includes a comprehensive strategy to engage job seekers and businesses from minority ethnic communities. The data shown shows the numbers going into various options between January 1998 and July 2000, and the data covers Great Britain.



(II) Education

(a) Educational Attainment

The main indicator at the moment is “the attainment of 5 or more GCSE grades A* to C”. This comes from the Youth Cohort Study (cohort 4-10, sweep 1) which takes place every two years covering England and Wales; data is available for 1994, 1996, 1998 and 2000 and is set out in the main part of this document. The dates quoted are survey dates which refer to qualifications received in the previous year. From 1998, data includes equivalent GNVQ qualifications achieved in year 11. The data is broken down by ethnic group.

(b) School Exclusions

Here the indicator is looking at “the number of permanent exclusions of pupils of compulsory school age”. The data is obtained from the DfEE Annual School Census and is broken down by ethnic group. The new data in the table comes from 1998/99 and is compared with that from 1997/98 as reported in the first edition of the basket. The data applies to England only.

(c) Training

The indicator is from OfA# 10 (formerly OfA#11) and looks to measure “the proportion of 16-18 year olds in learning” (previously not in education and training, as reported in the first edition). This comes from the Youth Cohort Study which takes place every two years covering England and Wales. The data compares 1998 and 2000 16 year old and 18 year old participation and is disaggregated into ethnic groups. The data provides information on those in education or training and those not in education and training. Due to small sample sizes, it is not possible to provide estimates for all the main ethnic groupings.

(d) Training

The indicator here is from OfA #19 and looks to measure “the proportion of working age people with a qualification”. The data represents the highest qualification among working age population, by ethnic group and gender. The data derives from the LFS (Britain) average Summer 1998 to Spring 2000 and is compared to the data from Summer 1997 to Spring 1999. Because of Labour Force Survey re-grossing, the data presented may differ from last year’s report.

(e) Children looked after by local authorities

The OfA performance indicator (OfA 11, previously OfA 12) looks to measure “the educational attainment of children looked after by local authorities”.

The precise formulation of this indicator is “the percentage of young people leaving care aged 16 or over with at least one GCSE at grades A* to G or a vocational qualification.” The first data for this indicator will become available in Autumn 2000 (in respect of 1999/2000), but an ethnic origin breakdown of the data is not expected to be possible before late in the financial year 2001/2002. The next edition of the basket of indicators will consider these results.



(III) Health and Personal Social Services

(a) Health Services

Key policy areas

Mortality rates for Coronary Heart Disease and stroke (combined)

Death rate from heart disease, stroke and related conditions (ICD codes 390-459 inclusive) in those aged under 75, standardised as per "Our Healthier Nation" technical supplement is being measured. Data by ethnic group are not available, but country

of birth is available and is felt to be an acceptable proxy initially.

A chart for this indicator was published in the last edition, but cannot be updated annually as it is based on Census data. Updated Standardised Mortality Ratios, based on deaths during the three-year period 2000-2, by selected cause and country of birth for both men and women will be available as soon as Census population figures become available, expected in early 2004.

MENTAL HEALTH

These indicators have been set out in the Mental Health National Service Framework:

PERFORMANCE INDICATORS	AVAILABILITY OF DATA
Measures of the psychological health of the general population	Data will be available through the National Psychiatric Morbidity Survey. It is monitored six yearly – first survey in 1994. The survey in 2000 will include a supplementary survey for minority ethnic groups
Suicide rates – overall suicide rate, plus rates by age, gender and race, and specifically for prisoners	Data will be available through Office for National Statistics and the National Confidential Inquiry into Suicides and Homicides.
NHS Direct: <ul style="list-style-type: none"> • Includes advice on mental health problems • Networked to specialist mental health lines • Able to provide mental health advice in first language of caller 	Data collected through NHS Direct once rolled out to cover the whole of England (by the end of 2000)
Measures of the experience of service users and their carers, including those from black and Asian communities. This should include: <ul style="list-style-type: none"> • Evidence of the appropriate care of African-Caribbean service users • Evidence of adequate access to ensure better assessment of mental health problems in the Asian community 	Data are not currently available, and is to be an early priority for the National Survey of Patients. Local surveys may also be required. Under the NHS Plan, all NHS Trusts, primary care groups and trusts will have to ask patients and carers for their views on the services they have received; all patients on leaving hospital will be given an opportunity to record their views about the standards of care they have received; and a Patient's Forum will be established in every NHS Trust and primary care trust to provide direct input from patients into how local NHS services are run.



(b) Personal Social Services

Attitudinal data

Under the “Fair Access” performance domain:

- Indicator E46 - Users who said that matters relating to race, culture or religion were noted – based on a user experience survey all councils with social services responsibilities will be carrying out in 2000-01. The first data will be published in Autumn 2001. Note that this is also a statutory Best Value indicator against which councils must demonstrate annual improvements.

Key policy areas

There are the following indicators under the “Fair Access” performance domain:

- Indicator E45 – Ethnicity of Children in need – defined as the proportion of children in need that are from minority ethnic communities, divided by the proportion of children in the local population that are from minority ethnic communities. The first data was published on 13 October 2000 – see main text. They are available at www.doh.gov.uk/paf;
- Indicator E47 – ethnicity of people receiving assessment (The proportion of adult service users receiving an assessment that are from a minority ethnic community, divided by the proportion of adults in the local population that are from a minority ethnic community). The first data will be available in Autumn 2001 (for 2000/01); and
- Indicator E48 – ethnicity of adults receiving services following an assessment – The proportion of adult service users receiving services following an assessment from a

minority ethnic community, divided by the proportion of adult service users assessed that are from a minority ethnic community). The first data will be available in October 2001.

(VI) Law and order

The Police

(a) The Ministerial Priority for the police service

The Ministerial Priority for 1999/2000 is:

“To increase trust and confidence in policing amongst minority ethnic communities”.

Police performance against this Priority has been measured by four Key Performance Indicators (KPIs):

- the number of recorded racist incidents;
- the use of stop and search procedures and their impact on different minority ethnic groups;
- levels of recruitment, retention and progression of minority ethnic staff; and
- surveys of public satisfaction, where they are available by different minority ethnic groups.

The information presented in the existing version of the publication is based upon the details set out below.

“To increase trust and confidence in policing amongst minority ethnic communities” is also the Ministerial Priority for 2000/2001, and this will be repeated for 2001/02.

The Ministerial Priority is supported by the following Best Value Performance Indicators (BVPIs) for 2000/2001 and 2001/2002:



- percentage of minority ethnic police officers in the force compared to the percentage of minority ethnic population of working age (BVPI 25);
- number of Police and Criminal Evidence Act (PACE) stop/searches of white persons per 1,000 population and percentage leading to arrest (BVPI 138);
- number of Police and Criminal Evidence (PACE) stop/searches of minority ethnic persons per 1,000 population and percentage leading to arrest (BVPI139); and
- percentage of reported racist incidents where further investigative action is taken and percentage of recorded racially-aggravated crimes detected (BVPI 141).

The information that is currently available from the most recent publication under section 95 of the Criminal Justice Act 1991 regarding the Ministerial priority to date is set out below.

(i) Racist Incidents

All police forces in England and Wales have collected information on racist incidents since 1986 on the basis of a common definition developed by the Association of Chief Police Officers which covers:

“Any incident in which it appears to the reporting or investigating officer that the complaint involves an element of racial motivation; or any incident which includes an allegation of racial motivation made by any person.”

This definition was modified as a result of the Stephen Lawrence Inquiry Report in 1999 to:
“A racist incident is any incident which is perceived to be racist by the victim, or any other person.”

The police service has adopted this new definition. It should be noted that the incidents included here are wider than the normal definition of a crime in the crime statistics and include general threatening behaviour.

(ii) Stop and Search

The stop and searches set out here represent those made in 1999/2000 in England and Wales under section 1 of the Police and Criminal Evidence Act 1984; they are compared with the related figures from 1998/1999, as reported in the first edition.

(iii) Police Employment Targets

These are discussed in the main text under the section entitled “The Government and its own Performance”. Details of those targets for the police service in England and Wales are described in Annex Q.

(iv) Police Satisfaction Surveys

The Best Value Performance Indicator #23 requires police authorities of England and Wales to undertake user satisfaction surveys as follows:

- percentage of the public satisfied with police action in response to 999 calls;
- percentage of people satisfied with the service received at police station enquiry counters (note: this has been removed for 2001-02);
- percentage of victims satisfied with police initial response to a report of violent crime;
- percentage of victims satisfied with police initial response to a report of a burglary of a dwelling;
- percentage of victims of road traffic collisions satisfied with the police service at the scene of the collision.



Police BVPIs

All police authorities are required to measure and publish their performance against their BVPIs, including those under the Ministerial Priority described above. The results for these BVPIs will be published locally by 31 March 2001. The next edition of the basket of indicators will consider these results.

(b) Homicide Investigations

The figures set out here include those cases recorded as homicide, that is murder, manslaughter and infanticide, and exclude those cases which have been re-classified following subsequent investigation or a court decision. The figures apply to all police forces in England and Wales, and represent combined data for 1997/98 to 1999/2000.

(c) Customs and Excise – Search of Person

These searches are made by Customs Officers using their powers under section 164 of the Customs and Excise Management Act 1979. The ethnicity of those searched is based upon the perception of officers conducting the search and the data refers to the United Kingdom and Northern Ireland.

The Criminal Justice System

(d) Representation Levels in the CJS

The figures quoted within the table here were taken from the publication “Statistics on Race and the Criminal Justice System – Section 95” (2000) (except those marked *). Further details about the breakdown of these representation levels are available within that source document. However, the following information is relevant:

Crown Prosecution Service:

details as at 2 August 2000

The Court Service*:

details as at 30 September 2000

Serious Fraud Office:

details as at 1 August 2000

Lord Chancellor’s Department:

details as at 31 December 1999

Magistrates’ Courts:

details as at 31 March 2000

Crown Courts:

details as at 31 December 1999

The Magistracy lay magistrates*:

details as at 14 June 2000 (*excluding the Duchy of Lancaster)

Stipendiary Magistrates:

details as at 1 August 2000

The Judiciary:

details as at 1 August 2000

The Legal Profession Solicitors*:

details as at 31 July 1999

Includes: solicitors on the Roll
solicitors with Practising Certificates
solicitors in private practice

Barristers in independent practice:

details as at 15 August 2000

Queen’s Counsel:

details as at 15 August 2000.



(e) Minority Ethnic Representation at different stages in the CJS

The data here has been gleaned from the January 2001 edition of section 95 statistics and relates to the situation in England and Wales for 1999/2000.

It represents the proportion, as a percentage, of people from the various community groups within the differing stages of the CJS.

(f) Prosecutions for indictable offences

The data here has been taken from the January 2001 edition of section 95 statistics and relates to the situation in England and Wales for 1999/2000.

The Youth Justice System

Representation Levels in Youth Offending Teams

The data here refers to Youth Offending Teams in England and Wales, as reported to the Youth Justice Board in June 2000. The data is broken down by management post and contributing agency, that is the education, health, police, probation and social services.

Youth Offending by Ethnicity

The data refers to England and Wales for the period 1 April 2000 to 30 September 2000. The data is disaggregated into the main offence categories.

Pre-Court Decisions

The data refers to England and Wales for the period 1 April 2000 to 30 September 2000. The data is disaggregated into the three pre-court disposal categories.

Remand Episodes

The data refers to England and Wales for the period 1 April 2000 to 30 September 2000. The

data is disaggregated into the main remand categories, ranging from unconditional bail to remand in custody.

Sentencing Decisions

The data refers to England and Wales for the period 1 April 2000 to 30 September 2000. The data is disaggregated into the main sentencing categories, ranging from a referral order to a custodial sentence.

Prison Statistics

(i) Prison Receptions

The prison reception data, that is those received into a prison establishment throughout the year in question, has been gleaned from the January 2001 edition of section 95 statistics and relates to the situation in England and Wales for 1999, and is compared with the related data for 1998. The data relates to England and Wales.

(ii/iii) Prison Population

The prison population data (that is those held within prison establishments at the same point in June) is set out here for each year from 1994 to 1999. The data comes from the January 2001 edition of section 95 statistics and relates to the situation in England and Wales. The data has been disaggregated to show the position for men and women, and those with British nationality.

(j) Fear of Crime

The data about the percentage of people very worried about the fear of crime has been taken from two sources. The most recent data comes from the British Crime Survey 2000 as described in Annex C while the 1996 data comes from the first edition of the basket (as described therein) which used information from the British Crime Survey 1996.



(VII) Neighbourhood Renewal

The data used here refers to the numbers of Policy Action Team recommendations which have been accepted (or not) by Government.

(VIII) Housing

The Housing Corporation

Minority ethnic staff employed by registered social landlords (Housing Associations)

The data here is an updated version of that within the Housing Corporation's "Minority ethnic housing policy" document (May 1998). Table 1 of Appendix 2 set out the data used in the first edition. The ethnic staff data does not go beyond 1989/90. The figures are of paid staff. Minority ethnic (BEM) figures are based on BEM registered social landlords (RSLs) that were registered as at April 1999. For 1989-90 the Irish category was not separated out. All RSLs are included. The data relates to England.

(IX) Local Government

(a) Corporate Health

CRE Standard

The measure used here comes from the Best Value indicator BVPI 2 "**the level of the Commission for Racial Equality's (CRE) 'Statement for Local Government' to which the authority conforms**". This indicator applies to all principle local authorities in England.

The five levels are defined in the CRE document "Racial Equality means Quality" and "Auditing for Equality"; the levels are as follows:

- | | |
|---------|---|
| Level 1 | The authority has written a racial policy statement. |
| Level 2 | The authority has an action plan for monitoring and achieving its racial equality policy. |
| Level 3 | Results of ethnic monitoring against equalities and consultations with local communities are used to review overall authority policy. |
| Level 4 | The authority can demonstrate clear improvements in its services resulting from monitoring, consulting with local communities, and acting on its equal opportunities policy. |
| Level 5 | The authority is an example of best practice in the way that it monitors and provides services to ethnic minorities, and is helping other authorities/forces to achieve high standards. Confirmation that the authority has reached this level must be provided by the CRE. |



Representation Levels

The measure used here comes from the Best Value regime indicator BVPI 17 which measures the percentage of local authority employees from minority ethnic communities compared with the percentage of the economically active minority ethnic community population in the authority area. This indicator applies to all principal local authorities in England. Minority ethnic community means anyone from:

Mixed White and Black Caribbean
 White and Black African
 White and Asian
 Other mixed background

Asian or Asian British
 Indian
 Pakistani
 Bangladeshi
 Other Asian background

Black or Black British
 Caribbean
 African
 Other Black background

Chinese or other ethnic group
 Chinese
 Other

All principal local authorities are required to measure and publish their performance against their BVPIs, including those under corporate health and representational levels above. The results for these BVPIs will be published locally by 31 March 2001. The next edition of the basket of indicators will consider these results.

3. The Government and its own Performance

(a) Modernising the Civil Service

The Modernising Government White Paper (Cm 4310) was presented to Parliament by the Prime Minister and the Minister for the Cabinet Office in March 1999. The targets mentioned in this publication were taken from the White Paper. The data presented here looks separately at the Senior Civil Service and the whole of the Civil Service up to April 2000.

(b) The Home Secretary's employment targets

The Home Secretary's race equality employment targets are set out in the publication "Race Equality – The Home Secretary's Employment Targets; Staff Targets for the Home Office, the Prison, the Police, the Fire and the Probation Services" which was published by the Home Office on 28 July 1999. The first annual report was published on 27 October 2000.

(c) The Armed Forces

The Armed Forces are working within the framework of a partnership agreement with the Commission for Racial Equality, signed in March 1998.

(d) NHS Hospital Medical Staff


The data here refers to medical staff within the NHS for England in September 1999. They include qualified staff from both within and outside the European Economic Area (EEA).

(e) NHS Hospital & Community Health Services Non-Medical Staff


The data here refers to medical staff within the NHS for England at 30 September 1999.




Annex K: Employment Rates by Gender, Age and Ethnic Group

 **EMPLOYMENT RATES BY GENDER, AGE AND ETHNIC GROUP, BRITAIN, AVERAGE SUMMER 1999 TO SPRING 2000 (ALL)**

%	16-59/64	16-24	25-44	45-59/64
ALL ETHNIC GROUPS	75	63	81	71
WHITE	76	65	82	72
BLACK-CARIBBEAN	66	49	74	62
BLACK-AFRICAN	58	36	64	64
BLACK-OTHER ⁽¹⁾	58	44	64	*
INDIAN	67	50	78	62
PAKISTANI	46	32	55	38
BANGLADESHI	35	32	43	*
CHINESE	56	*	68	62
OTHER/MIXED ⁽²⁾	58	43	62	66
ALL MINORITY ETHNIC GROUPS	58	41	66	57

 **EMPLOYMENT RATES BY GENDER, AGE AND ETHNIC GROUP, BRITAIN, AVERAGE SUMMER 1999 TO SPRING 2000 (MEN)**


%	16-59/64	16-24	25-44	45-59/64
ALL ETHNIC GROUPS	79	65	90	74
WHITE	80	68	90	74
BLACK-CARIBBEAN	67	47	81	54
BLACK-AFRICAN	65	44	74	63
BLACK-OTHER ⁽¹⁾	60	*	64	*
INDIAN	76	50	91	69
PAKISTANI	65	46	80	52
BANGLADESHI	52	41	66	*
CHINESE	60	*	78	69
OTHER/MIXED ⁽²⁾	66	45	74	72
ALL MINORITY ETHNIC GROUPS	67	45	80	62

 **EMPLOYMENT RATES BY GENDER, AGE AND ETHNIC GROUP, BRITAIN, AVERAGE SUMMER 1999 TO SPRING 2000 (WOMEN)**

%	16-59	16-24	25-44	45-59
ALL ETHNIC GROUPS	69	60	73	68
WHITE	71	62	74	69
BLACK-CARIBBEAN	66	52	68	69
BLACK-AFRICAN	51	29	55	64
BLACK-OTHER ⁽¹⁾	56	*	64	*
INDIAN	58	49	64	53
PAKISTANI	25	22	28	*
BANGLADESHI	14	*	*	*
CHINESE	53	*	59	57
OTHER/MIXED ⁽²⁾	50	41	51	59
ALL MINORITY ETHNIC GROUPS	49	36	53	52



Annex L: **Racist Incidents**

 RACIST INCIDENTS FOR ALL POLICE FORCE AREAS 1999 TO 2000								
POLICE FORCE AREA	1993/94	1994/95	1995/96	1996/97	1997/98	1998/99	1999/00	% CHANGE 98/99 TO 99/00
AVON AND SOMERSET	159	286	318	310	409	626	887	42
BEDFORDSHIRE	60	41	43	77	75	134	300	124
CAMBRIDGESHIRE	100	75	160	141	147	205	519	153
CHESHIRE	98	62	27	92	78	158	421	166
CLEVELAND	50	62	112	68	76	147	204	39
CUMBRIA	17	24	27	37	46	45	85	89
DERBYSHIRE	221	291	192	208	174	208	383	84
DEVON AND CORNWALL	14	44	73	82	90	116	538	364
DORSET	25	37	41	67	86	145	185	28
DURHAM	32	26	23	24	37	75	178	137
ESSEX	133	127	178	116	160	229	431	88
GLOUCESTERSHIRE	28	37	34	34	32	83	258	211
GREATER MANCHESTER	658	637	776	595	624	1197	2,324	94
HAMPSHIRE	212	210	279	178	219	271	654	141
HERTFORDSHIRE	117	183	234	295	288	325	703	116
HUMBERSIDE	79	75	58	55	72	111	215	94
KENT	160	173	129	256	276	273	914	235
LANCASHIRE	262	222	320	337	311	450	917	104
LEICESTERSHIRE	315	366	270	299	237	367	878	139
LINCOLNSHIRE	4	2	0	7	6	14	19	36
LONDON, CITY OF	1	6	2	10	6	28	55	96
MERSEYSIDE	155	131	130	162	241	324	822	154
METROPOLITAN POLICE	5,124	5,480	5,011	5,621	5,862	11,050	23,346	111





RACIST INCIDENTS FOR ALL POLICE FORCE AREAS 1993/94 TO 1999 TO 2000 cont.

POLICE FORCE AREA	1993/94	1994/95	1995/96	1996/97	1997/98	1998/99	1999/00	% CHANGE 98/99 TO 99/00
NORFOLK	33	39	41	56	89	94	253	169
NORTHAMPTONSHIRE	102	146	214	195	318	282	597	112
NORTHUMBRIA	405	508	475	488	444	623	1,159	86
NORTH YORKSHIRE	22	30	37	43	41	64	96	50
NOTTINGHAMSHIRE	264	259	362	330	391	475	714	50
SOUTH YORKSHIRE	115	156	194	169	213	293	557	90
STAFFORDSHIRE	117	164	253	225	214	220	202 ⁽¹⁾	-
SUFFOLK	73	73	74	74	54	150	234	56
SURREY	79	39	77	55	45	126	338	168
SUSSEX	214	247	263	260	298	399	934	134
THAMES VALLEY	166	233	266	233	279	486	999	106
WARWICKSHIRE	87	114	99	66	107	111	150	35
WEST MERCIA	100	35	46	64	57	83	464	459
WEST MIDLANDS	487	375	489	725	632	988	1,548	57
WEST YORKSHIRE	244	254	355	623	644	1,068	2,118	98
WILTSHIRE	51	64	37	35	59	101	221	119
DYFED POWYS	0	3	23	18	17	37	99	168
GWENT	21	22	32	60	45	98	213	117
NORTH WALES	2	3	5	4	12	36	80	122
SOUTH WALES	400	517	443	357	367	734	1,602	118
TOTAL	11,006	11,878	12,222	13,151	13,878	23,049	47,814	107

⁽¹⁾ Covers only the period 1 October 1999 to 31 March 2000.



Annex M: Stop and Search

STOP AND SEARCHES OF PERSONS UNDER S1 POLICE AND CRIMINAL EVIDENCE ACT 1984, AND OTHER LEGISLATION 1998/99 AND 1999/00												
POLICE FORCE AREA	ETHNIC APPEARANCE OF PERSON SEARCHED											
	WHITE		BLACK		ASIAN		OTHER		NOT KNOWN		TOTAL	
	98/99	99/00	98/99	99/00	98/99	99/00	98/99	99/00	98/99	99/00	98/99	99/00
AVON AND SOMERSET	15,120	17,231	810	701	321	312	218	210	560	395	17,029	18,849
BEDFORDSHIRE	3,291	2,012	347	256	597	442	18	12	47	2	4,300	2,724
CAMBRIDGESHIRE	8,426	7,709	232	226	243	245	118	101	103	173	9,122	8,454
CHESHIRE	13,364	9,630	152	117	166	93	49	73	34	27	13,765	9,940
CLEVELAND	47,641	39,565	153	184	451	289	63	72	205	327	48,513	40,437
CUMBRIA	11,962	9,433	16	22	31	33	19	5	1	1	12,029	9,494
DERBYSHIRE	13,907	15,380	352	374	391	387	65	93	26	29	14,741	16,263
DEVON AND CORNWALL	17,539	14,091	85	69	55	36	71	55	135	135	17,885	14,386
DORSET	3,964	7,592	37	80	17	45	1	9	-	-	4,019	7,726
DURHAM	10,203	9,237	10	18	21	24	13	8	-	-	10,247	9,287
ESSEX	6,393	6,392	155	206	102	92	107	82	30	22	6,787	6,794
GLOUCESTERSHIRE	4,546	5,194	226	232	96	80	49	68	62	93	4,979	5,667
GREATER MANCHESTER	52,255	45,400	3,083	2,810	2,035	1,696	33	34	1,511	1,149	58,917	51,089
HAMPSHIRE	17,191	20,325	448	523	202	337	119	208	-	-	17,960	21,393
HERTFORDSHIRE	6,538	5,833	294	347	492	443	115	141	26	36	7,465	6,800
HUMBERSIDE	4,560	4,903	9	23	21	17	9	5	95	87	4,694	5,035
KENT	51,419	37,067	555	447	1,444	1,123	1,232	909	182	631	54,832	40,177
LANCASHIRE	27,795	25,929	244	287	1,235	1,064	290	157	-	93	29,564	27,530
LEICESTERSHIRE	13,968	10,162	1,045	867	1,426	1,230	162	150	385	180	16,986	12,589
LINCOLNSHIRE	9,357	5,758	49	18	37	11	24	26	26	19	9,493	5,832
LONDON, CITY OF	1,604	1,066	489	302	304	209	117	105	113	143	2,627	1,825
MERSEYSIDE	50,835	33,931	1,798	1,221	179	107	108	89	501	288	53,421	35,636
METROPOLITAN POLICE	182,032	107,142	73,880	47,968	27,627	16,102	5,040	3,042	7,493	4,026	296,072	178,280






**STOP AND SEARCHES OF PERSONS UNDER S1 POLICE AND CRIMINAL EVIDENCE ACT 1984,
AND OTHER LEGISLATION 1998/99 AND 1999/00 cont.**

POLICE FORCE AREA	ETHNIC APPEARANCE OF PERSON SEARCHED											
	WHITE		BLACK		ASIAN		OTHER		NOT KNOWN		TOTAL	
	98/99	99/00	98/99	99/00	98/99	99/00	98/99	99/00	98/99	99/00	98/99	99/00
NORFOLK	13,363	10,049	219	116	81	60	53	77	-	-	13,716	10,302
NORTHAMPTONSHIRE	6,853	6,841	287	478	101	89	14	17	-	1	7,255	7,426
NORTHUMBRIA	40,304	35,099	38	42	181	138	83	88	3,511	2,102	44,117	37,469
NORTH YORKSHIRE	11,611	8,814	42	57	68	57	62	16	-	-	11,783	8,944
NOTTINGHAMSHIRE	5,503	2,659	468	342	155	99	62	49	-	174	6,188	3,323
SOUTH YORKSHIRE	16,147	19,265	812	849	745	744	274	293	66	1	18,044	21,152
STAFFORDSHIRE	10,665	8,815	279	199	257	200	48	70	40	145	11,289	9,429
SUFFOLK	6,258	4,386	177	138	24	36	20	20	-	-	6,479	4,580
SURREY	8,930	6,241	270	168	471	312	55	27	1	14	9,727	6,762
SUSSEX	9,110	9,778	239	239	243	278	98	65	8	7	9,698	10,367
THAMES VALLEY	14,125	11,522	1,349	1,274	2,079	1,680	37	39	-	-	17,590	14,515
WARWICKSHIRE	8,188	9,717	213	394	235	417	59	136	-	-	8,695	10,664
WEST MERCIA	16,141	14,120	275	218	432	308	154	95	132	1	17,134	14,742
WEST MIDLANDS	15,798	12,824	3,741	3,130	4,914	4,121	395	242	179	36	25,027	20,353
WEST YORKSHIRE	25,184	26,341	1,134	1,045	3,021	2,547	65	73	-	-	29,404	30,006
WILTSHIRE	5,233	5,061	130	190	60	53	47	76	-	-	5,470	5,380
DYFED POWYS	21,447	16,237	28	19	34	37	5	4	97	93	21,611	16,390
GWENT	16,623	13,400	163	120	314	280	83	50	20	26	17,203	13,876
NORTH WALES	17,822	14,494	42	72	38	35	42	24	77	137	18,021	14,762
SOUTH WALES	22,269	20,422	399	399	359	291	346	423	-	19	23,373	21,554
TOTAL	865,484	697,067	94,774	66,787	51,305	36,199	10,042	7,538	15,656	10,612	1,037,271	818,203



Annex N: Homicide Investigations

 HOMICIDES CURRENTLY RECORDED⁽¹⁾ BY ETHNIC APPEARANCE OF VICTIM COMBINED DATA FOR 1997/98 & 1998/99 & 1999/2000						
POLICE FORCE AREA	ETHNIC APPEARANCE OF VICTIM					TOTAL
	WHITE	BLACK	ASIAN	OTHER	NOT KNOWN	
AVON AND SOMERSET	41	2	1	0	1	45
BEDFORDSHIRE	5	4	6	0	0	15
CAMBRIDGESHIRE	15	0	1	1	0	17
CHESHIRE	23	1	0	1	1	26
CLEVELAND	15	0	1	1	0	17
CUMBRIA	15	0	0	1	0	16
DERBYSHIRE	29	0	1	0	1	31
DEVON & CORNWALL	39	0	0	0	2	41
DORSET	9	0	0	0	0	9
DURHAM	21	0	0	0	0	21
ESSEX	26	1	1	2	13	43
GLOUCESTERSHIRE	17	0	0	0	2	19
GREATER MANCHESTER	157	14	3	4	3	181
HAMPSHIRE	44	0	1	0	0	45
HERTFORDSHIRE	11	0	0	0	0	11
HUMBERSIDE	31	0	0	0	0	31
KENT	48	1	1	1	0	51
LANCASHIRE	51	2	2	7	1	63
LEICESTERSHIRE	16	3	2	2	3	26
LINCOLNSHIRE	18	0	1	0	0	19
LONDON, CITY OF	1	1	0	0	0	2
MERSEYSIDE	73	3	0	0	0	76
METROPOLITAN POLICE	276	134	37	37	2	486

⁽¹⁾ Those recorded as homicide as at 20 October 2000.





HOMICIDES CURRENTLY RECORDED⁽¹⁾ BY ETHNIC APPEARANCE OF VICTIM COMBINED DATA FOR 1997/98 & 1998/99 & 1999/2000


POLICE FORCE AREA	ETHNIC APPEARANCE OF VICTIM					TOTAL
	WHITE	BLACK	ASIAN	OTHER	NOT KNOWN	
NORFOLK	18	0	0	1	1	20
NORTHAMPTONSHIRE	18	0	0	0	0	18
NORTHUMBRIA	58	0	2	0	0	60
NORTH YORKSHIRE	9	0	1	0	0	10
NOTTINGHAMSHIRE	34	3	2	0	1	40
SOUTH YORKSHIRE	34	1	1	0	0	36
STAFFORDSHIRE	32	2	0	0	4	38
SUFFOLK	12	0	0	0	0	12
SURREY	8	0	0	1	0	9
SUSSEX	46	1	4	2	0	53
THAMES VALLEY	47	1	8	0	0	56
WARWICKSHIRE	8	1	0	0	0	9
WEST MERCIA	27	0	0	1	1	29
WEST MIDLANDS	84	17	23	3	1	128
WEST YORKSHIRE	70	5	12	2	1	90
WILTSHIRE	9	0	0	0	0	9
DYFED POWYS	4	0	0	0	0	4
GWENT	9	0	0	0	0	9
NORTH WALES	18	0	0	0	1	19
SOUTH WALES	58	3	0	2	0	63
TOTAL	1584	200	111	69	39	2003

⁽¹⁾ Those recorded as homicide as at 20 October 2000.



Annex O:

Prosecution and Sentencing Decisions – Pilot Exercises

 PROSECUTIONS FOR INDICTABLE OFFENCES⁽¹⁾ AT MAGISTRATES' COURTS BY OUTCOME													
ETHNIC APPEARANCE OF OFFENDER	PROCEEDED AGAINST		DISCONTINUED OR WITHDRAWN		DISCHARGED AT COMMITTAL PROCEEDINGS		CHARGE DISMISSED		COMMITTED FOR TRIAL		FOUND GUILTY		
	#	%	#	%	#	%	#	%	#	%	#	%	
LANCASHIRE													
WHITE	15,374	100	3,792	25	300	2	162	1	2,171	14	8,949	58	
BLACK	173	100	40	23	3	2	1	1	41	24	88	51	
ASIAN	688	100	171	25	25	4	10	2	200	29	282	41	
OTHER	-	-	-	-	-	-	-	-	-	-	-	- ⁽²⁾	
UNKNOWN	560	100	138	25	2	0	3	1	51	9	366	65	
TOTAL	16,809	100	4,146	25	331	2	176	1	2,469	15	9,687	58	
LEICESTERSHIRE													
WHITE	5,512	100	1,469	27	52	1	59	1	849	15	3,083	56	
BLACK	428	100	138	32	6	1	3	1	81	19	200	47	
ASIAN	511	100	158	31	15	3	3	1	91	18	244	48	
OTHER	-	-	-	-	-	-	-	-	-	-	-	- ⁽²⁾	
UNKNOWN	695	100	166	24	12	2	5	1	132	19	380	55	
TOTAL	7,167	100	1,938	27	86	1	70	1	1,162	16	3,911	55	
NORTHUMBRIA													
WHITE	15,060	100	4,147	28	320	2	160	1	1,832	12	8,601	57	
BLACK	-	-	-	-	-	-	-	-	-	-	-	- ⁽²⁾	
ASIAN	137	100	32	23	5	4	4	3	41	30	55	40	
OTHER	-	-	-	-	-	-	-	-	-	-	-	- ⁽²⁾	
UNKNOWN	2,123	100	540	25	37	2	13	1	448	21	1,085	51	
TOTAL	17,399	100	4,748	27	365	2	179	1	2,329	13	9,778	56	





**PROSECUTIONS FOR INDICTABLE OFFENCES⁽¹⁾
AT MAGISTRATES' COURTS BY OUTCOME**

ETHNIC APPEARANCE OF OFFENDER	PROCEEDED AGAINST		DISCONTINUED OR WITHDRAWN		DISCHARGED AT COMMITTAL PROCEEDINGS		CHARGE DISMISSED		COMMITTED FOR TRIAL		FOUND GUILTY	
	#	%	#	%	#	%	#	%	#	%	#	%
NOTTINGHAMSHIRE												
WHITE	8,745	100	2,624	30	189	2	129	2	1,322	15	4,481	51
BLACK	681	100	222	33	19	3	14	2	149	22	277	41
ASIAN	234	100	65	28	18	8	2	1	60	26	89	38
OTHER	-	-	-	-	-	-	-	-	-	-	-	- ⁽²⁾
UNKNOWN	1,617	100	461	29	32	2	13	1	284	18	827	51
TOTAL	11,316	100	3,386	30	260	2	158	1	1,820	16	5,692	50
WEST YORKSHIRE (BRADFORD & KEIGHLEY)												
WHITE	5,518	100	1,459	26	142	3	64	1	894	16	2,959	54
BLACK	78	100	17	22	2	3	5	6	19	24	35	45
ASIAN	713	100	186	26	40	6	8	1	209	29	270	38
OTHER	-	-	-	-	-	-	-	-	-	-	-	- ⁽²⁾
UNKNOWN	1,308	100	341	26	24	2	11	1	211	16	721	55
TOTAL	7,664	100	2,012	26	210	3	89	1	1,350	18	4,003	52
TOTAL												
WHITE	50,209	100	13,491	27	1,003	2	574	1	7,068	14	28,073	56
BLACK	1,393	100	431	31	31	2	25	2	294	21	612	44
ASIAN	2,283	100	612	27	103	5	27	1	601	26	940	41
OTHER	167	100	50	30	8	5	1	1	41	25	67	40
UNKNOWN	6,303	100	1,646	26	107	2	45	1	1,126	18	3,379	54
TOTAL	60,355	100	16,230	27	1,252	2	672	1	9,130	15	33,071	55

⁽¹⁾ Excluding persons summonsed or subject to non-police action

⁽²⁾ Rows covering less than 50 cases are excluded





PERSONS SENTENCED FOR INDICTABLE OFFENCES⁽¹⁾ AT MAGISTRATES' COURTS BY OUTCOME AND ETHNIC APPEARANCE OF OFFENDER FOR SELECTED AREAS 1998

ETHNIC APPEARANCE OF OFFENDER	NUMBER SENTENCED		DISCHARGED		FINE		COMMUNITY SENTENCE		FULLY SUSPENDED SENTENCE		IMMEDIATE CUSTODY		OTHER	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
LANCASHIRE														
WHITE	8,303	100	2,303	28	2,566	31	2,280	28	11	0	1,009	12	134	2
BLACK	74	100	24	32	22	30	19	26	0	0	8	11	1	1
ASIAN	271	100	76	28	107	40	64	24	0	0	20	7	4	2
OTHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-(2)
UNKNOWN	351	100	58	17	107	31	115	33	2	1	43	12	26	7
TOTAL	9,001	100	2,461	27	2,804	31	2,478	28	13	0	1,080	12	165	2
LEICESTERSHIRE														
WHITE	2,764	100	470	17	673	24	1,008	37	4	0	406	15	203	7
BLACK	186	100	22	12	47	25	81	44	0	0	23	12	13	7
ASIAN	216	100	36	17	57	26	82	38	0	0	29	13	12	6
OTHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-(2)
UNKNOWN	350	100	61	17	64	18	130	37	3	1	63	18	29	8
TOTAL	3,519	100	589	17	841	24	1,301	37	7	0	523	15	258	7
NORTHUMBRIA														
WHITE	8,205	100	2,678	33	2,088	25	2,464	30	10	0	854	10	111	1
BLACK	-	-	-	-	-	-	-	-	-	-	-	-	-	-(2)
ASIAN	55	100	24	44	17	31	11	20	0	0	3	6	0	0
OTHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-(2)
UNKNOWN	1,010	100	312	31	227	23	278	28	3	0	172	17	18	2
TOTAL	9,304	100	3,026	33	2,335	25	2,769	30	13	0	1,031	11	130	1





PERSONS SENTENCED FOR INDICTABLE OFFENCES⁽¹⁾ AT MAGISTRATES' COURTS BY OUTCOME AND ETHNIC APPEARANCE OF OFFENDER FOR SELECTED AREAS 1998 cont.

ETHNIC APPEARANCE OF OFFENDER	NUMBER SENTENCED		DISCHARGED		FINE		COMMUNITY SENTENCE		FULLY SUSPENDED SENTENCE		IMMEDIATE CUSTODY		OTHER	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NOTTINGHAMSHIRE														
WHITE	3,901	100	752	19	952	24	1,415	36	18	1	551	14	213	6
BLACK	243	100	43	18	78	32	67	28	1	0	25	10	29	12
ASIAN	76	100	16	21	31	41	19	25	0	0	7	9	3	4
OTHER	17	100	5	29	3	18	5	29	0	0	2	12	2	12
UNKNOWN	749	100	155	21	214	29	224	30	3	0	81	11	72	10
TOTAL	4,986	100	971	20	1,278	26	1,730	35	22	0	666	13	319	6
WEST YORKSHIRE (BRADFORD AND KEIGHLEY)														
WHITE	2,716	100	690	25	545	20	970	36	1	0	344	13	166	6
BLACK	32	100	7	22	6	19	11	34	0	0	2	6	6	19
ASIAN	241	100	47	20	74	31	78	32	0	0	31	13	11	5
OTHER	18	100	4	22	8	44	1	6	0	0	2	11	3	17
UNKNOWN	660	100	172	26	182	28	195	30	1	0	75	11	35	5
TOTAL	3,667	100	920	25	815	22	1,255	34	2	0	454	12	221	6
TOTAL														
WHITE	25,889	100	6,893	27	6,824	26	8,137	31	44	0	3,164	12	827	3
BLACK	545	100	100	18	154	28	181	33	1	0	59	11	50	9
ASIAN	859	100	199	23	286	33	254	30	0	0	90	10	30	3
OTHER	64	100	17	27	15	23	19	30	0	0	7	11	6	9
UNKNOWN	3,120	100	758	24	794	25	942	30	12	0	434	14	180	6
TOTAL	30,477	100	7,967	26	8,073	26	9,553	31	57	0	3,754	12	1,093	4

⁽¹⁾ Excluding persons summonsed or subject to non-police action

⁽²⁾ Rows covering less than 50 cases are excluded



Annex P: Youth Justice System

STAFFING OF YOUTH OFFENDING TEAMS BY AGENCY AND ETHNICITY*													
POSITION	WHITE		MIXED		ASIAN OR ASIAN BRITISH		BLACK OR BLACK BRITISH		CHINESE OR OTHER ETHNIC GROUP		UNKNOWN		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	
YOUTH MANAGER	120	96	0	0	0	0	4	3.2	1	0.8	0	0	125
DEPUTY MANAGER	106	82.8	1	0.8	2	1.6	19	14.8	0	0	0	0	128
UNIT MANAGER(S)	194.5	88.6	3	1.4	1	0.5	19	8.7	1	0.5	1	0.5	219.5
EDUCATION SERVICE	205	89.1	2	0.9	3	1.3	19	8.3	0	0	1	0.4	230
HEALTH AUTHORITY	144.5	94.4	0	0	0	0	2	1.3	3	2	3.5	2.3	153
POLICE SERVICE	325.5	96	1.5	0.4	1	0.3	7	2.1	0	0	4	1.2	339
PROBATION SERVICE	265	84.1	10	3.2	5	1.6	28	8.9	2	0.6	5	1.6	315
SOCIAL SERVICES	1,131.5	83.5	16	1.2	32	2.4	161	11.9	1	0.1	13	1	1,354.5
ADMINISTRATION SUPPORT	610.6	91.2	1	0.1	19.5	2.9	33.5	5	2	0.3	3	0.4	669.6
OTHER(S)	394.5	86.9	7	1.5	12	2.6	34.5	7.6	3	0.7	3	0.7	454
TOTAL	3,497.1	87.7	41.5	1	75.5	1.9	327	8.2	13	0.3	33.5	0.8	3,987.6

* based on returns made to the Youth Justice Board in June 2000. Not all Youth Offending Team managers provided details of their ethnicity.

YOUTH OFFENDING, BY ETHNICITY, IN ENGLAND AND WALES 1 APRIL 2000 TO 30 SEPTEMBER 2000													
POSITION	WHITE		MIXED		ASIAN OR ASIAN BRITISH		BLACK OR BLACK BRITISH		CHINESE OR OTHER ETHNIC GROUP		UNKNOWN		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	
VIOLENCE AGAINST PERSON	2,362	58.8	51	1.3	138	3.4	626	15.6	57	1.4	783	19.5	4,017
SEXUAL OFFENCE	121	48	2	0.8	19	7.5	40	15.9	4	1.6	66	26.2	252
DEATH OR INJURY BY RECKLESS DRIVING	116	62.4	0	0	15	8.1	19	10.2	4	2.2	32	17.2	186
ROBBERY	374	29	22	1.7	81	6.3	557	43.2	15	1.2	240	18.6	1,289
BURGLARY	1,243	66.5	25	1.3	55	2.9	190	10.2	31	1.7	325	17.4	1,869
VEHICLE THEFT	1,493	65.1	33	1.4	85	3.7	323	14.1	31	1.4	328	14.3	2,293
THEFT AND HANDLING	5,074	66.3	75	1	281	3.7	767	10	185	2.4	1273	16.6	7,655
FRAUD AND FORGERY	202	52.9	4	1	28	7.3	47	12.3	4	1	97	25.4	382
ARSON AND CRIMINAL DAMAGE	2,145	69.6	39	1.3	55	1.8	277	9	55	1.8	513	16.6	3,084
DRUGS OFFENCE	891	57.3	9	0.6	82	5.3	242	15.6	28	1.8	304	19.5	1,556
PUBLIC ORDER	1,028	63	18	1.1	46	2.8	228	14	21	1.3	291	17.8	1,632
OTHER	3,027	62.1	54	1.1	102	2.1	464	9.5	77	1.6	1153	23.6	4,877
RACIALLY AGGRAVATED VIOLENCE	127	65.5	2	1	5	2.6	16	8.2	0	0	44	22.7	194
BREACH OF STATUTORY ORDER	1,042	61.7	42	2.5	41	2.4	288	17	30	1.8	247	14.6	1,690
TOTAL	19,245	62.2	376	1.2	1,033	3.3	4,084	13.2	542	1.7	5,696	18.4	30,976





**PRE COURT DECISIONS IN ENGLAND AND WALES
1 APRIL 2000 TO 30 SEPTEMBER 2000**

POSITION	WHITE		MIXED		ASIAN OR ASIAN BRITISH		BLACK OR BLACK BRITISH		CHINESE OR OTHER ETHNIC GROUP		UNKNOWN		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	
POLICE REPRIMAND	15,275	81.1	90	0.5	478	2.5	989	5.3	155	0.8	1,838	9.8	18,825
FINAL WARNING	5,184	82.2	48	0.8	146	2.3	302	4.8	51	0.8	575	9.1	6,306
FINAL WARNING AND OFFENDING PREVENTION PROGRAMME	3,548	82.6	43	1	113	2.6	162	3.8	23	0.5	409	9.5	4,298
TOTAL	24,007	81.6	181	0.6	737	2.5	1,453	4.9	229	0.8	2,822	9.6	29,429



**REMAND EPISODES BY ETHNICITY IN ENGLAND AND WALES
1 APRIL 2000 TO 30 SEPTEMBER 2000**

POSITION	WHITE		MIXED		ASIAN OR ASIAN BRITISH		BLACK OR BLACK BRITISH		CHINESE OR OTHER ETHNIC GROUP		UNKNOWN		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	
UNCONDITIONAL BAIL	21,873	67.7	438	1.4	854	2.6	2,160	6.7	374	1.2	6,597	20.4	32,296
CONDITIONAL BAIL	11,990	65.7	269	1.5	513	2.8	1,632	8.9	217	1.2	3,625	19.9	18,246
BAIL SUPERVISION AND SUPPORT	1,154	81.6	36	2.5	27	1.9	123	8.7	14	1	60	4.2	1,414
LOCAL AUTHORITY ACCOMMODATION	1,480	75	46	2.3	22	1.1	158	8	21	1.1	247	12.5	1,974
COURT ORDERED REMAND	341	71	6	1.3	7	1.5	40	8.3	10	2.1	76	15.8	480
REMAND IN CUSTODY	2,139	72.6	59	2	72	2.4	285	9.7	24	0.8	366	12.4	2,945
TOTAL	38,977	67.9	854	1.5	1,495	2.6	4,398	7.7	660	1.2	10,971	19.1	57,365





**SENTENCING OF 10-17 YEAR OLDS BY ETHNICITY IN ENGLAND AND WALES
1 APRIL 2000 TO 30 SEPTEMBER 2000**

POSITION	WHITE		MIXED		ASIAN OR ASIAN BRITISH		BLACK OR BLACK BRITISH		CHINESE OR OTHER ETHNIC GROUP		UNKNOWN		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	#
REFERRAL ORDER	123	64.7	8	4.2	0	0	4	2.1	0	0	55	29	190
SENTENCE DEFERRED	144	83.7	2	1.2	4	2.3	10	5.8	1	0.6	11	6.4	172
ABSOLUTE DISCHARGE	254	69.4	3	0.8	4	1.1	9	2.5	3	0.8	93	25.4	366
CONDITIONAL DISCHARGE	4,881	72.4	81	1.2	116	1.7	274	4.1	67	1	1,324	19.6	6,743
FINE	4,054	65.5	44	0.7	110	1.8	291	4.7	79	1.3	1,608	26	6,186
BIND OVER	510	72.2	6	0.9	17	2.4	29	4.1	10	1.4	134	19	706
COMPENSATION ORDER	527	75.3	8	1.1	10	1.4	26	3.7	7	1	122	17.4	700
REPARATION ORDER	1,764	82.8	32	1.5	48	2.3	107	5	14	0.7	166	7.8	2,131
ACTION PLAN ORDER	1,919	81	51	2.2	25	1.1	146	6.2	21	0.9	207	8.7	2,369
ATTENDANCE CENTRE ORDER	1,659	72.6	35	1.5	47	2.1	145	6.3	36	1.6	363	15.9	2,285
SUPERVISION ORDER	2,958	77.2	66	1.7	48	1.3	241	6.3	43	1.1	477	12.4	3,833
SUPERVISION ORDER AND CONDITIONS	530	81.4	7	1.1	11	1.7	44	6.8	6	0.9	53	8.1	651
PROBATION ORDER	707	77.2	9	1	10	1.1	45	4.9	9	1	136	14.9	916
PROBATION ORDER AND CONDITIONS	107	73.8	1	0.7	1	0.7	13	9	0	0	23	15.9	145
COMMUNITY SERVICE	1,455	74.8	19	1	70	3.6	77	4	19	1	307	15.8	1,947
COMBINATION ORDER	568	77.3	9	1.2	14	1.9	39	5.3	7	1	98	13.3	735
DRUG TREATMENT AND TESTING ORDER	3	100	0	0	0	0	0	0	0	0	0	0	3
CURFEW ORDER	53	68	1	1.3	3	3.8	3	3.8	0	0	18	23.1	78
DETENTION AND TRAINING ORDER	1,982	78.2	46	1.8	36	1.4	206	8.1	27	1.1	236	9.3	2,533
SECTION 53	108	60	5	2.8	7	3.9	44	24.4	1	0.6	15	8.3	180
TOTAL	24,306	73.9	433	1.3	581	1.8	1,753	5.3	350	1.1	5,446	16.6	32,869



Each of the four tables detail, by ethnicity, the key events within the youth justice system in England and Wales. The Youth Justice Board is using the four sets of quarterly returns made by the Youth Offending Teams for the financial year, 2000/01, to establish a baseline, for future comparative analysis.

The first of the tables, “Youth Offending”, indicates that of those offences which had a substantive outcome during the six month period between April and September 2000, where ethnicity was recorded, seventy six percent were attributed to white young people, and twenty four percent to young people from the minority ethnic communities. The validity of the overall findings, however, is questionable as a result of the number of offences where the ethnicity of the young person responsible is recorded as being “Unknown”. Both the Board and the Youth Offending Teams, in partnership with local Police, will be endeavouring to reduce, year on year, the number of cases to which this applies.

The second of the tables, “Pre Court Decisions”, reflects the pattern of decision making by both the police and the Youth Offending Teams in those cases where the young person was not prosecuted, and where their ethnicity was known. The police are responsible for deciding whether to impose either a Reprimand or a Final Warning, or to prosecute, and the Teams for assessing whether an intervention programme should be delivered in support of a Final Warning. These programmes


represent the earliest intervention. Broadly the expectation is that the representation of young people, by ethnicity, would match that of the breakdown for youth offending. This, though, was not the case, as white young people received ninety percent of Pre Court Decisions, although responsible for only seventy six percent of the offences. The finding suggests that young people from the minority ethnic communities who are involved in offending are more likely to be prosecuted than their white counterparts.

The third of the tables is reporting on the decisions made at the remand stage with comparisons possible between the respective populations granted Bail and those denied Bail. Using the cases where the young person’s ethnicity is known, the table suggests that white young people are slightly more likely to be denied Bail than their counterparts from the minority ethnic communities, as they represent eighty two percent of the population granted Bail but eighty four percent of those denied Bail.

The final table reports on the convicted population. The findings suggest that young people from the minority ethnic communities are more likely than their white counterparts to receive a custodial sentence. Young people from the minority ethnic communities receive eleven percent of the overall sentences imposed while receiving nineteen percent of the custodial sentences.



Annex Q: Prison Populations – By Sentence etc.

 PRISON POPULATION BY ETHNIC GROUP, TYPE OF PRISONER, AGE GROUP, OFFENCE GROUP AND SENTENCE LENGTH 30 JUNE 1998 AND 30 JUNE 1999													
		WHITE		BLACK		ASIAN		OTHER		UNKNOWN		TOTAL	
		#	%	#	%	#	%	#	%	#	%	#	%
TOTAL ⁽¹⁾	1998	53,677	100	7,976	100	2,007	100	2,046	100	21	100	65,727	100
	1999	52,377	100	7,964	100	1,929	100	2,225	100	34	100	64,529	100
REMAND	1998	10,532	100	1,585	100	332	100	454	100	0	100	12,903	100
	1999	10,240	20	1,564	20	316	17	464	23	5	15	12,589	20
UNTRIED	1998	6,633	63	1,133	71	250	75	342	75	0	0	8,358	65
	1999	6,246	12	1,122	14	222	12	338	17	4	12	7,932	12
CONVICTED UNSENTENCED	1998	3,899	37	452	29	82	25	112	25	0	0	4,545	35
	1999	3,994	8	442	6	94	5	126	6	1	3	4,657	7
SENTENCED	1998	42,908	100	6,227	100	1,581	100	1,422	100	21	100	52,159	100
	1999	41,944	80	6,229	80	1,521	83	1,570	77	29	85	51,293	80
AGE GROUP													
AGED 15-17	1998	1,320	3	334	5	57	4	28	2	11	50	1,749	3
	1999	1,943	4	376	5	50	3	68	3	0	0	2,437	4
AGED 18-20	1998	4,923	11	889	14	220	14	125	9	1	5	6,159	12
	1999	6,397	12	1,043	13	238	12	227	10	3	9	7,908	12
AGED 21-24	1998	7,731	18	923	15	316	20	237	17	3	13	9,210	18
	1999	9,241	18	1,350	17	436	23	417	19	4	12	11,448	18
AGED 25-29	1998	9,335	22	1,121	18	352	22	294	21	2	8	11,103	21
	1999	10,549	20	1,390	17	461	24	465	21	4	12	12,869	20
AGED OVER 30	1998	19,599	46	2,960	48	636	40	738	52	5	24	23,939	46
	1999	24,247	46	3,805	48	744	39	1,048	47	23	68	29,867	46
TOTAL	1998	42,908	100	6,227	100	1,581	100	1,422	100	21	100	52,159	100
	1999	52,377	100	7,964	100	1,929	100	2,225	100	34	100	64,529	100





**PRISON POPULATION BY ETHNIC GROUP, TYPE OF PRISONER, AGE GROUP,
OFFENCE GROUP AND SENTENCE LENGTH 30 JUNE 1998 AND 30 JUNE 1999 cont.**

		WHITE		BLACK		ASIAN		OTHER		UNKNOWN		TOTAL	
		#	%	#	%	#	%	#	%	#	%	#	%
OFFENCE GROUP ^(a)													
VIOLENCE AGAINST THE PERSON	1998	9,244	84.5	1,066	9.7	363	3.3	267	2.4	4	0	10,944	100
	1999	9,089	22	1,104	18	370	24	283	18	12	41	10,858	21
SEXUAL OFFENCES	1998	4,214	87.9	390	8.1	103	2.1	85	1.8	3	0.1	4,795	100
	1999	4,251	10	454	7	119	8	122	8	0	0	4,946	10
BURGLARY	1998	7,841	90.6	615	7.1	106	1.2	91	1.1	3	0	8,656	100
	1999	7,953	19	628	10	84	6	112	7	3	10	8,780	17
ROBBERY	1998	4,790	72.3	1,499	22.6	198	3	137	2.1	2	0	6,626	100
	1999	4,691	11	1,316	21	159	10	161	10	4	14	6,331	12
THEFT AND HANDLING	1998	3,967	88.3	338	7.5	78	1.7	107	2.4	2	0	4,492	100
	1999	3,881	9	329	5	105	7	94	6	2	7	4,411	9
FRAUD AND FORGERY	1998	878	73.2	158	13.2	84	7	79	6.6	-	0	1,199	100
	1999	778	2	146	2	102	7	77	5	1	3	1,104	2
DRUGS OFFENCES	1998	5,584	70.7	1,500	19	366	4.6	443	5.6	-	0	7,893	100
	1999	5,567	13	1,733	28	356	23	507	32	6	21	8,169	16
OTHER OFFENCES	1998	4,703	86.7	392	7.2	180	3.3	150	2.8	-	0	5,425	100
	1999	4,707	11	354	6	173	11	164	10	0	0	5,398	11
NOT RECORDED	1998	1,687	79.2	269	12.6	103	4.8	63	3	7	0.3	2,129	100
	1999	1,027	2	165	3	53	3	50	3	1	3	1,296	3
TOTAL	1998	42,908	82.3	6,227	11.9	1,581	3	1,422	2.7	21	0.0	52,159	100
	1999	41,944	100	6,229	100	1,521	100	1,570	100	29	100	51,293	100




PRISON POPULATION BY ETHNIC GROUP, TYPE OF PRISONER, AGE GROUP, OFFENCE GROUP AND SENTENCE LENGTH 30 JUNE 1998 AND 30 JUNE 1999 cont.													
		WHITE		BLACK		ASIAN		OTHER		UNKNOWN		TOTAL	
		#	%	#	%	#	%	#	%	#	%	#	%
SENTENCE LENGTH													
YOUNG OFFENDERS													
UPTO 12 MONTHS	1998	1,709	4	139	2.2	70	4.4	27	1.9	0	0	1,945	3.7
	1999	1,794	4	118	2	50	3	49	3	1	3.4	2,012	4
OVER 12 MONTHS	1998	5,024	11.7	1,169	18.8	231	14.6	138	9.7	3	14.3	6,565	12.6
	1999	4,976	12	996	16	198	13	142	9	5	17	6,317	12
ALL YOUNG OFFENDERS	1998	6,733	15.7	1,308	21	301	19	165	11.6	3	14.3	8,510	16.3
	1999	6,770	16	1,114	18	248	16	191	12	6	21	8,329	16
ADULTS													
UPTO 12 MONTHS	1998	5,114	11.9	405	6.5	146	9.2	158	11.1	0	0	5,823	11.2
	1999	4,897	12	402	6	123	8	156	10	0	0	5,578	11
OVER 12 MONTHS AND UP TO 4 YEARS	1998	14,112	32.9	1,420	22.8	393	24.9	338	23.8	5	23.8	16,268	31.2
	1999	12,732	30	1,384	22	423	28	369	24	7	24	14,915	29
OVER 4 YEARS	1998	16,949	39.5	3,094	49.7	741	46.9	761	53.5	13	61.9	21,558	41.3
	1999	17,545	42	3,329	53	727	48	854	54	16	55	22,471	44
ALL ADULTS	1998	36,175	84.3	4,919	79	1,280	81	1,257	88	18	85.7	43,649	83.7
	1999	35,174	84	5,115	82	1,273	84	1,379	88	23	79	42,964	84
TOTAL	1998	42,908	82.3	6,227	11.9	1,581	3	1,422	2.7	21	0	52,159	100
	1999	41,944	100	6,229	100	1,521	100	1,570	100	29	100	51,293	100

⁽¹⁾ Excludes 548 non-criminal prisoners and 99 fine defaulters.

⁽²⁾ Excludes fine defaulters.



Annex R: Prison Populations – By Gender and Ethnicity

 PRISON POPULATION BY GENDER AND ETHNICITY							
%	1993	1994	1995	1996	1997	1998	1999
MEN							
TOTAL POPULATION	42,666	47,075	49,086	52,951	58,795	62,607	61,322
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
WHITE	83.4	83.4	82.9	81.7	81.9	81.9	81.5
BLACK	10.9	11.3	11.4	12.3	12.0	11.8	12
AFRICAN	2.0	2.1	2.0	2.0	2.1	2.1	2
CARIBBEAN	6.7	6.7	6.8	7.6	7.4	7.2	7.1
OTHER	2.3	2.5	2.6	2.7	2.5	2.5	2.8
ASIAN	3.1	2.8	3.0	3.1	3.1	3	3.1
BANGLADESHI	0.2	0.2	0.2	0.2	0.2	0.3	0.3
INDIAN	1.4	1.3	1.3	1.3	1.2	1.1	1.1
PAKISTANI	1.5	1.4	1.5	1.6	1.7	1.8	1.7
OTHER	2.3	2.3	2.5	2.7	2.9	3.0	3.4
CHINESE	0.1	0.1	0.2	0.1	0.2	0.1	0.1
OTHER ASIAN	0.6	0.8	0.9	1.0	1.1	1.1	1.4
OTHER	1.5	1.4	1.4	1.6	1.7	1.8	1.9
NOT KNOWN	0.2	0.2	0.2	0.1	0.1	0.0	0
WOMAN							
TOTAL POPULATION	1,580	1,804	1,998	2,305	2,672	3,120	3,207
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
WHITE	73.8	75.6	75.6	75.9	75.3	76.1	75.3
BLACK	20.2	20.1	19.5	19.4	19.6	17.9	19
AFRICAN	6.1	6.0	5.5	4.4	4.1	2.8	2.7
CARIBBEAN	8.5	8.9	9.6	8.2	9.5	9.5	9.9
OTHER	5.7	5.3	4.5	6.9	6.0	5.6	6.4
ASIAN	1.3	1.4	1.4	1.1	0.9	1.0	1.1
BANGLADESHI	0.1	0.1	0.1	0.0	0.0	0.0	0.1
INDIAN	0.9	0.9	0.9	0.5	0.5	0.7	0.4
PAKISTANI	0.3	0.4	0.5	0.6	0.4	0.2	0.5
OTHER	4.6	2.8	3.6	3.6	4.2	5.0	4.5
CHINESE	0.1	0.2	0.2	0.0	0.1	0.3	0.2
OTHER ASIAN	0.3	0.5	0.5	0.8	0.6	0.5	0.5
OTHER	4.2	2.2	2.9	2.7	3.5	4.2	3.8
NOT KNOWN	0.0	0.1	0.0	0.0	0.0	0.0	0.1



Annex S: Diversity by Government Department

CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾										
	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽³⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
STAFF IN ALL DEPARTMENTS AND AGENCIES ⁽²⁾	497,640	392,280	24,330	5.8	16.3	3,731	3,289	72	2.1	9.9
AGRICULTURE, FISHERIES & FOOD										
MINISTRY OF AGRICULTURE, FISHERIES AND FOOD (EXCL. AGENCIES)	6,880	5,990	440	6.8	6.5	97	93	-	-	3.09
CENTRE FOR ENVIRONMENT, FISHERIES AND AQUACULTURE SCIENCE	480	450	-	-	-	1	-	-	-	-
CENTRAL SCIENCE LABORATORY	580	580	20	3.4	0.0	5	5	0	0.0	0.0
FARMING AND RURAL CONSERVATION AGENCY	530	360	-	-	31.6	1	-	-	-	-
PESTICIDES SAFETY DIRECTORATE	210	200	0	0.0	1.9	3	-	-	-	-
VETERINARY LABORATORIES AGENCY	1,140	1,030	30	2.8	7.1	3	-	-	-	-
VETERINARY MEDICINES DIRECTORATE	130	110	10	8.3	7.2	3	-	-	-	-
TOTAL	9,950	8,700	510	5.5	7.5	113	108	-	-	-
INTERVENTION BOARD	1,270	1,070	100	7.9	7.6	6	-	-	-	33.3
ATTORNEY GENERAL										
CROWN PROSECUTION SERVICE	5,760	4,690	450	8.8	10.7	49	42	-	-	-
LEGAL SECRETARIAT	30	10	-	-	60.7	4	-	-	-	-
SERIOUS FRAUD OFFICE	170	140	30	17.6	0.0	9	8	-	-	-
TREASURY SOLICITOR'S DEPARTMENT	430	270	50	15.6	25.9	41	36	-	-	2.4
CABINET OFFICE										
CABINET OFFICE (EXCL. AGENCIES)	1,800	1,220	140	10.3	24.7	116	116	-	-	-
GOVERNMENT CAR AND DESPATCH AGENCY	240	180	10	5.3	19.9	1	-	-	-	-
CABINET OFFICE TOTAL	2,040	1,390	150	9.7	24.2	120	117	-	-	-
CENTRAL OFFICE OF INFORMATION	370	220	20	8.3	34.4	4	-	-	-	-
SECURITY AND INTELLIGENCE SERVICES	4,660	4,300	30	0.7	7.3	34	33	-	-	2.9



CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.

	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽³⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
CHANCELLOR OF THE EXCHEQUER										
TREASURY	850	620	100	13.9	15.6	79	67	-	-	13.9
OFFICE OF GOVERNMENT COMMERCE	30	0	0	0.0	100	6	0	0	-	100
CCTA	210	190	10	54.3	1	-	-	-	-	-
PROPERTY ADVISERS TO THE CIVIL ESTATE (PACE)	180	150	20	11.8	4.5	5	-	-	-	-
THE BUYING AGENCY	120	120	-	-	0.0	1	-	-	-	-
OFFICE OF GOVERNMENT COMMERCE TOTAL	540	470	30	6.0	8.4	13	6	-	-	46.2
CUSTOMS & EXCISE	22,640	20,350	1,540	7.0	3.3	72	66	-	-	6.9
DEBT MANAGEMENT OFFICE	30	10	0	-	68.8	1	-	-	-	100
GOVERNMENT ACTUARY	100	90	10	10.0	3.0	12	12	-	-	0.0
INLAND REVENUE (EXCL AGENCY)	66,870	55,980	3,780	6.3	10.6	252	238	-	-	4.0
VALUATION OFFICE	4,050	3,710	280	7.0	1.7	11	10	-	-	9.1
INLAND REVENUE TOTAL	70,920	59,680	4,050	6.4	10.1	263	248	-	-	4.2
DEPARTMENT OF NATIONAL SAVINGS	120	90	10	10.0	11.3	7	6	-	-	14.3
NATIONAL INVESTMENT AND LOANS OFFICE	30	20	0	-	32.3	1	-	-	-	-
OFFICE OF NATIONAL STATISTICS	3,050	2,790	160	5.4	3.1	30	28	-	-	6.7
REGISTRY OF FRIENDLY SOCIETIES	50	30	10	25.0	26.5	2	-	-	-	-
ROYAL MINT	1,050	1,040	10	1.0	-	1	-	-	-	-





CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.

	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽³⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
CULTURE, MEDIA AND SPORT										
CULTURE, MEDIA AND SPORT (EXCL. AGENCY)	410	310	30	8.8	17.0	22	19	-	-	13.6
ROYAL PARKS AGENCY	220	50	-	-	75.5	0	0	0	-	-
TOTAL	630	360	40	10.0	37.4	22	19	-	-	13.6
DEFENCE										
MINISTRY OF DEFENCE TOTAL	102,210	76,890	1,450	1.9	23.4	369	318	9	2.7	11.4
EDUCATION & EMPLOYMENT										
DEPARTMENT FOR EDUCATION AND EMPLOYMENT (EXCL. AGENCY)	5,130	3,850	400	9.4	17.2	122	102	-	-	15.6
EMPLOYMENT SERVICE	33,730	21,420	2,070	8.8	30.3	31	25	-	-	19.4
DFEE TOTAL	38,860	25,270	2,470	8.9	28.6	153	127	-	-	16.3
OFFICE FOR STANDARDS IN EDUCATION	430	10	0	-	97.9	18	9	-	-	50





CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.

	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽³⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
ENVIRONMENT, TRANSPORT AND REGIONS										
DEPARTMENT OF THE ENVIRONMENT, TRANSPORT & REGIONS (EXCL. AGENCIES)	4,940	3,690	510	12.1	15.0	206	189	-	-	7.3
DRIVER AND VEHICLE LICENSING AGENCY	4,860	4,560	110	2.4	4.0	4	-	-	-	-
DRIVING STANDARDS AGENCY	1,830	1,550	50	3.1	13.3	2	-	-	-	50.0
HIGHWAYS AGENCY	1,680	1,290	150	10.4	13.8	21	18	-	-	14.3
MARITIME AND COASTGUARD AGENCY	1,070	900	20	2.2	13.8	5	5	-	-	0.0
PLANNING INSPECTORATE	700	670	10	1.5	3.3	6	6	-	-	0.0
QEII CONFERENCE CENTRE ⁽⁷⁾	50	50	0	0.0	0.0	n.a	n.a	-	-	n.a.
THE RENT SERVICE ^(6,7)	880	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
VEHICLE CERTIFICATION AGENCY	90	80	0	0.0	5.6	1	-	-	-	-
VEHICLE INSPECTORATE	1,770	1,620	30	1.8	6.9	1	-	-	-	100
DETR TOTAL	17,870	14,410	870	5.7	14.5	246	224	-	-	8.1
HEALTH & SAFETY EXECUTIVE-COMMISSION	3,970	3,320	170	4.9	12.3	53	51	-	-	3.8
SHADOW STRATEGIC RAIL AUTHORITY	180	150	30	16.7	-	17	17	-	-	0.0
OFFICE OF THE RAIL REGULATOR	150	120	20	14.3	2.7	4	-	-	-	-
OFFICE OF WATER SERVICES	210	0	0	-	100	7	0	0	-	100
ORDINANCE SURVEY	1,860	1,550	20	1.3	15.9	7	7	0	-	0.0





CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.

	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽³⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
FOREIGN AND COMMONWEALTH										
FOREIGN AND COMMONWEALTH OFFICE (EXCL. AGENCY)	5,480	4,150	270	6.1	19.2	442	387	-	-	12.4
WILTON PARK	50	40	-	-	0.0	1	-	-	-	-
FCO TOTAL	5,520	4,200	270	6.0	19.1	443	388	-	-	12.4
HEALTH ⁽⁵⁾										
DOH TOTAL	5,300	3,996	692	14.8	11.5	396	355	23	3.3	4.5
FOODS STANDARDS AGENCY ^(6,7)	410	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
MEAT HYGIENE SERVICE	1,430	1,383	41	2.9	0.4	2	0	0	-	-
FOOD STANDARDS TOTAL	1,840	1,383	41	2.9	22.8	2	-	-	-	50.0
HOME										
HOME OFFICE (MAIN) (EXCL. AGENCIES)	9,640	5,560	1,110	16.6	30.8	142	87	-	-	38.0
FIRE SERVICE COLLEGE	180	160	-	-	14.2	2	-	-	-	50
FORENSIC SCIENCE SERVICE	1,830	1,460	190	11.5	9.9	3	-	-	-	66.7
UK PASSPORT AGENCY	1,450	1,290	110	7.9	2.9	2	-	-	-	50
HOME OFFICE (MAIN) TOTAL	13,100	8,470	1,410	14.3	24.6	149	90	-	-	38.9
CHARITY COMMISSION	530	440	50	10.2	7.9	10	-	-	-	30
HM PRISON SERVICE	41,210	36,890	1,220	3.2	7.5	36	18	-	-	38.9





CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.

	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽³⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
INTERNATIONAL DEVELOPMENT, DEPARTMENT FOR										
TOTAL	1,250	980	98	7.8	13.8	57	51	-	-	5.6
LORD CHANCELLOR										
LORD CHANCELLORS (EXCL. AGENCIES)	930	680	150	18.1	11.3	56	47	-	-	16.1
COURT SERVICE	9,790	7,960	700	8.1	11.5	23	22	-	-	4.3
PUBLIC TRUST OFFICE	540	330	150	31.3	10.8	3	-	-	-	33.3
LORD CHANCELLORS TOTAL	11,260	8,970	1,000	10	11.5	82	71	-	-	13.4
HM LAND REGISTRY	8,390	7,340	380	4.9	8.1	35	31	-	-	8.6
PUBLIC RECORD OFFICE	460	70	10	12.5	83.5	3	-	-	-	66.7
NORTHERN IRELAND OFFICE										
TOTAL	200	50	10	16.7	71.4	19	-	-	-	84.2
PRIVY COUNCIL OFFICE										
TOTAL	30	-	-	-	93.1	5	-	-	-	100





CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.

	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽²⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
SCOTLAND										
SCOTTISH EXECUTIVE (EXCL. AGENCIES)	3,940	3,700	20	0.5	5.5	161	151	-	-	6.2
FISHERIES RESEARCH SERVICES	260	250	-	-	3.5	3	-	-	-	33.3
HISTORIC SCOTLAND ⁽⁶⁾	710	330	-	-	-	3	-	-	-	-
SCOTTISH AGRICULTURAL SCIENCE AGENCY	130	120	-	-	8.3	1	-	-	-	-
SCOTTISH COURT SERVICE	850	730	-	-	13.9	2	-	-	-	-
SCOTTISH FISHERIES PROTECTION AGENCY	280	250	-	-	12	1	-	-	-	-
SCOTTISH PUBLIC PENSIONS AGENCY	160	140	-	-	14.4	1	-	-	-	-
SCOTTISH PRISON SERVICE	4,720	0	0	-	100	12	0	0	-	100
STUDENT AWARDS AGENCY FOR SCOTLAND	130	100	-	-	15.9	0	0	0	-	-
SCOTTISH EXECUTIVE TOTAL	11,180	5,620	30	0.5	49.5	184	161	-	-	12.5
CROWN OFFICE AND PROCURATOR FISCAL	1,180	1,000	-	-	15	37	37	-	-	-
GENERAL REGISTER OFFICE - SCOTLAND	240	230	-	-	5.4	2	-	-	-	-
NATIONAL ARCHIVE FOR SCOTLAND	130	100	-	-	16.7	1	-	-	-	-
REGISTERS OF SCOTLAND	1,350	1,350	-	-	-	3	-	-	-	-
SCOTLAND OFFICE										
TOTAL	40	40	0	-	5.13	5	5	-	-	0





CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.

	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽³⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
SOCIAL SECURITY										
DEPARTMENT OF SOCIAL SECURITY (EXCL AGENCIES)	2,970	2,430	270	10	9.3	87	78	-	-	6.9
BENEFITS AGENCY	74,680	58,760	4,710	7.4	15	26	25	-	-	3.8
CHILD SUPPORT AGENCY	9,210	8,130	290	3.4	8.6	6	-	-	-	50
IT SERVICES AGENCY	2,020	1,290	10	0.8	35.8	9	7	-	-	22.2
WAR PENSIONS AGENCY	990	890	10	1.1	8.4	2	-	-	-	-
DSS TOTAL	89,870	71,500	5,290	6.9	14.6	130	115	-	-	9.2
TRADE AND INDUSTRY										
DEPARTMENT OF TRADE AND INDUSTRY (EXCL. AGENCIES)	4,830	3,150	660	17.3	21	186	174	-	-	4.8
COMPANIES HOUSE	920	850	20	2.3	4.8	2	-	-	-	-
EMPLOYMENT TRIBUNALS SERVICE	610	410	80	16.3	19.4	1	-	-	-	-
INSOLVENCY SERVICE	1,400	1,160	170	12.8	4.6	3	-	-	-	-
NATIONAL WEIGHTS & MEASURES LABORATORY	60	50	-	-	20.7	1	-	-	-	-
PATENT OFFICE	850	620	20	3.1	24.3	25	21	-	-	16
RADIO-COMMUNICATIONS AGENCY	530	410	60	12.8	12.3	6	6	-	-	0
DTI TOTAL	9,180	6,650	1,010	13.2	16.6	224	208	-	-	5.8
ADVISORY CONCILIATION AND ARBITRATION SERVICE (ACAS)	770	540	40	6.9	24.5	5	5	-	-	0
EXPORT CREDIT GUARANTEE DEPARTMENT	370	280	70	20	7.2	7	7	-	-	0
OFFICE OF FAIR TRADING	440	300	110	26.8	8.6	16	13	-	-	12.5
OFGEM	430	240	30	11.1	36.6	18	13	-	-	27.8
OFFICE OF TELE-COMMUNICATIONS	200	170	30	15	0	10	0	0	-	100



CIVIL SERVICE STAFF IN POST AT 1 APRIL 2000 FOR ALL STAFF AND SENIOR CIVIL SERVICE LEVEL BY ETHNIC ORIGIN (HEADCOUNT) ⁽¹⁾ cont.										
	ALL STAFF					SENIOR CIVIL SERVICE LEVEL ⁽²⁾				
	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN	TOTAL	WHITE	MINORITY ETHNIC	% OF ⁽⁴⁾ MINORITY ETHNIC	% OF UNKNOWN ORIGIN
WALES										
NATIONAL ASSEMBLY FOR WALES (EXCL. AGENCY)	2,450	2,140	30	1.4	11.4	84	74	-	-	11.9
CADW (WELSH HISTORIC MONUMENTS)	200	190	-	-	2.5	1	-	-	-	-
NATIONAL ASSEMBLY FOR WALES TOTAL	2,650	2,340	30	1.3	10.8	85	75	-	-	11.8
ESTYN (OFFICE OF THE CHIEF INSPECTOR OF SCHOOLS IN WALES)	70	50	-	-	27.9	4	-	-	-	-
WALES OFFICE										
OFFICE OF THE SECRETARY OF STATE FOR WALES	40	30	-	-	2.9	2	-	-	-	-

⁽¹⁾ Part time staff counted as whole units.

⁽²⁾ Listed by Ministerial Responsibility. Excludes Northern Ireland Civil Service and its Agencies.

⁽³⁾ Senior Civil Service Level includes the Senior Civil Service, Senior Diplomatic Service personnel and a number of other staff at a similar level.

⁽⁴⁾ Percentage of staff who have a known ethnic origin. NB Where staff members are less than 5, the percentages have been suppressed and replaced by - in order to protect the confidentiality of the individual.

⁽⁵⁾ Department of Health agency level data is included with Health Main figures.


⁽⁶⁾ Ethnic Origin information is not available for the Food Standards Agency and the Rent Service.

⁽⁷⁾ Responsibility level data (including Senior Civil Service level) is not yet available for the Food Standards Agency, the Rent Service and QEII Conference Centre.

⁽⁸⁾ Historic Scotland data is for 1 April 1999.



Annex T: The Home Secretary's Employment Targets

 TARGETS FOR MINORITY ETHNIC RECRUITMENT IN THE HOME OFFICE AND ITS SERVICES							
SERVICE %	TARGETTYPE (LOCAL ⁽¹³⁾ OR NATIONAL ⁽¹⁴⁾)	TARGET	CURRENT REPRESENTATION		MILESTONES FOR MEASURING SUCCESS (YEARS)		
			1999	2000	2002	2004	2009
NON-PRISONS HOME OFFICE							
LONDON & CROYDON OFFICES	Local	25	20	24	23	25	25
LIVERPOOL/MERSEYSIDE	Local	2	1.7	1.3	1.8	1.9	2.1
IMMIGRATION SERVICE	National	7	7	7.3	7	7	7
UK PASSPORT AGENCY	National	7	8.6	10	8.6	8.6	8.6
FORENSIC SCIENCE SERVICE	National	7	6.2	11	6.5	7	7
FIRE SERVICE COLLEGE	Local	1.7	0	0.6	0.5	1	1.7
PRISON SERVICE							
PRISON SERVICE	National	7	3.2	3.2	4.1	4.9	7
OPERATIONAL	National	7	2.4	2.4	3.4	4.4	7
NON-OPERATIONAL	National	7	4.3	4.5	4.9	5.5	7
POLICE SERVICE							
POLICE SERVICE	National ⁽¹⁵⁾	7	3	3	3.6	4.6	7
POLICE OFFICERS	National	7	2	2.2	3	4	7
SPECIAL CONSTABLES	National	7	2.9	3.2	4	5	7
SUPPORT STAFF	National	7	5	4.7	5	6	7
FIRE SERVICE							
FIRE SERVICE	National ⁽¹⁶⁾	7	1.2	1.6	2.5	3.6	7
UNIFORMED	National	7	1.1	1.2	2	3.2	7
NON-UNIFORMED	National	7	4.3	4.6	6.1	6.6	8
PROBATION SERVICE							
PROBATION SERVICE	National ⁽¹⁷⁾	7	8.3	9.3 ⁽¹⁸⁾	8.3	8.3	8.3
PROBATION OFFICERS	National	7	8.6	9.5 ⁽¹⁸⁾	8.6	8.6	8.6
NON-PROBATION OFFICERS	National	7	8.1	9.1 ⁽¹⁸⁾	8.1	8.1	8.1

⁽¹³⁾ Local target – equivalent to local minority ethnic population (Persons aged 18-54, Labour Force Survey (1996-1998 12 quarters)).

⁽¹⁴⁾ National target – equivalent to national minority ethnic population (Persons aged 18-54, Labour Force Survey (1996-1998 12 quarters)).

⁽¹⁵⁾ With 43 local Force targets.

⁽¹⁶⁾ With 50 local Brigade targets.

⁽¹⁷⁾ With 10 regional targets.

⁽¹⁸⁾ As at December 1999.



Annex U: The Armed Forces Employment Case Studies

Royal Navy Initiatives

Cross Cultural Communications Training

The aim of this training is to ensure that those staff who interview potential recruits are sufficiently aware of cultural issues, so that useful discussion and appropriate questions can be asked at interview, and candidates' views, interests and relevant experience can be explored. Introduction of this initiative has improved interview techniques and allowed a more sensitive assessment of candidates' abilities and potential to be made. An initial study was conducted in February 2000 and training commenced in June 2000. The programme is ongoing and involves cultural education, enhanced communication skills training and the development of interview techniques. Candidates now have more opportunity to express themselves and are encouraged to draw on references from their own culture and experience at interview.

This initiative represents a further enhancement of a highly regarded interview system with a greater appreciation of wider cultural values and motivations. It is an acknowledgement of the way in which unconscious bias can operate to disadvantage candidates, even in an organisation which is highly conscious of its conduct. Applicants can now have more confidence at interview and selection boards better insights by which to judge character and potential.

Recruit Test Development

In 1999 the Directorate of Naval Recruiting commissioned a large, independent study to examine the possibility of cultural, linguistic or systematic bias in the psychometric-based element of its selection procedures. This study reported in

September with in-depth analysis down to individual question level. The project noted previous concern about the adverse impact of the test, on both minority ethnic people and women, but could not identify overall bias in the test. While minority ethnic people and women do less well on elements of the test, they do not all fare poorly on the same sets of questions. This is a common observation on psychometric based selection, which is why psychometrics, which are good predictors of success in training, form just a part of the overall selection process. However, there is evidence from this investigation, and other tests, that the environment in which the test is taken can raise anxiety and reduce performance. A new test-taking regime, including more comprehensive pre-briefing, access to mock examination papers and a relaxation of the mood surrounding the test-taking experience is being developed. This is being introduced on a trial basis early in 2001. Results will be carefully monitored but the outcome is expected to be reduced anxiety, better overall results from women and minority ethnic candidates and improved equality of opportunity for all candidates.

Personal Development Courses

This initiative is primarily aimed at youth groups and schools in inner city areas with large African-Caribbean or Asian communities. The Royal Navy is providing up to 50 courses a year. These courses present young people with an opportunity to spend a week at one of the RN's new entry training colleges, have a look at Naval life and see for themselves how training is conducted and the employment opportunities on offer. Supervised by mentors from their sponsoring organisations, the young people participate in real and exciting training activities, including fire fighting, sea



survival, replenishment at sea, seamanship, ceremonial drills, helicopter acquaints and the Royal Marines assault course. The Royal Navy will also be offering wider access to these development courses as part of a 'sponsored skills' development programme run by community youth workers or other leaders working in the public sector. As a result of these initiatives our new entry colleges are able to develop their skills in the management of culturally diverse students and demonstrate the wide range of opportunities on offer to young people from families with little or no knowledge of naval life.

Army Community Partnership Model (CPM)

The Community Partnership Model (CPM) developed for application in the Army's minority ethnic recruitment campaign, relies on the formation and subsequent development of a minimum of three different types of Community Partnerships (CPS): minority ethnic, educational and local government.

The initial strategy has been one of repositioning the Army as a benign potential employer of relevance to minority ethnic people. This is achieved through a series of bridge building exercises within minority ethnic communities. Senior Army Officers and leading political figures have been introduced to community influencers, gatekeepers and organisations. The Army continues to strengthen community partnerships with secondary schools, local Borough Councils, community organisations, religious organisations and the media in the following areas:

London

Brent, Camden, Ealing, Hackney, Hammersmith and Fulham, Haringey, Lambeth, Newham, Redbridge, Southwark, Westminster.

Midlands

Coventry, Derby, Birmingham, Leicester, Nottingham, Sandwell, Wolverhampton.

North

Moss Side & Hulme, Oldham.

South West and Wales

Bristol, Cardiff.

The aim is also to establish new community partnership models in other areas including:

London Borough of Lewisham
London Borough of Tower Hamlets
London Borough of Wandsworth
Gloucester
Bolton
Rochdale

In April 2000, a partnership was formed with the Chinese community in the UK to widen the visible minority ethnic recruiting base. The partnership is supported by community events and media coverage in the Chinese press. A successful event, aimed at influencers and gatekeepers, was held at the Islington Chinese Association in North London on 25 July 2000. Presentations on careers and training opportunities for young recruits were included in the programme. The event was attended by the Chinese newspaper Sing Tao, a UK based Chinese language daily, and TVB, a digital Chinese channel, which is currently producing a 30 minute documentary on the Army. A full schedule of events in support of the Chinese community initiative was organised, including



activity based days at barracks in Manchester, a discussion group in Islington and presentations at Walthamstow and Bristol Chinese schools.

Open Days in the RAF

Many youngsters from minority ethnic communities have little or no accurate knowledge of the RAF and how it operates in today's modern Armed Forces. The RAF has, therefore, established "Opportunities for All Days" (OFAD), to encourage schoolchildren from minority ethnic communities to visit RAF stations to see for themselves what happens and what is on offer as a career.

The first OFAD, in June 1998, proved a great success in raising the profile of the RAF among schoolchildren from minority ethnic backgrounds in the West Midlands area. The event was repeated

in 1999 at RAF Cosford and the programme extended to include stations at Halton and Cranwell. The format was further revised in 2000 with 16 stations playing host to up to 130 schoolchildren. Schoolchildren attending these events have the opportunity to talk to serving personnel from minority ethnic backgrounds, whose presence is clearly important in confirming that the RAF is an equal opportunities employer; this helps to provide potential role models for future recruits. To ensure that this interest is sustained, the RAF Recruiting Field Force and Minority Ethnic Recruiting Team follow up these contacts through a series of school visits.

The RAF continues to hope that initiatives such as OFAD, aimed at specific geographic areas, will encourage further recruits to the RAF from minority ethnic people.



Ethnic Monitoring in the Armed Forces

In 1996 the MOD agreed to work with the CRE on a programme of education and equal opportunities awareness and introduced proper ethnic monitoring. The Defence Analytical Services Agency (DASA) has helped by integrating and analysing the ethnic origin data. There have been five phases to this.

The early work centred on a management-led self-classification survey of the Services. The main problems came from the different treatment of 'unspecified' in the three Services' administration systems, e.g. defaulting to 'white'. The survey showed about 1% of the Armed Forces were from minority ethnic communities. Subsequently, systems were developed to monitor recruiting, tracking from enquiry through to entry. Again the

major problem was the old administration systems used by each Service. Sophisticated data-matching procedures were developed which eliminated cases where recruits, whose ethnic origin was established in the recruiting process, were being defaulted to 'white' or 'unspecified' on entry.

Statistical tests to gauge whether changes in the small numbers of minority ethnic recruits were significant were introduced along with electronic tools to display in-service and recruiting data.

More recent work has seen the extension of ethnic monitoring to the Reserve Forces where 2.4% of the Reserve Forces are currently (1 October 2000) from minority ethnic communities.

More detailed research is now being undertaken to look at conversion rates during the recruiting process and progression rates once in-service.



Annex V: **Census Categories**

1991 Census Ethnic Group Question

Ethnic Group

Please tick the appropriate box.

- White
- Black-Caribbean
- Black-African
- Black-Other
please describe
- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other ethnic group
please describe

If the person is descended from more than one ethnic or racial group, please tick the group to which the person considers he/she belongs, or tick the 'Any other ethnic group' box and describe the person's ancestry in the space provided.



2001 Census Ethnic Group Question(s)

England and Wales

A) White:

- British
- Irish
- Any other White background

B) Mixed:

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed background

C) Asian or Asian British:

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background

D) Black or Black British:

- Caribbean
- African
- Any other Black background

E) Chinese or Other ethnic group:

- Chinese
- Any other

Scotland

A) White:

- Scottish
- Other British
- Irish
- Any other White background

B) Mixed:

- Any mixed background

C) Asian, Asian Scottish or Asian British:

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

D) Black, Black Scottish or Black British:

- Caribbean
- African
- Any other Black background

E) Other ethnic background:

- Any other background

Northern Ireland

- White
- Chinese
- Irish Traveller
- Indian
- Pakistani
- Bangladeshi
- Black Caribbean
- Black African
- Black Other
- Mixed ethnic group
- Any other ethnic group*

N.B. Other and Mixed categories give space for people to write in details.



2001 Census Languages

The following is a list of the languages into which the census form will be translated:

1. Bengali
2. Punjabi
3. Urdu
4. Gujarati
5. Arabic
6. Polish
7. Somali
8. Hindi
9. Chinese (Cantonese)
10. Portuguese
11. Italian
12. Turkish
13. Albanian/Kosovan
14. French
15. Farsi/Persian
16. Greek
17. Spanish
18. Serbian
19. Vietnamese
20. Russian
21. German
22. Swahili
23. Japanese
24. Croatian

In addition, there will also be a helpline number for the following languages:

1. Bengali
2. Cantonese
3. Gujarati
4. Hindi
5. Punjabi
6. Somali
7. Turkish
8. Urdu
9. Vietnamese
10. Arabic
11. Italian
12. Greek



Annex W: Useful Website Addresses

Audit Commission	http://www.audit-commission.gov.uk
Cabinet Office	http://www.cabinet-office.gov.uk
CEMVO	http://www.emf-cemvo.co.uk
Commission for Racial Equality	http://www.cre.gov.uk
Connexions	http://www.connexions.gov.uk
Court Service	http://www.courtservice.gov.uk
Crime Reduction	http://www.crimereduction.gov.uk
Criminal Justice System	http://www.criminal-justice-system.gov.uk
Crown Prosecution Service	http://www.cps.gov.uk
Dpt for Culture, Media & Sport	http://www.culture.gov.uk
Dpt for Education & Employment	http://www.dfee.gov.uk
Dpt of the Environment, Transport and the Regions	http://www.detr.gov.uk
Dpt of Health	http://www.doh.gov.uk
Dpt for International Development	http://www.dfid.gov.uk
Dpt of Social Security	http://www.dss.gov.uk
Dpt of Trade and Industry	http://www.dti.gov.uk
Employment Service	http://www.employmentservice.gov.uk
Foreign and Commonwealth Office	http://www.fco.gov.uk
HM Customs and Excise	http://www.hmce.gov.uk
HM Inspector of Constabulary	http://www.homeoffice.gov.uk/hmic/hmic.htm
HM Inspector of Prisons	http://www.homeoffice.gov.uk/hmipris.hmipris.htm
HM Magistrates' Court Inspectorate	http://www.open.gov.uk/mcsi
HM Treasury	http://www.hm-treasury.gov.uk
Home Office	http://www.homeoffice.gov.uk
Housing Corporation	http://www.housingcorp.gov.uk
Inland Revenue	http://www.inlandrevenue.gov.uk
Insolvency Service	http://www.insolvency.gov.uk
Learning and Skills Council	http://www.learningskillsnews.co.uk
Lord Chancellor's Department	http://www.open.gov.uk/lcd
Magistrates' Court Service	http://www.open.gov.uk/lcd/magist/magistfr.htm
Ministry of Agriculture, Fisheries and Food	http://www.maff.gov.uk
Ministry of Defence	http://www.mod.uk
National Assembly for Wales	http://www.wales.gov.uk
NHS	http://www.nhs.uk
New Deal	http://www.newdeal.gov.uk
Northern Ireland Office	http://www.nio.gov.uk
Office of the First Minister and the Deputy First Minister NI	http://www.ofmdfmini.gov.uk
Office of National Statistics	http://www.statistics.gov.uk
Open Government	http://www.open.gov.uk
Opportunity for All	http://www.dss.gov.uk/publications/dss/1999/poverty
Police Services of the UK	http://www.police.uk
Prison Service	http://www.hmprisonservice.gov.uk
Scotland Office	http://www.scottishsecretary.gov.uk
Scottish Parliament	http://www.scottishparliament.uk
Small Business Service	http://www.businessadviceonline.org
Social Exclusion Unit	http://www.cabinet-office.gov.uk/seu
Statistics on Race and the Criminal Justice System (s95)	http://www.homeoffice.gov.uk/rds/pdfs/s95.pdf
UKADCU	http://www.cabinet-office.gov.uk/anti-drugs/ukadcu
UK Official Publications	http://www.official-documents.co.uk
UK Parliament	http://www.parliament.uk
Wales Office	http://www.oss.wales.gov.uk
Youth Justice Board	http://www.youth-justice-board.gov.uk



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