



DEBATE PACK

Number CDP 2019/0088, 5 April 2019

General debate: UN International Day for the Elimination of Racial Discrimination

Summary

On 8 April 2019 there will be a general debate on the UN International Day for the Elimination of Racial Discrimination (IDERD), which took place on 21 March 2019.

The House of Commons Library prepares a briefing in hard copy and/or online for most non-legislative debates in the Chamber and Westminster Hall other than half-hour debates. Debate Packs are produced quickly after the announcement of parliamentary business. They are intended to provide a summary or overview of the issue being debated and identify relevant briefings and useful documents, including press and parliamentary material. More detailed briefing can be prepared for Members on request to the Library.

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1. Background

On 8 April 2019 there will be a general debate on the UN International Day for the Elimination of Racial Discrimination (IDERD), which took place on 21 March 2019.

The day of the IDERD marks the date of the Sharpeville massacre, which occurred on 21 March 1960 in a South African township. On that day, South African police opened fire on an unarmed group of protesters, killing 69 and injuring hundreds, many having been shot in the back while fleeing. The protesters had been demonstrating against segregationist pass laws, a feature of South Africa's apartheid system.

This year's theme for the IDERD is 'Mitigating and countering rising nationalist populism and extreme supremacist ideologies'.

The following briefings may assist Members during the debate:

- [International Day for the Elimination of Racial Discrimination: 21 March 2019](#), House of Lords Library Briefing Paper, 20 March 2019
- [Antisemitism in modern society](#), Commons Debate packs CDP-2019-0042, 19 February 2019
- [Counter-extremism policy: an overview](#), House of Commons Briefing Paper, 23 June 2017
- [An early history of British race relations legislation](#), House of Commons Briefing Paper, 9 July 2018
- [The Public Sector Equality Duty and Equality Impact Assessments](#), Commons Briefing papers SN06591, 11 March 2019
- [Race Relations Act 1968: 50th Anniversary](#), Lords Library notes LLN-2018-0109, 24 October 2018

2. Ethnicity in Parliament and public life

Currently 8% of MPs in the House of Commons and around 6% of Members of the House of Lords are from an ethnic minority background.

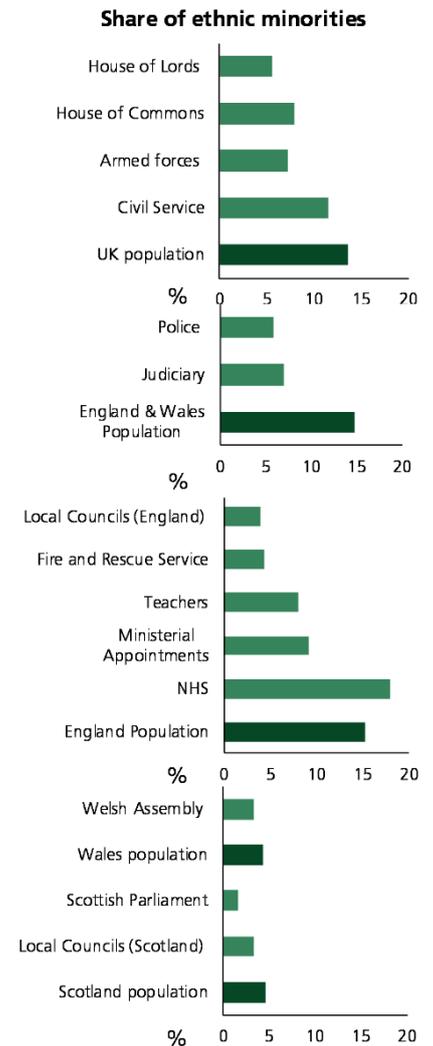
The latest estimate from the Office for National Statistics (ONS) Annual Population Survey 2016 indicates that 13.6% of the UK population is non-white.

The number of ethnic minority female MPs in the House of Commons increased from 3.0% in 2015 (20 of 650) to 4% in 2017 (26 of 650). Currently non-white female MPs make up 12.5% of all women MPs (208).

Among Government bodies the non-white population is most proportionally represented in the Civil Service. In 2017, 11.6% of Civil Servants were from ethnic minority groups. This compares with 7% in the UK Armed Forces.

Among other public sector organizations the NHS has the largest share of ethnic minorities. 18% of all NHS staff and around 41% of doctors in England are from an ethnic minority background. This compares with 5% of National Fire and Rescue service staff.

Analysis of ethnic minority representation is difficult, because ethnicity is both sensitive, and difficult to define. Work such as this generally relies on self-definition. The UK Census includes an 'Ethnicity' section, as do most staff surveys within major public services. However, it is not always a mandatory requirement to disclose such information. Data on MPs' ethnicity is not systematically gathered and is an estimate based upon multiple sources.



Notes:

- Figures for ethnic minorities in the House of Commons, House of Lords, Armed Forces and Civil services are UK wide.
- Figures for ethnic minorities in Police forces and judiciary cover England and Wales
- Estimates for Fire and Rescue Service, teachers, ministerial appointments and NHS staff are for England only.

2.1 The population of the United Kingdom

The 2016 Annual Population Survey shows that 13.6% of the UK resident population is from an ethnic minority background.

Table 1: Ethnic makeup of the United Kingdom (%), 2016

	England	Wales	Scotland	Northern Ireland	United Kingdom
White	84.7%	95.6%	95.4%	98.0%	86.4%
All non-white groups	15.3%	4.4%	4.6%	2.0%	13.6%

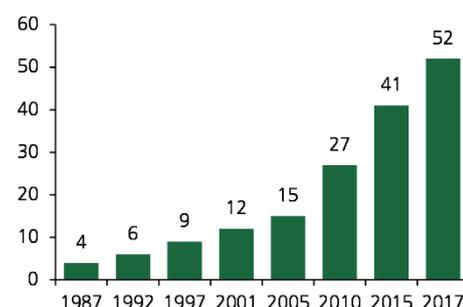
Source: ONS, Annual Population Survey, 2016.

2.2 MPs

In recent years progress has been made in increasing the representation of black and minority-ethnic groups in many areas of public life. 52 ethnic minority MPs were elected at the 2017 General Election, 11 more than in 2015. Currently, 8% MPs are from an ethnic minority background. This is around 6 percentage points lower than the overall share of ethnic minorities in the UK (13.6%).

The first ethnic minority MPs since 1945 were elected in 1987, all Labour: Diane Abbott (Hackney North & Stoke Newington), Paul Boateng (Brent South), Bernie Grant (Tottenham) and Keith Vaz (Leicester East). Diane Abbott is the first black woman MP.

The number of non-white MPs has slowly risen from 4 in 1987 to 52 at the 2017 General Election. The single biggest increase was in 2015 when 14 more ethnic minority MPs were elected than in 2010. The table below shows the number and proportion of ethnic minority MPs by party between 1987 and 2017:



Ethnic minority MPs elected at General Elections 1987 to 2017

	LAB	CON	LD	SNP	Total
Number					
1987	4	0	0	0	4
1992	5	1	0	0	6
1997	9	0	0	0	9
2001	12	0	0	0	12
2005	13	2	0	0	15
2010	16	11	0	0	27
2015	23	17	0	1	41
2017	32	19	1	0	52
Percentage					
1987	2%	-	-	-	1%
1992	2%	-	-	-	1%
1997	2%	-	-	-	1%
2001	3%	-	-	-	2%
2005	4%	1%	-	-	2%
2010	6%	4%	-	-	4%
2015	10%	5%	-	2%	6%
2017	12%	6%	8%	-	8%

Source: House of Commons Library Research Papers 08/12, 10/36, CBP-7186, CBP-7979

2.3 Scottish Parliament and Welsh Assembly

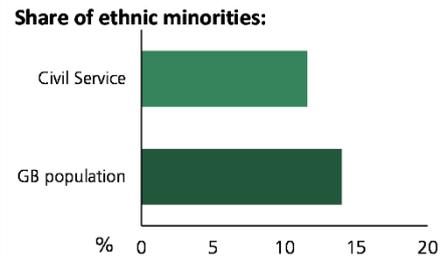
Two of the Scottish Parliament’s 129 members (1.6%) elected in 2016 are from an ethnic minority background, Humza Yousaf (SNP) and Hanzala Malik (Labour)¹. This is the same number as in the 2011 Parliament.

Following the 2016 election there are two known ethnic minority Members of the National Assembly for Wales. Mohammad Asghar was first elected for Plaid Cymru in 2007 and then for the Conservatives in 2011 and in 2016; Vaughan Gething was elected for Labour in 2011 and re-elected in 2016. Together they represent 3.3% of the Assembly’s 60 AMs.¹

3. Other public sector organisations

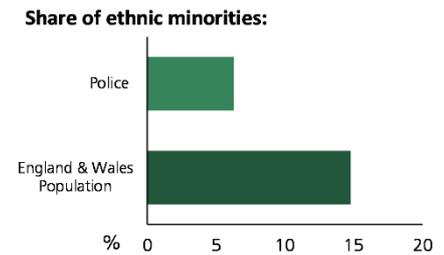
3.1 Civil Service

In 2017, 11.6% of civil servants in Great Britain were from an ethnic minority background (of those with known ethnicity), an increase of 0.4 percentage points from 2016. This proportion, however, is strongly related to grade – for the senior civil service the proportion is 7.0%.²



3.2 Police

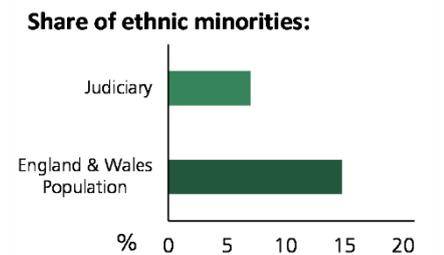
As at March 2017, there were 7,572 FTE ethnic minority officers in the 43 English and Welsh police forces, 6.3% of total strength. The forces with the highest representation are the Metropolitan Police, with 13.4% minority ethnic officers, the West Midlands (9.3%), and Leicestershire (7.8%).



Despite the improvement in their overall representation in the ranks of the police, ethnic minority officers remain less well represented in the highest ranks. 3.6% of officers at Chief Inspector or above are non-white, compared with 6.6% of Constables, the lowest rank.³

3.3 Judges

In 2017 7% of the judiciary in England and Wales were from an ethnic minority background. This proportion, however, varies by rank. While 8% of Deputy District Judges for Magistrate Courts are non-white, there are no BME appointments to Heads of Division or Lords Justices of Appeal.⁴



¹ Scottish Parliament (2016), [SB 16-34 Election 2016](#)
² ONS (2015) '[Civil Service statistics 2017](#)', July 2017
³ Home Office, [Police Workforce, England and Wales: 31 March 2017](#), July 2017
⁴ Courts and Tribunals Judiciary, [Diversity Statistics: England & Wales](#), July 2017

3.4 Teachers

In November 2016, 8.0% of all teachers (with known ethnicity) in publicly-funded schools in England were from non-white ethnic groups, compared with 6.2% in 2010. The equivalent figure for head-teachers is 3.2%, compared with 2.3% in 2010.⁵

3.5 Armed forces

In April 2017, 7.2% of the total service men and women in the regular forces were from ethnic minority backgrounds. However, only 2.4% of the officer ranks are non-white, compared with 8.2% of other ranks.⁶

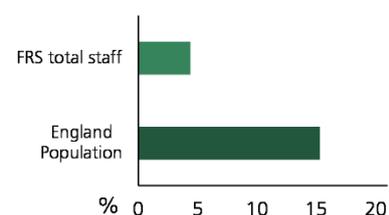
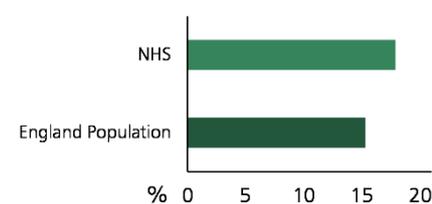
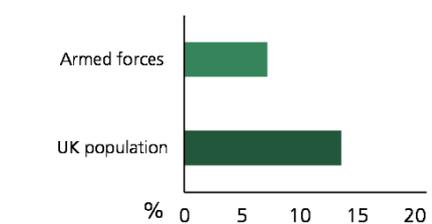
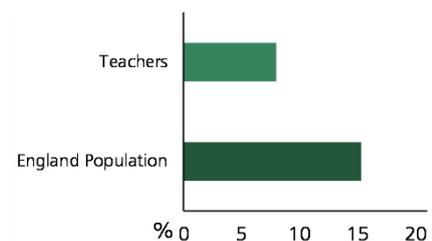
3.6 National Health Service

NHS workforce statistics for England indicate that 17.9% of all staff were from an ethnic minority background in September 2015. The most diverse group in NHS is doctors, 40.8% from a non-white group. This falls to 36.5% for the highest staff grade of consultant.

The share of ethnic minorities is lower among other staff. 15.6% of all other staff are non-white. Likewise, 6.7% of managers and senior managers are from an ethnic minority background.⁷

3.7 National Fire and Rescue Service

Operational figures from the Fire and Rescue authorities in England show that in 2016, of those with stated ethnicity, 4.4% were from an ethnic minority background, up from 4.2% in 2010.⁸ There were 1,131 BME whole-time firefighters in 2016, 5% of the total. Although there are fewer BME whole-time firefighters compared with 2015 (1,149), their proportion has remained the same.



⁵ Department for Education, [School Workforce in England 2016](#), June 2017;

⁶ Ministry of Defence, [UK armed forces biannual diversity statistics:2017](#), June 2017

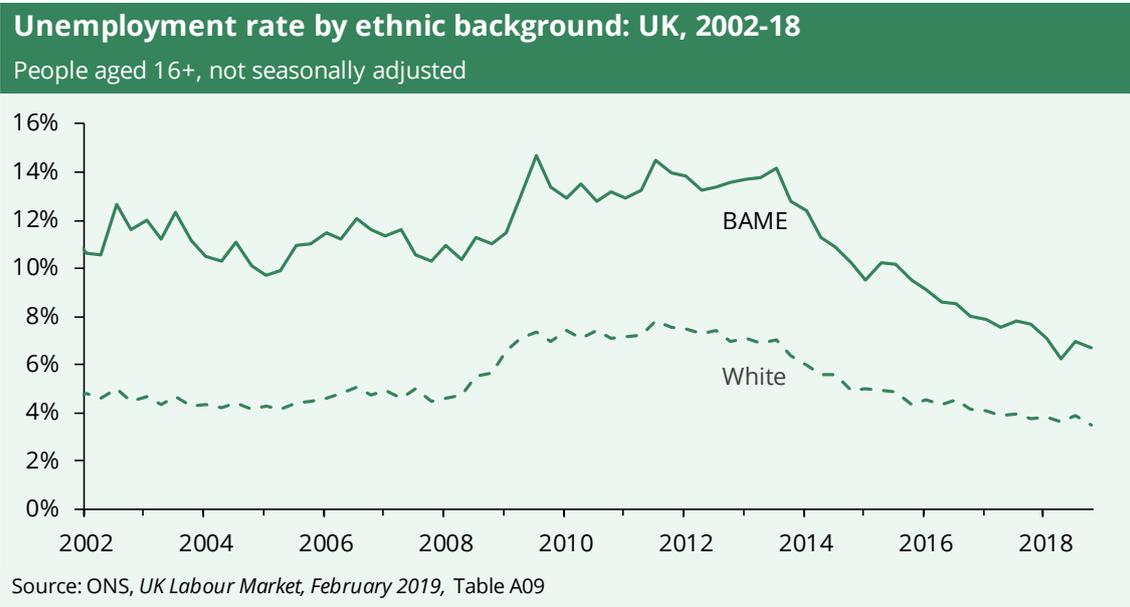
⁷ HSCIC, '[NHS Workforce Statistics, September 2015, England, Experimental](#)', March 30, 2016

⁸ Home Office, [Fire statistics data tables, Staff headcount by ethnicity](#), May 2017

4. Unemployment rates by ethnic group

The (seasonally adjusted) UK unemployment rate was 3.9% in October-December 2018. The rate was **3.5% for people from a White background** compared to **6.7% for people from BAME (Black, Asian and Minority Ethnic) backgrounds**, although there was substantial variation between different ethnic minority groups.⁹

Both these figures have decreased sharply over the past five years and are below their levels in the early to mid-2000s. After the economic downturn in 2008, there was an increase in unemployment rates across ethnic groups. The unemployment rate for people from a White background reached a peak of 7.8% while the rate for people from BAME backgrounds increased to 14.7% following the downturn.



Unemployment figures are survey based. Relatively small numbers of respondents from ethnic minority groups mean that unemployment estimates for ethnic minorities are more volatile than estimates for White people, as is visible from the jagged line on the graph.

The table shows unemployment rates for different ethnic groups in the year to June 2018. The unemployment rate was highest for people from a Bangladeshi background (13%), followed by those from a Pakistani or Black background (9%). The unemployment rates for people from Indian or Chinese backgrounds was similar to that for White people.

Survey error means that where there is only a small difference in unemployment rates between groups, it is best to view these rates as being about the same.

⁹ The unemployment rate is the proportion of the economically active population who are unemployed. Someone is economically active if they are in work (employed) or if they are looking for and available for work (unemployed). Otherwise the person is economically inactive: not in work and not looking for work.

Unemployment by ethnic background, UK		
Data at July 2017 to June 2018; Thousands		
	Number unemployed	Unemployment rate
White	1,090	4%
Black/African/Caribbean/Black British	90	9%
Indian	50	5%
Pakistani	50	9%
Other ethnic group	40	7%
Bangladeshi	30	13%
Mixed/Multiple ethnic groups	30	7%
Any other Asian background	30	6%
Chinese	10	5%
Total	1,410	4%

Source: ONS *Annual Population Survey* microdata

Notes: All numbers rounded to nearest 10,000 and may not sum due to rounding. Estimates based on survey responses so subject to sampling error.

4.1 Estimates by age group

Across ethnic groups, unemployment rates are higher for young people than for older age groups.

Among people aged 16-24, unemployment rates were highest for people from a Black background (26%) and from a Pakistani or Bangladeshi background (23%) in the year to June 2018. This compared to a rate of 11% for people from a White background.

Unemployment by age and ethnic background								
Data at July 2017 to June 2018; Thousands								
	16-24		25-49		50+		Total	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
White	400	11%	440	3%	250	3%	1,090	4%
Black	30	26%	40	7%	20	6%	90	9%
Bangladeshi/ Pakistani	30	23%	40	7%	<10	6%	80	10%
Indian	<10	14%	30	4%	<10	5%	50	5%
Other ethnic backgrounds	30	16%	50	5%	20	5%	100	7%
Total	510	12%	610	3%	300	3%	1,410	4%

Source: ONS *Annual Population Survey* microdata

Notes: All numbers rounded to nearest 10,000 and may not sum due to rounding. Estimates based on survey responses so subject to sampling error.

"Other ethnic backgrounds" includes people from Chinese, other Asian, mixed/multiple or other ethnic backgrounds.

Across age groups, unemployment rates were lower for White people than for other ethnic backgrounds. Some of the reported difference between groups, or the lack of difference, is likely to be attributable to survey error.¹⁰

¹⁰ Source and further details: HC Library Briefing – [Unemployment by ethnic background](#)

5. Race Hate Crime

Figures on race hate from the Crime Survey of England and Wales (CSEW) show that for the 2015/16 to 2017/18 combined dataset, Asians were the ethnic group who had the highest proportion of victims to have suffered racially motivated hate crime. 1.1% of Asians reported they had been subject to racially motivated hate crimes. Those of a other ethnicity had the second highest proportion with 1.0%. Of all adults aged over 16, 0.2% claimed to be the victims of racially motivated hate crime. Figures for all Non-White ethnic groups for the proportion who had been subjected to racially motivated hate crimes, declined from the combined 2007/08 and 2008/09 dataset. The figure for White victims has remained stable at 0.1%.

PERCENTAGE^a OF ADULTS AGED 16 AND OVER WHO WERE VICTIMS OF RACIALLY-MOTIVATED HATE CRIME, BY ETHNICITY AND RELIGION				
England and Wales				
	2007/08 & 2008/09	2009/10 to 2011/12	2012/13 to 2014/15	2015/16 to 2017/18
Ethnic group^b				
White	0.1	0.1	0.1	0.1
Mixed/multiple ethnic groups	3.0	0.9	1.1	0.5
Asian/Asian British	2.1	1.8	1.0	1.1
Black/African/Caribbean/Black British	1.7	0.8	0.7	0.6
Other ethnic group	2.0	1.5	0.8	1.0
Religion				
Christian	0.2	0.2	0.1	0.1
Buddhist	0.9	0.8	0.1	0.1
Hindu	2.0	1.1	0.6	0.7
Muslim	2.5	2.2	1.2	1.5
Other	0.7	0.7	1.2	0.5
No religion	0.2	0.2	0.1	0.1
All Adults	0.3	0.3	0.2	0.2

Notes:

- a) This percentage is calculated treating a household crime as a personal crime.
 b) Ethnic group is based on the 2011 Census definition of ethnic group which now includes Chinese in the Asian/Asian British group.

Source: Home Office, *Hate Crime, England and Wales 2017/18 Appendix Tables*, Table 3.09, 16 October 2018

The Mayor's Office for Policing and Crime (MOPAC) in London have also published figures on the characteristics of the victims of racist hate crimes in London in the twelve months to June 2017. 56% of victims were male. Those of Black ethnicity constituted the largest proportion (30%) of all victims to have suffered racist hate crime followed by those of Asian and White-North European ethnicity (25% each). Most victims were aged 25 to 44 (55%).¹¹¹²

¹¹ MOPAC, *Hate Crime Dashboard*, Accessed 12 December 2018

¹² Source and further information: HC Library Briefing *Hate Crime Statistics* (March 2019)

6. Parliamentary material

6.1 Debates

[Macpherson Report: 20th Anniversary](#), House of Commons, 25 February 2019

[Race disparity audit](#), House of Lords, 10 October 2017

6.2 Parliamentary questions

[Racial Discrimination: Written question - HL14838](#), 04 April 2019

Q

Asked by [Baroness Tonge](#)

Asked on: 26 March 2019

Ministry of Housing, Communities and Local Government

Racial Discrimination

HL14838

To ask Her Majesty's Government whether they intend to produce a definition of (1) Islamophobia, and (2) other forms of racism.

A

Answered by: [Lord Bourne of Aberystwyth](#)

Answered on: 04 April 2019

The Cross- Government Working Group to Tackle Anti-Muslim Hatred will be undertaking a programme of work to consider a definition following consultation, which effectively tackles prejudice and hatred.

Government is clear that all forms of hate crime, including race-related hate crime, are unacceptable and there is legislation in place to deal with perpetrators of hateful acts. We have asked the Law Commission to undertake a review of the current hate crime legislation.

[Schools: Racial Discrimination: Written question – 169781](#), 11 September 2018

Q

Asked by [Laura Smith](#)

(Crewe and Nantwich)

Asked on: 03 September 2018

Department for Education

Schools: Racial Discrimination

169781

To ask the Secretary of State for Education, what measures have been put in place for schools to deal with racist incidents.

A

Answered by: [Nick Gibb](#)

Answered on: 11 September 2018

11 Racial discrimination

Racism has no place in our schools and any incident is unacceptable.

In July 2017 the Department updated its anti-bullying guidance. This guidance makes it clear that where a school thinks an incident might constitute an offence, they should seek assistance from the police. All schools are required by law to have a behaviour policy which sets expectations of behaviour and outlines measures to prevent all forms of bullying, including racist bullying. Schools have the freedom to develop their own anti-bullying strategies appropriate to their environment but are held to account by Ofsted. The anti-bullying guidance refers schools to sources of support on preventing and tackling bullying based on race, religion and nationality.

This guidance can be viewed

here: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>.

The Department funds and supports anti-bullying organisations that help schools prevent and tackle bullying. This includes the Free to Be project led by the Anne Frank Trust, which provides a structured approach for young people to discuss the importance of tackling prejudice, discrimination and bullying.

Radicalism: Written question - 239282, 05 April 2019

Q

Asked by [Dr Rosena Allin-Khan](#)

(Tooting)

Asked on: 01 April 2019

Home Office

Radicalism

239282

To ask the Secretary of State for the Home Department, what steps his Department has taken to tackle far right politically motivated violence in the UK following the March 2019 attacks in Birmingham and in Christchurch in New Zealand; and what meetings he has had with Cabinet colleagues on that issue.

A

Answered by: [Mr Ben Wallace](#)

Answered on: 05 April 2019

The Home Secretary has been clear: the far right has absolutely no place in Britain. The British people overwhelmingly reject the prejudiced rhetoric of the far right, which is the antithesis of the values that this country represents: decency, tolerance and respect. Our counter terrorism strategy, CONTEST, works to reduce the risk from all forms of terrorism, irrespective of the ideology that inspires them.

Since Christchurch the government has put in place a number of measures to reassure communities of all faiths across the UK who may feel worried about their safety. In the first instance, the Police have implemented additional patrols around mosques

and other places of worship and are working with communities to help enhance safety and reassure the public.

We have committed to funding a fourth round of the Places of Worship Scheme in 2019/20 as part of the Hate Crime Action Plan refresh, this follows the success of the initial three years of funding. On 19 March 2019 the Home Secretary announced double the amount of funding awarded last year would be available for this year's scheme; uplifting funding to £1.6 million for 2019/20

The Government has also announced a new £5 million fund over 3 years to provide security training for Places of Worship. We will be working closely with communities and faith leaders to develop this new scheme and will, as soon as possible, be opening a competitive process.

Racial Discrimination: Written question - HL14721, 28 March 2019

Q

Asked by [Lord Taylor of Warwick](#)

Asked on: 20 March 2019

Foreign and Commonwealth Office

Racial Discrimination

HL14721

To ask Her Majesty's Government what steps they are taking following comments by the Prime Minister of New Zealand calling for a global response to tackle racism.

A

Answered by: [Lord Ahmad of Wimbledon](#)

Answered on: 28 March 2019

The shocking attack by a terrorist, who targeted Muslims in Christchurch while they were praying, underscores the need for us all to continue our work to tackle hatred head on. As the Prime Minister has said, there can be no place in our societies for the vile ideology that drives and incites hatred and fear. The events in New Zealand must strengthen our resolve on this issue.

On racism, the Government is committed, both domestically and internationally, to eliminating any form of racial discrimination. At home, our focus is on creating a fair society where all people, regardless of ethnic origin or background, are valued and able to participate fully and realise their own potential.

Internationally, we believe that one of the most effective ways to tackle injustices and advocate for respect amongst different ethnic groups is to encourage countries to uphold their human rights obligations, including by working with international institutions, such as the United Nations. For example, the UK strongly supports the work of UN special procedure mandate holders, including the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance, and we encourage other States to also support their work. The UK continues to engage on resolutions which consider racism, and work with member states at a ministerial and official level.

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