



DEBATE PACK

Number CDP-0101, 25 April 2019

Contribution of Sikhs to the UK

Summary

General debate on the Contribution of Sikhs to the UK initiated by Seema Malhotra. The debate will take place in Westminster Hall on Tuesday 30 April at 2.30pm.

The debate is timed to coincide with National Sikh Awareness and History Month which was launched on Tuesday 2 April 2019 at the House of Commons.

Subject specialist: David Torrance

Statistician: Yago Zayed

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.

Compiled by
Sarah Priddy

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1. Press, journal and social media

Please note: The Library is not responsible for either the views or accuracy of external content.

[Seema Malhotra speech for the national Sikh awareness and history month launch](#)

YouTube

9 April 2019

[National Sikh Awareness & History Month](#)

Twitter

3 April 2019

Seema Malhotra: I am proud that we are launching National Sikh Awareness and History Month here in the UK, also referred to as Sikh Heritage Month. We've come a long way since last April when, with cross-party support, I tabled an Early Day Motion calling for the UK to recognise April as National Sikh Awareness and History Month.

[Cabinet Office Minister sensing support from MPs leaves door open on Sikh ethnic tick-box for census 2021](#)

Sikh Siyasat News

20 Dec 2018

Preet Kaur Gill asked the Minister to commit herself to meeting the APPG and to the inclusion of a Sikh ethnic tick-box in the census order.

[Is the All Party Parliamentary Group \(APPG\) for British Sikhs truly representative?](#)

Network of Sikh Organisations

12 Oct 2018

Lord Singh's comments on AGM of APPG for British Sikhs

[Sikh ethnic tick box in the 2021 Census and a question about research and methodology](#)

University of Birmingham,

Dr Jagbir Jhutti-Johal, Senior Lecturer in Sikh Studies

August 2018

Lobbying for a separate ethnic status within the UK census has been going on since the early 2000's by certain Sikh groups. The argument to include an amendment to the 2011 Census was that the existing questions on religion and ethnicity undermined the Sikh community and the services they were entitled to. The lobbying ultimately failed even after the Sikh Federation (UK) threatened ONS with court action in

2010, in an attempt to force the issue. The ONS is now facing calls from the Sikh Federation (UK) and the All Party Parliamentary Group (APPG) for British Sikhs, for the same amendment to the 2021 census.

[Sikhs make 'massive' contribution to London, says Mayor Sadiq Khan](#)

Asia Samachar - an independent news portal for Sikhs

15 April 2017

The Sikh community in London makes a 'massive' contribution to making it the greatest city in the world, says Sadiq Khan in what is probably his first Vaisakhi video greeting as the London Mayor, released on 13 April 2017.

[How London's Southall became 'Little Punjab'](#)

The Guardian, Vivek Chaudhary

4 April 2018

A new project explores the largest Punjabi community outside India – from possibly Britain's first Indian shop to race riots and the fight for rights

[Research on the Sikh community in the UK is essential to better inform policy, but surveys must be improved](#)

London School of Economics, Jagbir Jhutti-Johal

18 January 2017

Various Sikh organisations in the UK have conducted research to better inform policy and decision making. The most recent is the UK Sikh Survey conducted by The Sikh Network. Complex issues of race hate crime, employment discrimination and sexual grooming were addressed, and some interesting, but also debatable conclusions arrived at. This leads to questions needing to be asked about methodology, sample size and selection, and responder characteristics (age, gender make-up etc.) so that the results can be interpreted more correctly.

[Sikhs in UK are 'invisible to government' despite hate crime increase](#)

The Guardian, Harriet Sherwood

25 Nov 2016

British Sikhs have been "invisible to the government since 9/11" despite increased levels of discrimination and hate crimes, the Sikh Federation has said as a comprehensive survey of the UK's fourth largest faith group was published.

According to the UK Sikh Survey 2016, almost one in five Sikhs has encountered discrimination in a public place over the past year and one in seven has directly experienced workplace discrimination.

2. Statistics on Sikhs

2.1 Population Size

The 2011 Census stated that the Sikh population of the UK numbered around 432,000 (0.7% of the population).¹ The religion question in the census was voluntary and a person's religion was self-defined.

Please also see the House of Commons library [dashboard on religion](#) for constituency data from the 2011 Census.

The latest population figures can be obtained from the Labour Force Survey (LFS). LFS figures for quarter 4 in 2018 estimates the Sikh population of Great Britain to be roughly 398,000 (0.6% of the population).

POPULATION BY RELIGIOUS AFFILIATION IN GREAT BRITAIN			
	Population number		Population Percentage
Christian	31,540,618		48.0%
No Religion	26,119,936		39.7%
Muslim	3,178,765		4.8%
Not Stated	2,002,505		3.0%
Any Other Religion	1,007,777		1.5%
Hindu	987,038		1.5%
Sikh	398,004		0.6%
Jewish	301,637		0.5%
Budhist	227,959		0.3%
Total	65,775,167		100%

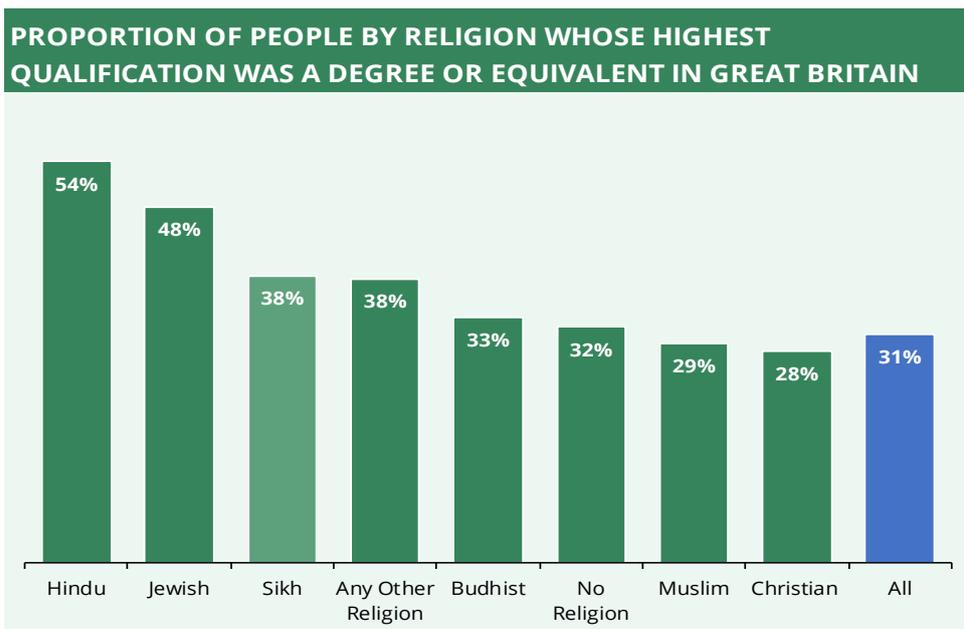
Source: Labour Force Survey, Q4 2018

Religious affiliation in the LFS is also self-defined in response to the question "what is your religion?" Data on religious affiliation is only available for Great Britain because the LFS question on religious affiliation is different in Northern Ireland and is therefore not comparable. The figures are also weighted from the survey data to give an estimate for the population in question. The estimates are based on a survey and are therefore subject to a margin of uncertainty.

2.2 Education and Employment

The LFS for Q4 in 2018 shows that 38% of Sikhs claimed that their highest qualification was either a degree or equivalent and compares with 31% of all people surveyed.

¹ ONS, 2011 Census: [Population estimates for the UK](#), Table 9



Source: Labour Force Survey, Q4 2018

In contrast, the [British Sikh Report of 2019](#), based on a survey of approximately 2,500 respondents across the UK stated that 65% of respondents had a graduate level qualification or above.²

Regarding employment, British Sikhs have:

- an 84% employment rate, compared to 76% for the country as a whole (based on the ONS' Labour Force Survey).
- The majority of respondents were in full-time employment (61%), with this being the most popular option for all age groups between 20 and 64.
- The top sectors in employment for British Sikhs are Public Service, Charity and Social Work (7%); Healthcare (12%); Teaching and Education (9%); Accountancy and Financial Management (7%); and IT and Technology (7%).
- Human Health and Social Work accounts for 13% of the UK workforce, but 19% of respondents to the survey, indicating Sikhs are more likely than the average Briton to work in the care sector.
- Sikhs are also more likely to work in the finance sector, and about the same as the national average for the education sector.³

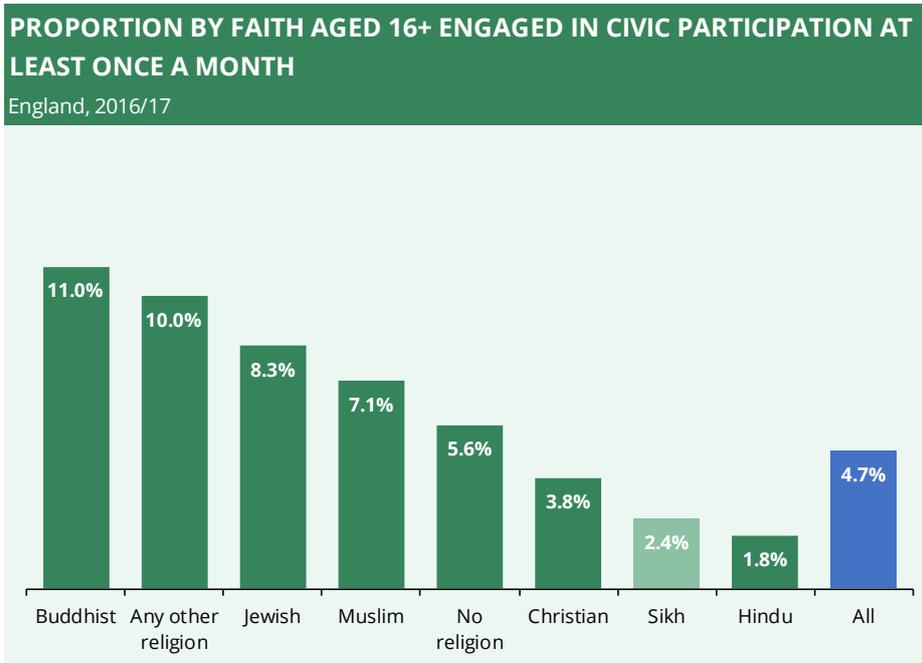
2.3 The Community Life Survey

The [Community Life Survey](#) is a source for understanding community engagement, volunteering and social cohesion for adults aged 16 and over in England. The latest survey covers 2017-18. Figures by religion are available from the [UK Data Service](#) and for the 2016-17 survey only.

² The British Sikh report of 2019, [p.22](#)

³ *Ibid*; [pp.20-21](#)

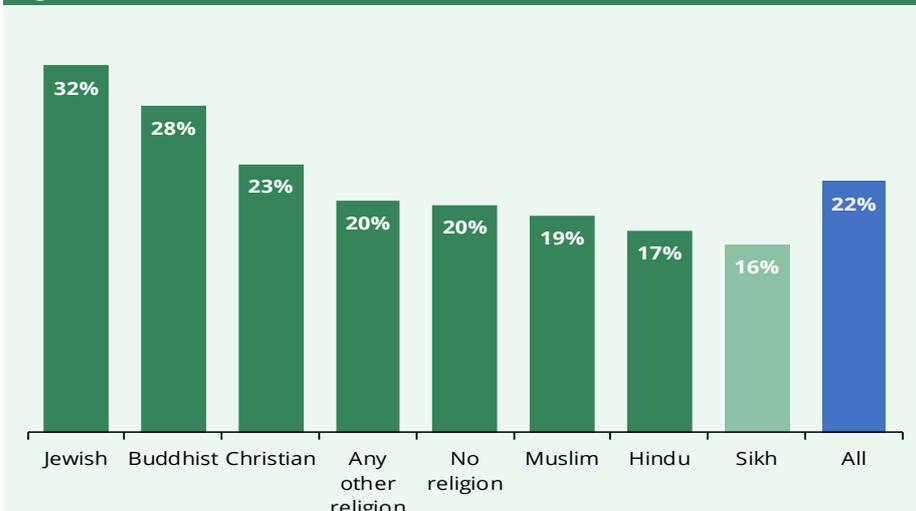
The survey provides figures on civic participation, that is to say – engagement in democratic processes, both in person and online, including signing a petition or attending a public rally but not including voting. The 2016/17 survey suggests that 2.4% of Sikhs engaged in such activities at least once a month in the year of the survey. This was second lowest figure for all faiths.



Source: Department for Culture, Media and Sport. (2017). *Community Life Survey, 2016-2017*. [data collection]. UK Data Service. SN: 8294, <http://doi.org/10.5255/UKDA-SN-8294-1>

Concerning civic activism or consultation, that is to say taking part in consultations and involvement in decision-making about local services, both in person and online, the Sikh population had the lowest proportion (16%) to have done so of any faith in the 12 months prior to the survey.

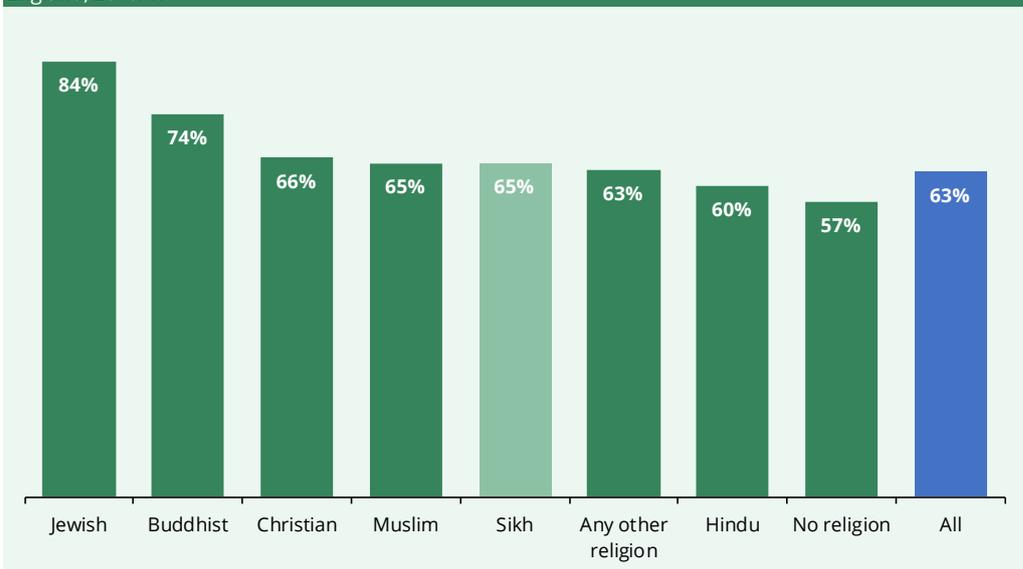
PROPORTION BY FAITH AGED 16+ INVOLVED IN CIVIC ACTIVISM OR CONSULTATION IN THE PAST 12 MONTHS
 England, 2016/17



Source: Department for Culture, Media and Sport. (2017). *Community Life Survey, 2016-2017*. [data collection]. UK Data Service. SN: 8294, <http://doi.org/10.5255/UKDA-SN-8294-1>

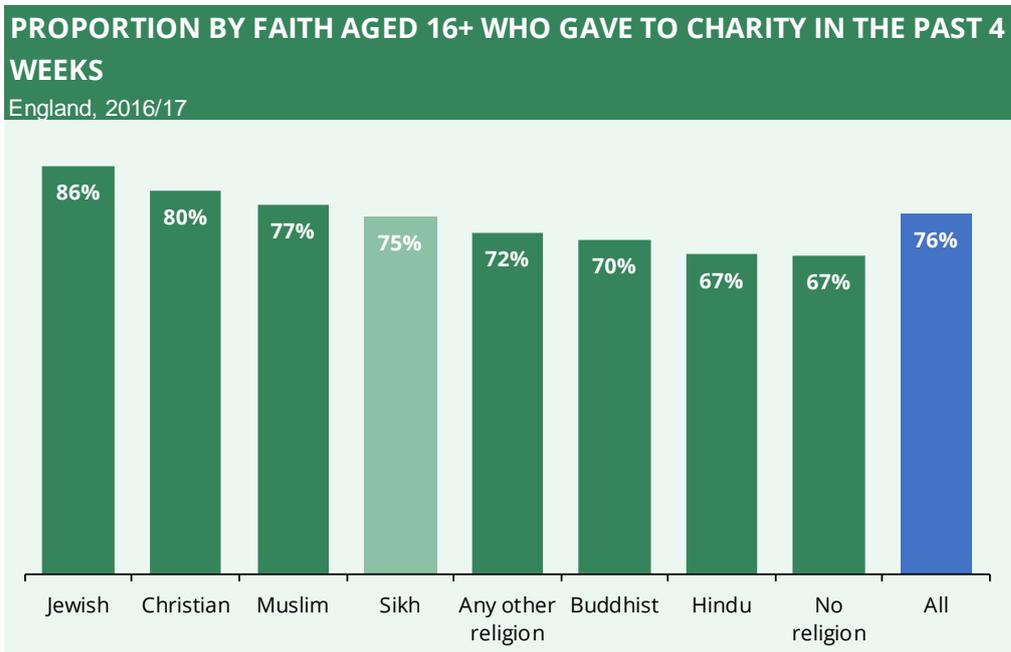
Regarding volunteering, 65% of Sikhs stated that they had undertaken some form of volunteering in the past 12 months prior to the survey.

PROPORTION AGED 16+ UNDERTAKING ANY VOLUNTEERING IN THE LAST TWELVE MONTHS BY RELIGION
 England, 2016/17



Source: Department for Culture, Media and Sport. (2017). *Community Life Survey, 2016-2017*. [data collection]. UK Data Service. SN: 8294, <http://doi.org/10.5255/UKDA-SN-8294-1>

In terms of charitable donations, 75% of Sikhs stated that they had given to charity in the 4 weeks prior to the survey.



Source: Department for Culture, Media and Sport. (2017). *Community Life Survey, 2016-2017*. [data collection]. UK Data Service. SN: 8294, <http://doi.org/10.5255/UKDA-SN-8294-1>.

2.4 Sikh Charities

A 2016 [report](#) by New Philanthropy Capital on registered faith-based charities indicated that of 43,352 faith-based charities, 320 (0.7%) were Sikh. Faith-based charities had a combined income of £16.3 billion of which Sikh charities accounted for 0.4% (£61 million).

INCOME AND NUMBER OF FAITH-BASED CHARITIES
 By religion, England, YE 31 March 2012/13-2014/15

Religion		Income		Number
Christian	68.6%	£11,208,512,992	63.5%	27,535
Generally faith-based	20.0%	£3,270,017,026	23.8%	10,310
Jewish	6.2%	£1,012,042,429	5.0%	2,147
Muslim	3.3%	£542,290,982	4.7%	2,054
Quaker	0.6%	£104,061,455	0.4%	158
Hindu	0.5%	£83,274,709	1.1%	459
Sikh	0.4%	£61,361,068	0.7%	320
Buddhist	0.3%	£48,340,974	0.7%	312
Multi-faith	0.0%	£7,585,016	0.1%	57
Total	100%	£16,337,486,651	100%	43,352

* The total number of faith-based charities excludes 1,633 'inactive' faith-based charities, bringing the total from 44,985 to 43,352

** Income based on the most recent figures available. These figures cover the last three full tax years from 31 March 2013.

Source: NPC, [Faith Matters](#), June 2016, p 4

3. UK Statistics Authority: Census 2021

[Meeting the data needs of the Sikh community](#)

14 Dec 2018

Response by the Office for National Statistics to the Chair of the APPG for British Sikh

Dear Ms Gill,

I want to take this opportunity to thank you and the other members of the APPG for British Sikhs for your contributions in response to the consultation and the research undertaken for the 2021 Census topics.

The recommendations on the content and conduct of the 2021 Census have been published today in the White Paper '[Help Shape Our Future: The 2021 Census of Population and Housing in England and Wales](#)'.

The recommendations fully recognise the need for good data on the Sikh community, both in terms of the need for high quality data from the Census and also more widely across all public services. I want to assure you that everyone who wishes to identify as Sikh will be able to do so under our proposals for the Census.

The Office for National Statistics (ONS) has made a number of recommendations in the White Paper to ensure we fully meet the need for high quality data for those who identify as Sikh. These are:

- continue to include a religion question, with a specific Sikh response option.
- develop "search-as-you-type" functionality, which will make it easier to specify as one wishes in the "other" box within the ethnicity topic.
- flexible data outputs will allow analysis of those who define their religious affiliation as Sikh (through the religion response option) and those who define their ethnic group as Sikh through the user of the "search-as-you-type" capability on the online ethnic group question.
- increase the analytical offering and outputs for those who identify as Sikh.
- estimate the Sikh population from all sources to assess the numbers who may declare themselves of Sikh background.
- utilise the Digital Economy Act 2017 to undertake data-linking for research purposes that will ensure that data on the Sikh population is available across public services, not just Census-collected data. We will work with Departments across Government to ensure this happens not just for the Census but on an ongoing basis.

- update our guidance on harmonisation to ensure that public bodies are fully aware of their duties to record information on the Sikh community.
- work with members of the Sikh population to encourage wider participation in the Census and raise awareness of the options of writing in their identity in the ethnic group question.
- We are also developing an on-line flexible dissemination system where users can specify the data they need and define their own queries to build tables.

We have also offered to:

- work with local authorities and provide analysis to help them better serve the different communities in their areas.
- work with communities to ensure the data are easily made available to decision-makers and used.

These recommendations have been made after looking at all the evidence provided up to the publication of the White Paper. Alongside the White Paper we have published an updated topic report on ethnicity[2] which sets out in more detail the research behind these recommendations.

Yours sincerely,

John Pullinger

4. Parliamentary material

4.1 Oral Questions

[Topical Questions](#)

Preet Kaur Gill (Birmingham, Edgbaston) (Lab/Co-op): Thirty-five years ago, in a unanimous five-nil judgment, the Law Lords ruled that Sikhs were an ethnic group and protected from discrimination. However, the results of the Prime Minister's race disparity audit contained no data whatsoever relating to Sikhs. The Office for National Statistics only requires public bodies to collect and monitor data relating to ethnic groups specified in the census, and the Government's White Paper fails to include a Sikh ethnic tick-box. Will the Minister commit herself to meeting officers of the all-party parliamentary group on UK Sikhs and to the inclusion of a Sikh ethnic tick-box in the Census Order, in order to bring an end to decades of discrimination against the Sikh community?

Chloe Smith | Department: Cabinet Office: I shall be happy to meet the hon. Lady and her colleagues. I know that the independent Office for National Statistics, whose decisions these are, has written to the APPG in some detail, and I know that the ONS will also listen carefully to the hon. Lady's question and endeavour to answer it.

19 Dec 2018 | Topical questions - 1st Supplementary | Answered | House of Commons | 651 c784

[Topical Questions](#)

Eddie Hughes (Walsall North) (Con): In the centenary of the Parliament (Qualification of Women Act) 1918, how do we encourage greater diversity among candidates for public office, such as Amandeep Garcha, a Sikh woman in my constituency?

The Minister without Portfolio (Brandon Lewis) | Department: Cabinet Office: My hon. Friend makes a good point. It is fantastic to see such wide diversity of candidates in Walsall. I remind the House that the Government Equalities Office is providing financial assistance for all MPs, to encourage female constituents to come here on 21 November, and I hope more colleagues will take up that opportunity.

14 Nov 2018 | Topical questions - 1st Supplementary | Answered | House of Commons | 649 c304

4.2 Written questions

[Census: Sikhs](#)

Asked by: Gill, Preet Kaur

To ask the Minister for the Cabinet Office, what assessment he has made of the adequacy of the data that will be available to public bodies on Sikhs as an ethnic group after Census 2021.

Answering member: Chloe Smith | **Department:** Cabinet Office | **Asked to reply:** UK Statistics Authority: The information requested falls within the responsibility of the UK Statistics Authority. I have asked the Authority to reply.

03 Apr 2019 | Written questions | Answered | House of Commons | 238672

Attachment: [UKSA Response](#)

[Department for International Trade: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for International Trade, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: George Hollingbery | **Department:** Department for International Trade: There are 24 members of staff in the Department for International Trade (including UK Export Finance (UKEF)) who have self-reported as Sikh (as at 31 December 2018) on departmental systems. The Department records Sikhism as a religion.

04 Feb 2019 | Written questions | Answered | House of Commons | 211851

[Treasury: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Chancellor of the Exchequer, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Robert Jenrick | **Department:** Treasury: As of 31st December 2018, 11 civil servants employed by HM Treasury were recorded as being Sikhs, as a religious group. This was 1% of recorded religion.

01 Feb 2019 | Written questions | Answered | House of Commons | 211861

[Home Office: Sikhs](#)

Asked by: Gill, Preet Kaur

To ask the Secretary of State for the Home Department, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Victoria Atkins | **Department:** Home Office

720 employees have declared themselves as Sikh. Recorded as a religious group.

01 Feb 2019 | Written questions | Answered | House of Commons | 211857

[Department for Education: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Education, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Anne Milton | Department: Department for Education: As at 31 December 2018, 73 civil servants in the department were recorded as being Sikhs, as a religious group.

01 Feb 2019 | Written questions | Answered | House of Commons | 211848

[Ministry of Housing, Communities and Local Government: Sikhs](#)

Asked by: Gill, Preet Kaur

To ask the Secretary of State for Housing, Communities and Local Government, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) religious group.

Answering member: Jake Berry | Department: Ministry of Housing, Communities and Local Government: At 31 December 2018, 15 (1.3 per cent) civil servants in my Department were recorded as being Sikhs, as a religious group.

This information is offered voluntarily by staff and as such we can only report on those that have chosen to provide details of their religious group.

31 Jan 2019 | Written questions | Answered | House of Commons | 211864

[Leader of the House of Commons: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Leader of the House, how many Sikhs are employed in her Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Andrea Leadsom | Department: Leader of the House: As set out in the answer from the Minister for Constitution, as of the 31st December 2018, 43 civil servants in the Cabinet Office were recorded as being Sikhs, as a religious group.

31 Jan 2019 | Written questions | Answered | House of Commons | 211860

[Foreign and Commonwealth Office: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Foreign and Commonwealth Affairs, how many Sikhs are employed in his

Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Sir Alan Duncan | Department: Foreign and Commonwealth Office: The Foreign and Commonwealth Office (FCO) employs around 12,500 staff, a third of whom are UK-based and two thirds local staff. We only hold data centrally for UK-based staff.

The number of FCO UK-based staff who are Sikhs is 0.75 per cent. The most recent UK census data estimated that Sikhs are 0.7 per cent of the UK population. The diversity characteristic used to report this is religion.

31 Jan 2019 | Written questions | Answered | House of Commons | 211856

[Department for Transport: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Transport, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Jesse Norman | Department: Department for Transport: The table below shows data the Department (DfT Central Department, the Driver Vehicle & Licensing Agency, the Driver & Vehicle Services Agency, the Maritime & Coastguard Agency and the Vehicle Certification Agency) holds on the number of staff that have indicated that they are Sikh, and whether this information is recorded as an ethnic or religious group as at 31 December 2018.

Department Total Recorded as Ethnic or Religious group	
51	Religion

The figures represent staff on our payroll and does not include contractors and other non-pay employees.

31 Jan 2019 | Written questions | Answered | House of Commons | 211852

[Department for Exiting the European Union: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Exiting the European Union, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Chris Heaton-Harris | Department: Department for Exiting the European Union: Based on the self-declaration rates held on our system at the time of this question, none have declared as Sikh. This figure is based entirely on people identifying themselves as a Sikh on the Department's HR system. The option to declare as Sikh is categorised under Religion.

The Department for Exiting the European Union is committed to the creation of a diverse and inclusive working environment to ensure staff do not face any barriers to success, and all staff feel supported at work.

31 Jan 2019 | Written questions | Answered | House of Commons | 211850

[Department for Environment, Food and Rural Affairs: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Environment, Food and Rural Affairs, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: George Eustice | Department: Department for Environment, Food and Rural Affairs: At the 31st December 2018, 21 civil servants in my Department were recorded as being Sikhs, as a religious group.

31 Jan 2019 | Written questions | Answered | House of Commons | 211849

[Department for Business, Energy and Industrial Strategy: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Business, Energy and Industrial Strategy, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Richard Harrington | Department: Department for Business, Energy and Industrial Strategy: The Department for Business, Energy and Industrial Strategy (BEIS) has 24 people who have recorded themselves as Sikh. As the recording of such diversity information is voluntary this may not represent the full picture of people working in BEIS. This data is recorded as a "Religion or Belief".

These numbers represent those who have completed their ethnicity data on our management systems. There are a number of staff who have not yet completed it, therefore these numbers are not 100% of all staff at BEIS. This information does not include catering and cleaning staff as they are contracted and their data sits with their employer.

31 Jan 2019 | Written questions | Answered | House of Commons | 211847

[Wales Office: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Wales, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) religious group.

Answering member: Nigel Adams | Department: Wales Office: The Office of the Secretary of State for Wales is not an employer in its own right. The Ministry of Justice are the employer of staff working in the Office. As at 31 December 2018, fewer than five staff had recorded themselves as Sikh as a religious group. To protect the identification of staff, an exact number cannot therefore be provided.

30 Jan 2019 | Written questions | Answered | House of Commons | 211863

[Scotland Office: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Scotland, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) religious group.

Answering member: David Mundell | Department: Scotland Office: The Office of the Secretary of State for Scotland does not employ staff directly. All staff that join do so on assignment, loan or secondment from other government bodies, principally the Ministry of Justice and the Scottish Government, who remain the employers.

30 Jan 2019 | Written questions | Answered | House of Commons | 211862

[Ministry of Defence: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Defence, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Mr Tobias Ellwood | Department: Ministry of Defence: As at 31 December 2018, the recorded number of personnel who had declared the Sikh faith under the category 'Religion' or 'Faith' is:

Civilian Personnel 130

Regular/Reserve Military Personnel 270

- In line with Departmental guidance the figures have been rounded to the nearest 10.
- Civilian data is based on all employees who are active, or on paid or unpaid leave of absence and employed in the MOD Main Top Level Budgets or Defence Equipment and Support as of 31 December 2018.
- UK Regulars comprises full-time personnel including Nursing Services, Full Time Reserve Service personnel, Gurkhas, Mobilised Reservists, Military Provost Guard Service, Locally Employed Personnel, British Army, Non Regular Permanent Staff, Approval Managers, Cadet Force Adult Volunteers, and Sponsored Reserves.
- Totals exclude Locally Engaged Civilians in overseas locations and Royal Fleet Auxiliary personnel for whom this data is not available.

It is not mandatory for personnel to declare their ethnicity and religion, and figures should therefore not be considered definitive. Sikh is recorded as a religion not an ethnic group.

30 Jan 2019 | Written questions | Answered | House of Commons | 211858

[Department of Health and Social Care: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Health and Social Care, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Caroline Dinenage | Department: Department of Health and Social Care: As of 24 January 2018, eight civil servants in the Department were recorded as being Sikh, as a religious group.

30 Jan 2019 | Written questions | Answered | House of Commons | 211855

[Cabinet Office: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Minister for the Cabinet Office, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Chloe Smith | Department: Cabinet Office: At the 31st December 2018, 43 civil servants in my Department were recorded as being Sikhs, as a religious group. The Prime Minister's Office is included in this reply.

30 Jan 2019 | Written questions | Answered | House of Commons | 211854

[Department for International Development: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for International Development, how many Sikhs are employed in her Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Harriett Baldwin | Department: Department for International Development

As at 31 December 2018, 6 civil servants in my Department have voluntarily declared their religious group as being Sikh.

30 Jan 2019 | Written questions | Answered | House of Commons | 211846

[Cabinet Office: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Minister for the Cabinet Office, how many Sikhs the Prime Minister's office employs; and whether they are recorded as members of an (a) ethnic or (b) religious group.

Answering member: Chloe Smith | Department: Cabinet Office: At the 31st December 2018, 43 civil servants in my Department were recorded as being Sikhs, as a religious group. The Prime Minister's Office is included in this reply.

30 Jan 2019 | Written questions | Answered | House of Commons | 211330

[Department for Digital, Culture, Media and Sport: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Digital, Culture, Media and Sport, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) religious group.

Answering member: Margot James | Department: Department for Digital, Culture, Media and Sport

At the 31st December 2018, fewer than 10 civil servants in my Department were recorded as being Sikhs, as a religious group.

The Department encourages all of its employees to provide details of their personal diversity information. This action is voluntary and information is captured via employee input onto the HR system. The department's declaration rate for religion is 67%.

30 Jan 2019 | Written questions | Answered | House of Commons | 211329

[Race Disparity Audit: Sikhs](#)

Asked by: Gill, Preet Kaur

To ask the Minister for the Cabinet Office, if he will include Sikhs in the next Race Disparity Audit.

Answering member: Chloe Smith | Department: Cabinet Office

The Race Disparity Audit is an ongoing and permanent programme of work.

The data collated by the Audit from Government Departments and published on the *Ethnicity Facts and Figures* website, is on the basis of ethnicity.

In data currently collected by Government departments the 'Sikh' category is listed under the 'religion' classification. The Sikh category is not currently classified in the data as an ethnic group.

30 Jan 2019 | Written questions | Answered | House of Commons | 211322

[Department for Work and Pensions: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Secretary of State for Work and Pensions, how many Sikhs are employed in her Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Answering member: Justin Tomlinson | Department: Department for Work and Pensions: The Department encourages all of its employees to provide details of their personal diversity information. This action is voluntary and information is captured via employee input onto the HR SOP system. Details on whether someone is a Sikh is captured via input of religious belief information.

As at 31st December, 12,211 employees (14.8% of DWP's workforce), have input information on their religious belief. This includes 166 employees

who have recorded their information as Sikh, and 852 employees who chosen the 'prefer not to say' option.

29 Jan 2019 | Written questions | Answered | House of Commons | 211853

[Religion: Discrimination](#)

Asked by: Lord Singh of Wimbledon: To ask Her Majesty's Government, further to the answer by Lord Bourne of Aberystwyth on 14 January (HL Deb, col 7), what measures they have put in place to ensure equal consideration of all faiths in the development and implementation of policy relating to discrimination on the grounds of religion or belief.

Answering member: Lord Bourne of Aberystwyth | Department: Ministry of Housing, Communities and Local Government: The Ministry of Housing, Communities and Local Government (MHCLG), as a public authority, has a duty under Section 149 of the Equality Act 2010 to have due regard to the need to assess the impact of our policies on people with protected characteristics, and to consider whether it is possible to mitigate or avoid any negative impacts. This includes people with a faith or belief. For each policy, we complete an Equality Impact Assessment. To assist with completing these assessments, in addition to formal consultations, MHCLG Ministers and officials regularly meet with a range of partners, from across faiths and beliefs, to discuss policy considerations. This engagement includes our quarterly Sikh stakeholder roundtable and Lord Bourne's England-wide Faith Tours.

28 Jan 2019 | Written questions | Answered | House of Lords | HL12940

Gill, Preet Kaur: To ask the Minister for the Cabinet Office, pursuant to the Answer of 20 December 2018 to Question 202832 on Census: Sikhs, of the 53 participants who took part in the focus groups to consider the possible addition of new tick boxes, how many felt a specific Sikh ethnic tick-box was not acceptable.

Gill, Preet Kaur: To ask the Minister for the Cabinet Office, what estimate he has made of the number and proportion of Sikhs who did not tick the optional Sikh religious tick box in the 2011 census.

Gill, Preet Kaur: To ask the Minister for the Cabinet Office, what estimate his Department has made of the number of Sikhs in England and Wales.

Chloe Smith | Department: Cabinet Office | Asked to reply: UK Statistics Authority: The information requested falls within the responsibility of the UK Statistics Authority. I have asked the Authority to reply.

28 Jan 2019 | Written questions | Answered | House of Commons | [211865](#) / [211866](#) / [211867](#) / Grouped Questions

Attachment: [UKSA Response](#)

Gill, Preet Kaur: To ask the Secretary of State for Justice, how many Sikhs are employed in his Department; and whether they are recorded as (a) an ethnic or (b) a religious group.

Edward Argar | Department: Ministry of Justice: As at 31st March 2018, there are 236 Sikh staff employed within the MoJ; this is based on staff declaring their religious beliefs on the HR system (SOP), the declaration rate stands at 28.3%. This data will be included in the Workforce Monitoring Report. The tentative due date for publication of the Workforce Report is 31st January 2019.

28 Jan 2019 | Written questions | Answered | House of Commons | 211859

[Free Schools: Religion](#)

Hayes, Sir John: To ask the Secretary of State for Education, what the religious character is of existing free schools.

Anne Milton | Department: Department for Education: The department publishes information on the religious character of all schools, including free schools, on the Get Information about Schools website. As set out in the table below, of the 442 free schools open as of 1 January 2019, 76 have a faith designation.

Schools designated with a religious character have specific freedoms over how they deliver religious education, appoint staff and their admissions.

Faith	Designation
Christian	11
Church of England Church of England/Christian	22
Greek Orthodox	1
Hindu	5
Jewish	6
Multi-Faith	3
Muslim	17
Orthodox Jewish	1
Sikh	9
Total	76

11 Jan 2019 | Written questions | Answered | House of Commons | 205192

Gill, Preet Kaur: To ask the Minister for the Cabinet Office, with reference to paragraph 3.105 of the Census White Paper, what how many and proportion of the Sikh population would not accept an

additional specific response option to the 2021 Census ethnic group question.

Preet Kaur: To ask the Minister for the Cabinet Office, with reference to paragraph 3.107 Census 2021 White Paper, what proportion of Gurdwaras surveyed expressed agreement with a Sikh ethnic group tick-box.

Chloe Smith | Department: Cabinet Office | Asked to reply: UK Statistics Authority: The information requested falls within the responsibility of the UK Statistics Authority. I have asked the Authority to reply.

20 Dec 2018 | Written questions | Answered | House of Commons | [202832](#)/[202833](#) (Grouped Questions)

Attachment: [UKSA Final Response](#)

[Government Departments: Sikhs](#)

Asked by: Gill, Preet Kaur: To ask the Minister for the Cabinet Office, with reference to the judgment of Mandla (Sewa Singh) and another v Dowell Lee and others [1983] 2 AC 548, which Government Departments and agencies (a) do and (b) do not include Sikh as an ethnic group in their classifications.

Answering member: Oliver Dowden | Department: Cabinet Office: The Civil Service records data across a range of characteristics - at present, Sikh is recorded as a religion but not an ethnic group. Departments are advised to collect ethnicity, national identity and religion data in line with the GSS Harmonisation Principles to ensure consistency of workforce reporting across departments.

12 Nov 2018 | Written questions | Answered | House of Commons | 184403

[Armed Forces: Religion](#)

Asked by: Baroness Burt of Solihull: To ask Her Majesty's Government how many armed service personnel in (1) the army, (2) the Royal Navy, (3) the Royal Marines, (4) the Royal Air Force, and (5) the reserves in each of those forces, are recorded as being (a) Buddhist, (b) Hindu, (c) Jewish, (d) Muslim, (e) Sikh, or (f) of any other non-Christian religion.

Answering member: Earl Howe | Department: Ministry of Defence: The Ministry of Defence publishes Biannual Diversity Statistics, the latest of which provides information as at 1 April 2017 and can be found on the Government website at the following address:

<https://www.gov.uk/government/statistics/uk-armed-forces-biannual-diversity-statistics-2017>. These statistics include a breakdown, by Service, of the numbers of Armed Forces personnel by self-declared religion. Tables 4 and 17 provide a detailed breakdown for, respectively, UK Regulars and the Future Reserves 2020 population.

The requested information for the Royal Navy (RN) and Royal Marines (RM), the Army and the RAF, as at 1 April 2017, is provided below:

	RN and RM Army	RAF	Total	
Buddhist	40	690	50	780
Christian	22,320	62,820	23,630	108,770
Christian Tradition	60	90	50	210
Hindu	20	1,080	40	1,140
Judaism	10	50	10	80
Muslim	40	440	50	530
Sikh	10	140	20	170
Other Religions	190	500	170	870
No Religion	9,820	17,740	8,980	36,530
Unknown	20	10	260	290

Reserve Service Personnel by Religion

	RN and RM Army	RAF	Total	
Buddhist	10	80	10	90
Christian	2,430	22,290	1,530	26,240
Christian Tradition	10	60	10	80
Hindu	10	170	10	180
Judaism	~	30	~	40
Muslim	10	160	10	170
Sikh	~	50	~	60
Other Religions	50	170	30	240
No Religion	810	6,800	490	8,110
Unknown	230	140	640	1,010

Note: 'Christian' includes personnel declaring the following on Joint Personnel Administration (JPA): Christian Tradition, Christian Scientist, Church of Jesus Christ Of Latter-Day Saints (Mormon), Jehovah's Witness, Unitarian and Other Christian Tradition.

'Other Religions' includes personnel declaring the following on Joint Personnel Administration (JPA): Druid, Pagan, Rastafarian, Spiritualist, Zoroastrian (Parsee), Wicca, Baha'i and Other Religions.

'Unknown' includes those with an unrecorded religion and those who choose not to declare.

Figures have been rounded to the nearest 10, although numbers ending in a 5 have been rounded to the nearest multiple of 20 to prevent the systematic bias caused by always rounding numbers upwards. For example; a value of 25 would be rounded down to 20 and a value of 15 would be rounded up to 20.

Totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts.

Declaration of religion is not mandatory for Armed Forces personnel. These statistics only relate to personnel who have made a declaration. At 1 April 2017,

the proportion of personnel who had made a declaration was 99.8 per cent of UK Regular Forces, and 97.2 per cent of Future Reserves 2020.

04 Dec 2017 | Written questions | Answered | House of Lords | HL3351

[Sikhs: Equality](#)

Asked by: Gill, Preet: To ask the Minister for the Cabinet Office, whether any public bodies covered by the Race Disparity Audit have collected information on Sikhs as a legally recognised ethnic group since 1983; and what plans he has to fill any gaps in that data.

Answering member: Damian Green | Department: Cabinet Office: Public bodies collect data on Sikhs as a religious group, for example through the Census. The Office of National Statistics are currently evaluating the effect of including a Sikh 'tick box' within the ethnic group question for Census 2021. The ONS findings will be published in autumn 2017. The Race Disparity Audit collected data from Government Departments recorded by ethnicity. No data was collated about Sikhs as part of the Audit.

25 Oct 2017 | Written questions | Answered | House of Commons | 108825

4.3 Women and Equalities Select Committee

[Letter from Minister of the Cabinet Office, relating to the race disparity audit, dated 11 October 2018](#) ( PDF 163.2 KB)  Published 17 October 2018

[Correspondence with the Home Secretary relating to discrimination of Sikhs in public life.](#)

11 Jan 2017 | Parliamentary committees - Unprinted papers - Select Committee written evidence | House of Commons

- [Chair's letter to Home Secretary regarding Sikhs in public life](#) ( PDF 57.64 KB)  Published 23 January 2017
- [Home Secretary's response regarding Sikhs in public life](#) ( PDF 89.54 KB)  Published 23 January 2017

[Letter from Cabinet Office re Sikh Network Survey](#) ( PDF 283.7 KB)  Published 07 December 2016

4.4 Early Day Motions

[Sikh Awareness and History Month](#)

EDM 1165

16 April 2018

Seema Malhotra: That this House extends congratulations to Sikhs celebrating Vaisakhi in the UK and around the world; notes that 14 April marks Vaisakhi and the founding of Khalsa in 1699 by the 10th Guru of the Sikhs, Guru Gobind Singh; further notes that Gurdwaras across the UK have organised Nagar Kirtan processions in the UK's towns and cities, helping to share the teachings and values of Sikhs; notes the assistance provided by Sikhs to the homeless and others in our communities and across the world through Langar and other Sewa, selfless service, including humanitarian relief; recognises the shared history of the Sikhs and the UK, particularly in the armed forces where Sikhs proudly fought alongside allied forces during the World Wars; further recognises the achievements of Sikhs across the UK in commerce, the professions and in civic life; abhors the attack on a turban wearing Sikh visitor outside of the House of Commons; notes that Sikhs have faced and increase in hate crime attacks and notes the lack of specific recording of these by the authorities; recognises the work of organisations, including the Sikh Council UK and its members in building, understanding and contributing to public policy; recognises the importance of education in tackling ignorance and hate crime; notes the success of Sikh Awareness Month in California, US and Ontario, Canada; and calls on the Government to mark the significance of April in our calendar through recognising it as Sikh Awareness and History Month in the UK.

[National Sikh War Memorial](#)

EDM 708

19 Dec 2017

Mr Tanmanjeet Singh Dhesi: That this House appreciates the extraordinary bravery and sacrifices of Sikh soldiers in service of Great Britain, including during both World Wars, and supports the erection of a permanent national monument in a prime central London location to commemorate and highlight these contributions; notes that for over a decade there has been a demand from various quarters for the installation of such a national monument; welcomes the recent statement by the Mayor of London, who said it is only right that these brave individuals should have a memorial in our capital city; notes that, though Sikhs made up only two per cent of the population of British India, they formed 20 per cent of the British Indian Army during the First World War, and that hundreds of thousands of Sikh soldiers saw active service during the two major wars and many other conflicts; further notes that more than 83,000 turbaned Sikh soldiers laid down their lives and more than 100,000 were injured during the World Wars;

and calls on the Government to actively support a memorial dedicated to those who made or were willing to make the ultimate sacrifice for the freedom of our country.

[Sikh Soldier in WW1](#)

EDM 672

11 Dec 2017

Virendra Sharma: That this House notes the contribution of Sikh soldiers in the First World War when over 138,000 Indian troops fought in Belgium and France, many of them Sikh; recognises that more than one-quarter of these soldiers would become casualties; further notes that in March 1915, Sikh troops, along with counterparts from around the British Empire, fought in the bloody battle of Neuve Chapelle, with many making the ultimate sacrifice; further recognises that Sikh regiments lost nearly four-fifths of their men, and three regiments stood at only 16 per cent of their original strength; and urges the Government to support the erection of a permanent monument in central London to highlight and commemorate their brave actions and grave losses.

5. Further information

5.1 All-Party Parliamentary Group on UK Sikhs

To support and promote the interests of Sikhs in the UK, to work with British Sikhs to celebrate Sikh culture in the UK, and to ensure full equality for all British Sikhs.

Officers

Role	Name	Party
Chair & Registered Contact	Preet Kaur Gill	Labour (Co-op)
Vice Chair	Mr Dominic Grieve	Conservative
Vice Chair	Lucy Allan	Conservative
Vice Chair	Mr Pat McFadden	Labour
Vice Chair	Mr Tanmanjeet Singh Dhesi	Labour
Vice Chair	Mike Gapes	Labour (Co-op)
Vice Chair	Alison Thewliss	Scottish National Party

[APPG for British Sikhs \(@AppgBritSikhs\) | Twitter](#)

The All-Party Parliamentary Group for British Sikhs - Cross Party MPs raise concerns & aspirations of British Sikhs to build stronger political engagement.

5.2 British Sikh Report

[British Sikh Report website](#)

The British Sikh Report has been published annually since 2013. It is based on a survey of Sikhs living in the UK, gathering information about views on their faith, and on topical British issues – political, economic, social and cultural.

[British Sikh Report 2019 \[pdf\]](#), April 2019

5.3 Sikh Council UK

[The Sikh Council UK](#) is the largest representative body of Sikhs in the UK. We are recognised as the national advocate for British Sikhs in the United Kingdom and at the European Union. Amongst our affiliated member organisations we have Gurdwaras, local & regional Gurdwara Councils, Jathebandis, campaign groups, youth organisations, women's organisations and educational establishments

5.4 The Sikh Network

[The Sikh Network](#) is an open collaborate collective of over 4,500 Sikh activists from existing Sikh organisations, youth groups, human rights and political activists, lawyers, academics, researchers, journalists, public sector professionals, management consultants, marketing and PR professionals, charity workers and students.

Aims of the Sikh Network:

- To develop and launch the Sikh Manifesto
- To raise awareness of politicians, Gurudwaras and Sikh and non-Sikh voters of the demands set out in the Sikh Manifesto
- To monitor and take actions at a local, national and European level to ensure progress against the Sikh Manifesto
- To discuss and agree changes in strategy and approach to help deliver the Sikh Manifesto
- To support and help organize events related to the Sikh Manifesto
- To utilise each existing organisation's contacts and members to progress activities. This allows for a flexible and accelerated flow of information, to inform and provide guidance on key activities and actions.

The Sikh Manifesto 2015-2020

[The Sikh Manifesto](#) is about empowering the UK Sikh community to engage with the UK political system and create partnerships with democratic institutions. The Sikh Network will work with existing organisations that are identified and best placed to deliver these items and monitor progress against the Sikh Manifesto over the next five years and discuss and agree changes in strategy and approach to help deliver against the issues set out.

[UK Sikh Survey 2016 Findings](#)

The UK Sikh Survey 2016 was developed by the Sikh Network and is the largest and most comprehensive ever survey of UK Sikhs. Data and information gathered in the survey will be used to better inform policy and decision making by government departments, other public bodies and political parties to properly address the needs and issues that matter to the British Sikh community.

Comments on UK Sikh Survey 2016

Posting on the [LSE blog](#), Jagbir Jhutti-Johal noted that research on the Sikh community in the UK is essential to better inform policy, but surveys must be improved:

"The most recent and highly publicised report [The UK Sikh Survey](#), commissioned by The Sikh Network provides

valuable information on the successes and contributions made by the British Sikh community, but also highlights some issues such as discrimination in employment and race hate crimes.

While the survey is interesting and the endeavour of measuring such views is commendable, there are problems and shortcomings in that its conclusions are provoked by the sample selected, which may not be representative of the estimated 430,000 [Sikhs](#) in the [UK](#), and extrapolation of results by government bodies and [MPs](#), media and professionals need to bear this in mind.”

5.5 Canada – Sikh Heritage Month

April was proclaimed as Sikh Heritage Month by the Legislative Assembly of Ontario (Bill 52) in 2013. Sikh Heritage Month is a celebration of arts, culture and heritage.

This year marks the 550th anniversary of Guru Nanak Dev Ji’s birth and beginning of the development of the Sikh religion. To commemorate, Sikh communities around the world will be celebrating his legacy and contributions to Sikhi. This year, the focal point of Sikh Heritage Month celebrations this April will be around the unifying concept of Ekta - unity & oneness.

Ekta - Unity & Oneness

The first word of the Sri Guru Granth Sahib, Ek is the root of Gurbani and the Sikh way of life. Ek (or Ik) stands for the Gurmukhi numeral "One" and the concept of Ekta as the theme of Sikh Heritage Month celebrations this year highlight the need for us as communities to understand that there is so much more that unites us than what divides us.

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