



**COMMISSION FOR RACIAL EQUALITY**

**Race Equality in the UK  
Provisions and changing  
perspectives**

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# Overview

- Introduction
- Positive Duties for the Public sector
- Problems and challenges
- The Integration Agenda



# Introduction

- Strong Anti-racist tradition
- CRE since end of sixties
- Legislative framework since 1965



# I. The Positive Duty

The vision:

- To achieve a step change in performance on Race Equality across the public sector
- Lawrence Inquiry - foregrounded the issue of institutional discrimination
- Government commitment - plan it out of the public sector
- Race Relations Act as amended - the legislative response
- Opportunity to factor fairness into modernisation of public services



## **The Race Relations Act (as amended)**

- Statutory duty to promote race equality
- Duty applies to listed authorities – the majority of the public sector
- Links to wider agenda to strengthen equality legislation
- Contribution to the modernisation of public services



## **General duty**

- Public authorities placed under an obligation to have ‘due regard’ when carrying out their functions to the need to eliminate racial discrimination and promote equality of opportunity and good race relations.

## **Specific duty**

- Requirement to produce race equality scheme (non-educational institutions) or race equality policy (educational institutions).

## **Employment Duty**

- Requirement to monitor recruitment process and employment practices



## The General Duty

- What it requires
  - Listed public authorities in carrying out their functions shall have due regard to the need to:
    - eliminate unlawful racial discrimination
    - promote equality of opportunity
    - promote good race relations between people of different racial groups



# The General Duty

What it means

- a proactive approach - mainstreaming
- weight proportionate to relevance to a particular function
- consider and balance all three parts of the general duty
- Series of specific duties





## Specific Duties

- Specific duties for main public authorities:-
  - Prepare and publish a Race Equality Scheme
    - List functions and policies assessed as relevant to the general duty
    - Arrangements to monitor functions and policies
    - Arrangements to assess and consult on proposed function / policies
    - Publish results of assessments, consultations and monitoring
    - Ensure public access to information and services
    - Train staff on the duties
  - Monitor employment practices



## **The benefits of the race equality duty**

- Meet the needs of all parts of the community
- Improve service delivery
- Contribute to inclusion and integration
- Improve public confidence



## Putting it into practice

- Identify and set **OUTCOMES**
- Translate broad outcomes into aims and objectives
- What is it you want to achieve? How can you promote race equality?
- Identify small number of key outcomes
- Make a difference



# CRE approach to delivery of the public duty





## Risks to Delivery

- Current risk of paper plans/ 'tick box' syndrome
- Danger of being seen as another layer of bureaucracy
- Need for monitoring systems to be in place

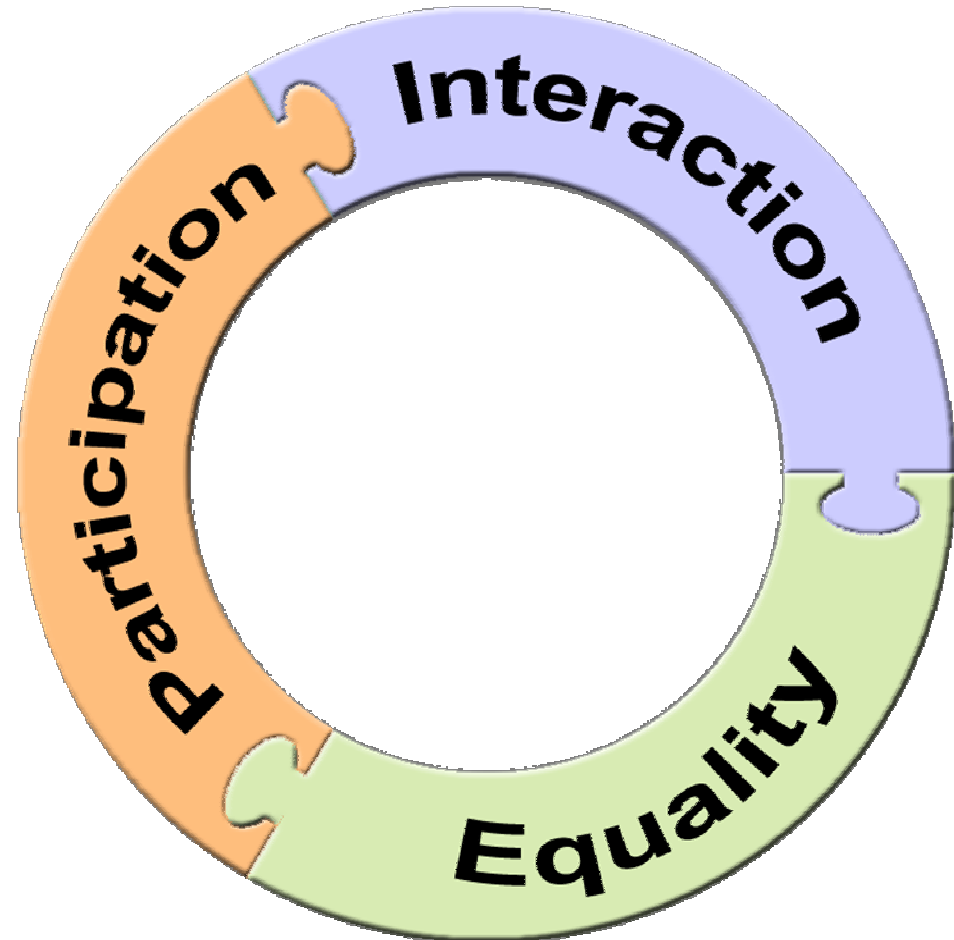


## II. From Anti to Pro

- Robust anti-racism not enough – need to build public consensus and public support
- Changing context
  - Globalisation:
    - Constant migration
    - Hyperdiversity
    - Insecurity – tension
  - Domestic:
    - sleepwalking into segregation
    - Problems with corporate multiculturalism

# III. The **Integration Agenda**

- An inter-dependent combination of:
  - Equality
  - Interaction
  - Participation
- Your race, religion or background should not have an impact upon your ability to achieve any of these three components



# Why **Integration?**

- Being separated from mainstream society is a virtual guarantee of inequality
- Inequalities encourage people to remain in their own communities
- Both lead to disaffection from civil society
- Need to encourage civic engagement
  - Bridging and bonding social capital



# Equality



- Britain actually becoming more unequal overall
- Outright discrimination becoming rarer
- Yet outcomes are not changing
- Ongoing need to reduce and ultimately eliminate inequalities
- Concentrating on role of Government
  - Race Equality Duty
  - PSAs
  - Inspectorate Methodology



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# Interaction

- Combating segregation between communities
- Isolated communities
- Fear and distrust
- 'no-go' areas
- Interaction with people of other communities and traditions
- Not instead of but as well as within communities
- Bridging social capital



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# Participation

- Political representation – MPs, councillors
- Involvement in community activities
  - School governors
  - Volunteering
- Role in civic society
- Civil Renewal



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