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RACE AND THE CITY – FROM DEMONSTRATIONS TO DATA
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EXPECT EQUALITY; EARN RESPECT – ASPIRATIONS FOR THE CRIMINAL JUSTICE SYSTEM
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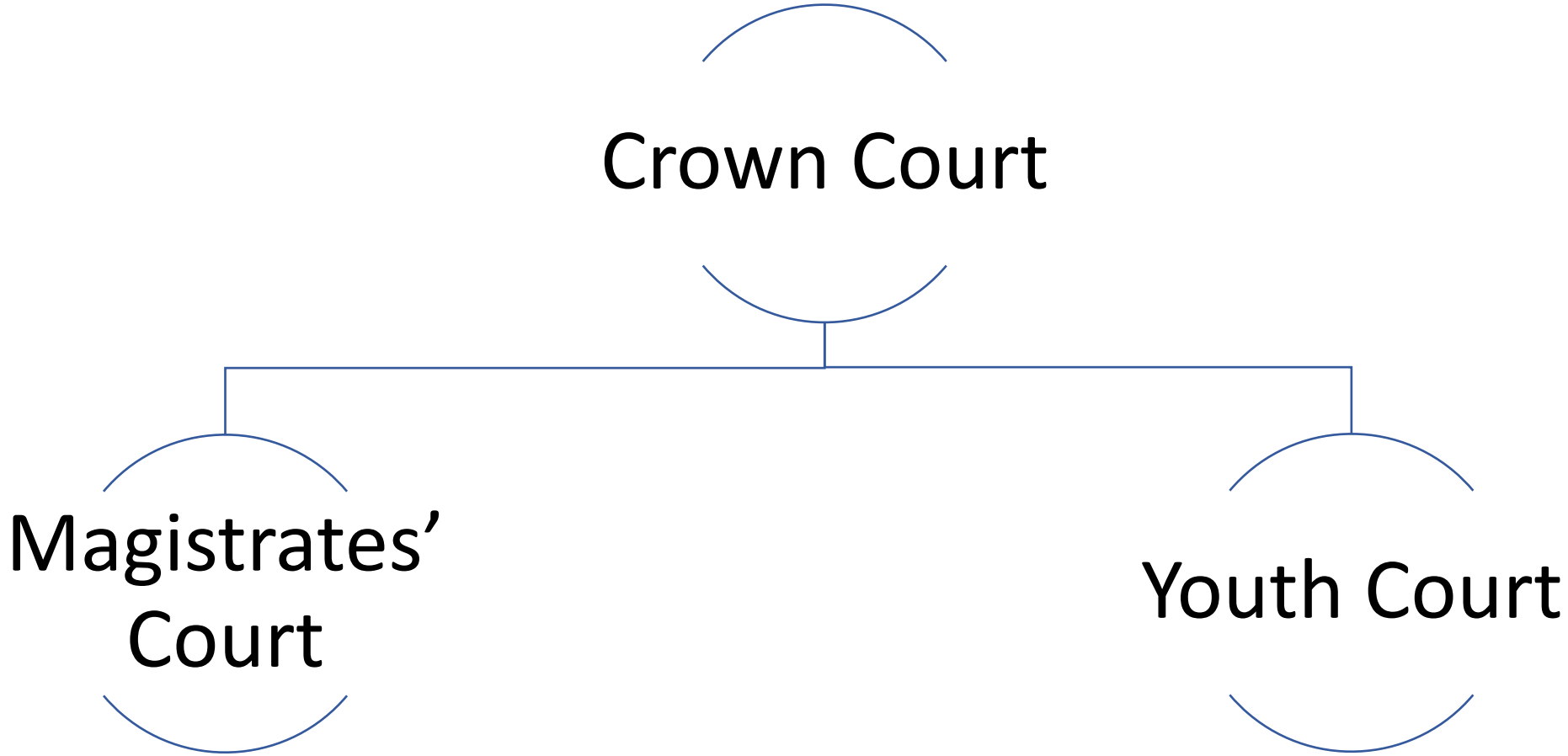
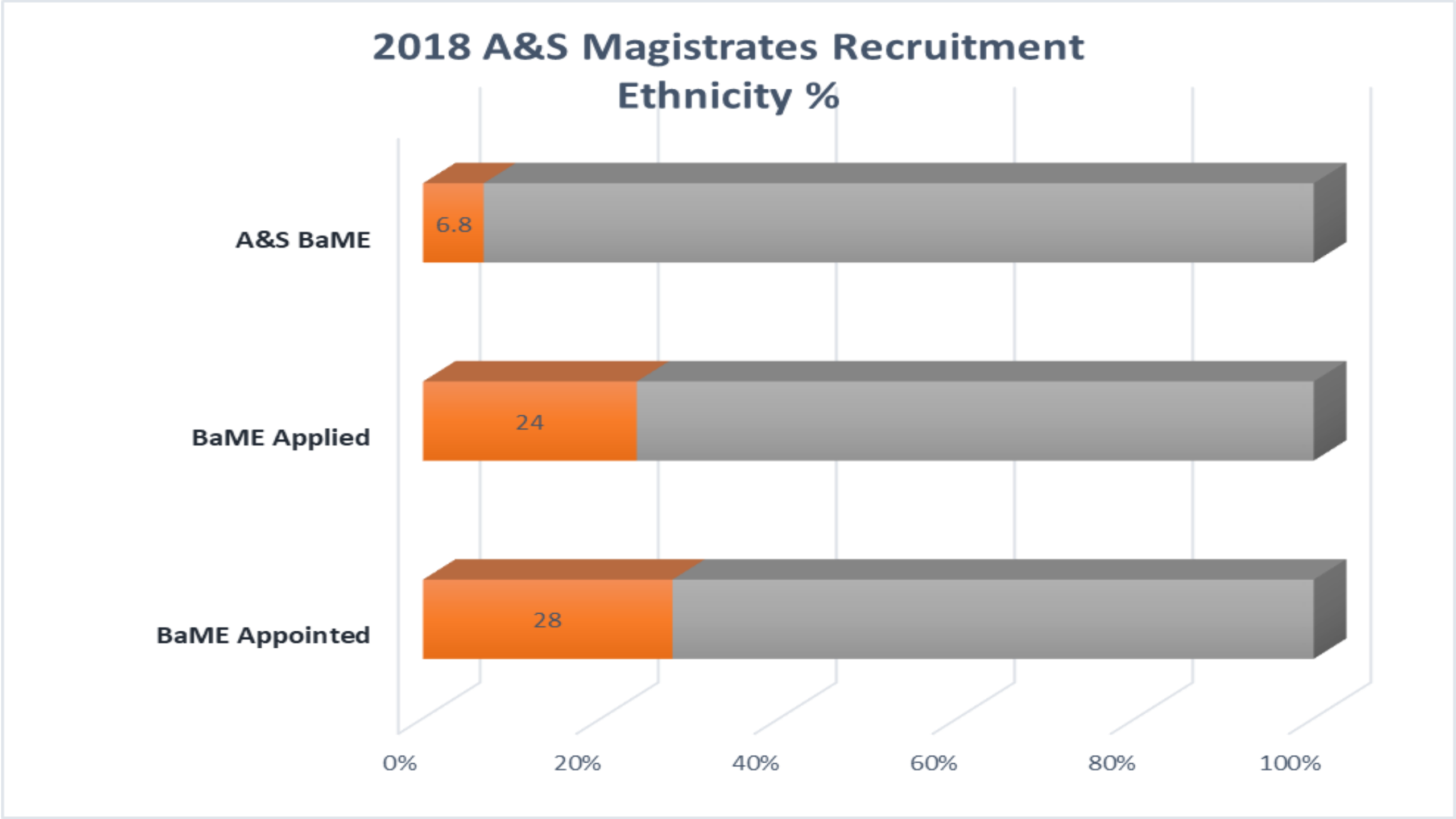
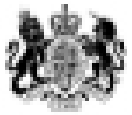
Bristol Magistrates' and Bristol Crown Courts

The Local Criminal Justice Court System




2018 A&S Magistrates Recruitment Ethnicity %
A&S BaME
6.8
BaME Applied
24
BaME Appointed
28
0%
20%
40%
60%
80%
100%



JUDICIAL COLLEGE

Equal Treatment Bench Book

February 2018 edition

(September 2019 revision)

Contents

Introduction: Equal Treatment and the Judge

– Litigants in Person and lay representatives

– Children, young people and vulnerable adults

– Physical disability

– Mental disability

– Capacity (mental)

– Gender

– Modern slavery

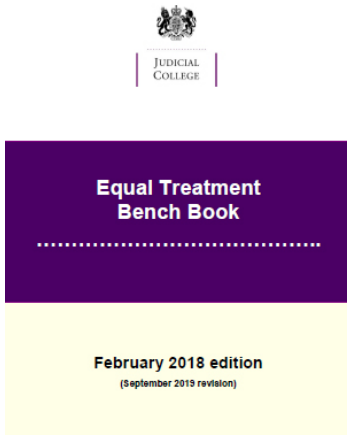
– Racism, Cultural/Ethnic Differences, Antisemitism and Islamophobia

– Religion

– Sexual orientation

– Social exclusion and poverty

– Transgender people



Equal Treatment Bench Book

APPENDICES

- Appendix A - Equality Act 2010
- Appendix B - Disability: glossary of impairments
- Appendix C - Naming systems
- Appendix D - Glossary of religions
- Appendix E - Chapter overviews (reproduced and collated)

DIRECT LINKS (Appendix F)

- Acceptable terminology
- Behaviour and attendance in court
- Enabling effective communication
- Family
- Interpreters
- Refugees and Asylum Seekers
- Sentencing
- Social Media

Diversity and Community Relations Judges

- Schools
- Universities & Colleges
- Visits
- Community engagement
- Breaking down our ivory towers

RACE & THE CITY

TACKLING RACE INEQUALITY

Expect Equality; Earn Respect

Aspirations for the Criminal Justice System

His Honour Judge Blair QC

The Honorary Recorder of Bristol

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CHIEF CROWN PROSECUTOR VICTORIA
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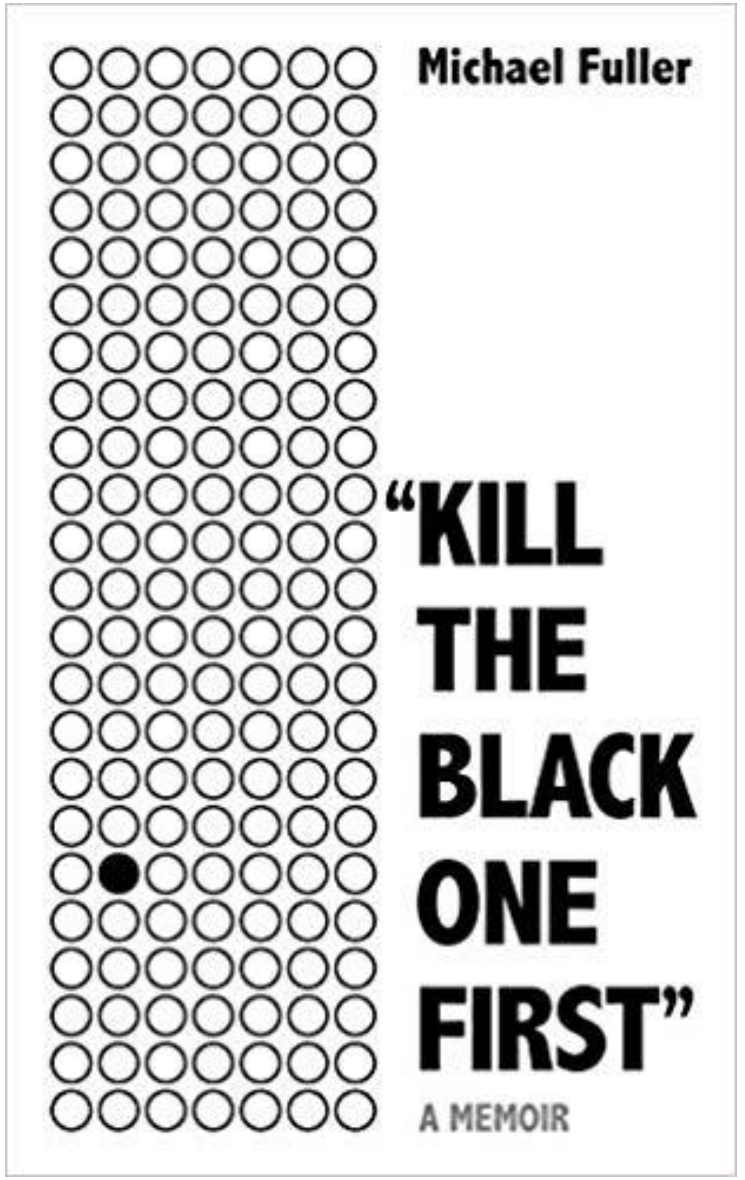
“The police are the public and the public are the police”

Robert Peel

A Watershed Moment

Black Police Association - March of Solidarity in Bristol

Chief Constable Michael Fuller



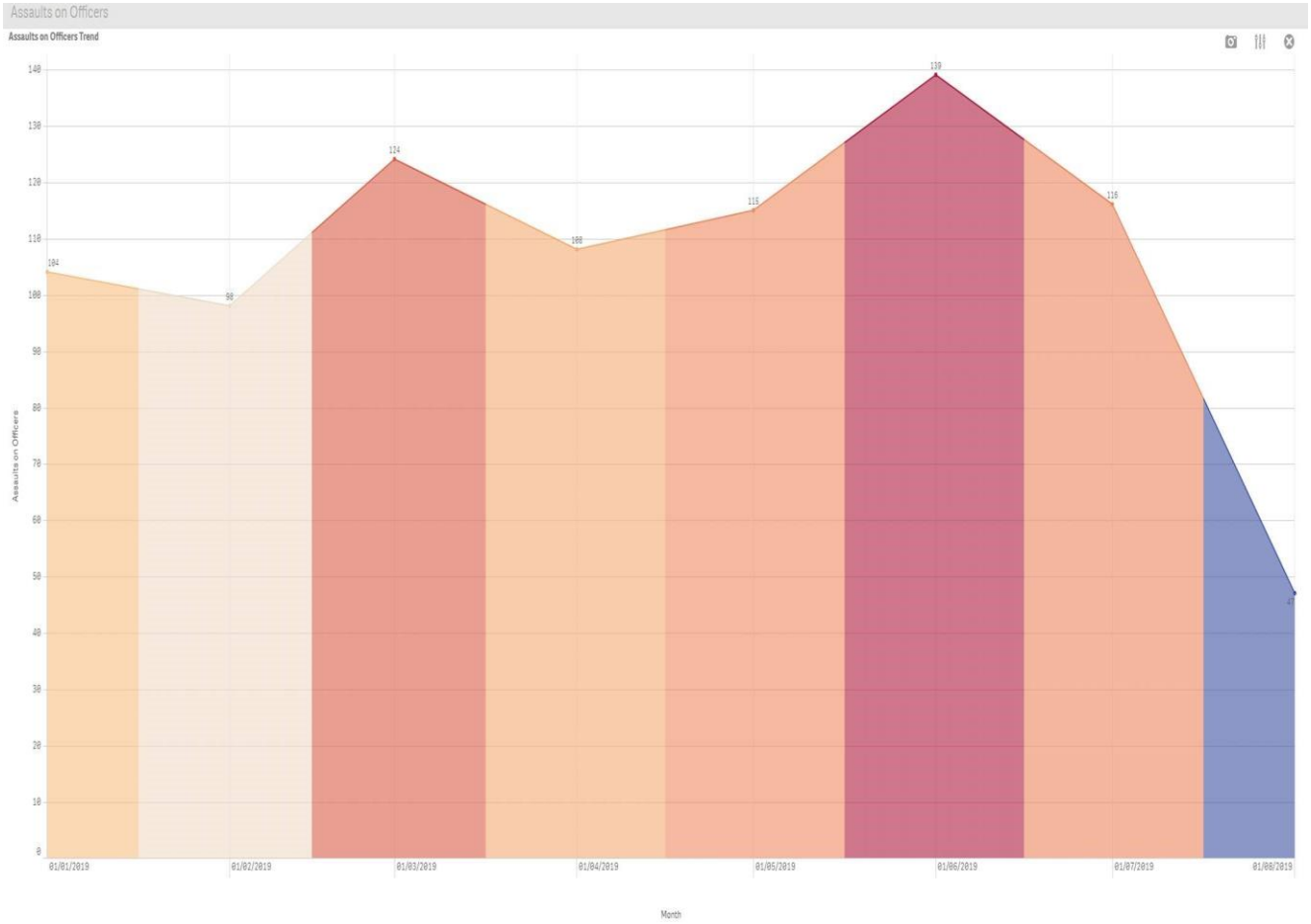
Inclusion and Diversity Strategy

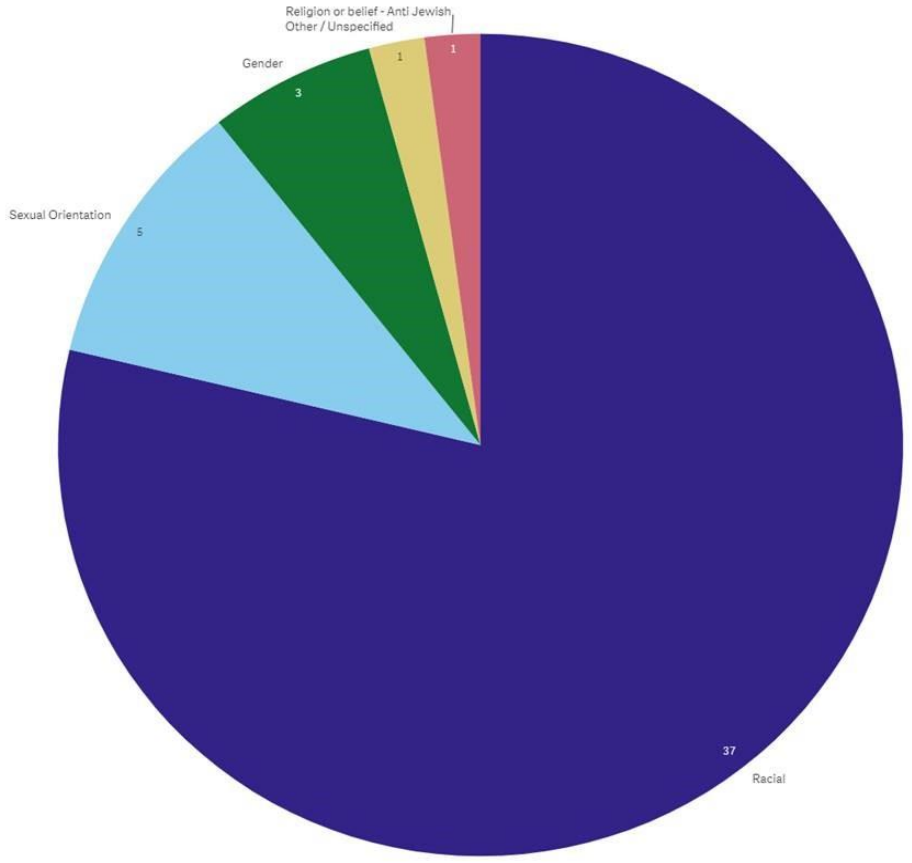
THE BIG 5 IDEAS

disability confident EMPLOYER

Stonewall DIVERSITY CHAMPION

Barriers - Assaults on Police Officers/Staff - 2019





Force for Change - welcoming our outreach workers

Force for Change - leaders for the future

Police Sergeant **Tola Munro**
National Black Police Association Chair

Police Sergeant **Aqil Farooq**
Avon and Somerset Black Police Association Chair

Police Inspector **Deepak Kenth**
Staff Officer to CC Andy Marsh

Police Inspector **Ronnie Lungu**
LPA Inspector

Any questions?

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REFRESHMENTS AND NETWORKING
11:10 – 11:25
MARKET STALL AREA IN THE FOYER
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DRIVING POSITIVE CHANGE USING DATA – THE RACE DISPARITY UNIT'S INNOVATIVE APPROACH
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History of the Race Disparity Audit

Ethnicity Facts & Figures

Data-driven policy

August 2016

An unprecedented audit is launched to identify whether there are disparities in the way that different ethnic groups experience public services.

A small team in the Cabinet Office - the Race Disparity Unit - is created to carry out the work.

October 2017

The Race Disparity Audit's *Ethnicity Facts and Figures* website is launched, alongside a report providing an overview of disparities that have the most impact across all aspects of people's lives.

Research and analysis

Race Disparity Audit

Summary findings from the Ethnicity facts and figures website.

Published 10 October 2017
Last updated 11 October 2018 — see all updates
From: Cabinet Office, Prime Minister's Office, 10 Downing Street, Department for Education, Department of Health and Social Care, Ministry of Justice, Race Disparity Unit, The Rt Hon Damian Green MP, and The Rt Hon Theresa May MP

Documents

Race Disparity Audit

PDF, 1020KB, 58 pages

Details

This report provides an overview of the main findings from the first release of data from the Race Disparity Audit, published in October 2017.

October 2018

One year on from the publication of the Race Disparity Audit, a consultation is launched on how mandatory ethnicity pay reporting can best drive action.

February 2019

The Rt Hon David Lidington CBE MP announced universities will be held to account through access and participation plans

News story

Universities must do more to tackle ethnic disparity

The Government has launched measures to drive change in tackling inequalities between ethnic groups in higher education.

Published 1 February 2019
From: Cabinet Office, Department for Education, Race Disparity Unit, The Rt Hon David Lidington CBE MP , and Chris Skidmore MP

History of the Race Disparity Audit

Ethnicity Facts & Figures

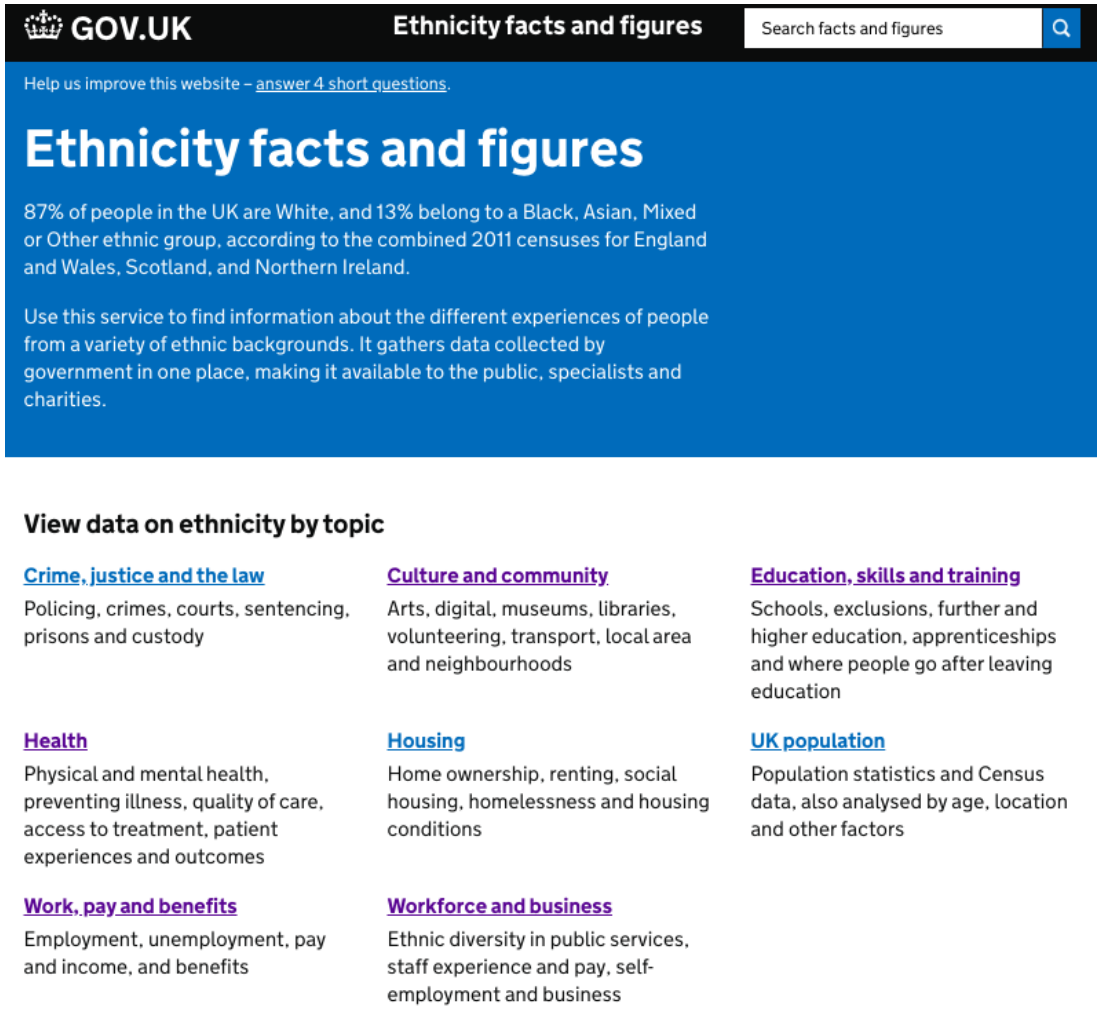
Data-driven policy

Ethnicity Facts & Figures

We collect, analyse and publish government data on *Ethnicity Facts and Figures* website.

There are currently 176 measures on the website fall under the following topic pages:

- Crime, justice and the law
- Culture and community
- Education, skills and training
- Health
- Housing
- UK population
- Work, pay and benefits
- Workforce and business



What it covers

Where the data is available, we aim to publish by the 18+1 ethnic groups.

We are working with the ONS and government departments to enhance the harmonisation of ethnicity data, aiming for the Census 2021 classification as the ‘golden standard’.

Where possible, the website also covers **gender, area, change over time, socio-economic characteristics, among other variables**

List of ethnic groups

In England and Wales, there are 18 ethnic groups recommended for use by government when they ask for someone’s ethnicity. These are grouped into 5 broad ethnic groups, each with an ‘Any other’ option where respondents can write in their ethnicity using their own words.

The recommended ethnic groups are:

White

- English / Welsh / Scottish / Northern Irish / British
- Irish
- Gypsy or Irish Traveller
- Any other White background

Mixed / Multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed / Multiple ethnic background

Asian / Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

Black / African / Caribbean / Black British

- African
- Caribbean
- Any other Black / African / Caribbean background

Other ethnic group

- Arab
- Any other ethnic group

GCSE Results: Attainment 8

For example, the **GCSE Results: Attainment 8** web page covers:

- By ethnicity and eligibility for free school meals
- By ethnicity and area
- By ethnicity and gender
- By ethnicity, gender and eligibility of free school meals
- By ethnicity and type of school
- By ethnicity, special education needs and gender
- By ethnicity, religion of school and gender

Average Attainment 8 score by ethnicity, gender and area

	All			Asian			Black			Chinese			Mixed			White		
Geography	All	Boys	Girls	All	Boys	Girls	All	Boys	Girls	All	Boys	Girls	All	Boys	Girls	All	Boys	Girls
All - England	46.6	43.9	49.4	50.7	48.3	53.1	45.3	41.7	48.8	64.5	62.3	66.5	47.4	44.7	50.2	46.1	43.5	48.9
Barking and Dagenham	46.1	43.3	49.1	53.9	50.4	57.5	47.1	43.1	51.4	79.3	N/A*	79.3	42.4	36.8	46.9	41.9	40.6	43.4
Barnet	56.0	53.1	59.1	67.8	68.1	67.5	47.1	42.7	52.1	72.0	68.5	75.0	55.0	51.3	58.8	55.4	52.1	58.8
Barnsley	42.5	39.2	45.8	51.8	39.8	63.9	36.8	30.0	45.8	N/A*	N/A*	N/A*	47.6	45.8	49.2	42.4	39.2	45.6
Bath and North East Somerset	48.7	45.0	52.4	57.0	53.9	59.3	40.8	39.0	42.6	72.0	60.5	79.7	48.9	47.2	50.4	49.0	45.0	52.9
Bedford	45.8	43.5	48.4	45.1	43.0	47.5	47.7	47.6	47.8	64.5	64.5	N/A*	41.7	37.8	46.8	46.3	44.0	48.8
Bexley	49.6	46.9	52.3	58.6	57.5	59.9	54.8	49.5	59.3	66.0	59.8	71.2	48.4	46.2	50.5	46.7	44.7	48.7
Birmingham	45.8	42.9	48.8	46.9	45.0	48.8	43.3	39.6	47.3	75.0	75.9	74.0	45.1	42.1	48.2	45.8	42.3	49.6
Blackburn with Darwen	45.8	43.4	48.3	49.7	46.7	52.9	35.6	36.0	35.0	65.3	N/A*	65.3	41.6	35.3	47.0	42.5	40.8	44.2
Blackpool	38.5	35.8	41.5	47.3	43.2	52.2	37.4	39.0	35.0	60.5	59.0	63.5	43.8	39.8	47.5	38.1	35.5	41.1
Bolton	44.6	41.4	48.0	50.3	46.2	54.8	44.0	39.5	48.5	61.6	N/A*	61.6	41.3	39.6	43.0	43.1	40.3	46.2
Bournemouth	50.0	46.4	53.6	56.9	52.8	62.1	47.1	49.5	45.4	70.6	66.2	74.0	50.3	49.7	51.2	49.7	45.8	53.5
Bracknell Forest	48.1	46.3	49.9	54.1	58.0	49.9	47.3	37.6	54.6	57.0	N/A*	57.0	49.3	51.7	45.9	47.7	45.4	49.9
Bradford	42.7	40.2	45.3	44.3	42.0	46.7	38.7	36.6	40.7	58.8	73.0	51.8	39.5	38.9	40.2	41.8	39.0	44.9
Brent	49.9	47.7	52.2	52.0	49.7	54.5	44.5	40.7	47.9	62.2	62.2	N/A*	49.7	45.5	54.8	47.4	45.6	49.6
Brighton and Hove	48.0	45.8	50.3	51.2	51.1	51.2	42.1	39.8	43.9	57.7	55.0	60.0	48.4	43.8	53.2	48.0	45.9	50.1
Bristol, City of	45.5	41.9	49.0	48.0	43.9	52.2	40.6	38.4	42.8	61.7	60.8	62.0	45.7	43.0	48.3	46.0	42.2	49.6
Bromley	50.3	46.6	53.9	68.7	69.3	68.3	51.0	46.5	54.4	74.7	74.2	75.1	51.2	50.0	52.2	49.6	46.2	53.4
Buckinghamshire	55.0	53.2	57.0	56.2	55.3	57.3	53.1	49.2	56.8	64.2	60.4	66.6	54.6	56.0	53.1	54.7	52.5	57.1
Bury	45.2	43.4	47.0	46.9	45.3	48.6	40.0	40.6	38.9	56.2	59.4	53.0	42.0	40.3	44.0	45.0	43.1	47.0

Stop and search

For example the Ethnicity Facts and Figures Stop and Search web page covers:

- **Ethnicity by area**

The police forces with the lowest overall rates of stop and search were Greater Manchester, Derbyshire, Cambridgeshire, Humberside, South Yorkshire, and Wiltshire

- **Ethnicity over time**

Among broad ethnic groups, the stop and search rate for White people was lower than the overall rate in every year of the period studied, while the rates for people from the Asian, Black, and Mixed ethnic groups were consistently higher

Stop and search rate per 1,000 people, by ethnicity and area

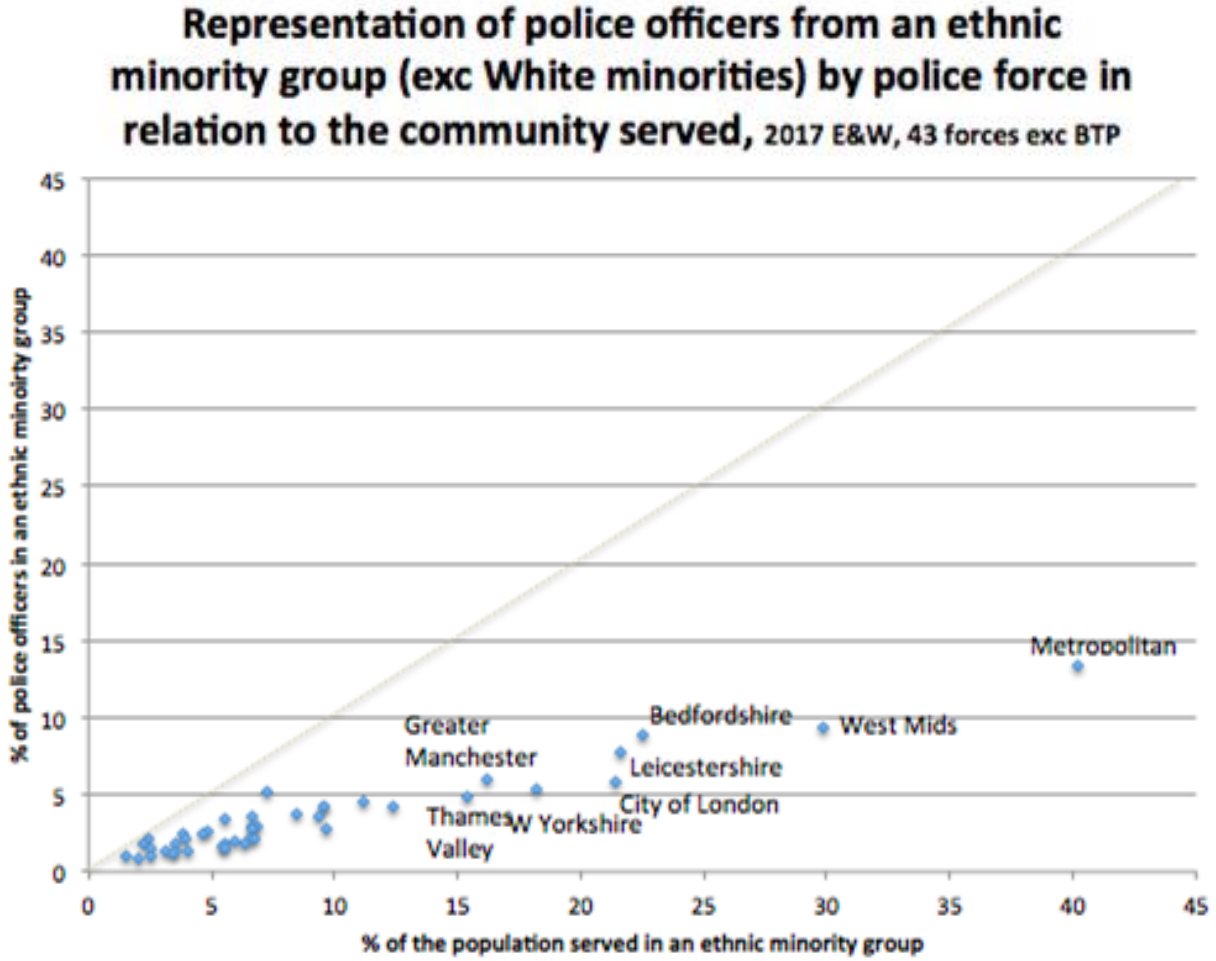
Police force area	All	Asian	Black	Mixed	White	Other inc Chinese
	Rate per 1,000	Rate per 1,000	Rate per 1,000	Rate per 1,000	Rate per 1,000	Rate per 1,000
West Mercia	4	15	46	9	3	1
Dorset	3	3	44	4	3	2
Hampshire	4	4	42	8	3	2
Metropolitan Police	16	13	40	15	9	9
Sussex	3	7	38	5	3	3
Kent	3	5	34	8	3	9
Warwickshire	3	4	33	9	3	2
Gloucestershire	3	4	33	8	2	3
South Wales	5	8	29	9	4	2

Stop and search rate per 1,000 people, by ethnicity over time

Example of further analysis

Analysis of the data in the Ethnicity Facts and Figures website is able to show police forces are not yet representative of the communities they serve.

The most diverse forces are the Metropolitan, West Midlands, Bedfordshire, Leicestershire and and the City of London - but all fall below the levels of diversity in the population they serve.



Analytical Summaries of ethnic groups

We are introducing a series of analytical summaries on ethnic groups and topics.

In June 2019, we published our first ethic profile report about people from the Black Caribbean ethnic group. This was the first of a series.

GOV.UK

Search

Home > Ethnicity facts and figures: Black Caribbean ethnic group

Race Disparity Unit

Research and analysis

Black Caribbean ethnic group: facts and figures

Published 27 June 2019

Contents

1. Population
2. Education
3. Stop and search
4. Arrests
5. Fear of crime
6. Home ownership and renting
7. Mental health
8. Blog post

This is a summary of statistics about Black Caribbean people in England and Wales.

It is the first in a planned series of summaries about different ethnic groups.

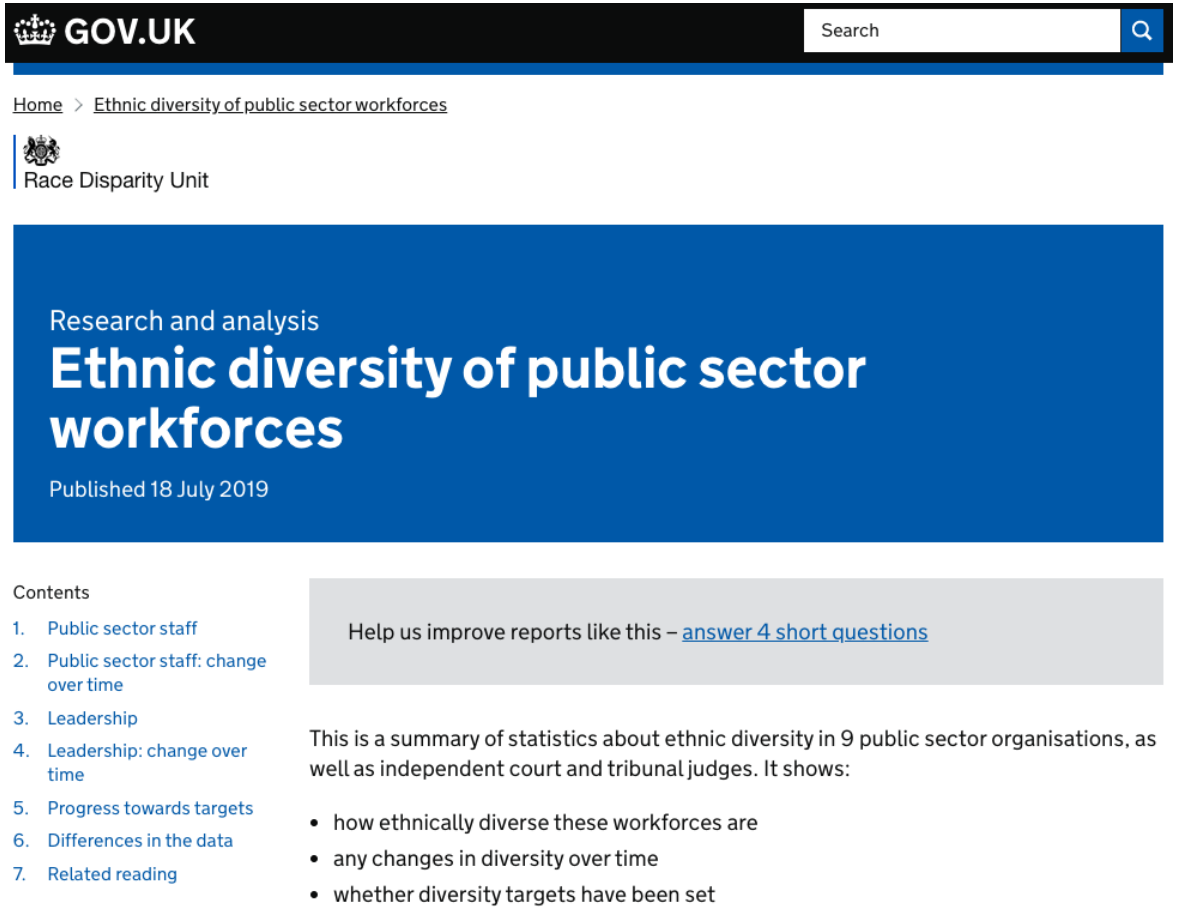
This page includes:

- some population statistics from the most recent Census (2011)
- data on outcomes for Black Caribbean people compared with White British people, in areas including education, crime and policing, housing and mental health

The White British ethnic group is used for comparison as it is the largest group, making up 80.5% of the population of England and Wales in 2011.

Analytical Summaries of topics

In July 2019, we published our first monitoring report about the ethnic diversity of public sector workforces to be updated every year.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Home > Ethnic diversity of public sector workforces

Race Disparity Unit

Research and analysis

Ethnic diversity of public sector workforces

Published 18 July 2019

Contents

1. Public sector staff
2. Public sector staff: change over time
3. Leadership
4. Leadership: change over time
5. Progress towards targets
6. Differences in the data
7. Related reading

Help us improve reports like this – answer 4 short questions

This is a summary of statistics about ethnic diversity in 9 public sector organisations, as well as independent court and tribunal judges. It shows:

- how ethnically diverse these workforces are
- any changes in diversity over time
- whether diversity targets have been set

History of the Race Disparity Audit

Ethnicity Facts & Figures

Data-driven policy

Education

The data showed:

- Only 56% of black students achieved a First or 2:1 compared to 80% of their white peers in 2016/2017
- White British low-income males remain the least likely to attend higher education
- Only 2% of academic staff are black.

In response, Government:

- launched a number of measures to tackle ethnic disparities in student **entry** and **attainment** at university, and improve ethnic minority **representation** in the academic workforce.

Employment

The data showed that between 2016 and 2018, the gap in employment rates between ethnic minorities and the general population has been at its lowest level since 2004.

In response, Government:

- Targeted **employment support in twenty areas** around the country with high rates of ethnic minority unemployment to boost earning potential
- Set up a **£90 million fund** from dormant assets to set up an independent youth organisation - Youth Futures Foundation - that will help address the ethnic disparities in youth unemployment

Workforce diversity

The data showed ethnic minorities excluding White minorities are under-represented at senior levels.

In response, Government:

- launched the **Race at Work Charter** in partnership with Business in the Community
- Announced an ambition to improve **public sector workforce** ethnic diversity
- Committed to taking action through **public procurement** to encourage Government suppliers to adopt fair employment practices.

Pay

The data showed that between 2013 and 2017, 18% of people living in Asian and Other ethnic group households had a persistent low income, the highest percentages out of all ethnic groups.

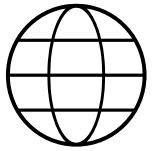
In response, Government:

- Consulted on how **mandatory ethnicity pay reporting** can best drive action to improve outcomes without placing undue burdens on business

Thank you.

Any questions?

Find out more and get involved:



https://www.ethnicity-facts-figures.service.gov.uk/

ethnicity@cabinetoffice.gov.uk

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Sign-up to our monthly Ethnicity Facts and Figures newsletter

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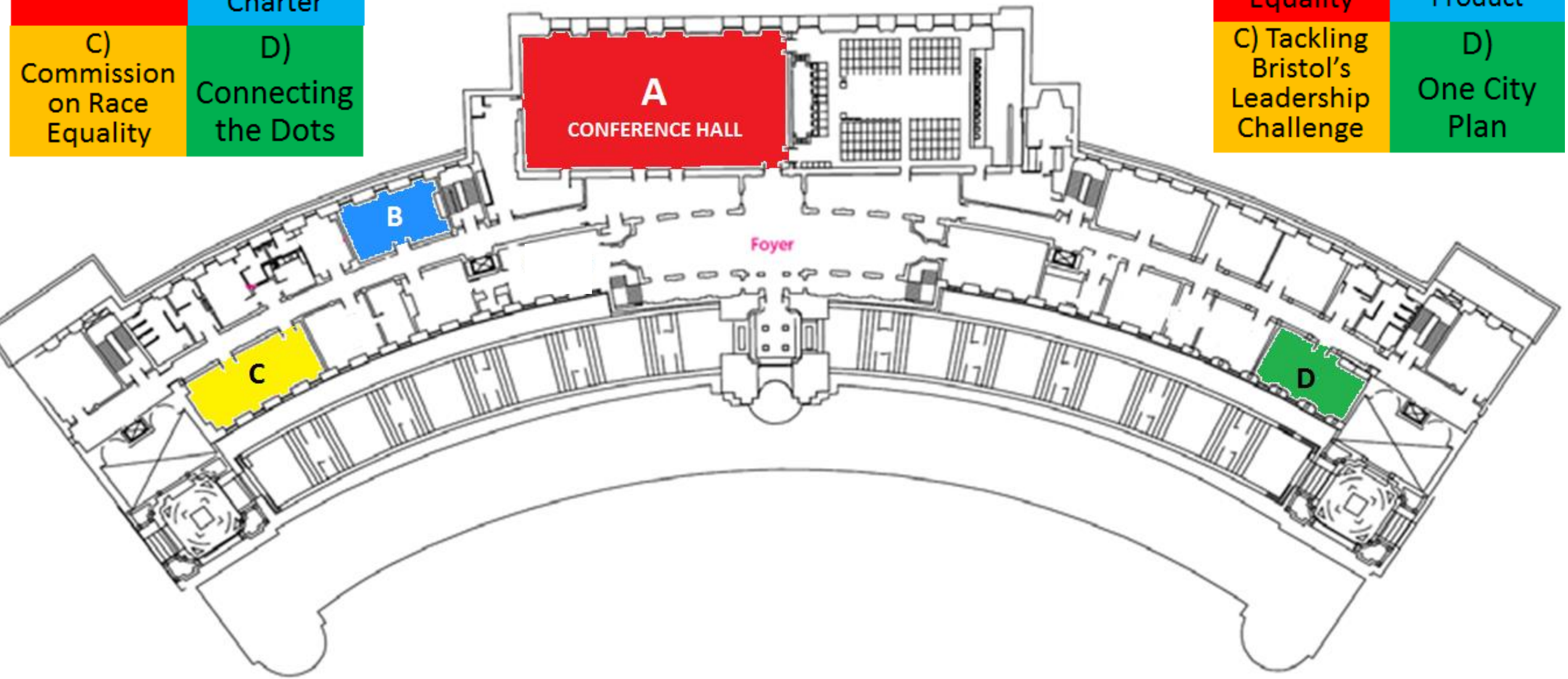
BREAKOUT SESSION 1 12:15-12:45	
A) Ethnicity Facts and Figures	B) Bristol Equality Network & Charter
C) Commission on Race Equality	D) Connecting the Dots

BREAKOUT SESSION 2 13:45-14:45	
A) Commission on Race Equality	B) Bristol's Race Equality Data Product
C) Tackling Bristol's Leadership Challenge	D) One City Plan



Cabinet Office

Race Disparity Unit

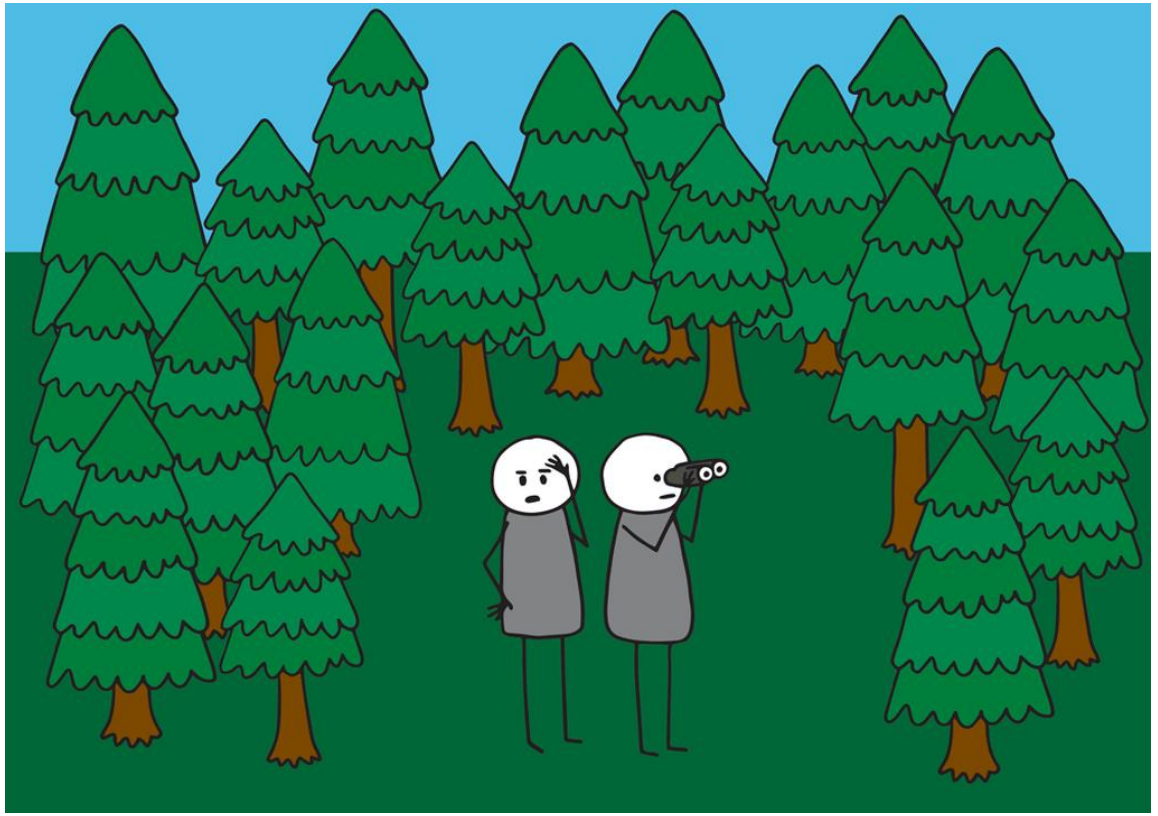
Richard Laux and Vasileios Antonopoulos

ethnicity-facts-and-figures.service.gov.uk

Seeing the bigger picture

- **176 measures** about different aspects of crime & justice, education, health, housing, and work & pay

- Summary reports - topics, and ethnic groups



The problem with averages

- National figures are averages - of every part of the country.
- Often it's the parts of the country that are most interesting.
- **Attainment 8 - all children:**
  - England 46.5
  - Bristol 45.5
- **Attainment 8 - Black children**
  - England 45.3
  - Bristol 40.6

Why focus on ‘the local’?

- To identify areas which might benefit from particular interventions/changes

- To identify areas with different outcomes - possible examples of good practice

Panning for gold

- National figures are averages - of men and women, of people from each ethnic group, of different ages …

- Common Mental Disorder rates are higher for Black women than White women

- CMD rates are higher for women than men in all ethnic groups - the gender split is vital

More gold

- National figures are averages …
- Employment rate - higher for men than women, of all ethnicities
- Gender employment rate gap is highest for the combined Pakistani and Bangladeshi group - the detailed ethnicity split is vital

You can’t have too much of a good thing

- Reliable and useful estimates require masses of data:
  - Rare phenomena
  - Sample survey data
  - Ethnicity x gender x age } “strain”
  - 18+1 preferred to 5+1 } “

A cunning plan?

- Data collection is expensive
- Combine survey data for 2-3 years
- Data linkage?
- Statistical reports on specific areas?
- 2021 Census
- Transparency:
  - Geography dashboard

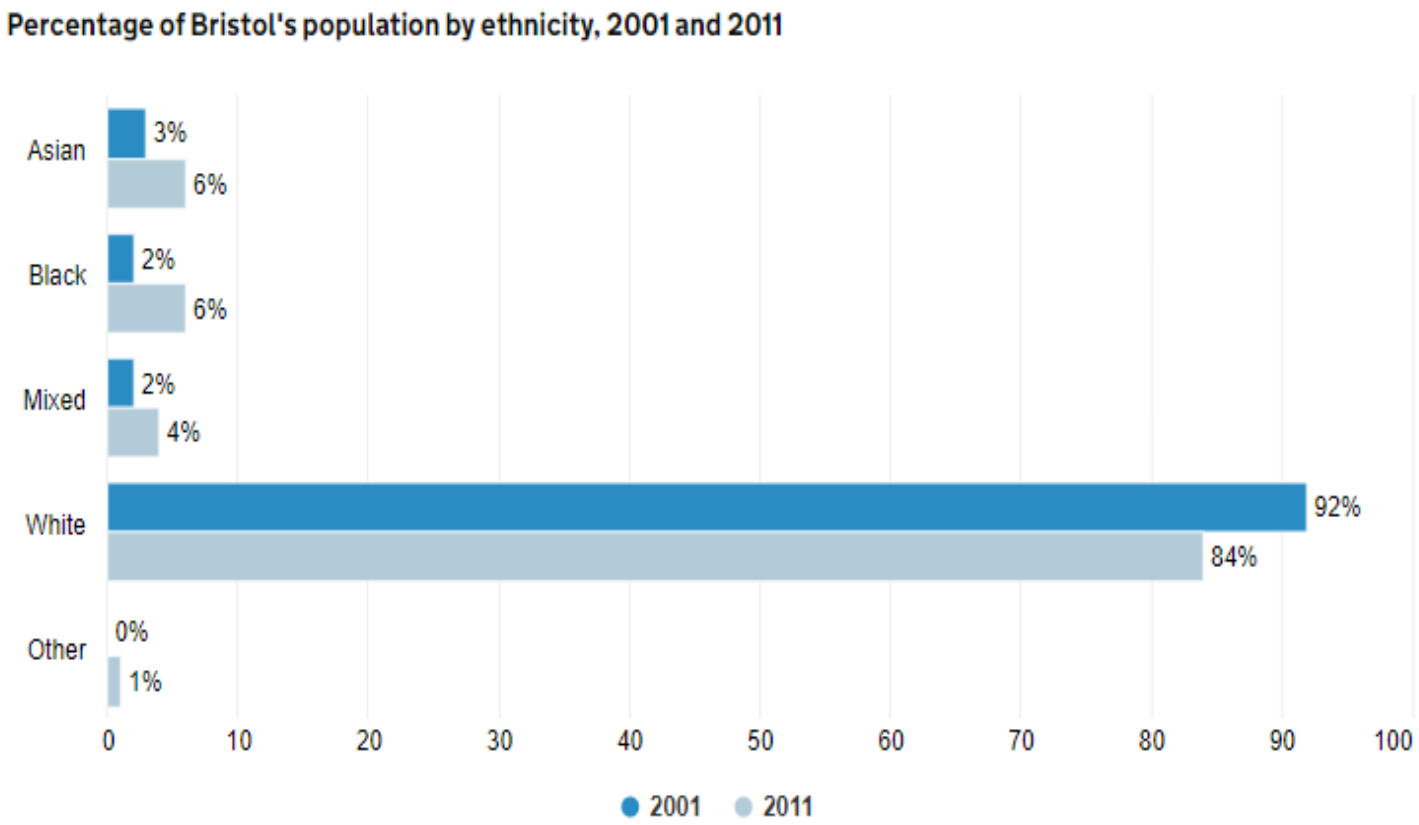
Spotlight: Bristol

QA

Changes in Bristol population

- Between 2001 and 2011 the Ethnic minority population in Bristol increased from 8% to 16%

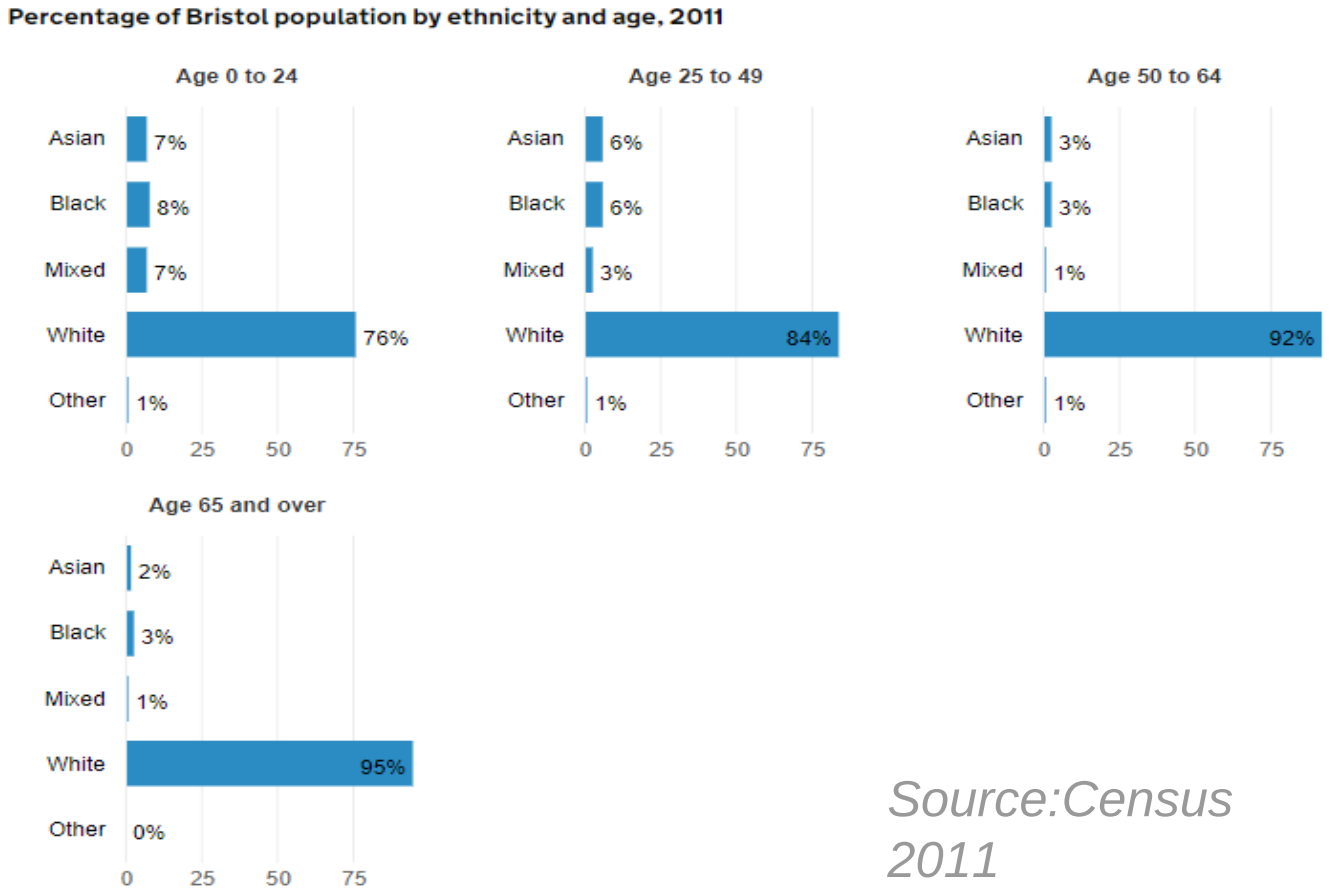
- The largest increases by ethnic group since 2001 have been in Black ethnic groups. This change reflects the large growth in the Somali population in Bristol.



Source: Census 2001 and 2011

Bristol population by age group

- The age profile of the ethnic minority population is much younger than the age profile of the Bristol population as a whole.
- This reflects the increase in international students and the increasingly mixed child population

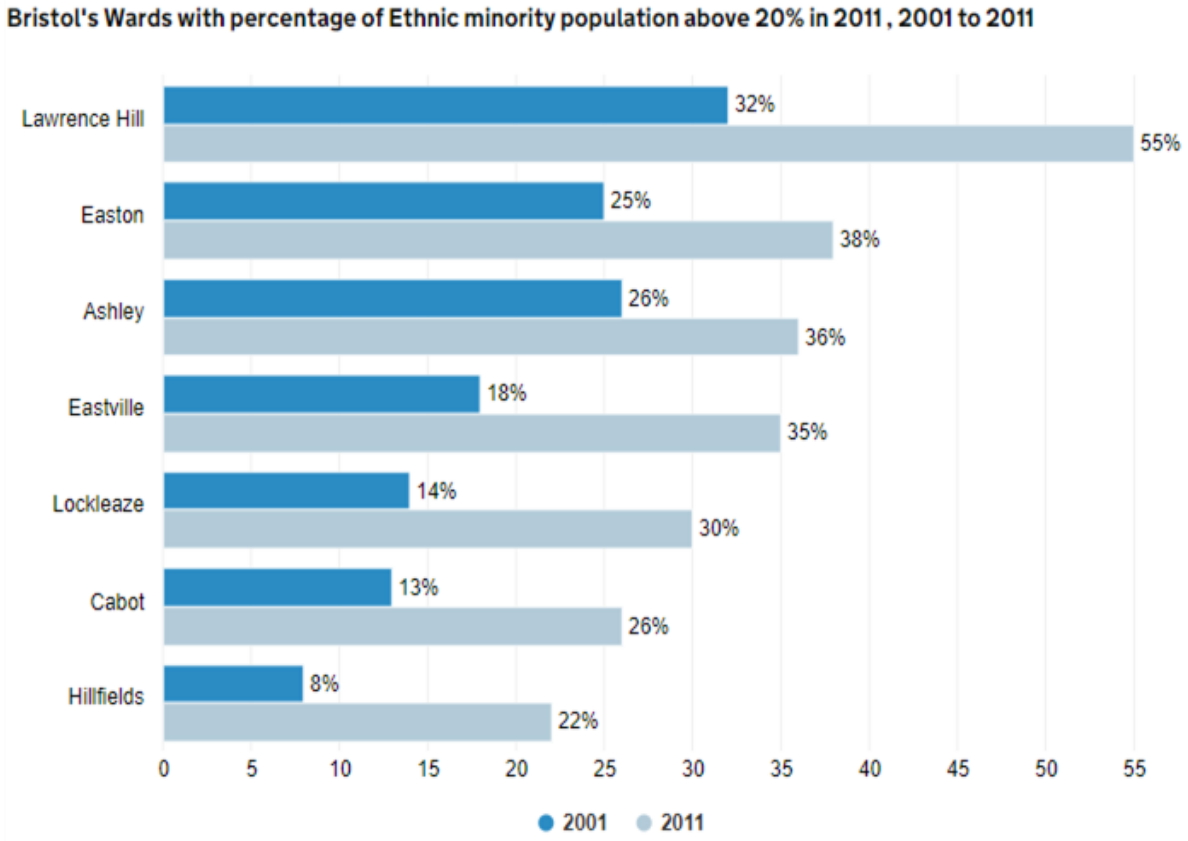


Source:Census 2011

Population across the city

- Since 2001, the distribution of the ethnic minority population of Bristol considerably changed. Whilst in 2001 the BME population largely lived in inner city wards, in 2011 the distribution of the ethnic minority population extended to the north east of the city.

- Lawrence Hill, Easton, Eastville and Hilfields have a high ethnic minority population and are in the most deprived 10% of areas in England

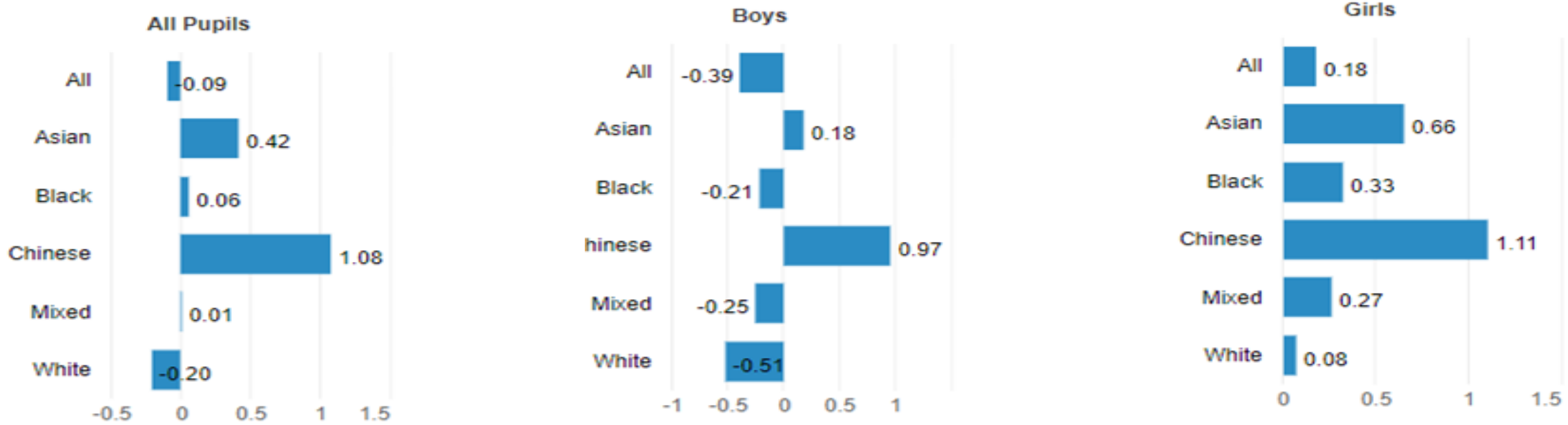


Source: Census 2001 and 2011

Education

Source: Department for Education

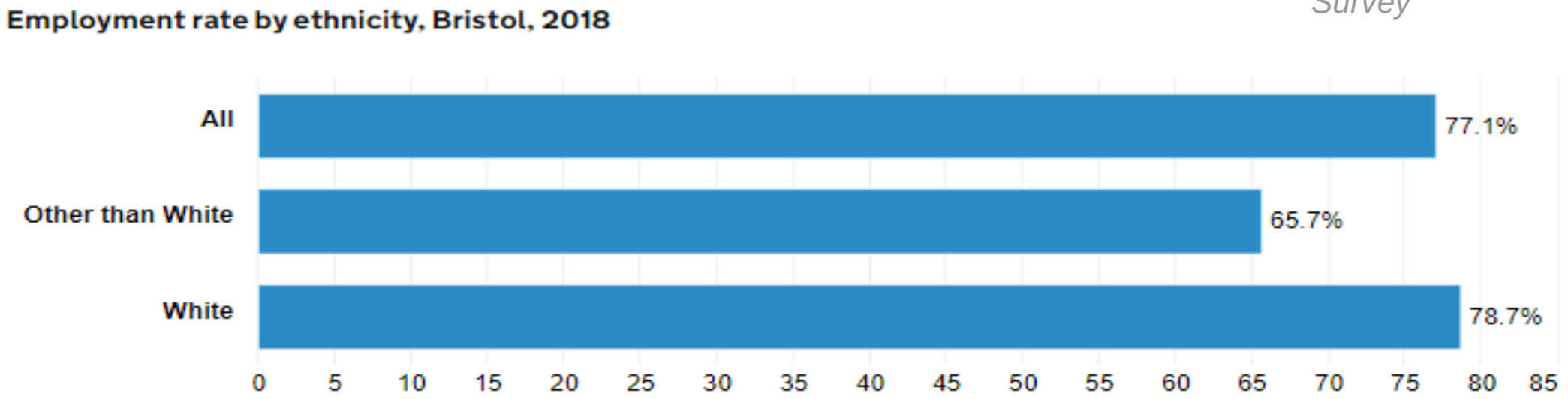
Average progress 8 score by ethnicity, Bristol, 2017/18



- Chinese pupils in Bristol had the highest average Progress 8 score
- White and Black boys in Bristol made less progress than the national average
- All other ethnic groups made less progress between the ages of 11 and 16 in Bristol compared to the national average of average progress 8 scores

Employment

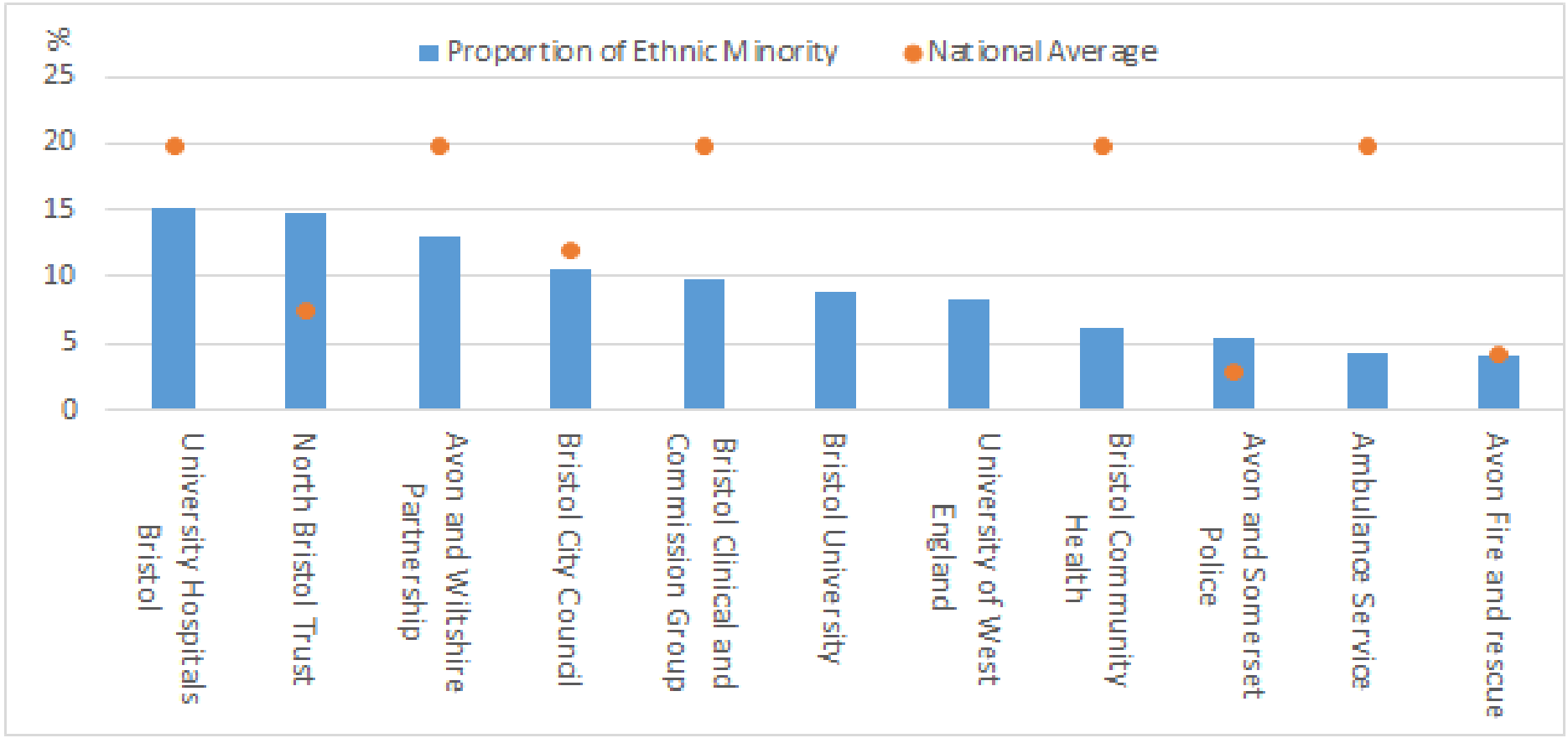
Source: Annual Population Survey



- The employment rate in Bristol was higher than that in Great Britain, at 77.1% compared with 75% in 2018.
- The employment rate for ethnic minority groups excluding White minorities was 65.7%, which was slightly higher than the average for England, Scotland and Wales of 65.3%.

Workforce

Proportion of ethnic minorities staff employed by public sector in Bristol, 2018

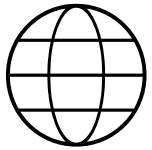


Source: Bristol City Council and Race Disparity Unit

Thank you.

Any questions?

Find out more and get involved:



https://www.ethnicity-facts-figures.service.gov.uk/

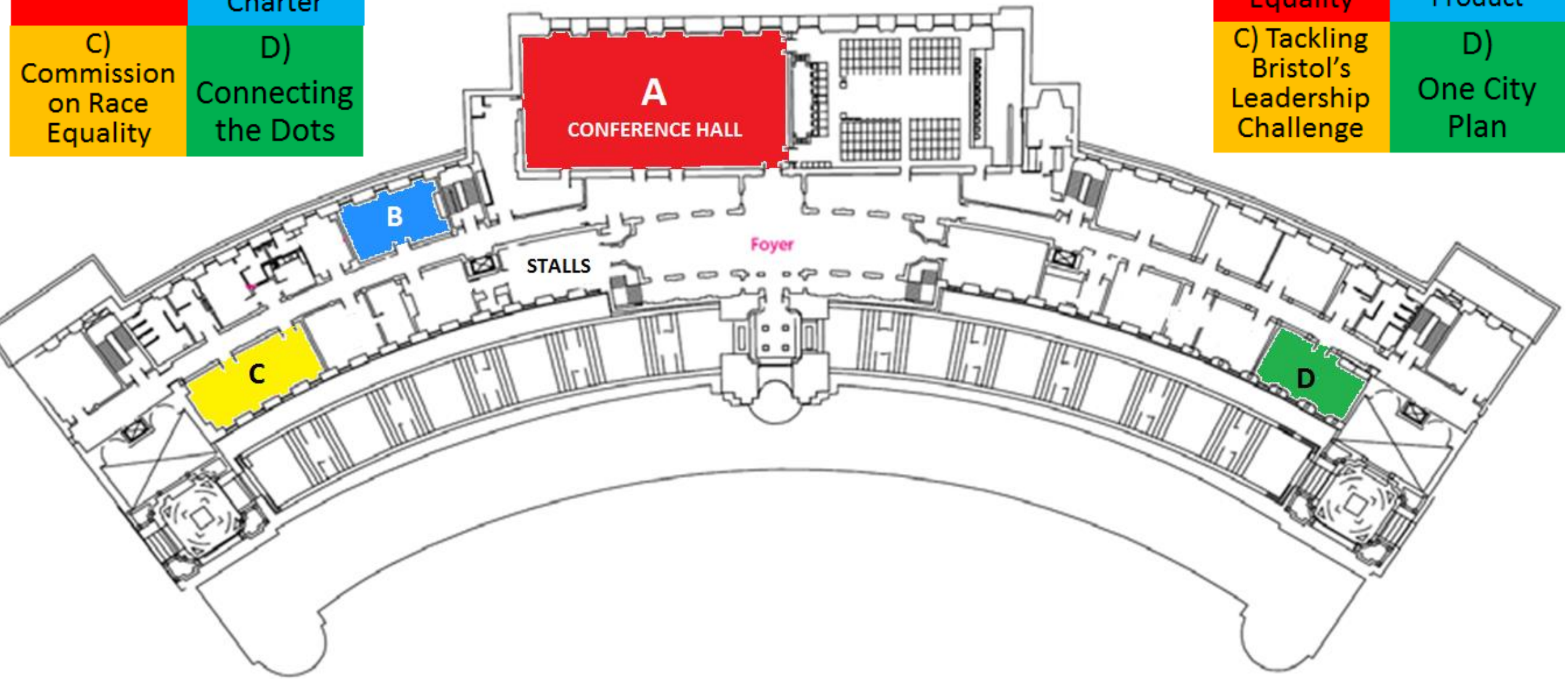
ethnicity@cabinetoffice.gov.uk

#racedisparityaudit

Sign-up to our monthly Ethnicity Facts and Figures newsletter

BREAKOUT SESSION 1 12:15-12:45	
A) Ethnicity Facts and Figures	B) Bristol Equality Network & Charter
C) Commission on Race Equality	D) Connecting the Dots

BREAKOUT SESSION 2 13:45-14:45	
A) Commission on Race Equality	B) Bristol's Race Equality Data Product
C) Tackling Bristol's Leadership Challenge	D) One City Plan



CoRE the only Commission on Race Equality in the UK Breakout session

Background to CoRE

CORE BRISTOL Equal City

Bristol Commission on Race Equality Timeline

2013

Dr Richard Stone revisits Bristol 20 years on from Stephen Lawrence murder, 15 years on from the MacPherson report – to ask what's improved?

Not much has!

The Manifesto for Race Equality Steering Group is set up – local BME agencies and reps.

2014

Steering Group meets regularly day and night.

Manifesto is drafted and agreed as 7 key principles via several community events to consult.

Data is collated to underpin Manifesto.

2015

Dec - Event at Dr Stone's House with Mayor, other senior reps to agree way forward.

March - Community Launch conference.

April - Launch Conference for agency leads and ***Race Equality Leaders Group is formed.***

REEG is formed.

2016 - 2017

HR Group is formed

State of Bristol Data Report agreed and produced

Jan 2017 – Community Event and vote for Commission

Summer 2017 Interim Commission is formed

Dec 2017 – Formal Commissioners Appointed

CORE Equal City

Manifesto – 7 Principles

1. Fair representation
2. Address the impact of multiple discrimination
3. Increase decision making and voter registration
4. Eliminate racial stereotyping
5. Make race equality a high priority
6. Ensure adequate resources to enable change to happen
7. Improve social and economic opportunities.

Bristol Manifesto for Race Equality:
'Batook's Blueprint'

Batook Pandya MBE DL MA (Hons)
Honouring Batook's commitment, involvement and constant strive for Race Equality

Bristol CORE Vision

- A city where equality of opportunity for Black, Asian and Minority Ethnic people is a reality.
- Where all are valued and can fulfil their hopes and aspirations in an inclusive, safe and empowering environment.
- A city that rejects injustice and inequality and works collaboratively to build thriving, strong and cohesive communities.

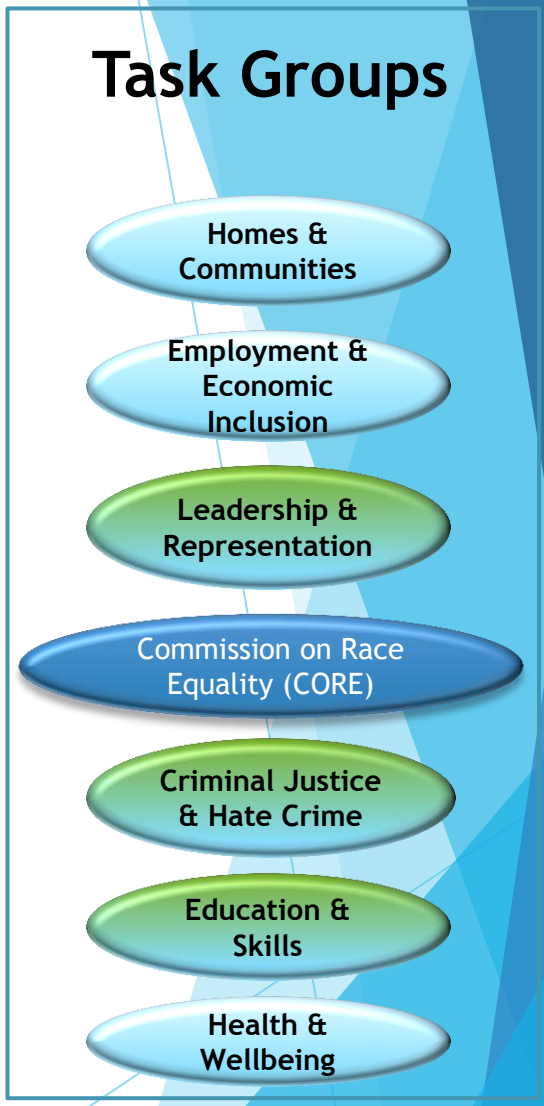
CORE BRISTOL Equal City

CORE - Strategic Objectives

- Operate at the heart of Bristol's communities and institutions to advance and prioritise race equality *to* ***achieve an inclusive, cohesive, thriving and representative city*****.**
- Influence City, sub-regional and regional leaders which have significant influence on Bristol, particularly in the ***development of policy and strategy practices and the allocation of resources*****.**
- Uphold the ***Bristol Race Equality Manifesto*** objectives in providing challenge to public, private or voluntary sector organisations through scrutiny processes and profiles.
- Report on ***progress on race equality and the general impact of inequality and discrimination*** on the Black, Asian and Minority Ethnic communities of Bristol.

CORE BRISTOL Equal City

Task Groups



‘It Takes A Village’
Supporting a community response

- 3 community events across the East Central area targeting concerned Black and Dual heritage families.
- Gathering feedback from 120 community members relating to Education, Identity, Criminal Justice, Health & Wellbeing and Employment with a solution focus and action planning opportunity across 3 events.
- Bespoke workshop delivered by urban specialist ‘Restoring the Village’ providing practical support re. responding to street conflict as a community
- Criminal Justice was identified as a significant area of concern with the community identifying issues relating to:
  - Stop & Search, underrepresentation within CJS staff, police and community relationships, lack of youth provision in the area and early intervention/ prevention.
  - Analysis of all feedback to identify gaps in service provision, unmet needs and potential projects to present.
  - Ongoing activity in these areas includes C.OR.E’s consultation with Police re. training, representation at SIAG, IAG and Lammy Review and mapping current service provisions to present to the community.

Race Equality in Education Group (REEG) reeg.bristol.lcp@gmail.com

Challenge

- Unrepresentativeness of the Curriculum
- Lack of diversity in teaching staff and school leadership
- Poor engagement with parents

- **Response**
- One Bristol Curriculum
- Mapping provision - Database by ethnicity
- Commission Projects – Research/recruitment/achievement
- Research project – bring good practice back to Bristol
- Parent/teacher/student conference – CPD
- Recruitment and retention - 4.4% vs 7.5%

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Recruitment to the Magistracy

The Bame community are over represented within the prison system and under represented with the criminal justice system

Previous Statistics (2016) highlighted out of the 621 Magistrates in Avon And Somerset only;

- 20 identified as being black and
- 11 as being Asian.
- There were NO “other” ethnic or cultural groups identified at all, making a total of 31 out of 621 Magistrates (4.99%).

After the interviewing process was completed out of 33 Magistrates sworn in at Bristol Court in April 2019, 11 were from BAME backgrounds spanning African, Caribbean, Indian, Hindu, Jewish and mixed others.

- This is extraordinary given the previous number

A few reasons for lack of diversity vary but include:

- Lack of awareness of the role in BAME Community
- Nature of role - voluntary- non paid
- Negative Community preconceptions Myths e.g. you need to have a legal background
- lack of BAME role models
- Lack of understanding about the application process
- Length of application process
- Negative BAME perception of criminal justice system
- Negative BAME experience of criminal justice system

CORE BRISTOL Equal City

Thank You
Questions

www.Corebristol.com

CORE BRISTOL
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Future City
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THE VOICE OF YOUNG PEOPLE
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PRESENTED TO PAUL STEPHENSON OBE BY SIR SIMON WOOLLEY
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