



Government Equalities Office

House of Commons
London
SW1A 0AA

Kemi Badenoch MP
Exchequer Secretary to the Treasury &
Minister for Equalities
Government Equalities Office
c/o Sanctuary Building
Great Smith Street
London SW1P 3BT

March 2021

Dear Rt Hon Caroline Nokes MP

PUBLICATION OF THE COMMISSION ON RACE AND ETHNIC DISPARITIES REPORT

I am writing in my capacity as the sponsoring Minister for the independent Commission on Race and Ethnic Disparities, to bring your attention to its report published on 31 March 2021, and available online: <https://www.gov.uk/government/organisations/commission-on-race-and-ethnic-disparities>

The Commission has taken an evidence-based approach to its work, focusing on areas including education, employment, health and the criminal justice system.

The Commission's findings and recommendations

The Commission's findings were built on reviews of both existing and newly-commissioned research, engagement with key experts, and consideration of the work already being carried out by the government in each of the four areas.

The report acknowledges that overt and outright racism persists in the UK, but also highlights the progress that the UK has made in tackling racial inequality. Where cases of racism do exist, the Commission recommends stronger actions to be taken to hold those responsible to account, including further funding for the Equality and Human Rights Commission (EHRC) to legally challenge instances of significant and unjust racial disadvantage or racial discrimination.

The evidence examined finds that, while disparities do exist across some areas, the picture is a complex one and many factors lie behind them. Among these are geography, social class, deprivation and family structures;

- The UK suffers from acute geographical inequality. Local authorities with the highest number of deprived neighbourhoods are all in the north: Middlesbrough, Liverpool, Knowsley, Hull and Manchester. All except Manchester have a disproportionate representation of the White British population.

- The most concentrated pockets of deprivation are found among ethnic minority groups, particularly Pakistani, Bangladeshi and Black groups. However it is the poorer White people, outside London, who are the largest group to be found in areas with multidimensional disadvantages, from income to longevity of life.
- The prevalence of family breakdown has increased over the years and the Commission found evidence to suggest that different experiences of family life and structure can explain many disparities in education outcomes and crime.
- The Commission concluded that the differences between ethnic groups are now at least as important as the commonalities and the 'BAME' acronym (Black, Asian and Ethnic Minority) is of limited value - obscuring disparities in outcome rather than revealing them, and should therefore, no longer be used.
- The groups with the lowest attainment at GCSE in 2019 were White British, Black Caribbean and Mixed White and Black Caribbean students from lower socio-economic backgrounds.
- Black Caribbean and Arab women earn more on average than White British women. The median hourly pay in England and Wales for White British women was £11.21 in 2019, compared with £12.09 for Black Caribbean women and £12.49 for Arab women.
- Ethnic minority people, and specifically Black people, are disproportionately victims of violent crime and homicide; for every 1 White victim of homicide aged 16 to 24 years old in the year ending March 2019, there were 24 Black victims.
- For more than half of the 25 leading causes of mortality (measured by years of life lost due to premature mortality) people from South Asian and Chinese ethnic groups have better outcomes than the White ethnic group.

In response to its findings, the Commission has put forward 24 recommendations for further action across Government, public bodies and the private sector. These have been grouped under four overarching aims:

1. to **build trust** between different communities and the institutions that serve them;
2. to **promote greater fairness** to improve opportunities and outcomes for individuals and communities;
3. to **create agency** so individuals can take greater control of the choices and that impact their lives; and
4. to **achieve genuine inclusivity** to ensure all groups feel a part of UK society.

The Government is now considering the full recommendations made in this report and will be responding in due course.



Kemi Badenoch MP
Exchequer Secretary to the Treasury &
Minister for Equalities