

Integration and
Minorities
Report 2017



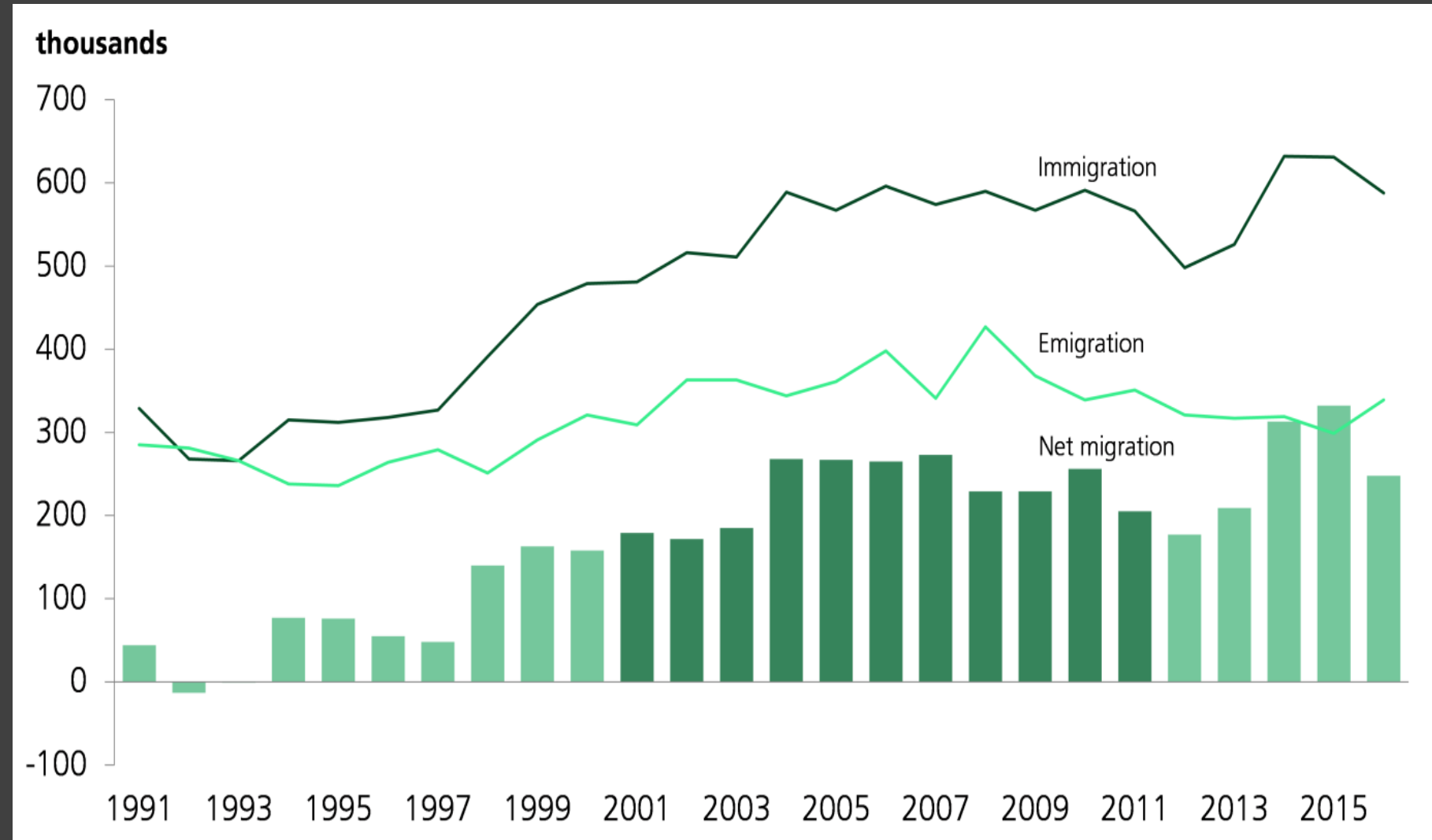
The report has five principal sections:

- Immigration
- Race relations
- Radicalisation
- Integration
- House of Lords case study

- Britain enjoys a rich diversity of race and culture with a high tolerance level for all faiths and none. We have learnt to become more inclusive and yet political movements and thoughtless rhetoric can arouse emotions of division and hate again.
- The Equality and Human Rights Commission's remit is very wide to look after all of the six strands of equality or inequality: Race, Gender, Disability, Age, Sexual Orientation and Faith. Whereas it's budget is minimal. Under the Commission for Racial Equality we had regional race councils but there isn't an equivalent structure under the EHRC. Indeed all six strands of equality need six separate divisions to enable them to look after their own inequalities, though for a jointed approach all six to remain under the one umbrella of EHRC.
- Following a spate of terror attacks from March to June this year it is quite evident that the Government's Department of Communities and Local Government's (DCLG) work on integration is not working well. Integration of new communities and cultures requires a complex approach and whilst we have the infrastructures in place the disjointed approach needs to be streamlined.

Immigration

- Net migration has been increasing at a rate that many consider unsustainable



How do you manage the balance for beneficial migration over too much immigration?

- Who is considered an immigrant? The flip side of this, of course, is who is to be considered British?
- How do we measure, pragmatically as opposed to academically, what it means to be British?
- How do we mitigate the negative impact on minorities from issues associated with immigration?

Race relations

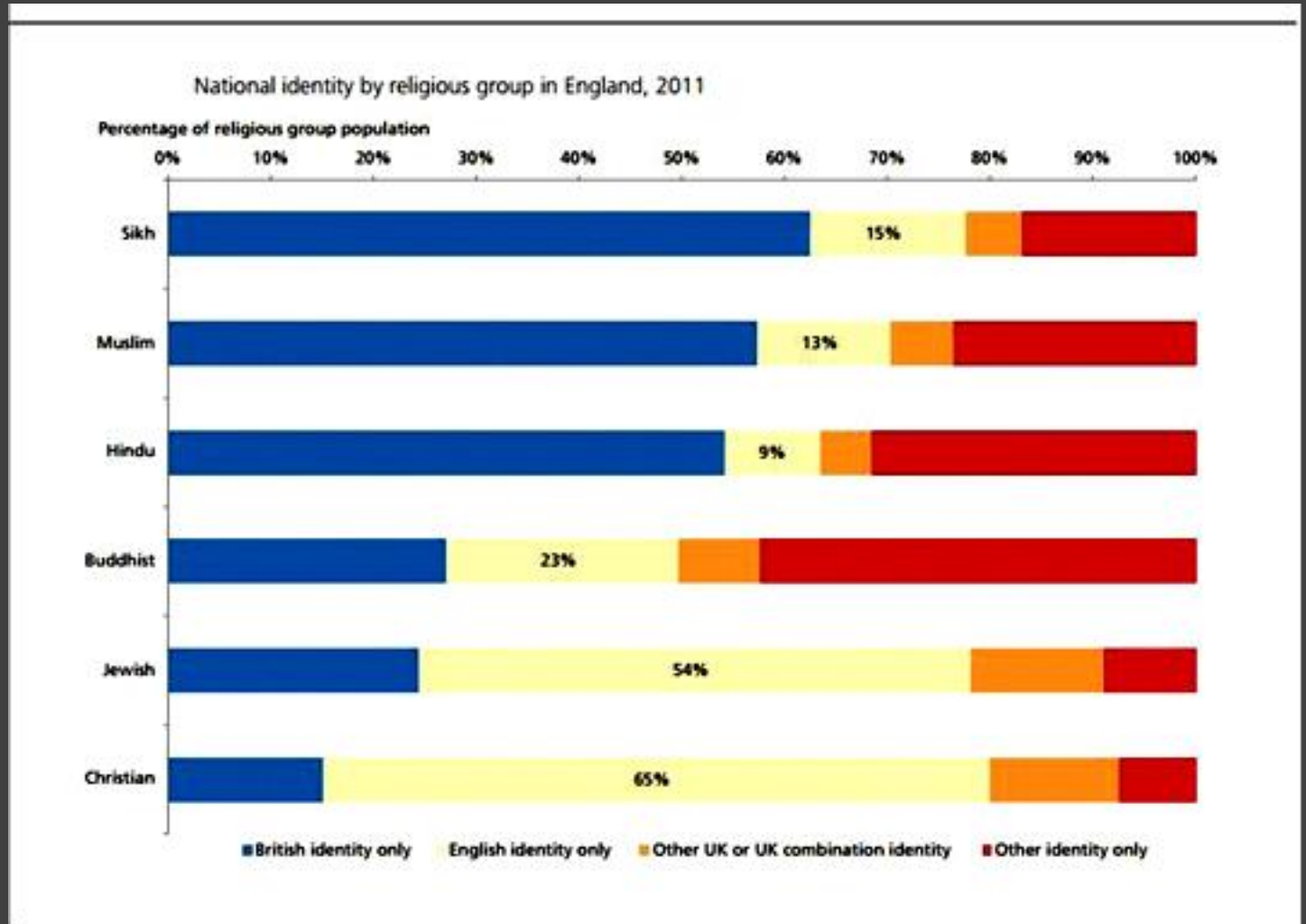
- Decline of race relations in Britain as a result of service cuts and as the result of policy changes
- *The Commission for Racial Equality, the purpose of which was to address racial discrimination and promote racial equality, was dismantled and merged into the Equality and Human Rights Commission (EHRC) in 2007 under Tony Blair's Premiership. The EHRC absorbed three different organisations which dealt with different aspects of equality; many argued at the time that the specificity of the work of each organisation would be lost as a result, thereby decreasing their effectiveness. Alongside this loss in specificity, the Equality Act 2010 added further strands which were to be covered by equality legislation such as 'Faith'; however, the EHRC had no resources allocated to deal with these new inequality strands. Instead, the EHRC's capacity to work was hindered by significant budget cuts since 2010; **its budget was progressively reduced from £62 million to £17.1 million in 2016**. Alongside the financial cutback the EHRC workforce has also been cut from around 500 to around 200.*
- Regional race relations offices which dealt with race problems and provided people with legal recourse to their discrimination cases were also disbanded.

Radicalisation

- **Radicalisation:** The vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs.
- *We also regard calls for the death of members of our armed forces as extremist*
- Government acknowledges difficulty in tackling this issue and has issued a number of strategies to help with this including **Prevent**.

- It is important to balance the strategies to tackle radicalisation and discrimination against any particular minority.

Perhaps a multiculturalism tsar could be beneficial when dealing with these difficult issues?



Integration

Integration is central to the current Government approach on immigration, race relations and radicalisation.

Emphasis on national identity and shared British values:

- Democracy
- Rule of law
- Individual liberty
- Equality
- Freedom of speech
- Mutual respect, tolerance and understanding of different faiths and beliefs.

It is also important that those who hold public office adhere to seven principles of public life, the Nolan Principles. These are:

1. Selflessness: all actions should be in the public interest
2. Integrity: must not be left open to inappropriate influence or benefit financially or in any other material form from their actions.
3. Objectivity: must be impartial.
4. Accountability: to the public.
5. Openness: actions must be transparent
6. Honesty: truthful
7. Leadership: holders of public office should lead by example and exhibit these principles.

House of Lords: case study

Equalities act

PROTECTED CHARACTERISTICS

- 4 The protected characteristics
- 5 Age
- 6 Disability
- 7 Gender reassignment
- 8 Marriage and civil partnership
- 9 Race
- 10 Religion or belief
- 11 Sex
- 12 Sexual orientation

9 Race

- (1) Race includes—
 - (a) colour;
 - (b) nationality;
 - (c) ethnic or national origins.
- (2) In relation to the protected characteristic of race—
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;
 - (b) a reference to persons who share a protected characteristic is a reference to persons of the same racial group.
- (3) A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls.
- (4) The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.
- (5) A Minister of the Crown may by order—
 - (a) amend this section so as to provide for caste to be an aspect of race;
 - (b) amend this Act so as to provide for an exception to a provision of this Act to apply, or not to apply, to caste or to apply, or not to apply, to caste in specified circumstances.
- (6) The power under section 207(4)(b), in its application to subsection (5), includes power to amend this Act.

10 Religion or belief

- (1) Religion means any religion and a reference to religion includes a reference to a lack of religion.
- (2) Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.
- (3) In relation to the protected characteristic of religion or belief –
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief;
 - (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.

149 Public sector equality duty

- (1) A public authority must, in the exercise of its functions, have due regard to the need to—
 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
 - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- (4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- (5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
 - (a) tackle prejudice, and
 - (b) promote understanding.
- (6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

Proposed reforms

- call the House the **House of Peers (HoP)** – removing the connotations with the ‘hierarchical’ nomenclature
- HoP should be referred to as the **Revising House not Upper House.**
- a ratio of **51% crossbenchers to 49% political Peers**
- **Political Peers** should be elected either directly by the public or indirectly by the parliament and in order to protect the efficacy of the revising chamber their numbers should be adjusted **every five years, or earlier** in case of a general election
- **Crossbenchers** should be selected by a designated body based on their **knowledge, experience, judgement and leadership qualities**
- **A third of crossbenchers** should also be subject to retirement based on length of service, **of three fixed 5 year terms**



Reform of Lords

Sir, Norman Fowler's premise that "Peers must be active if they want to stay in the Lords" (*Thunderer, Nov 1*) cannot be fulfilled by the suggested reform of one fixed term for peers of 15 years. The House of Lords is seen by the public as not only bloated in size but as not fit for purpose because of its lack of accountability.

In my view the 15-year term should be split between three five-year terms: at the end of each term a renewal appraisal should be submitted to the Cabinet Office. I also think that the House of Lords should become truly independent of the Commons through a strict ratio of 51 per cent crossbench skilled peers to 49 per cent party political peers, adjusted across party lines after each five-year term or a general election.

This would automatically reduce the size of the House to about 450 members over a period of about 15 years. If the House were to reform itself honourably then the democratically weak option of a senate would seem to be a spurious choice, because the House would be fully independent and fit for purpose.

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Foundation