

ANNUAL REPORT OF THE
COMMISSION FOR RACIAL EQUALITY
JANUARY 1999 TO MARCH 2000

1999-2000

TO THE RIGHT HONOURABLE
JACK STRAW MP
SECRETARY OF STATE
FOR THE HOME DEPARTMENT

CONTENTS

3	Introduction, by the Chair
4	Preface, by the Chief Executive
7	Tackling discrimination against individuals
15	Tackling the major causes of discrimination
29	Increasing public awareness
35	Tackling discrimination at regional and local level
41	Developing an effective organisation
45	Members of the Commission for Racial Equality, 1 April 1999 – 31 March 2000
50	Committees of the Commission for Racial Equality, at 31 March 2000
52	Expenditure of the Commission for Racial Equality, 1 April 1999 – 31 March 2000

INTRODUCTION

by Gurbux Singh, Chair of the CRE

As the incoming Chair of the Commission for Racial Equality (CRE), I am delighted to introduce this annual report and to pay tribute to the tremendous work of my predecessor, Sir Herman Ouseley, and of the Commissioners and staff over the past year.

The CRE has a long and proud history of effective action to promote racial equality since its inception in 1976. In recent years it has:

- developed best practice action plans with key employers such as the Army and Computacenter
- influenced press and media treatment of race relations in the UK through its prestigious Race in the Media Awards
- launched key campaigns and projects to challenge racism in sport, such as Kick Racism Out of Football and Sporting Equals
- celebrated the positive contributions that immigrants and settlers have made to British life through its highly successful Roots of the Future exhibition and book
- helped thousands of people who believed they had been discriminated against to achieve justice.

We must build on these achievements, and others highlighted in this annual report, to create the kind of society which is right for the twenty-first century – a society which values diversity; a society in which there is zero tolerance of racism and discrimination; a society in which all citizens are able to realise their full potential. And we must seize the moment: the political climate has never been more favourable for the creation of that equitable and inclusive society.

This is an exciting time for racial equality and therefore for us as an organisation. The CRE will soon have a new string to its bow as a result of amendments to the 1976 Race Relations Act. There is a new mood in Britain

and huge public support for effective action on racial equality following the Stephen Lawrence Inquiry Report. We have a new Mayor and Assembly for London, the possibility of mayoral elections in other major cities, and a Welsh Assembly and Scottish Parliament which have already demonstrated their readiness to take action on equality.

The government is committed to modernisation in the public sector and to neighbourhood renewal and social inclusion. We intend to work closely with government to make sure that racial equality is central to the strategies it develops in all these areas. Racial equality is not a luxury or an optional extra. It must be built into the thinking of ministers and policy makers.

In the rest of Europe, the CRE is seen as a beacon and an exemplar. No other European country, yet, has a body of such stature and influence in promoting racial equality. As the European Union debates, and the countries of Europe implement, new directives on race and on equality in employment flowing from Article 13 of the Treaty of Amsterdam, the role of the CRE will become even more important, as our advice is increasingly sought by colleagues in other European countries.

1999 was a good year for the CRE. We shall work hard to make sure that 2000 is even better.

Gurbux Singh



PREFACE

by Susie Parsons, Chief Executive

Welcome to our annual report for 1999/2000 – truly a year of achievement for the CRE. A central focus of our work over the year was the campaign for reform of the Race Relations Act. As a statutory body, the legislative framework within which we work is of crucial importance to our success in promoting racial equality. Since the 1976 Race Relations Act was passed, the CRE has pre-



sented three major reviews of the legislation to successive governments. The first review, in 1985, never even received a reply and the second one, in 1992, was comprehensively rejected after a two-year delay. The CRE's third review, presented in 1998, and reinforced by the recommendations of the Stephen Lawrence Inquiry Report, resulted in the government introducing a Race

Relations (Amendment) Bill in the House of Lords in 1999. The bill, which will become law in 2000, will outlaw discrimination in public functions not previously covered by the Race Relations Act and will introduce a new, enforceable duty on all public authorities to promote racial equality.

The Stephen Lawrence Inquiry Report, published in February 1999, generated huge demand for information and advice from the CRE, as organisations throughout England, Scotland and Wales considered its implications. A year on from the Report and the Home Secretary's Action Plan in response to it, our assessment was that many important institutions were still failing to act against institutional racism and for racial equality. We called for the pace of change to be stepped up and will be conducting a major

research project in 2000 to check on progress, as well as continuing to provide advice and support to organisations already engaged in reviewing and revising their policies and operations.

The CRE's Leadership Challenge, launched in 1997, has continued to inspire leaders throughout the public, private and voluntary sectors to take effective action for racial equality. Our target of winning 60 new signatories to the Challenge in 1999/2000 was well exceeded, with 97 leaders signing up during the year. Even more importantly, as a Review of the Leadership Challenge published in July 1999 showed, commitment is being translated into action. Speaking at the very successful launch of our Leadership Challenge Review, Chancellor of the Exchequer Gordon Brown made the business case for racial equality very powerfully and thanked the CRE, the Chair and all CRE staff for their unswerving efforts to replace the evil of racial intolerance in our society with tolerance and respect for all.

One of the key tasks for me, as the incoming Chief Executive of the CRE from January 1999, was to reshape the organisation to enable us to meet the challenges of promoting racial equality in the twenty-first century. I am very grateful to my Strategic Management Team colleagues, and to staff throughout the organisation, for their cooperation and support in the major restructuring of the CRE which we have carried out. While retaining the same overall level of staffing, this process has redirected resources away from administration and focused them on front line service delivery. Some colleagues have moved on from the CRE as a result and new people have come in with fresh ideas and expertise. Hand-in-hand with the restructuring, we have introduced a new,

more flexible pay and grading structure and a state of the art appraisal and supervision system. The backing of our Commissioners and of the Home Office Race Equality Unit has been crucial to the process of modernising the CRE and I would like to thank them for it.

Last year, for the first time, the CRE published its Corporate Plan. In this annual report, we have set out clearly and publicly the progress we have made against the targets we set for ourselves in 1999/2000 for each of our five key corporate objectives. Overall, some eighty per cent of the targets set for the year were exceeded, achieved, on schedule or in progress, while those targets which were not fully met and which are still relevant have been picked up in the Corporate Plan for 2000/2001. As the corporate planning process develops, we intend to improve the setting of targets and performance indicators, with a closer match between forecast and actual achievement.

This annual report covers the fifteen

months from January 1999 to March 2000. This meets both the requirement of the Race Relations Act 1976 for a report on the calendar year and the CRE's own need to report on achievements against targets for the financial and planning year.

A major theme in all our work in 1999/2000 has been the strong partnerships we have forged with the Equal Opportunities Commission and the Equalities Commission Northern Ireland, and the assistance we have given to the new Disability Rights Commission in preparation for its launch in April 2000. Equality is not divisible and we look forward to more joint working in the future.



Susie Parsons



TACKLING DISCRIMINATION AGAINST INDIVIDUALS

Expert advice and representation are essential to successful litigation. Providing a professional casework service for people who believe they have suffered racial discrimination has always been a central objective for the CRE. However, this is also one of the most resource intensive areas of our work; everyone who applies to the CRE for assistance expects to receive a full professional legal service, and to win their cases.

It has never been easy to meet such high expectations; the CRE's budget is limited and the volume of casework is always increasing. Nevertheless, we continued to make progress in 1999/2000, by modernising our services, and by laying a sound foundation for an external complainant aid network.

The challenge facing the CRE is to continue to provide a professional casework service within the much more demanding legislative context of the new Human Rights Act, the amended Race Relations Act, and the new European Union race directive. It is unlikely that the CRE alone will be able to provide a comprehensive national, regional and local casework service within this wider jurisdiction. Increasingly, we shall be obliged to use our powers of assistance more strategically, especially when we are called upon to tackle discrimination in new areas. We shall also have to redouble our efforts to develop a wider complainant aid network and to support and encourage other casework organisations. The aim must be to develop a coordinated system of skilled representation by national, regional and local casework agencies working effectively together.

Advice and assistance

In 1999/2000, 11,000 people approached the CRE, in person or by telephone, for advice

REQUESTS FOR CRE ASSISTANCE, 1999 AND 1999/2000

	Jan – Dec 99	Apr 99 – Mar 2000
Formal applications	1,624	1,563

Note: The table gives figures for both the calendar year and the financial year.

LEGAL COMMITTEE DECISIONS, 1999 AND 1999/2000

	Jan – Dec 99	Apr 99 – Mar 2000
Full CRE legal representation	183	166
Limited CRE representation	37	32
Representation by trade unions	51	53
Representation by RECs	12	10
Representation by others	21	24
TOTAL	304	285

Note: The table gives figures for both the calendar year and the financial year.

about their complaints and 1,563 put in formal applications for assistance. Over the same period, 90 cases were settled by CRE complaints officers at an early stage of the process, for a total sum of £331,694.

CRE legal representation

Full legal representation by the CRE was offered to 166 applicants in 1999/2000 and a further 32 received limited representation.

In 1999/2000, 18 cases represented by the CRE were successful, while 25 were dismissed following a hearing.

As in previous years, far more cases were settled following litigation: 71 cases were settled for a total sum of £1,484,556.

Examples of typical cases represented by the CRE during the year follow below. In some cases, the CRE's support resulted in significant decisions clarifying or extending the scope of the Race Relations Act.

Scots preferred

Mr M Souster v BBC Scotland

Mr Souster, who is of English origin, was

OUTCOMES OF CRE-ASSISTED CASES, 1999 AND 1999/2000

	EMPLOYMENT		NON-EMPLOYMENT		TOTAL	
	Jan – Dec 1999	Apr 1999 – Mar 2000	Jan – Dec 1999	Apr 1999 – Mar 2000	Jan – Dec 1999	Apr 1999 – Mar 2000
Successful	22	18	1	0	23	18
Dismissed	21	22	3	3	24	25
Settled (litigation)	43	46	23	25	66	71
Settled by CRE officers					78	90
Other	6	7	1	1	7	8
TOTAL	92	93	28	29	198	212
	£	£	£	£	£	£
Awards	160,105	25,100	1,500	0	161,605	25,100
Settlements (litigation)	469,221	1,410,706	32,800	73,850	502,021	1,484,556
Settlements (by officers)					602,744	331,694
TOTAL	629,326	1,435,806	34,300	73,850	1,266,370	1,841,350

Note: The table gives figures for both the calendar year and the financial year.

employed on a fixed term contract by the BBC as a television presenter. His contract was not renewed and the post was given to a person of Scottish origin. Mr Souster claimed he had been discriminated against because of his English origin.

The BBC succeeded in persuading the employment tribunal that the Race Relations Act 1976 does not cover discrimination between people of Scottish and English national origin. However, the Employment Appeal Tribunal (EAT) overruled this decision, citing the case of *Northern Joint Police Board v Graham Power*. The BBC is appealing against the ruling.

Will they ever learn?

Claude Johnson v Her Majesty's Prison Brixton
An employment tribunal decided that HMP Brixton had unlawfully victimised Claude Johnson in a case of racial discrimination which the Chair of the tribunal described as 'probably the worst' he had ever encountered.

This was not the first time that Mr Johnson, who is of African Caribbean origin, had brought successful discrimination claims

against the prison service: in 1995, the industrial tribunal issued what was then a landmark decision on compensation for injury to feeling, and in 1996 Mr Johnson's claims of victimisation were settled, with the prison service giving several undertakings.

On his return to work in 1997, Mr Johnson found that the governors appeared to be unaware of the terms of the settlement or the tribunal's findings, that staff at the prison had actually been told that he had lost his case, and that he had been put in a team led by one of the officers against whom he had brought proceedings.

It wasn't long before Mr Johnson began to encounter all sorts of difficulties: over work shifts, study leave, pay slips, the type of work he was given and, finally, being held up to public ridicule by a prison governor and another officer who had been involved in the earlier case. Mr Johnson was signed off sick and has been unable to return to work ever since. The last proceedings he brought alleged victimisation and breach of the terms of the 1996 settlement.

It emerged beyond doubt at the hearing

that the prison service had done nothing to address the earlier tribunal's findings, and that it had actually paid the compensation amounts on behalf of the individual prison officers who had been found liable. In effect, therefore, prison officers had been given a licence to continue their campaign against Mr Johnson, because the governors had failed him.

Board directors stand down

Jawaid v Borough Taxis

Mr Jawaid, who is of Pakistani origin, worked as a cab driver for an association of Hackney cab drivers. People from ethnic minorities were well represented among the drivers, but there were few of them at director level. When the association decided to withdraw his radio and to discipline him for various matters, Mr Jawaid claimed racial discrimination. However, not wishing to cause any hardship to individual members of the association, he agreed to settle the case. The terms included the resignation of the board of directors, with fresh elections being called, and freezing of the association's membership subscription rate.

No Welsh spoken here

Mr and Mrs Cowell t/a The Stables v Mr G Williams

Mr Williams, a chef at The Stables hotel, won the racial discrimination case he had brought against his English employer when he was dismissed for insisting on his right to speak Welsh with his colleagues at work. When the respondents appealed, Mr Williams' request that the appeal be conducted simultaneously in Welsh and English was turned down by the Employment Appeal Tribunal.

Following an appeal to the Court of Appeal, the EAT indicated to the Welsh Language Board that it would shortly be announcing plans to hear appeals in Wales twice a year. The Welsh Language Act will of course apply to these appeals, and the parties will be entitled to ask that the proceedings be conducted in Welsh.

Gold Card hold-up

Mrs Bernard v London Transport Buses

Travelling on a number 409 bus from Purley to South Croydon, Mrs Bernard was subjected to a humiliating and very public interrogation by two Revenue Protection Inspectors, who had boarded the bus to check tickets. It was only when she heard them ask: 'this is a very expensive ticket; are you sure it is yours?', that she felt sure that a white passenger would not have been questioned or 'bullied' in this way about a Gold Card travel pass. Besides racial discrimination, Mrs Bernard also alleged false imprisonment and unlawful detention, since the actions of the inspectors had prevented her from getting off the bus at her stop.

The case was settled, and Mrs Bernard received compensation of £6,000 and a written apology. London Transport Buses also agreed to work with the CRE to review its equal opportunities training for revenue inspectors, to introduce an equal opportunities policy covering services to the public and to start monitoring complaints, especially those alleging race and sex discrimination.

A question of liability

Mr M Zulfiquar v Factory Mutual Insurance Co Ltd (1) Mr D M Henderson (2) Alveston Kitchens (3)

Mediatecnics, a company specialising in remedial and restoration work to commercial property, was brought in by Factory Mutual Insurance (FMI) to begin urgent cleaning and restoration work following a fire at Alveston Kitchens. Mr Zulfiquar, Mediatecnics managing director and majority shareholder, who is of Pakistani origin, understood that his company had the contract for both the immediate and longer term restoration work, which would have been worth at least £170,000.

The following week, when his largely Asian team were at the site, Mr Zulfiquar noticed that FMI's regional claims manager and a representative of Alveston Kitchens were in a meeting with two white representatives of competing companies. At the end of that day, Mr Zulfiquar was told that his

contract would be terminated when the immediate restoration work was completed, and that the longer term project had been awarded to another company.

Mr Zulfiqar brought two claims: one in the High Court for breach of contract and one in an employment tribunal for racial discrimination. The unusual issue raised at the tribunal was whether Mr Zulfiqar was entitled to bring a case in his own name against FMI and its employee, David Henderson. The tribunal decided that FMI was an agent for Alveston Kitchens, that the relationship between Alveston, Mediatecnics and Mr Zulfiqar came within section 7 of the Race Relations Act (concerning contract workers) and that the case could proceed. It also ruled that, since FMI could be found vicariously liable for the alleged unlawful acts, David Henderson, as their employee, was also a properly named respondent.

Instructed to discriminate

Mr L Zhang v Barbican Car Hire & Mr M Eldridge
Mr Zhang, of Chinese ethnic origin, was working for Barbican Car Hire as a self-employed mini cab driver. On a job to pick up a passenger from Morgan Stanley, with whom Barbican had a contract to supply drivers, Mr Zhang was told that the passenger did not want him to pick her up because he was coloured. When Mr Zhang asked her what was wrong with coloured people, and whether she was racist, she reported him to Barbican, who refused to give him any more work.

Mr Zhang claimed at the tribunal that the passenger in question had a long standing instruction lodged with Barbican not to send non-white drivers. Mr Zhang also alleged that the jobs he was given were less financially rewarding than those allocated to white drivers, and that white drivers were allocated day shifts, whereas he and the majority of non-white drivers had to work night shifts.

The tribunal ruled that Mr Zhang had been the victim of an unlawful instruction to discriminate on racial grounds and that he had also suffered a detriment under the

employment provisions of the Race Relations Act.

Japanese employer settles

Mr Wakeman, Mr Mitchell and Mr Solanki v Quick Corporation

The CRE helped to settle a significant case against Quick Corporation involving discrimination against three employees (two white and one Asian), who had been treated less favourably than Japanese employees and had lost their jobs as a consequence. The three men settled for a total of £629,000.

CRE representation through others

The CRE cannot – and should not – be the only source of assistance with complaints of racial discrimination. Over the years we have helped to develop a network of professional complainant aid centres and to ensure that other organisations, such as trade unions, are meeting their responsibilities to provide legal assistance.

In 1999/2000, 53 cases were given representation by trade unions, ten by racial equality councils and 24 by other bodies, including complainant aid centres. Examples of these cases follow below.

Sheffield youngsters win race case

Mr M Chattoo, Mr K Chattoo, Mr D Paul, Mr K Paul & Mr Myrne v Abbey Glen Ltd (assisted by Northern Complainant Aid Fund)
Six young African Caribbeans from Sheffield, aged between 17 and 24 years, learned of their rights from a CRE youth awareness campaign and brought a successful case against Abbey Glen, a leading, long-established employer. Their complaints arose when a downturn in business led to lay-offs and they were chosen for redundancy.

As they demonstrated at the tribunal hearing, all six young men were better time-keepers and more dedicated to their work than others. The tribunal found that the managers had simply made the stereotypical assumption that they were less reliable than

their 200 white colleagues because they were African Caribbean.

'They don't have a problem with you'

Karim, Parke and Wilson v Advanced

Communications International

(assisted by Northern Complainant Aid Fund)

NCAF helped three young men from Bradford – an Asian, an African Caribbean and a white man – to win their case, by showing that a white person can be racially discriminated against for standing by his black colleagues.

The three had been sent to Warwick by their company to lay TV cables. No sooner had they got there, however, than they were promptly sent back, on the pretext that they were scruffy. Wilson was taken aside, though, and told: 'They don't have a problem with you – it's the other two. You know what I mean.'

Select appointments

Coker & Osamor v Lord Chancellor & Lord

Chancellor's Department

(assisted by Deighton Guedella, Solicitors)

When the Lord Chancellor appointed Gary Hart as his 'special adviser' in December 1997, without advertising the post or holding interviews, Ms Coker and Ms Osamor brought complaints of direct and indirect discrimination under the Sex Discrimination Act and the Equal Treatment Directive. Ms Osamor also complained of racial discrimination.

Under the law, an applicant can bring a complaint of discrimination even if he or she has not specifically applied for a job. There was a vacancy at the time and the Lord Chancellor had openly stated that he intended to appoint someone from a circle of people well known to him. This amounted to imposing a condition or requirement for the post: namely that the successful candidate had to be personally known to the Lord Chancellor.

The tribunal upheld Ms Coker's claim of unlawful indirect sex discrimination, because she had the kind of background, qualifica-

tions and politics that would have made her eligible for consideration. Ms Osamor failed because she did not meet these criteria.

One stop shop

Bakary Diabira & Dalton Fletcher v Federal Mogul

Aftermarket UK; Alison Love v Federal Mogul

Aftermarket UK

(assisted by Northern Complainant Aid Fund)

These cases show how 'one stop shops' for legal representation in race, sex and disability discrimination cases (see below) might work in practice. Nine months after NCAF successfully represented two black male managers in a racial discrimination case, it did the same for a white female manager in a sex discrimination case. All three cases were against the British subsidiary of the US multinational, Federal Mogul. The two men were awarded a total of £83,000 and the woman received £46,000.

Complainant Aid Development Programme

During 1999/2000, the Home Office approved special funding for two important development programmes: the Regional Racial Equality Development Programme (see p.35) and the Complainant Aid Development Programme. The Complainant Aid Development Programme aims:

- to maximise access to representation for victims of racial discrimination
- to pilot 'safety net' provision for complainants whose requests for representation cannot be met directly by the CRE or by CRE-funded organisations
- to examine the feasibility of establishing 'one-stop shops' for representation in race, sex and disability discrimination cases.

Contracts have now been awarded for the provision of complainant aid in Greater London and in the Midlands. A survey to assess needs in the south west and north of England, areas currently served through the CRE's core budget, is being undertaken prior to inviting tenders for the new contracts.

Meanwhile, the existing contractors have been asked to continue providing the service.

A feasibility study commissioned by the CRE on joint representation units has concluded that there is considerable scope for 'one-stop shops' dealing with race, sex and disability discrimination. They would both focus scarce specialist resources more effectively and enable multiple discrimination cases to be handled better. The CRE will be discussing how to take this idea forward during 2000 with the Equal Opportunities Commission, the Disability Rights Commission, the National Association of Citizens Advice Bureaux, the Law Centres Federation, Community Legal Service and complainant aid organisations.

Small claims courts and discrimination case

In March 1999, a seminar for CRE officers and racial equality officers working in racial equality councils (RECs) examined new civil procedures being operated by county courts. A strategy has been developed for taking certain non-employment racial discrimination cases under 'small claims' procedures. This offers a cheaper, less complex and quicker procedure than using the county courts. Under the Lay Representatives (Rights of Audience) Order 1999, lay representatives (who can include REC staff) can represent clients in small claims courts. The use of small claims procedure to hear racial discrimination

cases was given a boost with the successful hearing of a CRE-supported case by Newcastle Small Claims Court. Regional CRE officers are now working with RECs on mechanisms to enable them to represent clients in small claims actions at county courts.

Lord Chancellor's Department

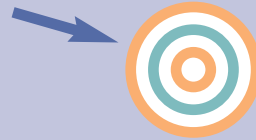
During the year, the CRE acknowledged the improvements that had been made to the process for appointments of Queen's Counsel and judicial appointments. However, significant concerns remained about the level of personal patronage and other continuing barriers to the progression of ethnic minority aspirants, such as the 'secret soundings' process, and the tendency for appointments to be made from barristers from the 'top chambers' who were 'known'. The CRE followed up its concerns through a meeting with Sir Leonard Peach, who undertook a scrutiny of the judicial and Queen's Counsel appointment procedures for the Lord Chancellor.

Legal aid firms

Following negotiations, the CRE succeeded in persuading the former Legal Aid Board (now the Legal Services Commission) to introduce a system for monitoring equality in the allocation of legal aid contracts. The CRE's intervention arose from a number of complaints from Asian firms of solicitors practising immigration law which had had their contracts withdrawn or suspended.

KEY CORPORATE OBJECTIVE 1

PERFORMANCE INDICATORS

**TARGET** ▶ Respond effectively and in time to all enquiries.**INDICATORS:**

- ▶ Deal with 5000 enquiries in line with CRE Charter Standards.

PERFORMANCE:

- ▶ 11,442 enquiries handled.

TARGET ▶ Process all applications for legal assistance effectively and on time.**INDICATORS:**

- ▶ Deal with 80% of formal applications for assistance in line with CRE Charter Standards.

PERFORMANCE:

- ▶ 61% of cases were dealt with within CRE Charter Standards. Difficulties in achieving the target were due to respondents failing to return questionnaires.

TARGET ▶ Put in place a tendering scheme and agree standards for CRE-funded complainant aid agencies and racial equality councils.**INDICATORS:**

- ▶ In place by July 1999.

PERFORMANCE:

- ▶ Achieved late, due to challenge to tendering process.

TARGET ▶ Review performance of CRE-funded complainant aid agencies and racial equality councils.**INDICATORS:**

- ▶ Six-monthly returns received and reviewed.

PERFORMANCE:

- ▶ Not achieved because reporting obligation not sufficiently robust. To be remedied by making it an enforceable condition of grant-aid.

TARGET ▶ Review outcomes of all cases referred to non-CRE-funded agencies, particularly trade unions.**INDICATORS:**

- ▶ Six-monthly report to CRE commissioners, from November 1999.

PERFORMANCE:

- ▶ Achieved within revised schedule.

TARGET ▶ Investigate jointly with Equal Opportunities Commission and the National Disability Council the feasibility of one-stop shops for legal assistance in all discrimination cases.**INDICATORS:**

- ▶ Feasibility study completed by January 2000.

PERFORMANCE:

- ▶ Achieved by revised completion date of March 2000.

TARGET ▶ Introduce new casework management system.**INDICATORS:**

- ▶ Complete within specified timescale and budget.

PERFORMANCE:

- ▶ Project extended to Midlands, to be continued next year.



TACKLING THE MAJOR CAUSES OF DISCRIMINATION

The reverberations of the Stephen Lawrence Inquiry Report and the impetus of the Home Secretary's Action Plan for implementing its recommendations made it easier for the CRE to pursue the central theme of its policy work in 1999/2000: mainstreaming racial equality throughout the public, private and voluntary sectors.

The CRE has taken every opportunity to ensure that racial equality is addressed in all relevant policy and legislation, and that basic mechanisms for embedding racial equality within institutions – ethnic monitoring and targeting – are universally applied. We produced policy guidance, encouraged the adoption and active use of national CRE standards, advised the government on policy, and vigorously promoted the Leadership Challenge.

The Challenge has been the CRE's principal vehicle for persuading corporate leaders of the importance of taking personal responsibility for action to achieve racial equality. Change comes slowly, if at all, unless it is directed and driven from the top. Over 300 leaders are now signed up to, and working on, the Challenge.

Stephen Lawrence Inquiry Report

The publication of the Stephen Lawrence Inquiry Report on 24 February 1999 was a watershed for British race relations. Its findings and recommendations have provided the CRE with a new framework for its work with organisations to eradicate racism and discrimination.

The report accepted the CRE's submission that institutional racism was not an issue solely for the police service, but for every institution, public and private. Numerous copies of the CRE's leaflet on the implications of the inquiry

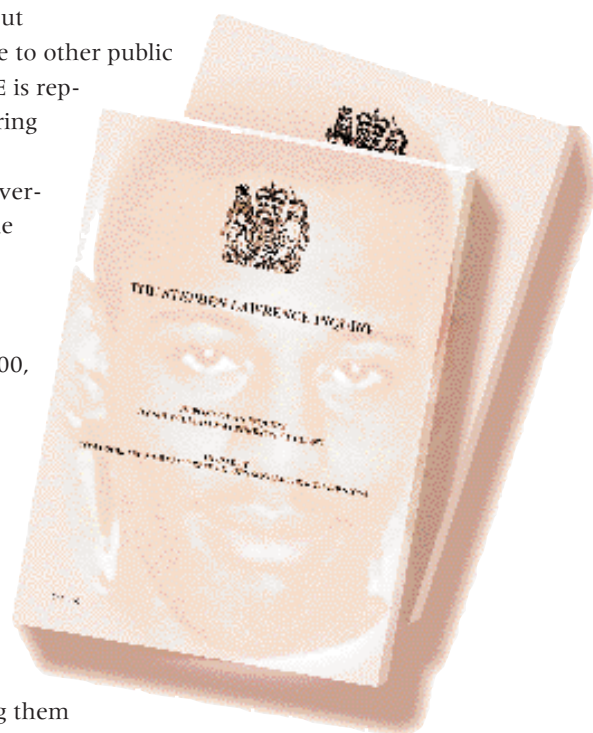
for racial equality were distributed within three months, and we were inundated with requests for advice from public sector organisations all over the country.

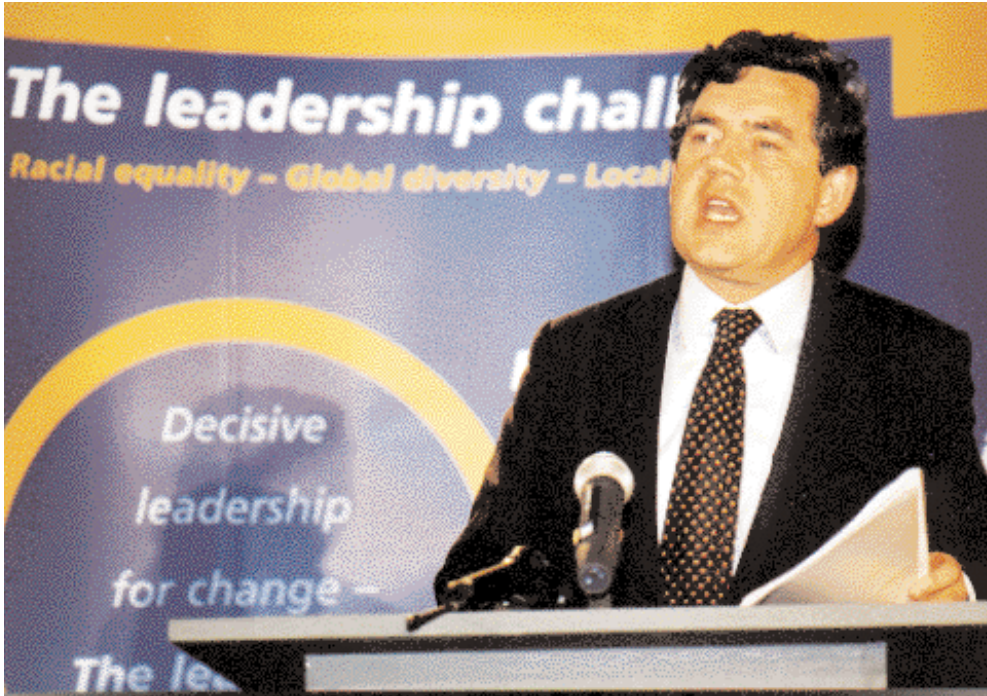
The inquiry made 70 recommendations, primarily focusing on the police and the criminal justice system, but generally translatable to other public institutions. The CRE is represented on the steering group set up by the Home Secretary to oversee the action plan he announced in response to the recommendations.

During 1999/2000, the CRE, alongside racial equality councils (RECs) throughout Britain, worked closely with police forces, local authorities, health authorities and central government departments, helping them to absorb and accept the lessons of the inquiry, and to embark on developing programmes of action to implement the recommendations.

By the first anniversary of the inquiry in February 2000, there was clear evidence of progress:

- procedures for reporting and recording racist incidents had improved
- there was greater sensitivity to racial disparities in stops and searches and other police operations
- there was wider recognition by public authorities of the potential for discrimination in employment and service delivery.





▲ Endorsing the Leadership Challenge, Chancellor Gordon Brown called for racial equality to be put on the agenda of every board room in this country – ‘It should be said of our economy that what’s good for equality of opportunity is good for Britain.’

In spite of the progress being made, however, there was also evidence that many key institutions had failed to take action against racism. The pace and quality of progress was manifestly determined by the degree of commitment at the top of an organisation, and by its success in communicating the need for change to staff at all levels.

A research project is being planned to examine in greater detail how public authorities have responded to the inquiry. The CRE intends to keep the findings and recommendations of the Stephen Lawrence Inquiry at the forefront of its future work.

Leadership Challenge

In July 1999, the Chancellor of the Exchequer, the Rt Hon Gordon Brown MP, delivered a powerful message to leaders from the public and private sectors in his keynote speech at the launch of the 1999 Leadership Challenge Review:

The Leadership Challenge shows what companies and organisations can and need to do; the targets that need to be set in recruitment, retention and in promotion and career progression; and how this can be extended sector

by sector, region by region, and profession by profession. And this process – clearly nothing more than good practice – needs to become the ordinary way of doing business. This won’t happen by itself – you as leaders need to make it happen.

In signing up to the Leadership Challenge, individual leaders make a personal commitment to promote racial equality, both in their own organisation and more widely throughout their sector, and to drive the creation and successful implementation of a corporate racial equality action plan. Signatories gain access

to the Leadership Challenge network, advice and support from the CRE, and invitations to specialist seminars open only to Challengers.

In response to an independent review of the Challenge commissioned by the CRE, which proposed making the Challenge more robust in its requirements for action, we are planning to relaunch the initiative at the end of 2000.

Education and training

The elimination of discrimination in education and training remained high on the CRE’s agenda in 1999/2000. Our work covered the following key areas of concern.

▶ *Speedy introduction of ethnic monitoring of academic achievement*

The CRE pressed for this at every opportunity.

▶ *The importance of ensuring that exclusion is used, and seen to be used, fairly and equally*

The CRE welcomed statistics from the Department for Education and Employment (DfEE) showing that, overall, permanent exclusions in England and

Wales fell by 15 per cent in 1998/99, from 12,300 to 10,400, and that the rate for black pupils fell faster than the rate for white pupils: 19 per cent as against 13 per cent. Nevertheless, African Caribbean pupils still remain disproportionately overrepresented among those permanently excluded from school and the CRE will continue to press the government to introduce a specific target aimed at reducing any unjustified racial disparities.

- ▶ *The role of teacher training in preparing teachers for work in multi-ethnic Britain*
The CRE worked closely with the Teacher Training Agency on the production of materials to exemplify its standards for qualified teacher status.
- ▶ *The role of the Learning and Skills Council in ensuring racial equality*
The CRE pressed successfully for an amendment to the Learning and Skills Bill placing a statutory duty on the Learning Skills Council (LSC) in England and Wales to promote equality of opportunity across race, gender and disability. Local LSCs will have the same duty.
- ▶ *The embedding of racial equality targets and values in the Connexions programme*
The CRE called for support and training for personal advisers in the Connexions programme to help them support ethnic minority mentees, an ethnically inclusive workforce to provide careers advice and mentoring, comprehensive ethnic monitoring of all Connexions programmes, and the involvement of ethnic minority communities as stakeholders in the new arrangements.

In November 1999, the CRE published the first national standard for racial equality in schools in England and Wales, *Learning for All*. A copy of the handbook was sent to every primary and secondary school in England and Wales. *Learning for All* sets

standards for racial equality in seven core areas of activity in schools and provides a framework within which schools can plan for, and mainstream, racial equality in all their work. By working towards these standards, schools will be well placed to meet all the racial equality requirements of the national curriculum, and of OFSTED and Estyn inspections.

The CRE also collaborated in the publication of a major piece of research, funded jointly by the Higher Education Funding Council of England, the National Association of Teachers in Further and Higher Education, the Association of University Teachers, the Committee of Vice-Chancellors and Principals and the Commission on University Career Opportunities. The report found that ethnic minority and non-British academics occupy a structurally disadvantaged position in higher education; irrespective of length of service, they are less likely to be professors and more likely to be on fixed term contracts. The report also found potential discrimination in the recruitment process and evidence of racial harassment. In November, David Blunkett, the Secretary of State, wrote to the HEFCE, saying he was 'deeply concerned about the present position on equal opportunities for higher education staff', and asked the council:

... to ensure that all institutions have equal opportunity policy statements, and that they are accountable for their full and proper implementation.

Young people

Research by the Home Office has shown that a substantial proportion of racist incidents are perpetrated by young people, some as young





as seven years of age. Education and youth services have a key role to play in identifying and providing the specialist support young people need and the CRE made a small contribution to this through the publication of a handbook, *Open Talk, Open Minds*, which offers suggestions

for practical workshops and courses.

Much of the CRE's work during 1999/2000 involved supporting, advising and urging others to develop and introduce racial equality action programmes aimed at avoiding stereotyping and taking positive steps to open doors for young people from ethnic minorities. For example:

- ▶ In partnership with the Equal Opportunities Commission, the DfEE, the National Association Careers Guidance Teachers and the Institute of Careers Guidance, the CRE worked on developing a strategy for promoting equal opportunities and providing services that do not 'channel' ethnic minority young people towards certain careers on the basis of racial stereotypes. The Action Note on Ethnic Monitoring in the Careers Service, which the CRE prepared for the DfEE, was adopted as the basis for its guidance.
- ▶ The CRE worked on the production of *A New Start for Minority Ethnic People*, a DfEE guide for the voluntary sector on how to encourage young people from ethnic minorities to get involved.
- ▶ The CRE pressed for full participation by young people from ethnic minorities in all regeneration schemes and emphasised that the schemes should hold clear benefits for them.
- ▶ Ethnic monitoring data from New Deal schemes show that ethnic minority partic-

ipants disproportionately choose options that are least likely to lead to immediate employment. The CRE has recommended a thorough review of the diagnostic systems used and the advice New Deal participants receive, to ensure that any bias is removed.

- ▶ The CRE worked with the Engineering Employers Federation, whose director-general, Martin Temple, is a signatory to the Leadership Challenge, to encourage more young people from all ethnic groups to choose engineering as a career. A series of UK-wide pilots have been used to take this forward.
- ▶ The CRE worked closely with Operation Black Vote on a national project aimed at encouraging and preparing young people from ethnic minorities to enter national and local politics. The project, which won the support of all the main political parties, enabled young people to shadow MPs at Westminster.
- ▶ The CRE teamed up with RPS Rainer in a successful bid to the Millennium Commission for funds to set up a national scheme to train mentors, drawn predominantly from ethnic minority communities, to work with young people from the same communities as themselves.

Working with business

The CRE advised government throughout the year on the best way of providing business with 'joined-up' equalities advice.

We promoted best practice in the private sector by emphasising the business case for equality, networking examples of best practice and taking part in the development of Equality Direct, the new service, whose work we believe should be mainstreamed by incorporating it within the work of the Small Business Service.

In November, in partnership with the Equal Opportunities Commission and the



National Disability Council (now superseded by the Disability Rights Commission), we published what has proved to be one of the CRE's most popular publications: *Equal Opportunities is Your Business Too*. The brochure is the first joint document offering 'joined-up' advice on the three equalities issues presently covered by discrimination legislation. Plans for launching the brochure in Scotland and Wales were well under way by the end of the year.

Local government

Although it was disappointing that the government rejected the CRE's proposal that equality should be made an explicit criterion of its Best Value framework, we were pleased that it agreed to include equality among its Best Value corporate health indicators. These indicators are expected to be the driving force

for equality activity at council level.

The CRE has long called on government to allow local authorities to use procurement and contracting more widely to achieve equality of opportunity in their local and regional catchments. We regret that we must again report disappointment in the government's failure to take our advice and thereby ensure that billions of pounds of public money are not spent without regard to equality.

We continued to encourage local councils to adopt and use the CRE standard for racial equality in local government, Racial Equality Means Quality. At the end of the year, 42 per cent of councils in the UK were using the standard in one way or another. Work has started on the development of a new generic equality standard covering race, sex and disability.

▲ Three young people and the MPs they shadowed for a year in a mentoring scheme developed jointly by the CRE and Operation Black Vote (l – r): Sonika Nirwal, Michael Ancram MP, Chris Smith MP, Abdul Hafez, Simon Hughes MP and Demi Akerwusi.

Social exclusion

In all its work with the Social Exclusion Unit and the government's various Policy Action Teams, the CRE has stressed that:

- racial equality should be 'mainstreamed' within all programmes to reduce social exclusion
- ethnic monitoring systems are an essential tool to evaluate relative needs and outcomes
- discrimination and exacerbated levels of deprivation result in disproportionate numbers of people from ethnic minorities experiencing social exclusion
- differentiated targets for outcomes may sometimes be needed, for example in areas such as exclusion from school or teenage pregnancies
- all agencies responsible for addressing social exclusion must ensure the active participation and support of ethnic minorities.

London

The CRE took a leading role in promoting an amendment to the legislation establishing the Greater London Authority. We succeeded in securing provisions that build equality of opportunity into the GLA's strategic and policy functions and create a strong positive duty in relation to non-discrimination and equality of opportunity.

The police service

The CRE's priority this year was to follow up the recommendations of the Stephen Lawrence Inquiry Report with the police service, especially the Metropolitan Police Service. The Home Secretary responded to the first recommendation of the report by setting a ministerial priority for all police services to increase trust and confidence in policing among ethnic minority communities, with effect from April 1999. The CRE had pressed for such a priority for many years – to make sure that the often excellent written policies in the police service were translated into action – and had recommended it in our submission to Part Two of the Stephen Lawrence Inquiry. The CRE also welcomed

the detailed performance indicators against which progress would be measured from April 2000.

During the year, the CRE commented on, and contributed to, the Police Service Diversity Strategy, which sets out expectations for police forces in employment and operational matters. The strategy was drawn up by the Association of Chief Police Officers (ACPO) and supported by other representative bodies, including the Police Federation and the Black Police Association.

The CRE was represented on the working party responsible for developing a new ACPO guide to identifying and combating hate crime, with special emphasis on racist incidents. We also contributed to the Code of Practice on racist incidents produced by the Racist Incidents Standing Committee. The code focuses on good practice in recording incidents and sharing information about them.

The CRE helped in various ways to shape the new arrangements for race and diversity training in the police service: through the evidence we gave to the Home Affairs Select Committee, and our response to the Home Secretary's consultation on police training. We also participated in a number of advisory groups on race and diversity training, both nationally and in the Metropolitan Police Service (and elsewhere). The CRE's main concern has been the need for national training standards for officers of all ranks, for effective and consistent training and evaluation across all forces, and for increased inspection powers and resources for Her Majesty's Inspectorate of Constabulary, including lay members with relevant experience. We also organised a joint conference on community participation in police training, which built on the experience of a European project involving Reading and Greenwich Racial Equality Councils.

The CRE advised individual police forces on how to meet the equality targets set by the Home Secretary for recruitment, promotion and retention, emphasising the importance of using fair selection methods, taking positive

action measures, and providing support for trainees and serving officers. We also gave evidence to the Home Affairs Select Committee on fair selection.

In March 2000, the CRE, the Metropolitan Police Service and the Association for London Government held a joint conference on fair policing in the capital, where almost half of Britain's ethnic minority communities live, and on effective inter-agency cooperation in dealing with racist incidents. Having acknowledged the Stephen Lawrence Inquiry's finding of institutional racism, the Metropolitan Police Service has made considerable strides during the year by addressing the disproportionately high stop and search rates for people from ethnic minorities; mounting extensive training programmes in community relations, community safety and family liaison to increase the reporting, recording and effective handling of racist incidents; and seeking to involve the local community, not least through its lay advisory group. The Metropolitan Police Service regained some of the credibility lost as a result of the Stephen Lawrence Inquiry's findings through its handling of the nail bomb crisis and the subsequent, successful prosecution of the perpetrator.

The Metropolitan Police Service is also reviewing and improving many of its employment policies: taking positive action to attract and develop more recruits from ethnic minority communities, investigating the reasons for higher resignation rates, improving career development and support for all officers in their first five years, and setting up a mentoring scheme to increase the numbers of ethnic minority officers in senior ranks. However, there is still a long way to go. Only four per

cent of Metropolitan Police Service officers are of ethnic minority origin, compared with around 25 per cent of the London population.



Case follow-up

The CRE tries to follow up every case which results in a significant finding of racial discrimination, whether or not we were involved in it. The aim is to ensure that poor practice is systematically addressed and real changes introduced to prevent future discrimination. In some cases, the CRE's purpose is much wider, seeking to influence the entire sector within which the particular respondent operates.

In 1999, the CRE recorded and considered 1,001 employment tribunal or court decisions, compared with 1,674 in 1998, and a further 239 were received in the first three months of 2000. The rate of receipt was considerably lower than in 1998, due to administrative difficulties within the tribunal service, and a backlog is expected after the end of the year.

Objectives were substantially met in 71 follow up cases (88%), compared with 55

▲ Two police officers stationed outside the House of Commons while the Stephen Lawrence Inquiry Report was being discussed.



▲ A Sikh employee at Macdonald's, wearing a snood specially designed to meet statutory health and safety requirements. Macdonald's initiative is an excellent model for other employers who are reluctant to allow beards on grounds of hygiene.

(71%) in 1998 and 54 (69%) the year before. Local authorities figured less prominently than in previous years, constituting only five per cent of all concluded follow-up cases, compared with around ten per cent in 1998 and 1997. There was a corresponding increase in work with private sector companies, with notable success recorded by the CRE's regional teams in their efforts with smaller firms, where equal opportunities policies and procedures have tended to be relatively absent. Large companies which took steps to review and strengthen their equal opportunities policies included the Caradon Group, DHL International, Group 4 Total Security, Halfords, IBC Vehicles, P&O Ferrymasters, Save & Prosper, Short Brothers and Xerox. Others took action on the specific issue arising from the previous case against them; for example Guardian Newspapers strengthened safeguards against accepting discriminatory advertisements, and Wiggins Teape adopted a policy to deal with racial harassment.

Civil Service departments and agencies featured more prominently than hitherto,

with changes adopted by the Inland Revenue, the Government Legal Service, Kirklees Benefits Agency and the Health and Safety Executive. The Civil Service also included the only example in this period where follow-up extended to the rest of the respondent's sector. A case against the Scottish Office concerning equal treatment of applicants with English educational qualifications led not only to safeguards in the Department concerned, but also to Civil Service Commission guidance on equality in respect of those with English, Scottish and overseas qualifications.

Some other examples of encouraging outcomes are listed below.

- ▶ **Partnerships-in-Care**, one of the country's leading private providers of psychiatric health care, worked closely with the CRE for a year to build equal opportunities principles into all their personnel and service delivery policies and processes. Extensive training and ethnic monitoring also began. The new practice led to draft guidelines for the sector which have been accepted in principle by the Independent Healthcare Association.
- ▶ **McDonald's Restaurants** scrapped their ban on beards, which had excluded Sikh and other men from employment, and introduced a specially designed snood which met the company's statutory health and safety responsibilities. This is an excellent model for other employers who ban beards on grounds of hygiene.
- ▶ **The London Borough of Hammersmith** finalised a new equal opportunities policy, underpinned by training. They also adopted a revised procedure for dealing with harassment.
- ▶ **South Devon NHS Trust** amended its criteria for awarding discretionary points to consultants and introduced an independent appeals procedure as well as other safeguards to ensure racial equality.

The changes have formed the basis of recommendations to the NHS Executive, which is reviewing its national guidelines; some of the trust's recommendations have been accepted, while others are still under consideration.

- ▶ **Stoke-on-Trent City Council** reviewed and revised its policies and adopted the CRE's Racial Equality Means Quality audit system, with the aim of reaching level 2 in all areas by the end of 2000. Similar work is also under way in the Midlands, with Birmingham and Coventry City Councils and Nottinghamshire and Lincolnshire County Councils.
- ▶ **Speedy Self Drive Limited**, like many other small firms in the north of England and elsewhere, adopted an equal opportunities policy, with CRE guidance. The company's policy includes ethnic monitoring of car rental requests, to identify any discriminatory patterns.
- ▶ **North Western Trains** reviewed and re-wrote its equal opportunities and harassment policies, adding safeguards to ensure their effective implementation.
- ▶ **East Lothian Care and Accommodation Project** amended its instructions and guidance on racial equality in relation to the treatment of staff and clients and adopted a timetabled action plan for other measures to secure equality, including training.

Cases brought by the CRE

Under the Race Relations Act 1976 the CRE has the power, in certain circumstances, to bring legal proceedings in its own name. This power is normally used only as a final resort: either when there is evidence of persistent discriminatory practice or, exceptionally, when proceedings are justified as a matter of principle. Section 29 of the Act makes it unlawful to publish an advertisement which

indicates an intention to discriminate on racial grounds. Only the CRE can bring proceedings in such cases.

In addition to 179 telephone enquiries, the CRE received 50 formal complaints during the year. The majority of the telephone enquiries were from organisations seeking advice on job advertisements and the most frequent enquiry concerned the positive action provisions of the Act, which enable employers to encourage people from certain racial groups to apply for a job or training because they are underrepresented in the organisation or at certain job levels. Other enquiries were about Section 5(2)[d] of the Act, which enables employers to appoint people from particular racial groups to posts involving the provision of personal services promoting the welfare of people from that racial group.

The year saw a notable increase in organisations wishing to employ people of a particular religion, for example 'practising Christians'. Although the Act does not cover discrimination on religious grounds, such advertisements could discriminate indirectly against some racial groups. In such cases, the advertisers were asked if the requirement was justified by the nature of the job, as a religious requirement may be justifiable for jobs connected with a church, temple, mosque or religious organisation. Where no justification was proffered, the CRE sought assurances that the wording of the advertisement would be changed.

The CRE also received 12 complaints about 'No Travellers' signs and eight about 'No Asylum Seekers' signs.

Sections 30 and 31 of the Race Relations Act 1976 make it unlawful to instruct or put pressure on a person to discriminate on racial grounds. Only the CRE can bring proceedings under these sections of the Act. During the year the CRE received 15 allegations of pressure or instructions to discriminate. As in previous years, the majority of cases were referred to us by the Employment Service and were related to job vacancies; for example

one employer allegedly refused to interview Asian applicants because ‘the senior partner has a thing about them’. In this case, the CRE secured an assurance from the employer that this would not happen again.

One non-employment case involved a woman being refused service in a clothes shop because she was a Traveller. The owners of the shop had allegedly instructed their employees not to sell clothes to Travellers. A favourable settlement was reached, with the company agreeing to develop an equal opportunities policy that included equal treatment of all customers. Another ‘services’ complaint involved telesales employees being instructed to operate an ‘unofficial qualification’ which disqualified Asians when cold calling potential customers to take advantage of a time-share holiday scheme.

In exceptional circumstances, the CRE will intervene in proceedings where it has a legitimate interest and where issues of principle are being determined that call for its expertise. In the case of *M A Anyyanwu & Mr A*

a majority of the Court held that the meaning of the word ‘aiding’ should be restricted. There was no order for costs against the CRE and leave was granted to appeal to the House of Lords.

Inquiries and investigations

The CRE’s power of formal investigation is the most powerful weapon it has to enforce changes in policy and practice. We receive numerous requests every year to use this power. Preliminary inquiries are conducted to see whether there are sufficient grounds for proposing a formal investigation. Limited resources mean that we use our power to investigate very selectively and tactically. Progress on some of the inquiries and investigations under way during 1999/2000 is reported below.

Crown Prosecution Service

On 18 August 1999 the CPS was sent a letter proposing a formal investigation. This followed a number of complaints about the CPS’s recruitment and promotion practices as well as two specific employment tribunal findings of racial discrimination and victimisation in cases brought by Neeta Amin and Maria Bamieh.

Following several meetings, the CRE decided to conduct a formal investigation, but agreed to suspend it if the CPS was willing to adopt an action plan. Agreement was reached on a comprehensive plan, which included the appointment of Sylvia Denman CBE as an independent investigator. The investigation was accordingly suspended for three months.

Ford Motor Co Ltd

In March 2000, nominated CRE commissioners heard oral representations from a Ford delegation. To help them decide whether to embark on a formal investigation, the commissioners asked for further documentation and proposed another meeting with the company to discuss what it had already done, and what it was proposing to do, to deal with racial discrimination.

End of a working day at Ford’s Dagenham car plant. In 1999/2000, the CRE considered launching a formal investigation of the company, following reports of racial discrimination.



Ebuzeome v South Bank Students Union & South Bank University, for example, the Court of Appeal held that the CRE had a legitimate interest in being a party to the proceedings and allowed the CRE to intervene. However,



London Borough of Hackney

The measures being taken by Hackney council to comply with the Action Plan for Eliminating Racial Discrimination, signed in December 1998, were regularly reviewed during the year by a scrutiny group made up of representatives from the CRE, trade unions and community organisations. The nominated CRE commissioners responsible for this investigation separately monitored overall progress towards the objectives in the Action Plan.

Ministry of Defence

The CRE continued to oversee the progress made by the Army, Navy and Royal Air Force in meeting the requirements of the five-year action plan reached at the conclusion of an earlier formal investigation. At the same time, the CRE received reports and held meetings

with Service representatives to monitor progress in meeting the further obligations contained in the CRE-MOD Partnership Agreement. Critical within the Agreement is the achievement of ethnic minority recruitment goals; the Army met the two per cent goal for 1998/99, but none of the Services met the three per cent goal for 1999/2000. The CRE will be exploring with each of the Services how recruitment barriers can be overcome.

Network Industrial Recruitment Agency and Britannia Products Ltd

The non-discrimination notices issued against Network Industrial Recruitment Agency in May 1994 and Britannia Products Ltd in April 1994 expired. The CRE was satisfied with the progress that had been made during the period.

▲ Flight lieutenant Diane Elliott, from Aston, Birmingham, chats to Air Vice Marshal Rob Wright, Chief of Staff Personnel and Training Command, and CRE Chair Sir Herman Ouseley during his visit to RAF Halton.

KEY CORPORATE OBJECTIVE 2

PERFORMANCE INDICATORS

TARGET ▶ Consolidate and extend the personal commitment of corporate leaders through the Leadership Challenge.

INDICATORS:

- ▶ 60 new signatories won for the Leadership Challenge.
- ▶ Support given to 10 new sector- or locality-based initiatives by LC signatories or the CRE.

PERFORMANCE:

- ▶ 97 signatories confirmed.
- ▶ 16 initiatives launched.

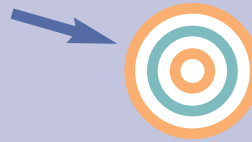
TARGET ▶ Extend effective racial equality practice in employment and service delivery in key areas including education, local government, health, training, regeneration, the private sector and the civil service.

INDICATORS:

- ▶ Research on OFSTED inspections published.
- ▶ Racial equality standard for schools published.
- ▶ Racial equality incorporated in Educational Development Plans of 100 local education authorities.
- ▶ Guidance on CRE local government standard published.
- ▶ Equalities requirements for New Deal Partnerships agreed with DfEE and Employment Service, by September 1999.
- ▶ CRE recommendations on equality standards and strategies adopted by all Regional Development Agencies, by September 1999.
- ▶ Equalities 'action notes' for small and medium-sized businesses agreed with Equal Opportunities Commission and National Disability Council, by June 1999.

PERFORMANCE:

- ▶ Research completed and to be published in July 2000.
- ▶ Standard published.
- ▶ In progress.
- ▶ 'Auditing for Equality' published in August 1999.
- ▶ Negotiations completed successfully.
- ▶ Achieved to some degree: variable levels of thoroughness in different regions.
- ▶ 'Racial Equality is Your Business Too' published in November 1999.



TARGET ▶ Extend effective racial equality practice in employment and in service delivery.

INDICATORS:

- ▶ CRE recommendations incorporated into Investors in People.
- ▶ CRE recommendations incorporated into the UK Excellence Model.
- ▶ Work with the Home Office, police forces and other criminal justice agencies to take forward recommendations from CRE and the Stephen Lawrence Inquiry Report.

PERFORMANCE:

- ▶ Achieved.
- ▶ Recommendations incorporated into the British Quality Foundation 'Excellence Matters' series of leaflets, in collaboration with Equal Opportunities Commission, Disability Rights Commission and the Department of Trade and Industry.
- ▶ **SCOTLAND:** CRE response to Stephen Lawrence Inquiry Report presented to minister; CRE represented on ministerial steering group; Association of Chief Police Officers in Scotland (ACPOS) launched Racial Diversity Strategy; CRE assisted Her Majesty's Inspectorate of Constabulary for Scotland (HMICS) to deliver thematic inspection on race and community relations; CRE assisting key criminal justice agencies to develop racial equality training standards.
- ▶ **WALES:** Two police forces took steps to increase ethnic minority representation.
- ▶ **NORTH:** All police forces have conducted reviews and the CRE is working with six of them.
- ▶ **MIDLANDS:** Seven police forces started reviews.
- ▶ **LONDON:** Five police forces took action.

- ▶ Racial equality issues integrated into work of the Youth Justice Board.
- ▶ In progress.

TARGET ▶ Extend effective equality practice by following up legal decisions and by using the CRE's other powers, including the power to conduct formal investigations.

INDICATORS:

- ▶ Positive results obtained within 12 months in 60% of casework where discriminatory practices were identified.

PERFORMANCE:

- ▶ Legal decisions followed-up and positive results secured.



INCREASING PUBLIC AWARENESS

The CRE's campaigns are designed to maximise the impact of its policy objectives. They range from intensive lobbying for legislative change, usually in close partnership with others, to programmes of cultural activity and events that appeal to wide audiences. We work to inspire the public with our corporate vision of the benefits of racial equality and the unacceptability of racial discrimination and injustice.

Reform of the Race Relations Act

In July 1999, the government formally responded to the CRE's third review of the 1976 Race Relations Act and to the report on anti-discrimination legislation from the Better Regulation Task Force. In its response to the Stephen Lawrence Inquiry earlier in the year, the government had already committed itself to introducing legislation to bring all functions of public authorities within the scope of the Race Relations Act, one of the main recommendations in the CRE's review. The Home Secretary also gave positive endorsement to some of the CRE's other proposals.

In December 1999, the government introduced the Race Relations (Amendment) Bill, which will outlaw discrimination in public functions not previously covered by the Race Relations Act, bringing within its scope for the first time the activities of law enforcement and regulatory or control agencies such as the police, the prison service, immigration control (with certain exceptions), and compulsory detentions under the Mental Health Act.

When the bill was announced in the Queen's Speech in November 1999, the CRE realised that the proposed extension of the Race Relations Act did not include indirect discrimination. The CRE joined forces with

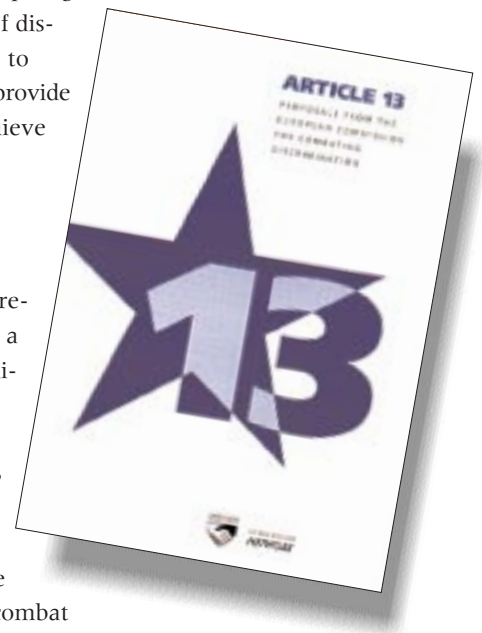
ethnic minority and community organisations in an 'Act Against Racism' campaign to mobilise support for a stronger bill and succeeded in persuading the government to reconsider the legislation. The CRE took a leading role in briefing members of the House of Lords on this issue. By the time the bill reached the House of Commons the government had also agreed to include in the bill an enforceable positive duty on public authorities to promote racial equality, for which the CRE had long been arguing. As the bill continued its passage in parliament the CRE was optimistic that, with its two-pronged approach – the outlawing of discrimination and obligations to promote equality – it could provide the legislative means to achieve real and significant change throughout British society.

Europe

The CRE has been at the forefront of efforts to introduce a legal right not to be discriminated against in all 15 member states of the European Union. Article 13 of the Treaty of Amsterdam provided the EU with a legal basis for the first time to take action to combat discrimination on the grounds of racial or ethnic origin, religion or belief, disability, age or sexual orientation.

It was vital to ensure full support from the British government for the ratification of the Directives proposed by the European Commission to combat discrimination, and the CRE pressed for this throughout the year.

Full ratification of the Directives, we argued, would underpin and strengthen domestic legislation and create the best



▶ Agron Blakaj, 21 year-old Kosovan war refugee, holds photographs of his family, who were killed in a grenade attack. He is seen here at Dover, awaiting dispersal.



▲ The CRE website was launched in February 1999. Within a year, it has become an indispensable tool for anyone wanting information on race relations in Britain.

Between Empire and Equality, with over 50 photographs covering 100 years of Britain's evolution as a multicultural society, was published as a 'millennium supplement' in Connections, the CRE's quarterly magazine. ▼



conditions for ensuring that British citizens are not unfairly discriminated against in Europe.

Immigration

The CRE continued to work with a range of organisations in the areas of immigration and asylum. During much of

1999, all attention was focused on the Immigration and Asylum Bill (which became law in November 1999). Jointly with the Refugee Council and the UN High Commissioner for Refugees, the CRE drew up a statement, calling on the leaders of the main political parties, their supporters and the media to ensure that the debate on the bill was not used to stir up hatred or lead to prejudice on grounds of race, nationality or religion. The CRE submitted written evidence to the House of Commons Special Standing Committee on the bill, and subsequently briefed MPs and peers in relation to those provisions that were seen as likely to have an

impact on racial equality and race relations. The CRE was invited by the Home Office to develop alternative proposals to the employers' sanctions in section 8 of the 1996 Asylum and Immigration Act; following several urgently convened meetings, the CRE restated its call for the repeal of section 8.

The CRE expressed its grave concern about the hostile and negative references to asylum seekers in the press and the increasing racism and xenophobia which such reports were fuelling. The Chair of the CRE and the Director of the Refugee Council sought the intervention of Lord Wakeham, Chair of the Press Complaints Commission, without real success.

The CRE raised strong objections to a Home Office proposal to pilot in the Indian subcontinent a scheme of financial bonds for visitors. We expressed concern that the scheme appeared to be based on disbelief by officials of intending Asian visitors and their UK hosts. Whether as a pilot or as an established procedure, bonds could become routinely demanded, which would operate to the disadvantage of those ethnic minority groups in the UK who are overrepresented among the poor. Subsequently, the CRE was pleased to learn that the government had dropped its plan to pilot the scheme in India, Pakistan or Bangladesh, and may not proceed with it at all.

Race in the Media

The Race in the Media Awards, launched eight years ago to encourage and reward good practice in the media, were held in April 1999. The awards attracted record numbers of entries and brought together leaders from all sections of the media.



Black History Month

The CRE played a central role in promoting Black History Month, a national

programme of cultural and political events, through the production and distribution of BHM, a listings magazine.

Global Words

As part of its core commitment to raising the standards of achievement of pupils from ethnic minority groups and creating a national curriculum that reflects and promotes the diversity of Britain, the CRE developed Global Words, in partnership with the National Year of Reading.

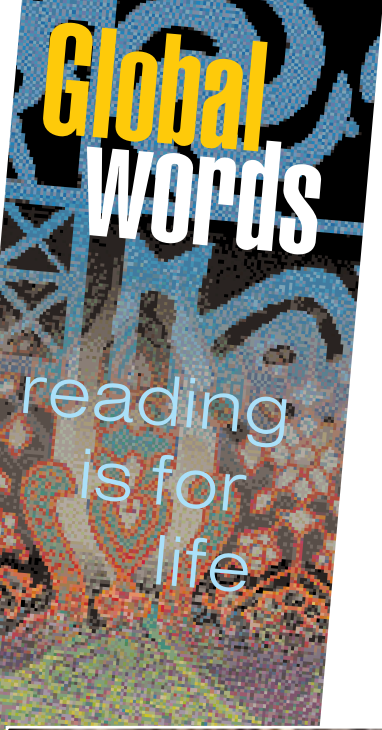
The campaign was designed to encourage young people to read and to heighten awareness of literature by authors from a wide range of cultural backgrounds through a programme of creative writing workshops and live literature events.

Global Words was launched at the Shakespeare Globe Theatre in London in October 1999, to coincide with Black History Month, and was followed by events in Manchester and Leeds. Some 400 young people took part in Global Words. A selection of material presented at the events is to be

published as an anthology of new writing.

Global Cultural Diversity Congress

The Global Cultural Diversity Congress, an international conference to discuss race relations, share information and experience and celebrate cultural diversity, due to be held in Cardiff in March 2000, was cancelled. The decision to cancel the congress and place the company into liquidation was taken with great regret by the GCDC board, the company set up to run the congress. The Home Secretary asked the incoming Chair, Gurbux Singh, to conduct a review of the events leading up to the cancellation of the congress, including possible implications for corporate governance of the CRE, and to make recommendations.



▲ Nat & Marsh, a funky British duo, present *Flowetry*, the new word in poetry and song, at the Globe Theatre, London.



◀ Seven sports bodies signed up to Sporting Equals' Racial Equality Charter for Sport when it was launched by sports minister Kate Hoey in March 2000. Sporting Equals is funded jointly by the CRE and Sport England, whose Chair, Trevor Brooking, is seen on the right.

KEY CORPORATE OBJECTIVE 3

PERFORMANCE INDICATORS

TARGET ▶ Promote public education and awareness through campaigns, exhibitions, publications and advertising.

<p>INDICATORS:</p> <ul style="list-style-type: none"> ▶ Personal responsibility campaign successfully continued. ▶ Continued promotion of Roots of the Future touring exhibition. ▶ Race in the Media Awards. ▶ Local Authority Race Awards. 	<p>PERFORMANCE:</p> <ul style="list-style-type: none"> ▶ New advertising campaign delayed due to production problems. Launch rescheduled for September 2000. ▶ Exhibition fully booked all year. ▶ Awards ceremony in April 1999. ▶ Cancelled for this year.
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TARGET ▶ Secure support for CRE proposals for reform of the Race Relations Act

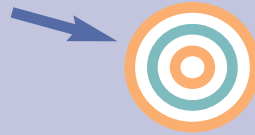
<p>INDICATORS:</p> <ul style="list-style-type: none"> ▶ CRE proposals incorporated into race relations legislation in 1999/2000 session. 	<p>PERFORMANCE:</p> <ul style="list-style-type: none"> ▶ Race Relations (Amendment) Bill is before Parliament.
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TARGET ▶ Secure support for CRE amendments to the Immigration and Asylum Bill.

<p>INDICATORS:</p> <ul style="list-style-type: none"> ▶ CRE amendments incorporated. 	<p>PERFORMANCE:</p> <ul style="list-style-type: none"> ▶ Government declined to accept the CRE's main amendment to repeal section 8.
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TARGET ▶ Promote racial equality issues with the Scottish Parliament and the Welsh National Assembly.

<p>INDICATORS:</p> <ul style="list-style-type: none"> ▶ CRE proposals adopted by the Scottish Parliament, the Welsh Assembly and their executive bodies. 	<p>PERFORMANCE:</p> <ul style="list-style-type: none"> ▶ SCOTLAND: Racial Equality Parliamentary Agenda presented to Scottish Parliament; race rapporteur identified; mainstreaming checklist for MSPs produced in partnership with the Equal Opportunities Commission; close partnership established with the Equal Opportunities Committee of the Scottish Parliament. ▶ WALES: All Wales Ethnic Minority Alliance successfully launched and supported by the CRE and the Assembly.
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TARGET ▶ Through partner organisations in the European Union, secure support for CRE proposals.

INDICATORS:

- ▶ CRE proposals included in equality directives.
- ▶ CRE proposals included in public procurement directives.
- ▶ CRE proposals included in asylum and immigration directives.

PERFORMANCE:

- ▶ Recommendations incorporated into the race directive.
- ▶ Consultation under way; CRE will continue to make input.
- ▶ CRE is making its input to the steering group drafting rights for third country nationals.

TARGET ▶ Promote racial equality issues through work with Regional Development Agencies on government programmes for social inclusion, sustainable development and economic regeneration.

INDICATORS:

- ▶ Working relationships established with all Regional Development Agencies (RDAs) and Regional Assemblies (RAs), by September 1999.
- ▶ Racial equality on the agenda for all RDAs and RAs, by March 2000.

PERFORMANCE:

- ▶ Dialogue established with all RDAs and RAs across the country.
- ▶ Regions report some initial success in securing racial equality in RDA strategies.

TARGET ▶ Support the Global Cultural Diversity Congress.

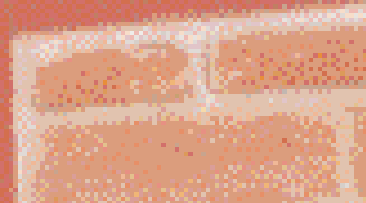
INDICATORS:

- ▶ Successful Congress in Cardiff in March 2000.

PERFORMANCE:

- ▶ Congress cancelled, due to funding problems.

DA



TACKLING DISCRIMINATION AT REGIONAL AND LOCAL LEVEL

The CRE is committed to fighting racism at regional and local level and works with racial equality councils (RECs) and other partners to encourage effective racial equality work and better race relations. RECs and complainant aid organisations funded by the CRE are there to help, advise and reassure local people within their communities. During 1999/2000, the Home Office provided a special funding allocation to the CRE for two important development programmes to take this work forward: the Regional Racial Equality Development Programme and the Complainant Aid Development Programme (see p.11). Building on the success of these programmes, funding has been continued into 2000/2001.

Regional Racial Equality Development Programme

The aims of this programme are:

- ▶ to focus the work of RECs and other voluntary organisations on the Scottish Parliament, the Welsh Assembly and Regional Development Agencies, and to enable them to influence government policy on social exclusion and regeneration
- ▶ to evaluate various organisational models for local and regional racial equality work in the voluntary sector, such as those operating in Birmingham, Calderdale and Bristol
- ▶ to develop voluntary organisations and RECs in areas without any
- ▶ to provide extra staffing for 'singleton' RECs (that is, RECs with only one employee)

East Midlands RECs

In a fine example of RECs pooling expertise and resources in their area for the collective benefit of their communities, East Midlands RECs joined forces to put together a draft business plan for a Racial Attacks and Harassment Project, aimed at developing local safety strategies and tackling institutional racism.

Norwich and Norfolk REC

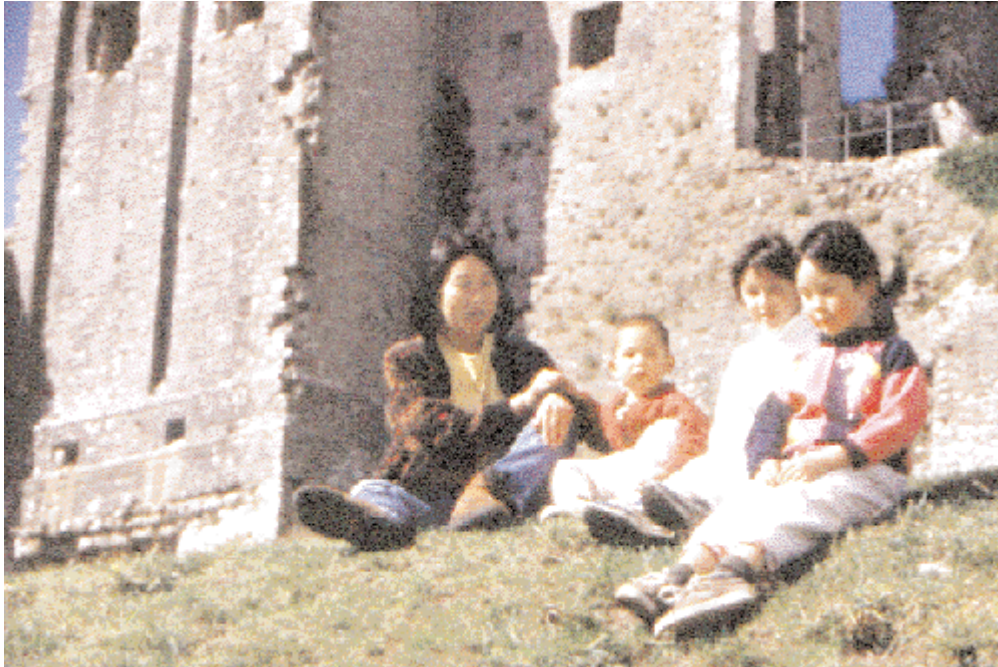
The REC's report to the Norfolk Equal Opportunities Network (NEON) resulted in a one-day conference to consider practical responses to the Stephen Lawrence Inquiry Report. All eight local authorities and five police divisions were represented, as well as the prison service, Victim Support and the local health authority.

Westminster REC

Westminster REC is represented on the New Deal Partnership Board for Westminster and was a key partner in the recent successful Single Regeneration Budget Round, ensuring the bid was innovative and creative in meeting the needs of ethnic minority young people in Westminster.

- ▶ to provide advice to RECs and voluntary organisations on sources of funding for their racial equality work
- ▶ to provide training for RECs and voluntary organisations.

This programme has already had some notable successes in its first year of operation. Two new CRE staff members in each of the Cardiff and Edinburgh offices and one new post in each of the three English regions have helped to pull together the regional work of the RECs and to open up communication with Regional Development Agencies



Tackling rural racism

Often, ethnic minorities within rural populations are highly isolated, have little access to help and advice and receive scant support from local agencies. In 1992, the CRE was the first to draw attention to the issue of rural racism when it published *Keep Them in Birmingham*, a research report by Eric Jay, documenting the extent of racist attitudes and behaviour in south west England. Four years later, the Rural Race Equality Project (RREP) was set up to tackle these issues

▲ A day out at Corfe Castle. Concerns that people from ethnic minorities living outside metropolitan areas have no-one to turn to if they experience prejudice and discrimination have prompted the CRE to bring various local agencies together to identify needs and gaps in social provision and ensure racial equality.

in England. In Scotland, the CRE and RECs published *Racial Equality Matters - An agenda for the Scottish Parliament* and have been very influential in focusing the attention of the Scottish Parliament on racial equality. In Wales, the CRE has worked with the Welsh Assembly to establish the All Wales Ethnic Minority Association, which provides a forum for communities throughout Wales to influence the Assembly. The CRE has also set up the North Wales Race Equality Network, which is doing racial equality work in a region that has had no coverage until now.

in the south west, with funding from the National Association of Citizens Advice Bureaux and the CRE. When Home Secretary Jack Straw said that the Stephen Lawrence Inquiry Report had opened our eyes to what it is like to be black or Asian in Britain today, he was giving a signal to agencies everywhere – not just those in urban areas – to draw up strategic plans to tackle rural racism. The CRE has a key role to play in encouraging and challenging government departments, local authorities and other agencies to deliver this.

In 1999, the CRE brought together the National Association of Citizens' Advice

Ipswich and Suffolk REC

Suffolk Racial Harassment Initiative, an Ipswich and Suffolk REC project to set up alternative reporting and advice centres for victims of harassment, was among the top ten winners of the 1999 British Crime Prevention and Community Safety Awards.

The REC also worked with Suffolk Health Authority on a project to assess the sexual health needs of ethnic minority communities. It also applied for a three-year National Lotteries grant, to set up a monitoring system and a training programme for health workers on race, culture and religious practice, teenage pregnancy and other issues.



Bureaux, the Community Development Foundation and the NCVO Rural Race Equality Action Project to develop a plan for national action on rural racial equality. A mapping exercise is currently under way to establish geographical needs and gaps in rural racial equality work.

Quality standards

The CRE is concerned to provide effective support for RECs which will help them to deliver high quality services. A major boost in 1999 came with the launch of the CRE's core standards for locally based racial equality agencies, based closely on PQASSO, a quality assurance system developed for the voluntary sector by the Charities Evaluation Service. By April 2003, following a three-year training programme, all RECs will have to demonstrate their competence in each of the twenty CRE core standards. Through this work, CRE-funded agencies will be in a strong position to meet the demands of the quality agenda set by the government through the Best Value framework for local authorities.

Funding

In addition to funding from the CRE of some £5 million per annum, RECs have been remarkably successful in securing grants and funding from other sources that allow fresh resources to be pumped into local communities. Bolton REC, for example, has been involved in the Bolton Racial Harassment Project, a three-year scheme funded by the National Lotteries Charity Board. The REC Forum in the West Midlands was successful in a bid to secure funding for building further capacity within the thirteen RECs in the region, also from the National Lotteries Charity Board. Other RECs have been working closely with local agencies and organisations to secure grants for New Deal projects, regeneration schemes, and better education and training provision.

However, not everything has been plain sailing. In November 1999, the CRE had to withdraw its funding from Bradford REC, due

Worcester REC

Worcester REC (now Worcestershire REC) convened a forum of all local authorities in Herefordshire and Worcestershire to promote Racial Equality Means Quality, the CRE's standard for racial equality in local government.

The REC also organised a public lecture at University College Worcester, where the Home Office Minister Mike O'Brien spoke on the government's approach to race relations at the start of a new millennium.

In April 1999, the REC was faced with a possible National Front march through Worcester city centre on St George's Day. The REC worked closely with the CRE and local authorities, while managing the fears and anger of the local ethnic minority communities in an extremely professional way. A lot of time was spent working with West Mercia Police to decide on the best way of handling the National Front's application to hold a march, and the consequent media interest. When it became clear that the people of Worcester had no time for the National Front, their explicit opposition to the march did a lot to strengthen relations with local Bangladeshi and Pakistani residents. The march was not banned, but in the event only a handful of supporters congregated in Kidderminster on the Saturday morning.

Kirklees REC

In early July 1999, Kirklees REC won an award from the Employment Service Yorkshire and Humberside Regional Office for its contribution to the success of the New Deal initiative in that region. The REC was praised for its commitment and its work in helping to remove the barriers stopping ethnic minority participants and organisations from playing a pro-active part in the New Deal scheme.

Blackburn REC

With support from neighbouring Kirklees and Bolton RECs, Blackburn REC organised a conference on Islamophobia, to raise the profile of Britain's Muslim communities, and to make senior decision makers more aware of their needs. The conference was addressed by the constituency's MP, Home Secretary Jack Straw, and included workshops on issues concerning Muslim women, young Muslims, Muslim elders, and Muslims and the Race Relations Act.

Peterborough REC

Peterborough REC's close work with the City Council and Greater Peterborough Chamber of Commerce paid off in a comprehensive City Equality Action Plan. The picture shows Harmesh Lakhnpaul, PREC's director, winning the Peterborough Herald and Post's Personality of the Year award for his efforts to encourage racial harmony and raise school standards in the city.



Watford REC

The REC worked closely with Hertfordshire Police, Hatfield University and representatives from local community groups to examine why local police are seven times more likely to stop and search black people than white people.

Slough REC

200 delegates attended the equal opportunities conference, 'Youth Views 16-25', organised by Slough REC to discuss and debate the big issues of the day: race, racism, gender, religion, benefits, opportunities and barriers. More than half of the young people there were from the target age group for the conference.

Oxford REC

Oxford REC's Racism Actionline, an initiative to provide confidential advice and support to people suffering racial harassment, won the backing of sixteen public, private and voluntary sector agencies. It was launched by Andrew Smith, Chief Secretary to the Treasury, as part of a wide-ranging publicity campaign, which included delivering a Racism Actionline resource pack to every household in Oxford.

Redbridge REC

A Community Conference on Racial Harrassment, organised by Redbridge REC, attracted 80 representatives from community organisations and statutory agencies. The aim was to build safer communities by bringing together all the agencies concerned: the REC, the police, the council, the probation service, the Training Enterprise Council, Victim Support, the Council for Voluntary Service and the local health authority.

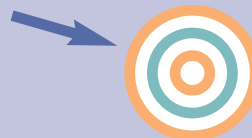
to financial irregularities, poor management and non-delivery of services. Shortly after the CRE withdrew funding, the REC's executive committee resigned and its affairs were handed over to its trustees. By February, the REC was no longer in a position to operate and was closed, except for a sub-office in Keighley which has been kept open by the local authority. The CRE and the local authority are now looking at new options for racial equality work in Bradford.

The Future

The Race Relations (Amendment) Bill currently before Parliament places a positive duty on public sector bodies to weave good racial equality practice into the very fabric of the way they operate. When it becomes law, the new Race Relations Act will apply across the country to a huge variety of public sector organisations, including local government, local education authorities, local health authorities, housing departments, and employment services. RECs and complainant aid organisations will need to work closely with all these organisations to make sure they are in tune with the demands of the new legislation. During 2000, the CRE will be looking at how best to deliver local and regional racial equality work in a changing world.

KEY CORPORATE OBJECTIVE 4

PERFORMANCE INDICATORS



TARGET ▶ Produce, implement and monitor development plans for work with RECs and the voluntary sector in each of the three CRE regions, focusing on unmet need, regional government and regional development.

INDICATORS:

- ▶ Report to CRE Corporate Affairs Committee, by March 1999.
- ▶ Incorporate the development plans within the CRE's regional plans, by March 1999.
- ▶ Assess the effectiveness of various methods of working with RECs and the voluntary sector, by March 2000.

PERFORMANCE:

- ▶ Report submitted on time.
- ▶ CRE regional plans amended on time.
- ▶ Evaluation completed April 2000.

TARGET ▶ Introduce quality standards for RECs, using the PQASSO quality system.

INDICATORS:

- ▶ Seven PQASSO standards in place by March 2000.

PERFORMANCE:

- ▶ Achieved.

TARGET ▶ Produce corporate report on achievements of RECs in 1998/99 against planned targets.

INDICATORS:

- ▶ Report produced and approved by commissioners, by June 1999.

PERFORMANCE:

- ▶ Audit of REC work reviews completed in pilot exercises in Wales and East Midlands. Due to altered priorities, the target was no longer considered relevant.

TARGET ▶ Work with selected RECs to pilot three-year work plans, from April 2000.

INDICATORS:

- ▶ Three-year work plans for three RECs approved by commissioners, by March 2000.

PERFORMANCE:

- ▶ Delayed, due to work on core standards. Moved forward to 2000/01 corporate plan.

TARGET ▶ Run regional workshops for RECs and regional staff on performance measurement of local racial equality work.

INDICATORS:

- ▶ Training completed by June 1999.

PERFORMANCE:

- ▶ Training completed for all RECs in all areas.

TARGET ▶ Monitor performance of all grant-aid recipients through standardised inspections and work programme reviews.

INDICATORS:

- ▶ All inspections and reviews conducted and recorded to service standards.

PERFORMANCE:

- ▶ Standardised review of REC work now part of the salary grant-aid application process for 2000/01.

COMMISSION FOR RACIAL EQUALITY

Ways to Empower

The Commission for Racial Equality
is working for a free society
which gives everyone an equal chance
to learn, work and live
for those disadvantaged by prejudice
and from the effects of racism.



DEVELOPING AN EFFECTIVE ORGANISATION

In 1999, the CRE continued its programme of action to improve the organisation's efficiency and effectiveness. Many improvements have been realised over the past year, although a lot still remains to be done.

A further programme of restructuring was undertaken during 1999. Although this caused a period of instability for staff, it allowed the CRE to redesign and redesignate posts, to meet changing external demands and to refocus resources on frontline service delivery. This included setting up a new senior management structure, with a number of new and redesigned posts, to facilitate appropriate and effective leadership of the new staff teams.

In total, 30 people left the organisation on early severance packages. With a new, more flexible pay and grading structure in place, however, the CRE was able to attract new

staff with the skills and abilities to enhance its work.

With staff leaving and new staff being recruited, the restructuring programme resulted in a change in the CRE's workforce profile. The table below gives a snapshot of the workforce at the end of the financial year, analysed by ethnic origin, sex and grade.

The CRE does not intend to undertake a further major restructuring programme during 2000/01; instead, it will place greater emphasis on developing its existing workforce to meet changing work requirements, including responding to the CRE's anticipated new powers under the Race Relations (Amendment) Bill.

To this end, a revised staff supervision and appraisal system was introduced. The new system will ensure that all staff are set realistic goals and targets, in line with the CRE's corporate objectives, and receive

Permanent staff in post on 31 March 2000, by ethnic origin, sex and grade, in full-time equivalents

GRADE	ETHNIC ORIGIN																TOTAL							
	WHITE						BLACK				ASIAN													
	British		Irish		Other		African		Caribbean		Other		Indian		Pakistani		Bangladeshi		Chinese		Other			
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Grade 7 and above	3	3			1	1			3	1					1					2	1	10	6	
Senior Executive Officer	8	3			2	1	2		3	4			6	2								21	10	
Higher Executive Officer	9	7			1	4	3	3	4	10	1		5	1	1			3		1	3	20	36	
Executive Officer	2	1						2	1	4			2	1							1	5	9	
Administrative Officer/ Administrative Assistant	2						1	7	4	5	1	1	2	1			1		1		2	9	19	
Secretarial and typing grades		3					3		3		2		1										12	
TOTAL	24	17			4	6	6	15	15	27	2	4	8	11	3	1		1		4	3	7	66	92

NOTE: 1. Figures include staff on fixed-term contracts.

regular feedback on their performance.

The committee structure of the Commission was also reviewed and restructured during 1999/2000, to reflect the CRE’s priority work areas, and to establish clear lines of delegated authority and decision making.

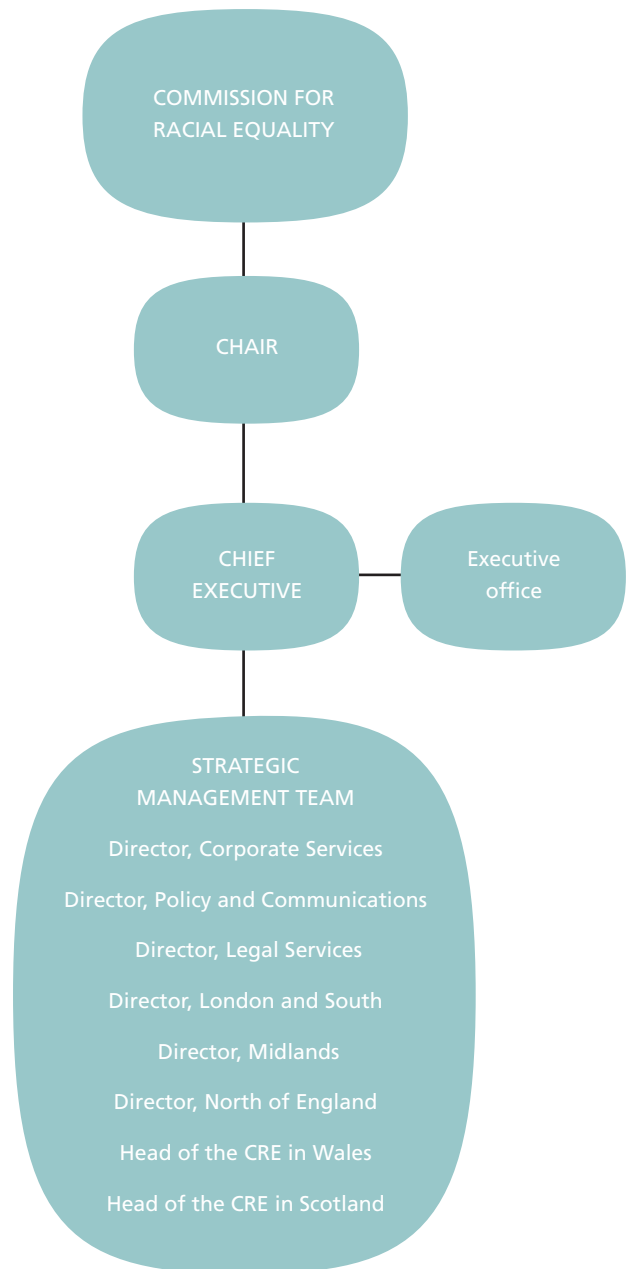
The CRE is committed to working towards the proposals for a better environment set out in the Greening Government Initiative. In 1999/2000, we adopted a greening policy and an action plan, which we have begun implementing. The measures taken so far include recycling of paper and cans, use of low energy light bulbs in CRE offices, more economical use of water, and ensuring that our stationery suppliers have a greening policy.

A stronger, more robust corporate plan contributed to the CRE’s effectiveness during 1999/2000. With greater emphasis placed on results, more local accountability and monitoring, the CRE was able to achieve some 80 per cent of its targets. The CRE intends to further strengthen its corporate planning process during 2000/01 by encouraging greater involvement by stakeholders in determining the objectives and priorities of the plan.

The CRE successfully managed the transition from cash to resource based reporting of accounts and started work on reviewing and updating its financial operating systems, with a view to full implementation in mid-2000.

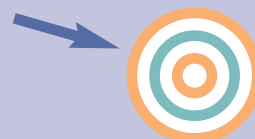
Budget holders played a greater role in the formulation of the 2000/01 budget, which helped to increase local accountability and ensured that the budgets reflected projected use of funds rather than historical spend.

CRE SENIOR MANAGEMENT



KEY CORPORATE OBJECTIVE 5

PERFORMANCE INDICATORS



TARGET ▶ Implement new pay and grading system by July 1999.

INDICATORS:

- ▶ Implemented by July 1999.

PERFORMANCE:

- ▶ Implemented by revised target date of January 2000.

TARGET ▶ Become accredited as an Investor in People.

INDICATORS:

- ▶ Accreditation applied for by December 1999 and achieved by March 2000.

PERFORMANCE:

- ▶ It was decided to take advantage of IIP's new modular system. The next step is a comprehensive training and development strategy.

TARGET ▶ Implement a new appraisal system, clearly linked to the corporate planning cycle.

INDICATORS:

- ▶ Implemented by April 1999.

PERFORMANCE:

- ▶ New system in place on time.

TARGET ▶ Prepare a full equal opportunities monitoring report for the CRE.

INDICATORS:

- ▶ Report produced and approved by commissioners, by June 1999.

PERFORMANCE:

- ▶ Achieved by revised target date of March 2000.

TARGET ▶ Implement key recommendations of internal and external auditors' report.

INDICATORS:

- ▶ Action taken in all key areas, by May 1999.

PERFORMANCE:

- ▶ Achieved on time.

TARGET ▶ Complete the transition to accruals-based budgeting.

INDICATORS:

- ▶ Transition completed by April 1999.

PERFORMANCE:

- ▶ Achieved on time.

TARGET ▶ Develop greening policy and action plan for the CRE.

INDICATORS:

- ▶ Approved by Strategic Management Team and Finance and General Purposes Committee, by October 1999.

PERFORMANCE:

- ▶ Approved in April 1999.

TARGET ▶ Ensure all micro-based systems in the CRE are Year 2000 compliant.

INDICATORS:

- ▶ All systems tested and replacements purchased by September 1999.

PERFORMANCE:

- ▶ All systems checked in December 1999 and no problems identified.

TARGET ▶ Agree service standards and targets for all internal services.

INDICATORS:

- ▶ Agree standards and targets, by June 1999.
- ▶ Monitor reports received from October 1999 onwards.

PERFORMANCE:

- ▶ Financial Procedures Manual finalised in March 2000. Service standards for Human Resources Management and Information Technology to be set by end of April 2000.

MEMBERS OF THE COMMISSION FOR RACIAL EQUALITY

1 APRIL 1999 – 31 MARCH 2000



SIR HERMAN OUSELEY

Chairman, Commission for Racial Equality (April 1993 – February 2000); former chief executive, London Borough of Lambeth; former chief executive, Inner London Education Authority; member, Race Relations Forum; council member, Institute of Race Relations; chairman, Kick it Out; chairman, Prince's Trust Ethnic Minority Advisory Group; chairman, Presentation Educational Charitable Trust; chairman, Policy Research Institute on Ageing and Ethnicity; member, Runnymede Trust Commission on the Future of Multi-Ethnic Britain; non-executive director, King's Healthcare Trust; non-executive director, Brooknight Security; council member, Institute of Education, University of London; advisory panel member, Equal Opportunities Review; chairman, Uniting Britain Trust



DR MOUSSA JOGEE MBE JP

Deputy Chair, Commission for Racial Equality (April 1998 –) and CRE commissioner (September 94 –); president, Edinburgh Indian Association; patron, Positive Action in Housing; deputy chair, Edinburgh MELEA; director, Ethnic Enterprise Trust; vice-convenor, Children in Scotland; director, Scottish Refugee Council; patron, Scottish Refugee Survival Trust; patron, Thistle and Protea Trust; member, Centre for Scottish Public Policy; trustee, Uniting Britain Trust; board member, Scottish Working People's History Trust



HUGH HARRIS

Deputy Chair, Commission for Racial Equality (January 1996 –); CRE commissioner (January 1996 –); acting chair, CRE (March 2000 –); director of operations, London First; board member, Global Cultural Diversity Congress 2000 Ltd; member, London executive committee, 'Race for Opportunity' campaign, Business in the Community; board member, London Film Commission; chair, Solefield School Educational Trust Ltd, Sevenoaks; former associate director responsible for Corporate Services, Bank of England; former special adviser, City and Inner London North Training and Enterprise Council (CILNTEC); fellow, Institute of Personnel and Development; associate, Chartered Institute of Bankers; fellow, Royal Society of Arts



MOHAMMED AMRAN

CRE commissioner (April 1998 –); qualified youth and community worker; youth justice worker with young people on remand; European representative, Prince's Trust, Bradford committee; member, Department of Culture, Media and Sports policy action team; member, board of directors, Single Regeneration Board, Manningham/Girlington; director, Global Cultural Diversity Congress 2000 Ltd; former founding member and chair, The Young People's Forum; former member, European Commission Cities Anti-Racism Project 1995-7; former treasurer, Manningham Drugs Forum 1993-7



DR RAJ CHANDRAN MBBS DRCOG

CRE commissioner (September 1993 –); principal general practitioner; fellow, Royal Society of Medicine; member, Royal College of GPs; former vice-chairman, Conservative Medical Society; former chairman and Hon. Sec., North Notts Division, BMA; president, Mansfield Medical Society; former joint national secretary, Overseas Doctors Association; school governor; district councillor; Conservative parliamentary candidate (Preston); chairman, One Nation Forum (EM); former member, National Union Executive Committee, Conservative Party; proprietor, Manor Group of Care Homes; president, Ashfield Conservative Party Association



MICHAEL HASTINGS

CRE commissioner (April 1983 –); head, BBC Public Affairs; former presenter, BBC's Around Westminster, and education correspondent, BBC South East; former chief political correspondent, Reuters TV; chair, Crime Concern; former member, Social Security Advisory Committee; former member, Metropolitan Police Committee; founder, Cities in Schools 'Anti-truancy schemes'; former urban issues consultant to Task Force Unit, DTI; former school teacher; former adviser to Downing Street Policy Unit on Race, Urban and Community Affairs



SHAHID MALIK

CRE commissioner (April 1998 –); chief executive, Haringey Heartlands Partnership, which is responsible for an £80 million regeneration programme in Wood Green and Tottenham; chair, board of directors, Urban Forum; member of government's Policy Action Team on Jobs; independent governor, Sheffield Hallam University; independent assessor, DETR; member, National DfEE Out of School Regeneration Initiative; fellow, Institute of Management; fellow, Royal Society of Arts; former head of policy and development, GNTEC (Nottingham); former group chief executive, PMC Group (Sheffield); former general manager, KYP Ltd (Rochdale); former chair, board of directors, VONEF Yorkshire and Humber region; former non-executive director, Sheffield Careers Company; former member, English Advisory Committee on European Funding



JULIE MELLOR

CRE commissioner (November 1995 –); chair, Equal Opportunities Commission; board member, Employers Forum on Disability; board member, Youth at Risk; former corporate human resources director, British Gas; member, CBI equal opportunities panel; member, National Advisory Council on the Employment of People with Disabilities; member of steering group, 'Race for Opportunity' campaign, Business in the Community; fellow, Royal Society of Arts



CLAUDE MORAES

CRE commissioner (April 1998 – resigned June 1999 to take up seat as MEP); director, Joint Council for the Welfare of Immigrants (JCWI) 1992-8; member, executive committee and council, Liberty; council member, Charter '88; trustee, Toynbee Hall, east London; former executive secretary, Immigrants' Aid Trust; former national policy officer, TUC; former political adviser, House of Commons; fellow, Royal Society of Arts



PATRICK PASSLEY

CRE commissioner (April 1999 –); fundraising consultant; managing director, Paralegal Charity; ethnic minority recruitment adviser, Royal Navy and Royal Marines; member, executive committee African Caribbean Finance Forum; member, management committee, Joint Council for Anglo-Caribbean Churches; lecturer in law, Barnet College, University of London (external) and Institute of Legal Executives; former member, management committee, Black Business Association, Haringey; former England boxing representative at the Auckland Commonwealth Games 1990; Great Britain Amateur Super Heavyweight boxing champion 1989; ethnic minority recruitment adviser to: the Prince's Trust, the Postal Services Commission and the Cabinet Office; member, equity sub-group, Sport England; CRE representative/official observer, Disability Rights Commission



SHUSHILA PATEL

CRE commissioner (April 1999 –); independent consultant; acting chief officer, Redbridge Council for Voluntary Services; former consultant on equalities, NHS Executive; member, Home Office Race Relations Forum; chair, Redbridge Refugee Forum; member, Redbridge Asian Women's Association; member, Redbridge Racial Equality Council; former deputy director, NHS Ethnic Health Unit; former senior equal opportunities adviser, London Royal Hospital; former project manager, Action Not Word, NAHA (now NHS Confederation)



BOB PURKISS

CRE commissioner (May 1993 –); T&GWU national secretary for equalities; national officer, automotive industry; member, TUC General Council; chair, TUC Race Committee; former chair of Southampton Community School Governors; former treasurer, Labour Party Black Socialist Society; former member, Department of Employment Race Committee; former national officer, Jamaican National Workers Union; qualified Class 1 football referee and assessor; UK representative and vice-chair, European Monitoring Centre



CHERRY SHORT

CRE commissioner (April 1998 –); councillor, Cardiff County Council; chair, Cardiff Council Gypsy Sites Committee; member, Cardiff County Equal Opportunities Committee; member of government task force on implementing Welfare to Work and New Deal programmes in Wales; national member, Home Office Race, Education and Employment forum; management committee member, Children in Wales; race adviser to University of Wales Cardiff Social Work Diploma Programme; probation officer, South Glamorgan Probation Service; quality assurance adviser, Postqualifying Consortium for Wales; former chair, Cardiff and the Vale Racial Equality Council; co-author, *Working with Difference* (CCETSW, 1997).



Dr JASLIEN SINGH

CRE commissioner (January 1995 – December 1999); director, 'Gitanjali-Mayfair'; creative design, formulation, concept, manufacturing and marketing consultant, dermatological, healthcare, consumer brand products; researcher, preventative aspects of nutritional, alternative and biological medicine; PR, events and fundraising voluntary work with PYBT and other organisations and charities; founder, the 'Preventative Initiative', a corrective and preventative nutritional programme for health and well-being of general public; business adviser, PYBT; chief executive, Peter Sellers Foundation



RAY SINGH

CRE Commissioner (July 1996 –); barrister at law; district judge; former part-time chair, Child Support Appeals Tribunal; Wales and Chester Circuit; member, Welsh Advisory Committee on Drug and Alcohol Misuse; member, Judicial Studies Board; member, Family Court Services Committee; member, National Assembly Advisory Group; member, South and South West Wales Criminal Justice Liaison Committee; former member, Race Relations Committee, General Council of the Bar; former member, Bar Council; honorary member, Society of Middle Temple; member, Family Law Bar Association; former member, Criminal Law Bar Association; former member, Swansea Court Users Committee; former honorary president, Swansea Bay Racial Equality Council; former chair, Indian Society of West Wales; former chair, West Glamorgan Racial Equality Council



GITA SOOTARSING

CRE commissioner (July 1999 –); principal, Amber Consultants for mentoring, women's development and equal opportunities; winner, first Windrush Award, Small Business category, High Flyer; member, London North Region, Panel of Employment Tribunals for England and Wales; vice-chair, police authority for Essex; former member, Race Relations Employment Advisory Group, DfEE; member, Institute of Personnel and Development; former officer, Bank of England

COMMITTEES OF THE COMMISSION FOR RACIAL EQUALITY

(AT 31 MARCH 2000)

Legal Committee

Bob Purkiss (Chair)
Mohammed Amran
Moussa Jogee
Patrick Passley
Ray Singh

Finance and General Purposes Committee

Hugh Harris (Chair)
Moussa Jogee
Shahid Malik
Shushila Patel
Cherry Short

Audit Subcommittee

Cherry Short (Chair)
Moussa Jogee
Hugh Harris

Remuneration Subcommittee

Moussa Jogee (Chair)
Mohammed Amran
Raj Chandran
Shahid Malik

Policy and Communications Committee

Michael Hastings (Chair)
Mohammad Amran
Raj Chandran
Hugh Harris
Shahid Malik
Julie Mellor
Patrick Passley
Shushila Patel
Cherry Short
Gita Sootarsing

North of England Committee

Moussa Jogee (Chair)
Mohammed Amran
Shahid Malik

Scotland Committee

Moussa Jogee (Chair)
Mohammed Amran
Shahid Malik

Midlands Committee

Ray Singh (Chair)
Raj Chandran

Wales Committee

Ray Singh (Chair)
Cherry Short

London and South of England Committee

Shahid Malik (Chair)
Hugh Harris
Michael Hastings
Shushila Patel
Patrick Passley
Gita Sootarsing

The Commission met in January, February, March, May, July, September, October and November during 1999 and in January, February and March during 2000. A register of Commissioners' interests is available for inspection at the CRE's London office.

EXPENDITURE OF THE COMMISSION FOR RACIAL EQUALITY

1 APRIL 1999 – 31 MARCH 2000

Expenditure

	£
1 Commission members' remuneration	206,000
2 Salaries and wages, national insurance, and pension contributions*	6,177,000
Total	6,383,000
3 Commission and Secretariat overhead expenses/internal training	2,205,000
4 Staff and commissioners' travel and subsistence	241,000
Total	2,446,000
5 Legal and other professional charges	881,000
6 External training	77,000
Total	958,000
7 Research and Section 45	299,000
8 Grant aid for employment of racial equality officers	4,321,000
9 Discretionary and supplementary grant aid to racial equality councils	78,000
Total	4,698,000
10 Project aid and self-help	255,000
11 Information services and publications	606,000
12 Conferences**	351,000
13 Capital expenditure	363,000
Total	1,575,000
TOTAL NET EXPENDITURE	16,060,000

* Includes £553,000 of staff related costs for early retirement through restructuring.

** Includes £156,000 paid by the CRE on behalf of Global Cultural Diversity Congress.

The expenditure shown above is after crediting income received primarily from sponsorship and donations of £253,000, publication sales of £62,000, litigation receipts of £29,000, interest on bank deposits of £66,000, and other income of £28,000. All foregoing income and expenditure figures are provisional and subject to audit by the Comptroller and Auditor General. It is estimated that 67 per cent of invoice payments are made within 30 days of the invoice date.

The approved estimate of expenditure for the financial year 2000/01 is £16,685,000.

Note: All figures to the nearest £1,000

Remuneration of Chair and Commission members

	£
Remuneration of Chair*	81,000
Remuneration of two Deputy Chairs*	36,000
TOTAL	117,000

Remuneration of staff

	£
Chief executive	66,000
Other staff:	
a. Gross salaries (including performance pay)	5,268,000
b. Employer's national insurance contribution	320,000
c. Employer's superannuation contribution	523,000
<i>Number of staff receiving £40,001 - £50,000 per annum:</i>	<i>5</i>
<i>Number of staff receiving £50,001 - £60,000 per annum:</i>	<i>1</i>
<i>Average total number of staff employed:</i>	<i>216</i>
TOTAL	6,177,000

Expenses of Commission members

	£
Expenses paid to Commission members	89,000

* Excludes national insurance and pension contributions

Note: All figures to the nearest £1,000

PROJECT AID 1999/2000

The Commission is empowered under section 44 of the Race Relations Act to give financial assistance to any organisation that it deems to be concerned with the promotion of equality of opportunity and good relations between persons of different racial groups. In 1999/2000, a total of £232,000 was paid to four recipients. Discretionary and supplementary grant aid to racial equality councils amounted to a further £77,000.

Organisations receiving short term project aid during 1999/2000*

Avon and Bristol Community Law Centre

To provide a complainant aid service in the west of England: £35,000

Northern Complainant Aid Fund

To provide a complainant aid service in the north of England: £128,000

North Lambeth Law Centre

To provide a complainant aid service in the Lambeth area: £37,000

Grampian REC

To provide a complainant aid service in the north of Scotland: £32,000

Note: All figures to the nearest £1,000

FINANCIAL ASSISTANCE TO RACIAL EQUALITY COUNCILS, 1999/2000

Under section 44 of the Race Relations Act, the CRE provided financial assistance to 100 racial equality councils around the country during 1999/2000. CRE funding relates to salaries and pensions only. The figures below show financial assistance given by the CRE to each REC, to the nearest thousand pounds, excluding pension contributions. Total CRE funding for RECs for the period, including pension contributions, was £4,321,000.

In addition, RECs receive funding from local authorities to cover project aid and administrative costs.

REC	FROM CRE (£000)	REC	FROM CRE (£000)
Aylesbury	20	Essex	29
Barking	28	Fife	47
Barnet	21	Gloucestershire	59
Bath	46	Grampian	20
Bedford	28	Greenwich	55
Bexley	28	Hackney	28
Birmingham Partnership	54	Hammersmith & Fulham	7
Blackburn	47	Haringey	51
Brighton & Hove	11	Harrow	42
Bolton	65	Hillingdon	26
Bradford	79	Hounslow	80
Bristol	72	Hull & East Riding	7
Bury	19	Ipswich & Suffolk	35
Camden	46	Kingston	28
Cardiff & Vale	27	Kirklees	67
Central Scotland	50	Leeds	54
Charnwood	38	Leicestershire	80
Cheshire	20	Lewisham	43
Cleveland	8	Manchester	79
Cornwall	19	Medway	24
Coventry	51	Milton Keynes	25
Derby	28	Newham	41
Devon & Exeter	13	North Staffordshire	14
Doncaster	13	North East Lincoln	5
Dorset	4	North West Kent	42
Dudley	24	Norwich & Norfolk	54
Durham County	24	Nottingham	64
Ealing	58	Oxfordshire	50
East Staffordshire	30	Peterborough	51
Edinburgh & Lothian	46	Plymouth	39
Enfield	43	Preston & West Lancashire	50

REC	FROM CRE (£000)	REC	FROM CRE (£000)
Reading	38	Tower Hamlets	55
Redbridge	38	Tyne & Wear	48
Rochdale	34	Valleys	25
Rotherham	40	Walsall	27
Rugby	25	Waltham Forest	50
Sandwell Partnership	26	Warwick	34
Sheffield	55	Watford	30
Slough	33	Wellingborough	50
Somerset	7	West of Scotland	85
South East Wales	31	Westminster	47
Southwark	43	Wiltshire	34
Stafford	27	Wirrell (Merseyside)	26
Sussex	51	Wolverhampton	50
Sutton	28	Worcester	43
Swindon	32	Wycombe	25
Tameside	39	York	5
Tayside	34	Total	3,596
Telford & Shropshire	25	TOTAL (including pensions)	4,321

PICTURE CREDITS

3	Sharron Wallace
4	Sharron Wallace
6	Louis Mackay / CRE
14	John Birdsall
15	Sharron Wallace
19	Sharron Wallace
21	Peter Jordan
22	McDonalds
24	Jess Hurd / Report
25	Cpl Bob Bishop / RAF
28	(Background) Imperial War Museum (Top to bottom, left to right): Hulton Getty Hulton Getty Essex County Cricket Club Hulton getty Janette Beckman Orde Eliason / Link
30	Jess Hurd / Report
31	(Middle right) Sharron Wallace (Bottom) Jonathan Buckmaster
34	Private source / CRE
36	(Top) National Trust Photographic Library / David Levenson (Bottom) Ipswich & Suffolk REC
37	Peterborough Herald & Post
40	Publifoto Ltd
45-49	Andrew Wiard

CRE OFFICES

LONDON (Head Office)
Elliot House
10-12 Allington Street
London SW1E 5EH
☎ 020 7828 7022

BIRMINGHAM
Lancaster House
(3rd floor)
67 Newhall Street
Birmingham B3 1NA
☎ 0121 710 3000

LEEDS
Yorkshire Bank Chambers
(1st floor)
Infirmary Street
Leeds LS1 2JP
☎ 0113 389 3600

MANCHESTER
Maybrook House (5th Floor)
40 Blackfriars Street
Manchester M3 2EG
☎ 0161 831 7782

EDINBURGH
Hanover House
45-51 Hanover Street
Edinburgh EH2 2PJ
☎ 0131 226 5186

CARDIFF
Capital Tower (14th floor)
Greyfriars Road
Cardiff CF1 3AG
☎ 02920 388 977