The Race Disparity Audit in the UK

- What is it?
- What does it show?
- What impact has it had?
- Wider reflections

March 2019
ethnicity-facts-figures.service.gov.uk
What is the Race Disparity Audit?

- UK Prime Minister announced the Race Disparity Audit in August 2016
- Aim is to uncover “uncomfortable truths” by publishing Government data about ethnic disparities - differences of treatment or outcome experienced by people of different ethnicities
- Scope - all public services and all Government Departments
- Objective - to promote positive change through data transparency
What was the method?

- Initial data stocktake identified 340+ Government datasets containing data about ethnicity
- New digital platform developed to host the data
- Extensive user testing with key audiences 1) members of the public 2) academics
- Ethnicity Facts and Figures website launched October 2017 covering 130 topics across health, housing, criminal justice, employment, education and culture
- Data is constantly updated as the real world position changes
What does the Audit show?

- On most measures, *ethnic minorities* are achieving worse outcomes than White people.
- But on many measures, differences between different ethnic minorities are more significant than between ethnic minorities in aggregate and White people.
- There are huge differences in outcomes by geography - so ethnic minority experiences are very different in different parts of the UK.
- Some “ethnic disparities” disappear once you have controlled for other factors like poverty, social class and age.
- Change over time - some disparities are reducing over time, others not.
- On some measures, it is the *White British* group who are achieving the worst outcomes.
### Number of arrests by ethnicity and area

**Location:** England and Wales  
**Time period:** 2015/2016  

#### Geographical variation can be revealing...

### Number of arrests, and arrest rate per 1,000 population, by ethnicity and police force area

<table>
<thead>
<tr>
<th>Police force area</th>
<th>All Rate ↓</th>
<th>All Arrests ↓</th>
<th>Asian Rate ↓</th>
<th>Asian Arrests ↓</th>
<th>Black Rate ↓</th>
<th>Black Arrests ↓</th>
<th>Mixed Rate ↓</th>
<th>Mixed Arrests ↓</th>
<th>White Rate ↓</th>
<th>White Arrests ↓</th>
<th>Other Rate ↓</th>
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</table>
Not all disparities get the same attention...
On some disparities, no one understands the causes.
RDA is open data - anyone can download and analyse it

Over 9 out of 10 police officers are White (94%)

Where ethnicity is known, only 6.3% of officers are from an ethnic minority group (excluding White minorities) compared with 14% of the population (*Census 2011).

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

(2017 data)
Race Disparity Audit - impact on UK Government policy

- Action on criminal justice system to tackle unfairness in courts and the prison system
- £90m fund to help ethnic minority young people into work
- Targeted employment support in twenty areas around the country with high rates of ethnic minority unemployment
- New laws on ethnicity pay reporting for larger employers
- Launched the Race at Work Charter so people can see which employers are tackling issues faced by ethnic minorities at work
- Committed to ‘leadership equality’ across public services with new targets and ambitions
- Measures on universities to ensure better ethnic minority access and attainment
- Action on mental health to improve services for people from an ethnic minority background
- Started work to tackle how many young people are excluded from schools
Some wider reflections

- Data transparency can help drive change
- There are low levels of trust in Government data - and trust can only be earned through collaboration and openness
- Government has a huge amount of data that it does not understand or use
- There is too much friction and hassle involved in accessing existing Government data - and we do not do enough to make it practically accessible