



Cabinet Office

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

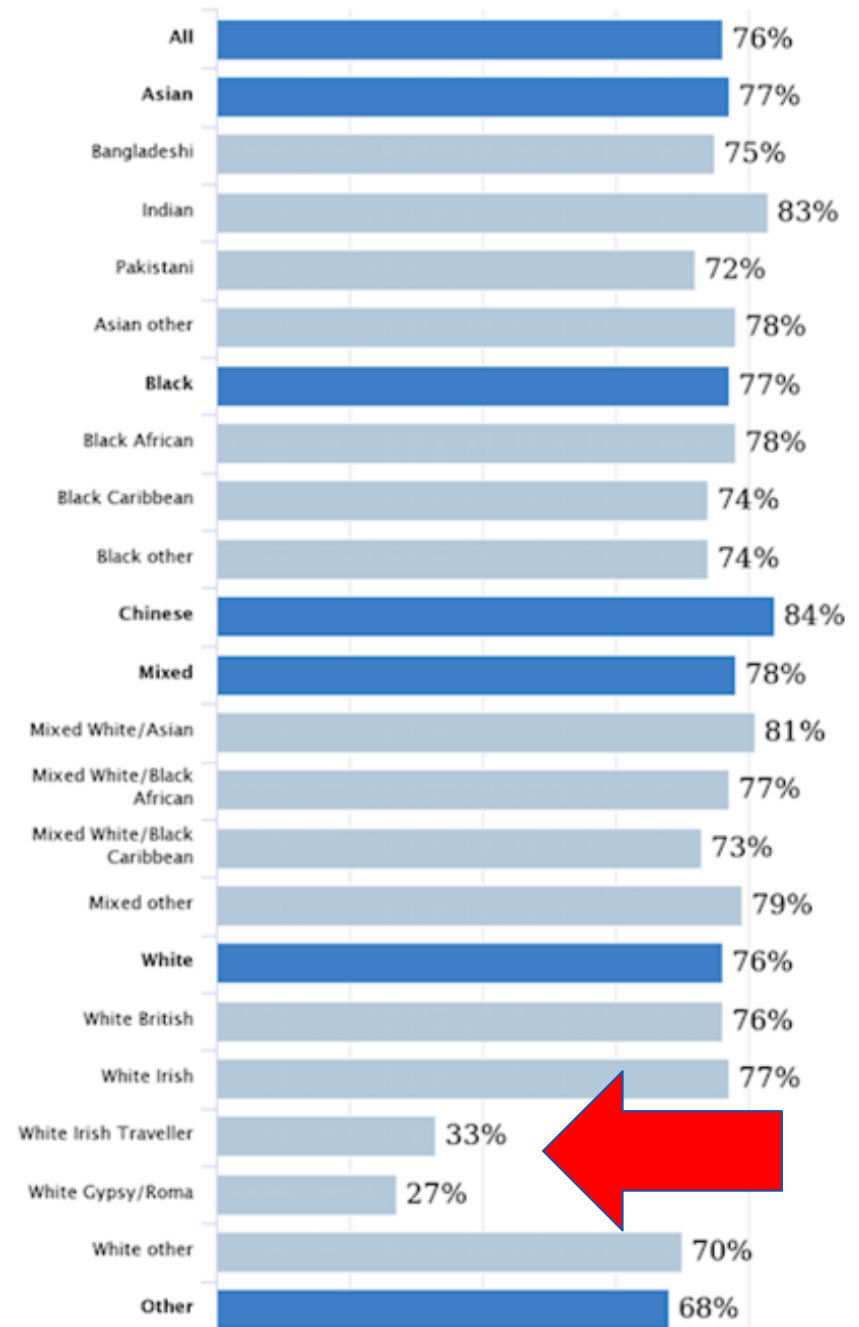
Number of arrests by ethnicity and area

Location: England and Wales
 Time period: 2015/2016
 Source: [Police powers and procedures England and Wales statistics](#)

Geographical variation can be revealing...

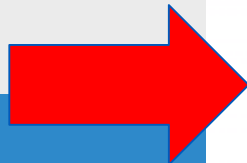
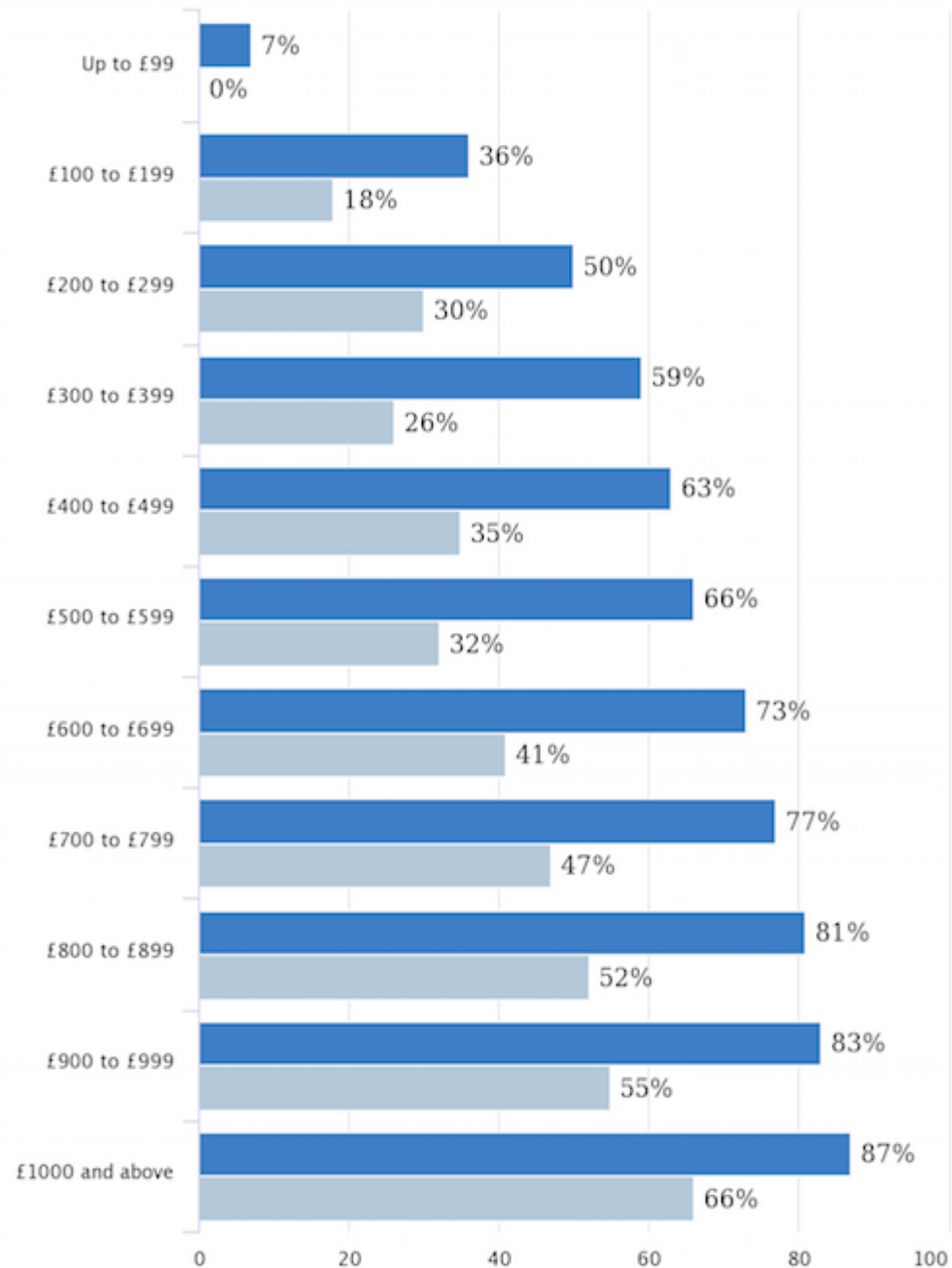
Number of arrests, and arrest rate per 1,000 population, by ethnicity and police force area

Police force area ↓	All		Asian		Black		Mixed		White		Other	
	Rate ↓	Arrests ↓	Rate ↓	Arrests ↓	Rate ▼	Arrests ↓	Rate ↓	Arrests ↓	Rate ↓	Arrests ↓	Rate ↓	Arrests ↓
Dorset	14.87	11,067	15.7	74	127.81	410	19.04	181	13.55	9,685	18.85	113
North Wales	21.87	15,045	11.68	74	91.52	137	9.09	45	21.79	14,616	14.16	63
Cambridgeshire	13.49	10,854	20.39	806	83.74	852	–	–	11.87	8,622	38.58	485
Sussex	12.93	20,785	12.21	499	82.34	1,173	19.94	599	11.05	16,641	14.80	242
West Mercia	10.58	12,935	21.97	477	81.39	412	19.46	262	9.91	11,664	12.37	70
Cumbria	13.82	6,907	20.25	59	79.45	46	11.18	28	13.62	6,704	16.82	27
Devon & Cornwall	9.27	15,459	14.79	173	75.74	311	13.61	213	8.95	14,559	11.30	107
Norfolk	16.64	14,272	11.93	117	72.90	336	18.65	187	11.37	9,415	10.51	57
Dyfed-Powys	10.80	5,561	10.76	46	70.09	60	9.20	30	10.64	5,370	7.47	15
Cleveland	25.69	14,316	22.04	384	70.03	221	15.62	90	25.61	13,484	28.42	126



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

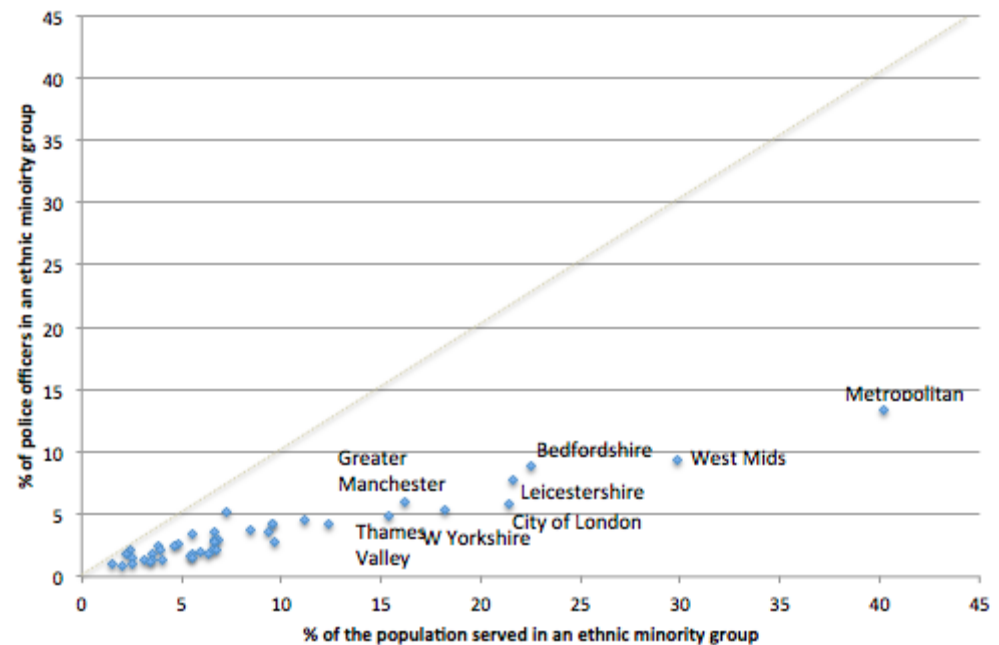
Over 9 out of 10 police officers are White (94%)

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)

Representation of police officers from an ethnic minority group (exc White minorities) by police force in relation to the community served, 2017 E&W, 43 forces exc BTP





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