

ANNUAL REPORT OF THE

**COMMISSION FOR RACIAL EQUALITY**

1 JANUARY 2000 TO 31 DECEMBER 2000

2000

TO THE RIGHT HONOURABLE

**DAVID BLUNKETT MP**

SECRETARY OF STATE

FOR THE HOME DEPARTMENT

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# INTRODUCTION

by Gurbux Singh, Chair of the CRE

**T**he year 2000 has been one of tremendous achievement for the Commission for Racial Equality. The government's commitment to promoting racial equality as a key component of a fairer and more equal society and, in particular, its introduction of the Race Relations (Amendment) Act 2000 has created the most positive and favourable climate for our work which we have ever seen in the UK. We have been, and remain, determined to seize the moment, to make the fullest possible use of our new powers in relation to the public sector, and to influence the private sector to bring about real and lasting change.

The CRE's vision, which has the support and encouragement of government, is to work in partnership with others to eliminate discrimination and promote racial equality. Our aim is to be a centre of excellence for assistance to public and private sector organisations wishing to promote racial equality; to have a strong relationship with communities; and to be a modern, accountable organisation with influence.

Since becoming Chair in May 2000, I have sought to implement this vision for the future. In particular, we have:

- developed a national strategy to guide our work in England, Scotland and Wales
- publicised the strengthened race relations legislation and brought together experts in central government, local government, criminal justice, health, education and regeneration to work on the forthcoming codes of practice for the public sector which will assist public bodies to deliver on racial equality

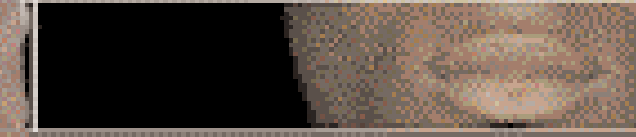
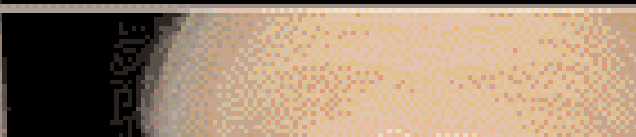
- relaunched the Leadership Challenge as a lever for change in the public, private and voluntary sectors
- launched a major public advertising campaign involving well-known figures from the worlds of sport, entertainment and politics which has generated hugely positive media coverage and interest from its target audience of young people
- embarked on a comprehensive action plan, both to transform and modernise the CRE itself and to create regional and sub-regional centres of excellence through our funding of voluntary organisations, including local racial equality councils.



I would like to thank the CRE commissioners and staff for all their hard work over the year and also to thank the many people and organisations throughout England, Scotland and Wales who have worked with us for a better Britain and for a just society where there is zero tolerance of racism and discrimination. We look forward to continued collaboration with you.

A stylized, handwritten signature in red ink, consisting of a large, flowing 'G' followed by a series of connected loops and a long horizontal stroke.

**Gurbux Singh**



# PROMOTING GOOD RACE RELATIONS

**T**he most significant achievement of the year was the emergence of the Race Relations (Amendment) Act 2000, which has significantly strengthened Britain's race relations legislation.

The CRE has worked long and hard, since the passage of the 1976 Race Relations Act twenty-five years ago, on three major reviews of the existing legislation, and made recommendations. Our third attempt was successful. This time parliament listened.

As a result, the outlawing of discrimination has been extended and, in particular, all public authorities have a statutory duty to promote racial equality.

The impetus for change was given new momentum by lessons drawn from the Stephen Lawrence Inquiry Report, which the CRE helped to propagate across the country.

There is now clear evidence of progress, particularly in reporting and recording racist incidents. There has also been increased awareness among public bodies of the potential for discrimination in employment and service delivery.

This message was driven home at a conference entitled *Beyond Rhetoric*, held in Scotland in November, and organised by the CRE, with support from the Scottish Executive, City of Edinburgh Council and the Convention of Scottish Local Associations (CoSLA).

The event, which focused on the delivery of racial equality by the public sector, looked at the practical application of policy, and at achieving meaningful outcomes for organisations, in line with their new duties.

Speakers at the two-day event included Peter McNaney, of Belfast City Council, who explained the council's experience of working in a similar legal context to that proposed by the Race Relations (Amendment) Act, and



Deputy Minister for Social Justice, Margaret Curran, who spoke about the Executive's commitment to mainstream racial equality into its work. Jackie Baillie, Minister for Social Justice, Neil Davidson QC, Solicitor General for Scotland, and the Permanent Secretary of the Scottish Executive also spoke at the event. On the back of the conference, detailed programmes of work have been developed with a number of key stakeholders.

There is, nonetheless, no room for complacency. Racial equality remains too far down the agenda for many public authorities.

Auditing and inspection bodies will play a crucial role in establishing whether the public sector is meeting its obligations under the amended Race Relations Act in the months and years to come. It is vital, therefore, that inspection bodies themselves consider how to structure their work in order to inspect for racial equality in service delivery and employment. While some inspection bodies have considered their role in this area, others have further to go and are not as advanced in preparing for their obligations under the amended Act.

## Strengthening the law

The Race Relations (Amendment) Act, passed in November 2000, owed much to

▲ A new positive duty to promote racial equality will cover health authorities and all other public bodies.

recommendations made by the CRE in periodic reviews of the 1976 Race Relations Act, and by the Stephen Lawrence Inquiry Report. We now have new, expanded measures, including new duties placed on public authorities, aimed at eliminating institutional racism. Racial equality is now a major consideration for bodies operating throughout the public sector and central government, and the codes of practice which the CRE is producing will help to transform the cultural and institutional environment within which public bodies work.

### Leadership Challenge

The CRE remained committed to promoting better corporate leadership across both public and private sectors, in a bid to boost awareness, and action, on racial equality.

A new Leadership Challenge Framework was launched in November 2000 and put out to consultation. Some 250 leaders from across the country attended an event, where CRE Chair, Gurbux Singh, explained the commitment to be made by those who sign up to the Challenge.

This event was used to set out new thinking and a new approach for leaders – on the one hand giving them more help and support from the CRE to institute change in their organisations; on the other, asking them to give a firmer commitment to act on their pledges.

The CRE is determined that the Challenge will make a real, measurable impact on racial equality across Great Britain.

In the Midlands, for example, various approaches have been developed to sign people up to the Leadership Challenge, based on particular geographical areas, or business sectors, or issues. Fourteen new signatories were secured in the Midlands as a result of these approaches during the year, with six new candidates in the pipeline.

In addition to the November meeting,

opportunities were taken to spell out the benefits of the Leadership Challenge at the TUC Congress, and at a City Challenge event in London, staged by the Lord Mayor, to encourage private sector organisations (particularly those in the Square Mile) to become involved.

There was also a Leadership Challenge promotion at the CBI Business to Business Exhibition 2000, where the CRE's exhibit was sponsored by HSBC.

### Equality partnerships

Among work done during the year in partnership with other bodies was the production of *Achieving Racial Equality in Sport* – a set of standards developed by Sporting Equals.

Sporting Equals is a partnership initiative, funded by Sport England and staffed and managed by the CRE. Five sports governing bodies have completed an initial assessment of their performance, measured against the standards, and work continues to apply the standards across all areas of sport.

Critically, sports governing bodies will not qualify for funding from Sport England unless they can show they meet at least Level One of the standards set out in the document.

The CRE also continued to work closely with the Equal Opportunities Commission and the Disability Rights Commission.

### Racial equality councils

Several major achievements were recorded in the regions over the year and many RECs were awarded grants from the Home Office for vibrant and active projects in their communities.

At Greenwich, the idea of community involvement in police training was developed as part of the European project, Police Against Prejudice. The Greenwich model has been described as a 'leading example of best practice within Britain and in Europe in general.'

Greenwich also led the campaign against Visitors Visa Bonds, a proposal which would have obliged anyone sponsoring a visitor to



▲  
Conservative Party  
Leader William  
Hague was one of  
the many prominent  
figures who signed  
up to the Leadership  
Challenge.



Britain to put down a £10,000 deposit. In the face of widespread opposition, the government eventually had to withdraw this proposal.

Other successful work supported by RECs has seen the introduction of new performance standards for investigating race and hate crimes. These have since been adopted across the entire Metropolitan Police area.

Ipswich and Suffolk REC helped ethnic minority and other community groups to apply for funding – they received more than £100,000 of grants in the county.

Research took place into 'Eradicating Racism in the Norfolk NHS,' with the help of ten local groups, including health trusts, Unison and Norwich and Norfolk REC. Some 1,270 staff gave their views.

RECs in the north of England secured £814,987 from the Home Office under their Connecting Communities programme. Awards went to Cheshire, Halton and Warrington RECs, as well as Darlington and Durham, Leeds, Rochdale and York. This new programme of work includes making criminal justice organisations more representative, building effective community networks to influence policy makers and service providers, and encouraging ethnic minority-led groups to work in partnership with mainstream organisations in the public sphere.

The CRE's Midlands regional strategy team and central partnership unit, in conjunction with West Midlands REC, organised a workshop for RECs on the use of e-mail and the internet. The event was designed to raise awareness of the internet within the CRE and partner agencies. This was a pilot event and, following its success – excellent feedback was received from the RECs – similar projects are planned for summer 2001.

### Rural racism

Growing concern about the isolation, discrimination and poor access to services experienced by ethnic minorities in rural areas – and a worrying increase in reported



racist incidents – led to a meeting of key agencies early in the year.

As a result, CRE officers have agreed a joint approach with leading representatives of the National Association of Citizens Advice Bureaux, the Community Development Foundation and the Rural Race Equality Project.

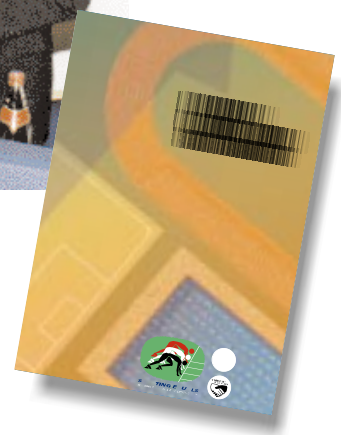
Initiatives completed so far include research on rural racism in Scotland and a project to set up a racial equality network in Wales.

The CRE also commissioned a unique mapping exercise to provide a clear national picture of rural racism – assessing the extent to which the problem is common to all rural areas or confined to specific parts of Britain. The findings will be used to inform a development action plan, which the CRE and partner agencies intend to implement in 2001/02. This will be designed to provide a generic model of good practice for public agencies and service providers in rural areas – with recommendations covering all key sectors of social policy.

The research is all the more timely, given anecdotal evidence that rural areas are being targeted by far right groups, which regard the countryside as the last bastion of what they perceive as 'Englishness.'

### Working with business

Activity in this area has included ground-breaking involvement in a research project led by the British Bankers' Association – to



▲ Sporting Equals: sports stars joined CRE Chair, Gurbux Singh, at the launch of *Achieving Racial Equality in Sport*.

examine the needs and difficulties faced by ethnic minority firms in accessing bank finance and business support services.

The two-year project is financed by the



banks and partners, including the Small Business Service.

The CRE has also worked closely with the Department for Education and Employment in staging business breakfasts, focusing on particular

sectors, and encouraging commitment to racial equality by the leading business people taking part.

The CRE's work with the Confederation of British Industry (CBI) during 2000 included joint seminars for CBI members, exploring a wide range of issues concerning employment and service delivery.

Through the Leadership Challenge, and other formal and informal contacts, the CRE has built up excellent working relationships with a number of business organisations. We shall be seeking to expand our range of contacts in the private sector and the collaborative work we do with them

### Advising the police

The CRE worked jointly with the police service to pursue the Home Secretary's aim – 'to increase trust and confidence in policing amongst ethnic minority communities' – via ten performance indicators covering racist incidents, stop and search, police training on race, and employment. This last area includes the Home Secretary's quantified targets on ethnic minority recruitment, retention and progress.

We contributed to the Association of Chief Police Officers' (ACPO's) *Diversity Strategy*, published in July 2000, which sets

out detailed guidance and benchmarks for officers at each level. We advised similarly on the ACPO's *Hate Crime Guide*, published in September 2000, which provides a comprehensive blueprint for combating racist incidents. We served on two groups (Home Office and National Police Training), overseeing the delivery and quality of the recently much increased volume of police racial equality training. We used this opportunity to press for effective community involvement, as piloted in Greenwich and Reading (see p 6). We responded in detail to key government and other consultations, such as the proposed new police complaints system and the police authorities' *Stop and Search – Know Your Rights* initiative, both of which followed from recommendations in the Stephen Lawrence Inquiry Report. In this context, we also contributed to Home Office discussions on the future framework of stop and search.

To complement these efforts, the CRE's regional teams have been closely involved with police forces and authorities across the country, advising them on how best to build national guidance into their strategies and translate them into action on the ground. Examples included advice on a draft version of the Metropolitan Police's *Stop and Search Guide*, Greater Manchester Police's guidelines on appropriate language, and West Midlands Police's ethnic minority consultation arrangements. In Scotland, we complemented such guidance with advice and support to HM Inspectorate of Constabulary in Scotland regarding its thematic inspection of police race relations in Scotland, *Without Prejudice?*

### Focus on youth

In the important field of youth justice, the CRE has been a firm supporter of the Youth Justice Board's attempts to develop racial equality guidance. This is designed to make the system fairer and to ensure that people from ethnic minorities can have confidence in it.

The CRE is also helping the Board to analyse data provided by youth offending

▲  
Still a thin white line?  
The CRE advised the  
police service on meeting  
recruitment targets.



teams. Initial findings have highlighted the need for teams to improve the quality of local ethnic monitoring data – as an analysis of the first set of quarterly returns indicates, a significant percentage of cases (16.4%) record the ethnicity of young people as ‘unknown’.

During the year, we welcomed two initiatives led by young people: the UK Youth Parliament, and the National Black Youth Forum’s Black Youth Charter. The charter draws attention to the shared concerns of many ethnic minority young people in Britain – people who have faced racial inequality and disadvantage.

In addition, the CRE is working with a number of national agencies and youth welfare groups to ensure that key racial equality principles are being implemented – and to make sure that examples of best practice are shared.

With this in mind, the CRE took part in, and responded to, consultation exercises aimed at improving practice at national and local level – for both mainstream and targeted provision – with the Department of Health Teenage Pregnancy Unit, the Childcare Commission, Changemakers, Young Voices, the Learning and Skills Development Agency (formerly FEDA), Citizenship Education, the New Deal, the Employment Service, Careers Services, the NSPCC, and the National Council for Voluntary Youth Services.

RPS/Rainer, with support from the CRE, recently won a Millennium Commission award for ‘Talented Futures’ – a scheme giving disadvantaged young people an opportunity to be mentored by people from their local community. This ambitious programme has begun in six areas of the country – initially seeking to train and match 360 mentors with young people.

The young people are from disadvantaged backgrounds, and/or involved with, or at risk of involvement with, the criminal/youth justice system. Local projects work in partnership with local agencies, to identify and promote examples of good practice in bringing about social inclusion.

## Education and training

Eliminating discrimination in education and training was again a top priority during 2000. Whenever the opportunity presented itself, the CRE pressed for the ethnic monitoring of academic achievement.

The CRE has supported the Connexions Service in its work to ensure that every young person receives help to ensure a smooth transition to adult working life.

Following submission of our detailed responses to the White Paper, *Learning to Succeed*, the CRE produced a briefing for the Lords Committee Stage, in a bid to strengthen its measures on equality of opportunity. This effort supported a government amendment requiring the Learning and Skills Council (LSC) to promote equality of opportunity and report annually on progress – similar principles are being adopted by the Connexions Service.

The CRE continues to influence the development of policies and programmes of the LSC and Connexions Service, so that racial equality best practice is mainstreamed. This includes building racial equality principles and measures within the internal structures of the organisations, and in their employment and service delivery mechanisms – as well as developing external relationships with statutory partners, the private sector, and voluntary and community groups.

The CRE supported the LSC appointments team at the DfEE to encourage applications from under-represented groups, when appointing members and chairs of the LSC and its local councils, and in the Connexions Service. This resulted in nearly 7% of the recruitment to 47 local LSCs coming from ethnic minority groups.

The Connexions Service was also supported in hosting consultation events with ethnic minority organisations.

The CRE was represented on the DfEE Equal Opportunities Working Group, to





ensure that equality issues were covered in guidance and planning documents for the new service.

CRE research, published in July 2000, revealed that OFSTED school inspection reports failed to focus

effectively on racial equality, as required by their inspection framework. Responding to the CRE report, *Inspecting Schools for Race Equality*, Chief Inspector of Schools Mike Tomlinson undertook to ensure that the inspection process had a sharper focus on racial equality issues, and to reassess inspectors' training in this light. The CRE will work collaboratively with OFSTED to help them deliver this agenda.

Finally, February saw the publication of *Learning for All* – the first national standards for racial equality in schools in England and Wales. Free copies were sent to every school in England and Wales, and the standards were promoted at regional conferences.

### Greater London Authority

The creation of London's new regional executive and assembly was welcomed by the CRE for the leading role it can have in making

London a better place in which to live, work and learn.

One in three of London's population comes from an ethnic minority group and the CRE is keen to work with the new authority to ensure that the aspirations of the capital's diverse communities are understood and met.

Prior to the birth of the GLA in July 2000, useful contacts had been developed with

transitional bodies such as the London Development Partnership and the Metropolitan Police Authority.

Since July, emphasis has been placed on developing constructive working arrangements with key sections of the GLA, identifying common objectives, and encouraging work in specific areas of service delivery and employment.

This approach is proving beneficial and has led to close working contacts with the London Fire and Emergency Planning Authority, and with the London Health Commission, on which we now have representatives.

Submissions have also been made on the London Mayor's transport strategy and links are being developed with the Metropolitan Police Authority, to assist and guide it in its crucial role – monitoring and influencing Met Police objectives.

Both during the time leading up to the GLA's creation, and since, we have encouraged and assisted the formation of the Black Londoners' Forum. This represents the diverse interests of London's ethnic minority communities – and has potential to become a strong, unified voice, demanding that public agencies plan for, and meet, those communities' specific needs.

Since its inception, the forum has been supported by London's Mayor, Ken Livingstone, and the GLA – and will continue to receive the CRE's full support.

### London Development Agency

Economic prosperity is crucial to London's future and one of our key objectives is to see ethnic minority Londoners in a position to contribute fully towards that economic activity – and to derive full benefit from it, both as business players or employees.

London is unique in Europe in having such a large and vibrantly diverse community, capable of making an important contribution to the local, regional and national economy.

For these reasons we have been keen to forge strong links with the London

Breaking the mould: a new hard-hitting advertisement campaign was launched to highlight the dangers, and stupidity, of racism.

The advertisement was shown at a reception at 11 Downing Street on 30 November, to celebrate the CRE's Race in the Media Awards. Soap stars were among Chancellor of the Exchequer Gordon Brown's guests. Below: Andy Cole, as he is, and morphed for the CRE's *Would I?* advertisement; and CRE Chair, Gurbux Singh, with Coronation Street's Liz Dawn and Brookside's Louis Emerick.



Development Agency, and to comment on its draft London Economic Strategy – to ensure that the contributions and needs of ethnic minority Londoners are recognised and planned for in the London economy.

The fruits of this work with the LDA are already being seen – and it is reassuring for us to be working with a partner that has been receptive and welcoming to new suggestions and ideas.

### Welsh welcome

The relaunch of the CRE's Welsh office was celebrated at a dinner in October attended by 260 people from across the principality – representing an enormous range of public, private and community groups. Among speakers welcomed by CRE Chair, Gurbux Singh, was the National Assembly's First Minister, Rhodri Morgan.

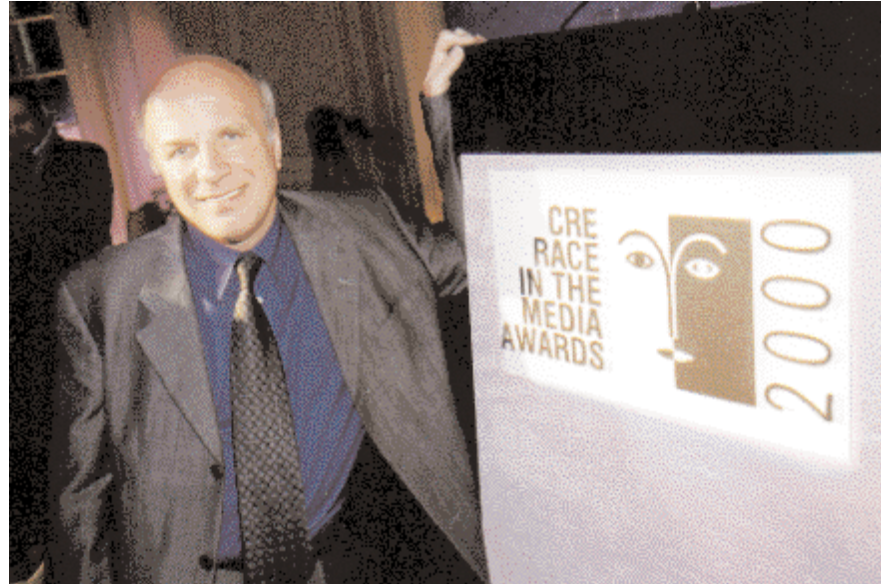
### European voice

By spring 2000, the CRE's first corporate European strategy had been developed – aimed at ensuring an effective and strategic programme of work across the continent. Among other things, the strategy means that CRE experiences can be shared with other key players in Europe, and that Britain is informed and prepared for new legal and policy developments on race emanating from the European Union.

The CRE also played a key part in briefing MPs and MEPs on new European Commission measures, offering protection from discrimination throughout the European Union – on grounds of race, sex, disability, religion or belief, age or sexual orientation.

### Housing

A national inquiry was launched into registered social landlords' performance on racial equality in relation to staff and tenants. This initiative – organised jointly by the CRE and the National Housing Federation, the Federation of Black Housing Organisations, and the Housing Corporation – is due to come up with results in summer 2001.



### Campaigns

CRE public education campaigning explored new areas of creativity with the launch of the CRE's highly successful, and much praised, TV and cinema advertisement, *Would I?* This not only achieved widespread coverage in its own right, but also generated a great deal of interest from national newspapers, radio and TV.

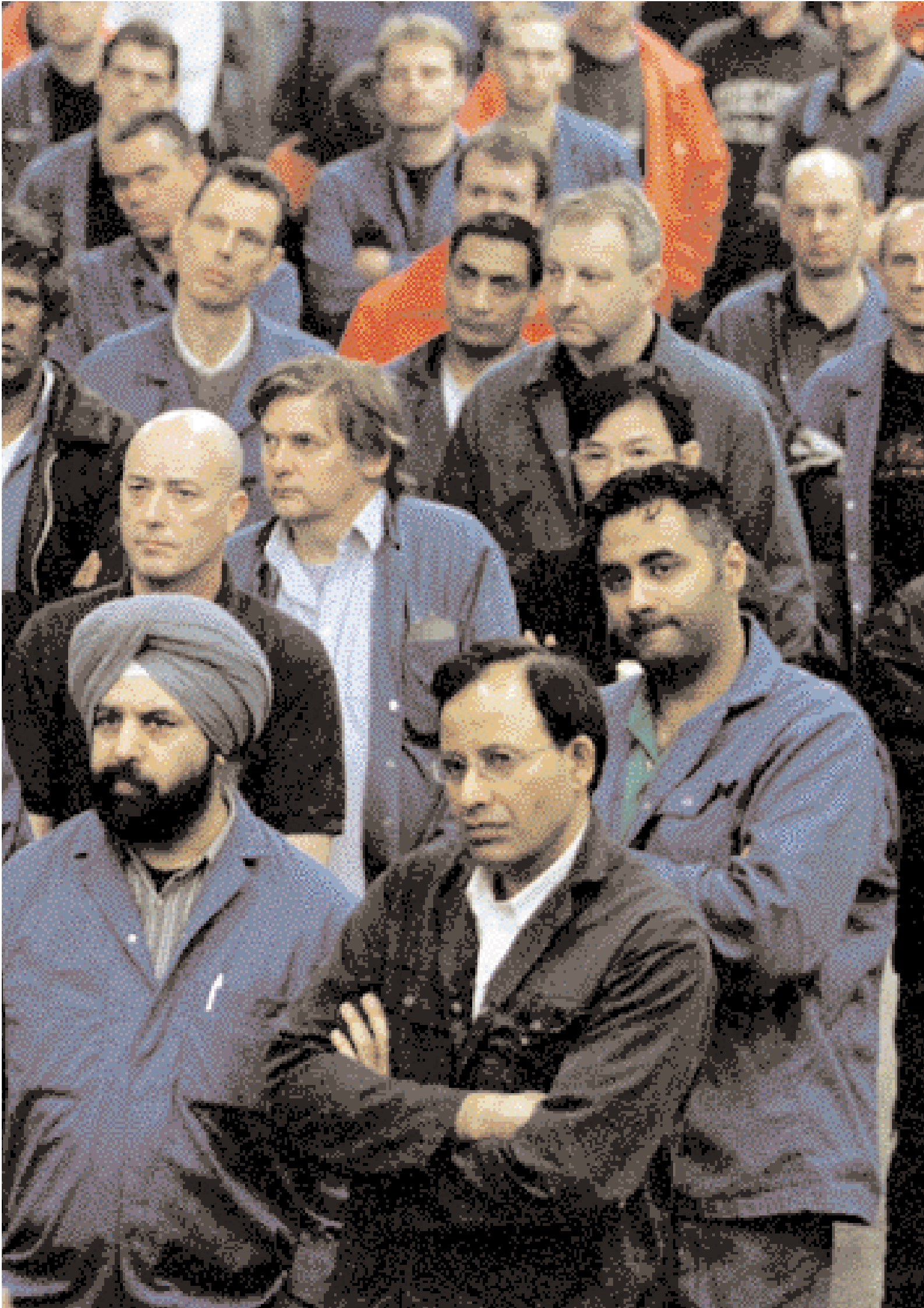
The advertisement featured Lennox Lewis, Mel B, Andy Cole, Naseem Hamed, Ken Livingstone, Gail Porter, David Seaman, Peter Stringfellow, and Chris Evans, who changed colour before viewers' eyes, to highlight the inanity of discrimination.

In Lennox's case, he asked 'Would you think differently about me if I was white?' Chris Evans enquired 'Would I be more annoying?', while Ken Livingstone appeared as if he were Asian, asking 'Would I have won?'

The advertisement represented a new, creative approach to public education that will guide the CRE's future work in this area.

April 2000 saw the eighth Race In the Media Awards, held in London. The new BBC director-general, Greg Dyke, as the keynote speaker, set out his plan for the Corporation to become a leader in equality and diversity – launching the corporation's racial equality employment targets in his keynote address.

▲ BBC director-general Greg Dyke was the keynote speaker at the CRE's Race in the Media Awards in April 2000.





# CHALLENGING RACIAL DISCRIMINATION



Once again, the CRE has taken every opportunity to ensure that racial discrimination is confronted wherever it occurs – and mechanisms are in place to make sure that racial equality is effectively pursued within organisations.

This has included offering advice and assistance to members of the public who feel they have been hurt or affected in some way by racial discrimination. It has also involved representing people in a range of arenas – from employment tribunals to the courts – both directly and through other agencies.

## Advice and assistance

During the year, around 11,000 people approached the CRE, in person or by telephone, for advice about their complaints, and 1,553 put in formal applications for assistance. Over the same period, CRE complaints officers settled 83 cases at an early stage of the process, for a total sum of £418,320.

## Legal representation

The CRE secured compensation of £1,362,444 in 77 out-of-court settlements. A further 18 cases were successfully heard at tribunals and courts. Twenty-two cases were dismissed (see the table on p 14).

Full legal representation was offered to 164 applicants, and a further 148 received limited representation.

## Legal casework

CRE support resulted in a number of positive outcomes, including decisions clarifying the law or extending the scope of the Race Relations Act. Some examples are given below.

### English rights in Scotland

The Court of Session has reaffirmed that

## REQUESTS FOR CRE ASSISTANCE, 2000

	Jan – Dec 1999	Jan – Dec 2000
Formal applications	1,624	1,553

## LEGAL COMMITTEE DECISIONS, 2000

	Jan – Dec 1999	Jan – Dec 2000
Full CRE legal representation	183	164
Limited CRE representation	37	58
Representation by trade unions	51	57
Representation by RECs	12	15
Representation by others	21	18
TOTAL	304	312

English people in Scotland can get protection under the Race Relations Act.

Mark Souster was employed as a rugby commentator by the BBC until 1997, when his contract was not renewed and his job was given to a Scottish woman.

He claimed that his national origin was a major cause of the decision. The BBC claimed that the English were not a distinct racial group, and that the nationality of both parties should be regarded as 'British'.

The court, however, ruled that, even though Souster was a British citizen, he could be regarded as having English national origins.

### Rugby club tackled

Rugby League star, Paul Sterling, was awarded almost £16,000, after an employment tribunal upheld his complaint of racial discrimination against the Leeds Rhinos rugby league club.

Mr Sterling had been informed by his coach that he would not be considered for the first team, irrespective of his performance.

He was given no valid reason for this



## OUTCOMES OF CRE-ASSISTED CASES, 2000

	EMPLOYMENT		NON-EMPLOYMENT		TOTAL	
	Jan – Dec 1999	Jan – Dec 2000	Jan – Dec 1999	Jan – Dec 2000	Jan – Dec 1999	Jan – Dec 2000
Successful	22	17	1	1	23	18
Dismissed	21	21	3	1	24	22
Settled (during litigation)	43	68	23	9	66	77
Other	6	5	1	3	7	8
TOTAL	92	111	28	14	120	125
	£		£		£	
Awards	160,105	7,157	1,500	3,000	161,605	10,157
Settlements (during litigation)	469,221	1,307,044	32,800	55,400	502,021	1,362,444
TOTAL	629,326	1,314,201	34,300	58,400	663,626	1,372,601

NOTE: During the year, 83 cases were settled by CRE complaints officers for a total sum of £418,320, compared with 78 in 1999 for £602,744.

decision – a situation which led the Leeds tribunal to conclude that his exclusion from the team could only be attributed to discrimination.

Leeds Rugby Club have now signed up to *Achieving Racial Equality: A Standard for Sport* – Sporting Equals, a national CRE-Sport England initiative to tackle racism in sport, will be working with them to achieve racial equality, and to ensure commitments are met.

### Train operator put back on track

The 16.22 train service from Liverpool to Sunderland was at the centre of another discrimination case pursued by the CRE.

When Farouk Stemmet – a black South African – attempted to board a train, he was physically barred from entering the first class compartment by the train conductor.

When Mr Stemmet finally managed to get into the compartment, he was confronted angrily by the conductor, who answered his complaints by accusing him of ‘having a chip on your shoulder because you’re black.’

As a result, the train operators, Northern Spirit, were forced to pay the complainant £1,750 and the conductor agreed to send a

personal apology to Mr Stemmet.

Equally important, in terms of working practices employed by the company, they agreed to introduce a written equal opportunities policy regarding services and facilities for the public, following consultation with the CRE.

They also promised to remind all front-line employees about the importance of dealing with people equally – while the conductor himself agreed to take a refresher course in equal opportunities and in dealing with the public.

### Shock for electric company

A Pakistani man won around £65,000 in an out-of-court settlement after suffering considerable racial abuse as an employee at an electricity company in north-east England.

The complainant provided details of at least 17 separate incidents of verbal abuse – ranging from being called a ‘Bollywood Santa’, who could come down a chimney as he was ‘charred anyway’, to references to Hitler having ‘had the right idea’. To add insult to injury, the company’s internal newsletter also had a habit of including

racially offensive material which mocked Irish and Asian people.

### Small claims court success

Ian Thompson thought that hiring a van to take him from Darlington to Liverpool was straightforward enough when he made his phone booking – but when he visited the offices of North Road Self Drive it was a different matter.

There, he soon became suspicious that the firm's reluctance to confirm his booking was due to the fact that he was black – a suspicion that was reinforced when he later sent a white friend to book a similar journey without experiencing any difficulties.

The car firm was then served with a race relations questionnaire – but did not respond, save for a letter denying that they operated a 'colour bar'.

As a result, the CRE helped Mr Thompson take the firm to the small claims court – the first time a case under the Race Relations Act 1976 had successfully taken this route – and Mr Thompson was awarded £3,000.

### Protection for Travellers

Irish Travellers are members of a distinct ethnic minority group and are entitled to protection under the Race Relations Act, the Central London County Court has decided.

The case, which has been hailed as 'very significant' by the CRE, was brought after eight Irish Travellers were refused service in five pubs in west London.

Lawyers for the pubs contended that Irish Travellers were not covered by the Act, but at the end of a six-day hearing His Honour Judge Goldstein agreed that they should be seen as a distinct ethnic group.

'Modern Irish Travellers are guided by culture and traditions which have been handed down by generations,' he said.

Although the decision is not binding on other courts, it will be used to guide future judgements. Irish Travellers have already been recognised as an ethnic group in

Northern Ireland in the separate race relations legislation there. This case should encourage those Irish Travellers who face discrimination elsewhere in the UK to seek to establish their rights under the Race Relations Act.

### Pressure and instructions to discriminate, adverts and 'No Travellers' cases

During 2000, the CRE dealt with 19 cases of pressure or instructions to discriminate, 28 discriminatory adverts, and eight 'No Travellers' cases.

### Cases followed up

The CRE seeks to follow up all cases that have resulted in a significant finding of racial discrimination, whether or not we provided full legal representation. The main aim is to encourage robust, consistent equal opportunities practice and to prevent further



◀ Travellers in the frame: a court decision acknowledged the status of Irish Travellers as a distinct ethnic group.

discrimination or harassment.

In 2000, the CRE recorded and considered 2,702 employment tribunal decisions, compared to 2,503 in 1999. Of the total, 1,401 (52%) were dismissed, 976 (36%) were settled, and 126 (5%) had some other outcome. The total number of cases resulting in successful outcomes for applicants was 1,102, but due to the terms of settlements or reporting restrictions, the CRE was only able to follow up 102 cases.

Work with the private sector continued to increase. Certain sectors, such as security and construction, have caused particular concern and, during 2000, we worked successfully with three major companies on revisions to their equal opportunities policies.

■ **Chubb Security Personnel** – the company has revised its equal opportunities policy and issued copies of it to all staff. Managers have been made aware of the company's failings in this area and equal opportunities training has been incorporated in the induction programme for all new employees. Chubb is planning to monitor its equal opportunities policy as part of a new personnel system.

■ **Burns International Security** – the company has revised its equal opportunities policy and drafted guidelines for its implementation. A revised ethnic monitoring form has been introduced and the company is looking at its policy on recruitment advertisements and how best to avoid 'word of mouth recruitment'. Burns also intends to update its grievance and disciplinary procedures to include action on racial harassment.

■ **The Miller Group Ltd** – the company has introduced measures to improve the way it deals with disciplinary matters; this now includes an independent appeal point and an assessment of any implications for equal opportunities. The Miller Group will also be collaborating with the Race Relations

Employment Advisory Service on a review of the company's equal opportunities policy, and the development of a policy on tackling harassment in the workplace.

■ **Civil Service** – the Insolvency Service has agreed to conduct a full review of its pay and grading system during 2001/02. The appraisal system will also be included in the review, and equal opportunities will form an important element in the exercise.

### Investigating discrimination

During 2000, as in previous years, the CRE continued to make use of its legal powers of formal investigation, wherever necessary.

The CRE's policy of resolving complaints of institutional discrimination by working with potential respondents to eliminate discriminatory practices and ensure equality of opportunity was adopted wherever possible. Although the nature of these enquiries remains confidential, this approach has enabled the CRE to negotiate changes to employment practice and service delivery with a wide range of public and private sector organisations, without resorting to its formal legal powers.

In some instances this has not been possible, however, leading to a number of formal investigations and, in one case, the issuing of a non-discrimination notice, where previous arrangements proved inadequate.

### Preliminary inquiries

In 2000, the CRE dealt with 18 preliminary inquiries. Of these, two were closed, while 16 remain open and are subject to further negotiation, monitoring, and review. As a result of these inquiries, successful working relationships and agreements – designed to prevent or eliminate discriminatory practices – were achieved in a range of sectors, including local government, broadcasting, and the medical profession.

### Formal investigations

During 2000, the CRE embarked on three new formal investigations – into the Ford

Motor Company, the Crown Prosecution Service (CPS) Croydon, and HM Prison Service.

### **Ford Motor Company**

In January 2000, the CRE notified Ford Motor Company that it was considering proposing a formal investigation into the company – following a case brought against the company by a Mr Parmar, an employee at its Dagenham plant.

Following oral representations by the company in March and May, the CRE notified the company that it was minded to embark upon a formal investigation, but that the investigation would be suspended, subject to its agreement to comply with strict terms.

In August 2000, a meeting with the chairman of Ford Europe was held to secure at the highest level agreement and commitment by the company to terms on which the CRE was prepared to suspend the investigation. Following the meeting, the nominated CRE commissioners for the investigation agreed to embark on a formal investigation into the company which was suspended on terms which included the following:

- a wide-ranging diversity and equality assessment review (DEAR) of the company's racial equality practices, by October 2000
- completion of the review, by April 2001
- working with the CRE on a strategy to implement required changes identified by the review, and setting out an action plan for improvement
- establishing clear, independent means for verifiable measurement of effective and lasting cultural change in terms of management and staff behaviour
- putting in place new fast track procedures for dealing with incidents of discrimination and complaints by staff
- developing a clear framework for ensuring corporate leadership and accountability for



the delivery of these outcomes. Meetings to review progress against the terms of suspension were subsequently held at regular intervals for the remainder of 2000. The company provided agreed terms of reference for the DEAR audit in October and a further meeting between the chairman of Ford Europe and nominated commissioners, to review progress, was held at the end of October 2000.

### **HM Prison Service**

In November 2000, the CRE announced its decision to conduct a formal investigation into the Prison Service. This decision was made in the light of commissioners' concerns about several matters. These included the death of Zahid Mubarek at HM Young Offenders Institution Feltham; findings by an Employment Tribunal in the case of Claude Johnson, a Brixton Prison auxiliary officer; and the findings of the Chief Inspector of Prisons regarding the privately run prison, Parc.

The terms of the investigation are to inquire into HM Prison Service – with particular reference to eliminating unlawful racial discrimination and promoting equality of

▲ Ford undertook to conduct a wide-ranging diversity and equality assessment review of racial equality in the company.





▲ A CRE investigation threw the spotlight on the Prison Service.

opportunity and good relations between people of different racial groups. Specifically, this includes:

- the nature and frequency of incidents of racial discrimination occurring in prison
- the nature and frequency of complaints of alleged racial discrimination by prison staff and prisoners, and any barriers that prevent such complaints being made and/or registered
- the way that incidents/complaints of racial discrimination in relation to prison staff and prisoners are investigated and dealt with by prison governors and/or prison officers

▶ Hackney Council was instructed to improve its performance on race issues.



- the nature and effectiveness of action, if any, taken by governors and/or prison officers in response to incidents/complaints of racial discrimination, to ensure that victimisation does not occur and that acts of racial discrimination are not repeated
- the circumstances leading to the murder of Zahid Mubarek in HM Young Offenders Institution Feltham, and any contributing act or omission on the part of the Prison Service
- references in reports on individual prisons by Her Majesty's Chief Inspector of Prisons to: (a) the investigation by prison governors and/or prison officers of incidents/complaints of racial discrimination; (b) action to follow up such incidents/complaints; (c) promotion of racial equality and good race relations; and (d) any standards of such investigation and follow up that have been set for the Prison Service as a whole; and the response by prison governors to any such reference in reports of HM Chief Inspector of Prisons.

### **Crown Prosecution Service (Croydon)**

In July 2000, the CRE announced a formal investigation into staffing arrangements at the Crown Prosecution Service's Croydon branch, between June 1990 and June 2000. The decision to embark on this investigation was made in the light of information suggesting that racial segregation persists within the Croydon branch and that management have failed to take any, or effective, action to end it.

The aim of the investigation is to ascertain the extent to which the allegations may be substantiated.

The investigating team's findings will be presented to nominated commissioners, who will make recommendations, as necessary.

### **Monitoring concluded investigations**

#### **London Borough of Hackney**

On 5 December 2000, the CRE served a non-discrimination notice against Hackney



Council, following a two-year period during which the CRE had relied on an agreement with Hackney to deliver change. The agreement had been reached following a finding of unlawful discrimination in the wake of a formal investigation, which arose out of the CRE's concerns over the large number of successful tribunal cases against the council.

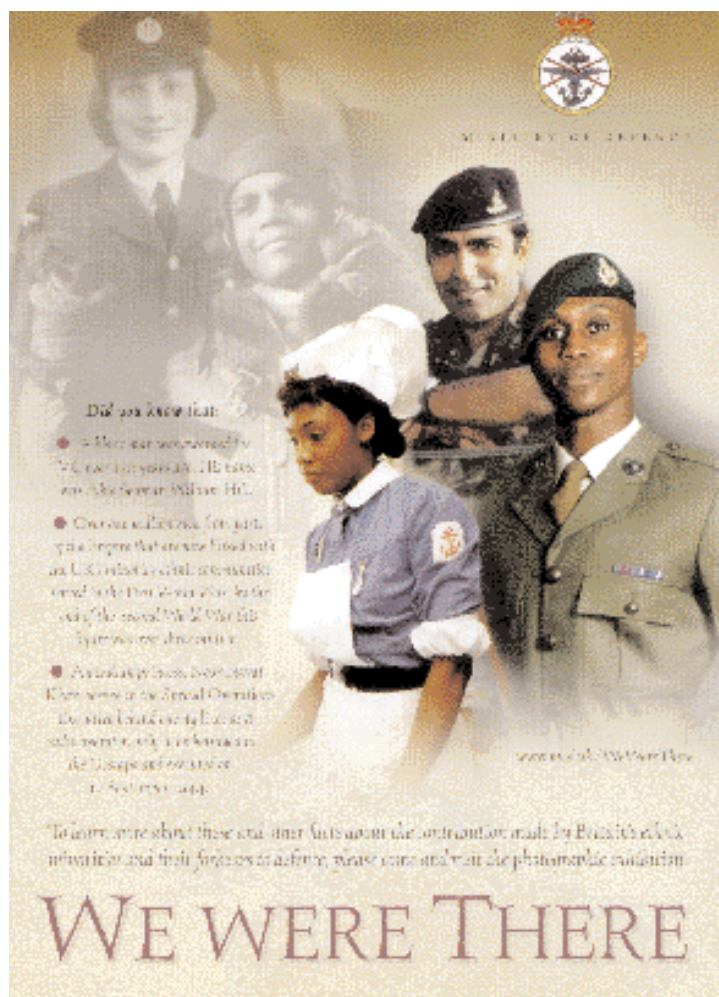
The notice requires the council to report to the CRE over the next five years. The council will face court action if it fails to comply with the notice.

## Ministry of Defence / Household Cavalry

In November 2000, nominated commissioners met to review progress made during the year ending 31 March 2000 in achieving targets set out under a Partnership Agreement, signed between the CRE and the MOD in March 1998. In signing the agreement, the MOD committed all three armed services to achieve equality objectives which went beyond those set out in the CRE/MOD five-year Action Plan. These include the following priority areas:

- achievement of ethnic minority recruitment goals
- examination of barriers to ethnic minority recruitment
- retention of service personnel at all levels
- continued examination of reasons for premature voluntary release
- increased numbers of ethnic minority officers at higher ranks
- continued examination of barriers to ethnic minority promotion
- establishment and maintenance of a non-racist environment at every level
- effective action to prevent racist abuse
- clear lines of accountability for discrimination and racism
- robust monitoring
- assessment of equal opportunity performance as part of annual appraisals

During this second year of the agreement, progress made by the Services was to some



extent uneven. None of them met the target of 3% of ethnic minority recruits for the year ending March 2000, despite their considerable efforts. Nevertheless, by building on past experience, all three Services worked hard to look at new and better ways of attracting ethnic minority recruits – while at the same time putting in place revised arrangements to tackle racial discrimination and harassment, and to identify and remove barriers to the promotion of ethnic minority personnel.

In October 2000, the CRE submitted a report to the House of Commons Defence Committee on armed forces personnel issues. The CRE also gave oral evidence summarising progress made by the MoD and the three Services in eliminating discrimination since the CRE investigation into the MoD /Household Cavalry, concluded in March 1996.

The poster from an MOD exhibition celebrating the vital role played by men and women from the former colonies during the Second World War. All three Services worked hard during 2000 to find new ways of attracting ethnic minority recruits.



# WORKING EFFECTIVELY

**T**he pursuit of excellence has once again been high on the CRE's list of priorities – ensuring that, as an organisation, we are in a position to provide high quality services for all our stakeholders and partners.

## Customer services

This year saw the CRE enhance its complaints service, with the introduction of a complaints telephone help desk at its London headquarters. This was in response to an increasing number of callers reacting to publicity about the CRE's new powers under the amended Race Relations Act.

The new service has led to speedier processing of enquiries, and a reduction in the number of people having to make face-to-face enquiries. The average caseload of London-based complaints officers has been reduced to a more manageable level and those officers now have more time to focus their skills on potentially successful cases.

The CRE also made a joint bid with the other equality commissions for funding under the Treasury's 'Invest to Save' programme – to develop an equality database, aimed primarily at the public.

The commissions are planning to develop an interactive database, dealing with all equality issues – providing extensive, one-stop-shop information and advice for people who believe they have complaints of discrimination. This will be particularly useful for those with potential multi-discrimination cases.

## Premises

Refurbishment of the CRE's London offices was completed in 2000 to make the building more comfortable and welcoming.

With the lease due to run out in 2002,

the search began to find suitable alternative central London premises to relocate the head office. In the meantime, additional funding from the Home Office – secured in respect of the CRE's new powers under the amended Race Relations Act – will be used for additional temporary accommodation for the duration of 2001 to take account of increased staffing levels.

## Core standards

To improve the effectiveness of RECs and other CRE-funded racial equality services, the CRE has developed a quality assurance framework, which will form the basis of funding decisions in future – RECs will be required to attain Level One of the standards to secure funding.

## Finance

The CRE made a successful transition to resource-based accounting in 2000. The introduction of a financial operations manual proved successful in its first full year, and will be reviewed during 2001.

Further, the finance section developed a computerised departmental cost recording system to complement the monthly management reporting system. The new system aims to help managers keep track of their financial commitments and expenditure.

## Human resources policies

During 2000, the CRE human resources department embarked on a project to update its policies in order to meet changed legislative requirements, and to reflect best practice.

Time constraints and negotiations with the two recognised trades unions made this process slower than anticipated, but the CRE intends to put new, agreed policies in place during 2001.

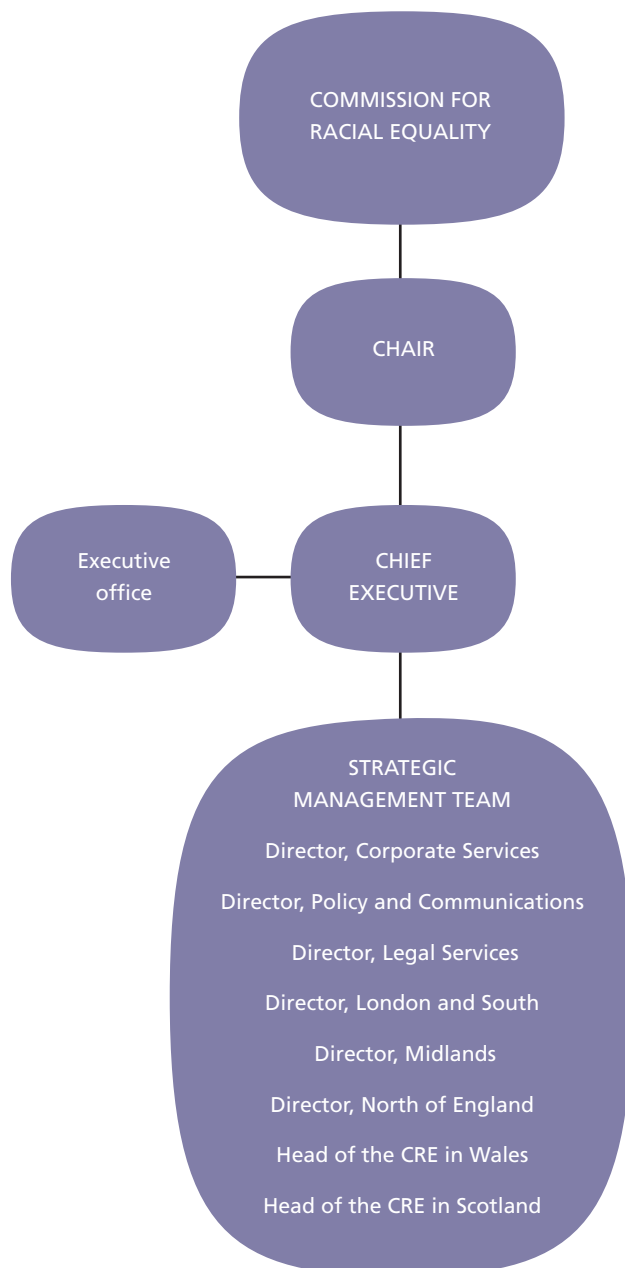
### Transformation strategy

With a new Chair taking office in May 2000, the CRE embarked on an ambitious transformation process. A staff conference was held in October 2000, enabling employees' views

to be gathered on areas where they feel the CRE needs to change.

Following this, a staff survey was undertaken. A series of initiatives has also been put in motion to foster staff satisfaction, and to re-focus staff on the CRE's mission and aims. A three-year transformation strategy has been included in the CRE's three year strategic plan.

### CRE SENIOR MANAGEMENT



### Information technology

The IT team continued the process of updating the CRE's IT infrastructure to meet 21st century requirements.

Lack of investment in this area in previous years had impeded progress. During the year, however, the CRE earmarked funds to upgrade its network and servers, and to acquire external e-mail and internet access during 2001. To help speed this process, an external, private sector secondee has been secured from a leading consultancy, on a *pro bono* basis, commencing during 2001. Part of his remit will be to develop an IT strategy for the CRE, linked to business objectives and technological advances.

### Training and development

The CRE devised an extensive corporate training programme to meet individual, team, and corporate training requirements.

Training was held for all staff on areas such as data protection, human rights and the amended Race Relations Act. In addition, role-specific training was targeted at particular teams and groups of staff, to develop their skills and promote consistency.

The CRE is working towards attaining Investors in People status and sees the continuing development of its workforce as integral to the success of its strategic and operational objectives.

### Corporate planning

The CRE has developed its corporate planning cycle and is aiming for a more inclusive approach to the development of its three-year strategic plan.

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

GRADE	ETHNIC ORIGIN																						
	WHITE						BLACK				ASIAN						Other	TOTAL					
	British		Irish		Other		African		Carib-bean		Other		Indian		Paki-stani				Bangla-deshi		Chinese		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Bands A1 and A2	3	4			1	1			3	2			2						3		12	7	
Band B	7	7	1		1	1	2		3	5			3	7					1		17	21	
Band C	8	8			4	3	5		4	10	1	1	4	2	1	2		3	1	3	20	40	
Band D	4	6				1		6	3	10		3	3	4				1		2	10	33	
Band E	3	4					1	6	2	3	1	1	2	1		1		1			8	18	
TOTAL	25	29	1		6	6	3	17	15	30	2	5	8	17	3	1	3		5	4	6	67	119

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

The staff conference in October included discussions about the five strategic priorities set by commissioners for the CRE. Stemming from this, a number of three-year strategy papers were devised; these will be circulated to stakeholders and staff for comment before they are agreed by the commission.

### Equal opportunities

The CRE remains committed to developing further the systems and procedures that will make it a model organisation in the field of equal opportunities. Work continued during the year to examine how the CRE itself meets its obligations as a non-departmental public

body under the amended Race Relations Act.

Employees in post at 31 December 2000, by ethnic origin, sex, and grade, were as shown in the table above.



A training session for CRE staff in Birmingham.





# MEMBERS OF THE COMMISSION FOR RACIAL EQUALITY

1 JANUARY 2000 – 31 DECEMBER 2000



## GURBUX SINGH

**Chair, Commission for Racial Equality** (15 May 2000 – ). Gurbux Singh began his career in 1972 with the former Community Relations Commission, as a housing specialist. He progressed to a senior position in housing and local government under the newly established Commission for Racial Equality. In the early eighties, Gurbux Singh went into local government, working in housing services for the former Greater London Council. He moved to the London Borough of Hackney, then Brent, before joining Haringey in 1987. He was director of housing for two years before being appointed chief executive in 1989. Gurbux Singh was a member of Middlesex University Court, a founding member of North London Training and Enterprise Council, and a member of the board of the Food Standards Agency between January 2000 and May 2001. He lives in north London with his wife and three young sons.



## SIR HERMAN OUSELEY

**Chair, Commission for Racial Equality** (April 1993 – February 2000); former chief executive, London Borough of Lambeth; former chief executive, Inner London Education Authority; member, Home Secretary's Race Relations Forum; council member, Institute of Race Relations; chairman, Kick it Out; chairman, Prince's 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



## BEVERLEY BERNARD

**Deputy Chair, Commission for Racial Equality** (July 2000 –); consultant in organisational development and facilitator; co-founder and trustee, The Windsor Fellowship; adviser, The Stephen Lawrence Charitable Trust (1998 – 99); adviser, The Kagiso Trust, South African NGO (1995 – 96); managing trustee, The Nations Trust, South Africa (1996 – 98); former member, Parole Board for England and Wales; former trustee, Community Development Foundation; governor designate, University of North London



### **DR MOUSSA JOGEE MBE JP**

**Deputy Chair, Commission for Racial Equality** (December 1998 – ) and CRE commissioner (September 1994 – ); former president, Edinburgh Indian Association; patron, Positive Action in Housing; former deputy chair, Edinburgh MELA; member, Hospitality Committee, Commonwealth Games; 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; fellow, Royal Society of Arts; member, Advisory Committee, Threads in the Tartan Festival; honorary president, Marchmont Cricket Club



### **HUGH HARRIS**

**Deputy Chair, Commission for Racial Equality** (September 1995 – June 2000); CRE commissioner (September 1995 – June 2000); acting chair, CRE (February 2000 – May 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; outreach manager, Prince's Trust; European representative, Prince's Trust, Bradford Committee; member, Department of Culture, Media and Sports policy action team; member, Bradford Police Ethnic Minorities Liaison Committee; member, Criminal Justice Forum; member, New Deal Strategic Partnership Committee (Bradford); steering group, Home Office Holocaust Memorial Day; board director, Bradford Youth Partnership; member, board of directors, Single Regeneration Board, Manningham and Girdlington (1998 – 2000); former founding member and chairperson, Young People's Forum; former member, European Commission Anti-Racism Project (1995 – 1997); former treasurer, Manningham Drugs Forum (1993 – 1997)



### **DR RAJ CHANDRAN MBBS DRCOG**

CRE commissioner (September 1993 – December 2000); 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, British Medical Association; 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 (May 1993 – ); 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, Department of Trade and Industry; 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



### PATRICK PASSLEY

CRE commissioner (April 1999 – ); independent 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; committee member, National Adult Learning Committee, Learning Skills Council; council member, London East Learning Skills Council



### SHUSHILA PATEL

CRE commissioner (April 1999 – ); independent consultant; acting chief officer, Redbridge Council for Voluntary Services; former consultant on equalities, NHS Executive; member, Home Secretary's 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 Words, 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, Equal Opportunities Committee, Cardiff County Council; member, 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).



### KAMALJEET JANDU

CRE commissioner (June 2000 – ); economist; national diversity manager, Ford Motor Company (Britain); former policy officer, Equal Rights Department, TUC; former economic development officer, London Borough of Ealing; member, management committee, Southall Rights Legal Advice Centre



**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

(DURING 2000)

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## Legal Committee

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

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## Finance and General Purposes Committee

Moussa Jogee (Chair)  
Shahid Malik  
Shushila Patel  
Cherry Short

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## Remuneration Subcommittee

Moussa Jogee (Chair)  
Mohammed Amran  
Raj Chandran

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## Audit Committee

Cherry Short (Chair)  
Moussa Jogee  
Shahid Malik

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## Policy and Communications Committee

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

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## North of England Committee

Moussa Jogee (Chair)  
Mohammed Amran  
Shahid Malik

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## Scotland Committee

Moussa Jogee (Chair)  
Mohammed Amran  
Shahid Malik

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## Midlands Committee

Ray Singh (Chair)  
Raj Chandran

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**Wales Committee**

Ray Singh (Chair)  
Cherry Short

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**London and South of England Committee**

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

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The Commission met in January, February, March July, October, and November 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 2000 – 31 MARCH 2001

## Expenditure

	£
1 Commission members' remuneration	290,000
2 Salaries and wages, national insurance, and pension contributions*	6,377,000
<b>Total</b>	<b>6,667,000</b>
3 Commission and secretariat overhead expenses/internal training	2,748,000
4 Staff and commissioners' travel and subsistence	303,000
<b>Total</b>	<b>3,051,000</b>
5 Legal and other professional charges	796,000
6 External training	90,000
<b>Total</b>	<b>886,000</b>
7 Research and section 45 (research and library)	291,000
8 Grant aid for employment of racial equality officers	4,601,000
9 Discretionary and supplementary grant aid to racial equality councils	59,000
<b>Total</b>	<b>4,951,000</b>
10 Project aid and self-help	384,000
11 Information services and publications	279,000
12 Conferences	142,000
13 Capital expenditure	233,000
<b>Total</b>	<b>1,038,000</b>
<b>TOTAL NET EXPENDITURE</b>	<b>16,593,000</b>

\* Includes £76,000 for early retirement through restructuring

The expenditure shown above is after crediting income received primarily from sponsorship and donations of £259,000 (including £130,000 as a grant from Sport England to Sporting Equals), litigation receipts of £52,000, publications sales of £35,000, interest on bank deposits of £142,000, and other income of £52,000, including £20,000 raised from the Beyond Rhetoric conference. 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 2001/02 is £19,852,000.

Note: All figures to the nearest £1,000

## Remuneration of Chair and commission members

	£
Remuneration of Chair*	102,000
Remuneration of two Deputy Chairs*	41,000
<b>TOTAL</b>	<b>143,000</b>

## Remuneration of staff

	£
Chief executive*	75,000
Other staff:	
a. Gross salaries (including performance pay)	5,352,000
b. Employer's national insurance contribution	360,000
c. Employer's superannuation contribution	590,000
<i>Number of staff receiving £40,001 - £50,000 per annum:</i>	<i>11</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>198</i>
<b>TOTAL</b>	<b>6,377,000</b>

## Expenses of commission members

	£
Expenses paid to commission members	147,000

\* Excludes national insurance and pension contributions

Note: All figures to the nearest £1,000



## PROJECT AID 2000/2001

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 2000/2001, a total of £384,000 was paid to four recipients. Discretionary and supplementary grant aid to racial equality councils amounted to a further £59,000.

### Organisations receiving short term project aid during 2000/2001 \*

#### *Avon and Bristol Community Law Centre*

To provide a complainant aid service in the west of England: £30,000

#### *North Lambeth Law Centre*

To provide a complainant aid service in the Lambeth area: £150,000

#### *Northern Complainant Aid Fund*

To provide a complainant aid service in the Midlands and north of England: £193,000

#### *Scottish Employment Rights Network*

To prepare and deliver two residential training events on discrimination case-work, including materials and training support: £11,000

Note: All figures to the nearest £1,000

# FINANCIAL ASSISTANCE TO RACIAL EQUALITY COUNCILS, 2000/2001

Under section 44 of the Race Relations Act, the CRE provided financial assistance to 98 racial equality councils around the country during 2000/2001. 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, including pension contributions.

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

REC	FROM CRE (£000)	REC	FROM CRE (£000)
Aylesbury	36	Fife	57
Barking	37	Gloucestershire	46
Barnet	38	Grampian	58
Bath	37	Greenwich	68
Bedford	30	Hackney	37
Bexley	37	Haringey	64
Birmingham Partnership	74	Harrow	59
Blackburn	63	Havering	6
Brighton & Hove	3	Hillingdon	18
Bolton	77	Hounslow	72
Bristol	68	Ipswich & Suffolk	60
Bromley	25	Kingston	37
Bury	27	Kirklees	79
Camden	38	Leeds	81
Cardiff & Vale	37	Leicestershire	109
Central Scotland	60	Lewisham	63
Charnwood	54	Liverpool 8 Law Centre	1
Cheshire	40	Manchester	98
Cleveland	40	Medway	33
Cornwall	14	Merton	28
Coventry	67	Milton Keynes	34
Croydon	10	Newham	54
Derby	36	North Staffordshire	31
Devon & Exeter	13	North East Lincoln	4
Dorset	13	North West Kent	48
Dudley	56	Norfolk & Norwich	60
Durham County	14	Nottingham	90
Ealing	73	Oldham	7
East Staffordshire	60	Oxfordshire	57
Edinburgh & Lothian	60	Peterborough	61
Enfield	60	Plymouth	58
Essex	27	Preston & West Lancashire	66

REC	FROM CRE (£000)	REC	FROM CRE (£000)
Reading	46	Telford & Shropshire	37
Redbridge	52	Tower Hamlets	66
Rochdale	56	Tyne & Wear	64
Rotherham	59	Valleys	30
Rugby	35	Walsall	28
Sandwell Partnership	27	Waltham Forest	64
Sheffield	82	Warwick	57
Slough	34	Watford	31
Somerset	16	Wellingborough	66
South East Wales (Newport)	29	West of Scotland	96
Southwark	74	Westminster	55
Stafford	36	Wiltshire	47
Sussex	31	Wolverhampton	65
Sutton	37	Worcester	84
Swansea Bay	13	Wycombe	34
Swindon	50	York	20
Tameside	61		
Tayside	51	<b>TOTAL (including pensions)</b>	<b>4,601</b>

## PICTURE CREDITS

3	IP Studios
4	Euro RSCG WNEK Gosper / CRE
5	John Birdsall
6	Robin Banerji / CRE
7	SPEQ / CRE
8	John Harris / Report digital
10	(Upper pair) Euro RSCG WNEK Gosper / CRE (Lower) David Sims / PA
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The Commission for Racial Equality was set up by the Race Relations Act 1976 with the duties of:

- Working towards the elimination of racial discrimination
- Promoting equality of opportunity and good relations between people of different racial groups
- Keeping under review the working of the Act and, when required by the Secretary of State or when it otherwise thinks it necessary, drawing up and submitting to the Secretary of State proposals for amending it.

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