

FOR THE MANY NOT THE FEW

**RACE AND
FAITH**
MANIFESTO

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FOREWORD

Labour is the Party of equality.

We were built on the values of social justice, internationalism and human rights. Our values are rooted in the fundamental truth that whatever your background, wherever you are from, you should have the means and opportunity to fulfil your potential.

Theresa May and the Conservatives have failed to stand up for race equality. Their policies in government have turned back the clock, with Black, Asian and Minority Ethnic communities being denied opportunities to flourish and succeed.

People continue to be treated unfairly due to their gender, ethnicity, faith, sexuality, gender identity or disability. The recent rise in hate crimes, including Anti-Semitic, Islamophobic attacks and increased attacks against other faith communities, underscores how far we still have to go.

Labour will repair the damage done by the Conservatives which has sown the seeds of division in our communities. Spending cuts have been a political choice by the Conservatives. Labour will not scapegoat our Black, Asian and Minority Ethnic Communities nor blame them for the economic failures of the Conservatives. Labour will bring our country together. Only we can be

trusted to unlock the talent of Black, Asian and Minority Ethnic people, who have been held back by the Conservatives.

This manifesto sets out our key pledges and policies for eliminating racial inequality from our economy and society.

We will guarantee equality is at the heart of our programme for government. Labour will implement a comprehensive strategy for racial equality, one that effectively challenges the socio-economic disadvantage many Black, Asian and Minority Ethnic communities suffer. We will work every day for a fairer society, where every person is enabled to get on in life, regardless of race, faith or ethnicity.

Don't let the Conservatives hold Britain back.

Let's build a Britain that works for the many, not the few.



Jeremy Corbyn
Leader of the Labour Party





UNLOCKING POTENTIAL

Employment and fair pay

A Labour government will commit to eliminating racial inequality in our economy. We will unlock the talent and potential of our Black, Asian and Minority Ethnic communities, who have been held back by the Conservatives. Analysis from the Trade Union Congress (TUC) highlights how Black and Asian workers are more than twice as likely to be in the low paid and insecure work that is blighting Britain.

The loss of more than a million public sector jobs, either disappearing completely or outsourced to the private sector, has shattered one of the few footholds for Black and Asian people to gain a real stake in society. The reality is discrimination remains a defining feature in our jobs market. By introducing equal pay audit requirements on large employers, Labour will close this pay gap. We will boost the income of Black and Asian communities by introducing a Real Living Wage of £10 an hour by 2020.

Black, Asian and Minority Ethnic unemployment is double that of the white population (10 per cent to 5 per cent), while people with Asian or African sounding names have to send twice as many applications to get an interview. This is a significant barrier to work and constitutes discrimination. A Labour government will launch an inquiry into recruitment discrimination and consider initiatives to tackle ethnic bias, including exploring the practicalities in rolling out name-blind recruitment practices if necessary. By introducing equal pay audits, Labour will close the race pay gap.

A new deal for business

Our small and medium-sized enterprises are the backbone of our economy, providing 60 per cent of private-sector jobs. Today Black and Asian-owned businesses are an important and growing feature of our economy and society.

The Conservatives have failed small business owners, their recent business rate revaluation caused business rate hikes in some parts of the country, they also sought to penalise self-employed people by raising National Insurance Contributions in an attempt to squeeze incomes of thousands of small-business owners. In order to provide the support many

small businesses need, a Labour government will declare war on late payments by using government procurement to ensure that anyone bidding for a government contract pays its own suppliers within 30 days. Labour will reinstate the lower small-business corporation tax rate, and review the business rates regime.

Equality in the workplace

No matter how unbiased some employers think they are, subconscious negative opinion about people outside their own ethnic group does occur.

And in reality unconscious bias can influence performance reviews, progression and promotion opportunities for Black and Asian people. Public sector organisations are required to actively promote equality under the Equalities Act. A Labour government will create statutory time off for Equality Representatives to give people means to enforce their rights at work and make equalities legislation stick.

Our biggest companies must demonstrate that background is not a barrier to progress and success. Diversity in the boardroom can help create constructive and challenging dialogue. As the McGregor-Smith Review recently highlighted, if Black,

Asian and Minority Ethnic people progressed at the same rate as their white counterparts, the UK economy could benefit from a £24 billion-a-year boost. Yet numerous reports highlight the boardrooms of Britain fail to reflect the society we live in. Companies are failing to promote enough ethnic minority employees to top executive positions. Labour will implement the Parker Review recommendations to increase ethnic diversity on the boards of Britain's largest companies.

The introduction of fees for employment tribunals has seen a stark and substantial fall in employment related claims, with Black and Asian workers disproportionately deterred from pursuing claims of discrimination in the workplace. Labour will reverse the unfair employment tribunal fees which literally price people out of justice.

Young people

Every young person has potential that should be realised and feel celebrated in a tolerant, forward thinking and outward looking Britain.

We want young people from every background to face the future with optimism and confidence. Whether it's supporting people with the costs of travel to college or having

the opportunity to work and study abroad. Labour will fight to remain part of the Erasmus programme so young people from different backgrounds can study in Europe and beyond.

Housing

Britain has a housing crisis – a crisis of supply and a crisis of affordability.

Black and ethnic minority people are more likely to live in bad housing or be homeless. There is evidence of racial discrimination by private lettings agents and landlords. Around 40 per cent of Black African families and 36 per cent of Bangladeshi people living in over-crowded conditions. Labour will establish a new Department for Housing to focus on tackling the crisis.

LABOUR WILL:

- Introduce equal pay audit requirements on large employers.
- Launch an inquiry into names-based discrimination and consider rolling out name-blind recruitment practices if necessary.
- Boost the income of Black, Asian and minority communities by introducing a Real Living Wage of £10 an hour by 2020.
- Support small business and ensure anyone bidding for a government contract pays its suppliers within 30 days and reinstate the lower small-business corporation tax rate.
- Abolish unfair unemployment tribunal fees and create statutory time-off for Equality Representatives in the workplace.
- Implement the Parker Review recommendations to increase ethnic diversity on the boards of Britain's largest companies.
- Enhance the powers and functions of the Equality and Human Rights Commission.



BREXIT AND HUMAN RIGHTS

Britain is a modern multicultural democracy that has benefited tremendously from the historic contributions of people all around the world. The vote to leave the European Union could have a wide ranging impact on the issues of race and equality in Britain.

Theresa May has threatened to weaken, if not abolish altogether racial equality legislation derived from the European Convention of Human Rights. Devastating cuts by the Conservatives to the Equality and Human Rights Commission (EHRC) reveal their real attitude to issues of equality and discrimination. Labour

will enhance the powers and functions of the Commission, making it truly independent, to ensure it can support ordinary working people to effectively challenge any discrimination they may face.

Labour will defend the 1998 Human Rights Act and advance human rights legislation by incorporating the International Convention on the Elimination of all forms of Racial Discrimination into British law. With a Labour government, Britain will remain a signatory to the European Convention on Human Rights. Labour will work to remove barriers preventing people from achieving their potential.



STRONGER, SAFER AND COHESIVE COMMUNITIES

Labour is the party of equality. We seek to build a society and world free from all forms of Racism, Anti-Semitism and Islamophobia.

Since the European referendum campaign, there has been a sharp increase in the number of racially or religiously aggravated offences recorded by the police. This is unacceptable. A Labour government will take robust action against violence and hate crime, developing a cross-department strategy to deliver strong and cohesive communities, and will recruit 10,000 more police officers to work on community beats.

Labour shares the concerns of public

sector professionals and security services, that the Prevent programme may be counter-productive and undermining community cohesion. Our approach will be community based and intelligence led. Labour will review Prevent with a view to assessing both its effectiveness and its potential to alienate minority communities. We will address the Conservatives' failure to take any effective new measures against a growing problem of extreme or violent radicalisation.

Anti-Semitism is an evil which led to the worst crimes of the twentieth century. Every one of us has a responsibility to

ensure that it is never allowed to fester in our society again. Commissioning a report on our own Party was an unprecedented step in British politics, demonstrating a commitment to tackling bigotry and prejudice wherever it is found. Labour has adopted the International Holocaust Remembrance Alliance “working definition” of Anti-Semitism as “a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of Anti-Semitism are directed toward Jewish or non-Jewish individuals and/or their

property, toward Jewish community institutions and religious facilities.”

We will strengthen our communities’ rights to practice their religion free from persecution. We will defend the right to wear all forms of religious and other dress of Muslims, Jews, Hindus, Christians, Sikhs and many others. We will end racism and discrimination against Gypsy, Roma and Traveller communities, whatever their ethnicity, culture or background, whether settled or mobile, and protect the right to pursue a nomadic way of life.

LABOUR WILL:

- Take robust action against violence and hate crime, developing a cross-department strategy to deliver strong and cohesive communities, and recruit 10,000 more police officers to work on community beats.
- Review the Prevent programme with a view of assessing its effectiveness and potential to alienate minority communities.
- Develop new effective measures, which are community-based and intelligence-led to reverse the dangerous growing problem of extreme or violent radicalisation

BETTER REPRESENTATION IN PUBLIC LIFE

Our democracy

Although 12 per cent of the population is from Black and Asian Backgrounds, they remain underrepresented in our democracy and public life.

At present there are 41 non-white MPs elected to the House of Commons, 6.3 per cent of all 650 MPs. If the non-white population were represented proportionally in the House of Commons, there would be around 84 Black and Asian MPs. Over the last Parliament, Labour had more Black, Asian and ethnic minority MPs in parliament than all the other political parties. We have the most diverse shadow cabinet Parliament has even seen. We are proud of this legacy, but we must acknowledge there is still a long way to go. Labour will launch a consultation into racial diversity of representation across the party. We will develop a new

leadership and training programme for future Black and Asian local government and parliamentary candidates.

Diversity in the media

Diversity in the media is vital as we need to reflect and represent the whole of the UK.

Corporations such as the BBC with their Diversity and Inclusion Strategy 2016 – 2020, and Channel 4's 360° Diversity Charter are making commitments to bring forward diversity and disability as key elements of their future strategy to achieve a truly reflective media in today's diverse British society. A Labour government will continue to work with the media to encourage and support further inclusion and opportunities celebrating Britain's diverse community.

LABOUR WILL

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- Continue to work with the media to encourage and support further inclusion and opportunities celebrating Britain's diverse communities.



A PUBLIC SECTOR, POLICE AND JUDICIARY THAT WORKS FOR ALL

Labour is the party of the public services. We believe all aspects of the public sector, including health and education should be inclusive and free at the point of use. Labour will drive change to ensure our criminal justice system better represents the communities it serves.

Health

Labour will invest in our NHS, to give patients the modern, well-resourced services they need for the 21st century. We will work across government and the voluntary sector to end the race

disparities in our health care system, such as outcomes for diabetes, heart disease, stroke and mental health.

With African and Caribbean people far more likely to be diagnosed with a serious mental illness, we will work to reverse the the damage done to mental health services and address the need for appropriate treatments to ensure the right mental health care is provided for different ethnic minority communities.

We will strengthen the Workforce Race Equality Scheme for the NHS

which seeks to improve Black, Asian and Minority Ethnic representation at senior management level. To make sure our health service delivers for diverse communities we will work with NHS providers to develop guidance on food labelling to have due regard to the faith and cultural requirements of patients.

Our social care service is in crisis, with severe consequences for the quality of care, public finances and pressures on unpaid carers. Many people from Black and Asian communities traditionally provide unpaid care for older, disabled and ill relatives. The next Labour government will raise Carer's Allowance to recognise the contribution of Britain's unpaid carers.

Education

Labour will put teaching standards and pupil attainment first. Children from minority ethnic communities, especially African Caribbean, Pakistani and Bangladeshi and white working class boys have been heavily affected by Conservative cuts resulting in school budgets falling in real terms and bigger class sizes.

Many children from minority ethnic groups are from lower socio-economic groups. Proportionately, these pupils are recorded as having special educational needs.

Labour's national education service will address the gaps in educational



attainment that still hinder the life chances of certain minority communities. We will monitor and put into place solutions to tackle the injustice of higher exclusion rates of Black Caribbean pupils. To aid attainment, we will introduce free school meals for primary school children.

Young people from Black and Asian backgrounds face an astonishing 50 per cent rise in long-term unemployment since the Conservatives were first elected in 2010. Black and Asian graduates face higher unemployment than their white counterparts and on average earn 23 per cent less when working. We want the potential of young Black and Asian people to be realised. Labour will reintroduce an Education Maintenance Allowance and abolish university tuition fees. This will give our young people real opportunities based on their gifts and talents and not by the privilege of their birth.

Criminal justice system

Analysis commissioned by the Lammy review into Racial Bias and Black, Asian and Minority Ethnic representation (BAME) in the criminal justice system has found that our system suffers a 'trust deficit', with a majority (51%) from BAME backgrounds who believe

it discriminates against particular groups or individuals. It is vital to the effectiveness of the police and judiciary that these institutions command the confidence of all communities.

It is still shamefully true today that Black people are still far more likely than other ethnic groups to be stopped and searched in almost every part of the country. Levels of 'stop and search' do not correlate to levels of criminality amongst Black and Asian communities. Neither is there any evidence that it is particularly effective in stopping crime. Black, Asian and religious groups are often the victim of crime and require the support of the police. But it is difficult to feel protected in a culture of suspicion and fear. Black, Asian and Minority Ethnic communities can also be effective in supporting police in solving crimes, but for the same reasons they are less likely to come forward.

Delivering diversity and social justice will be central to a Labour government's plan for a modern and effective criminal justice system. We will act decisively to bring an end to the excessive use of stop and search powers and deliver policing by consent. The high proportion of ethnic minority deaths

in police custody and poor mental health provision in prison must be addressed. A Labour government will consider the emerging findings of the Lammy review and implement the recommendations made in the

EHRC's report on the Metropolitan Police in handling discrimination complaints from its own officers and staff. We will work tirelessly to reduce the disproportionality in sentencing and reoffending.

LABOUR WILL

- Reverse the damage done to mental health services and develop a strategy to address race inequalities in mental health services.
- Work with NHS providers to develop guidance on food labelling to have due regard to faith and cultural requirements of patients.
- Raise Carer's Allowance to recognise the contribution of unpaid carers many of whom are from Black and Asian communities.
- Reintroduce Education Maintenance Allowance and student maintenance grants, and abolish university tuition fees and college fees for adult learners.
- Work to eliminate institutional biases in the use of stop and search powers and deliver policing by consent.

