

When looking at policy and legislation it is important to address the meaning of policy and what its affects are. Due to the problems from immigration and racism over the years. It is important to address some of the issues and causes. The main points to look at are the rise of the welfare state and how it has affected the black and ethnic minorities. It is important that we address how policy and legislation has changed over the years and look at how a policy becomes law. When looking at the affects of legislation we will consider the affects that it has on race in the context of black and ethnic minority groups. 'racism' defined in the oxford dictionary as 'prejudice, discrimination, or antagonism against someone of a different race based on that one's own race is superior'. Asking the question what affect policy from 1945 has on race, and how has it changed over the years.

Policy can be described in different many ways, one example provided by Spicker (2008, p.69) describes 'policy' as 'infuriatingly elusive', accusing politicians of having a deliberate agenda and generally using the word policy as a way of describing things they would like to do and change in society. In terms of welfare although the idea or intent of policy can be positive, but many are not easy to define. looking at political ideologies or political positions Spicker (2008, pp.93-94) describes them as 'running from left to right', Conservatives on the right and socialists on the left. One of these ideologies is 'Marxism'. Marxists see conflict of classes in society, a dominant class who own and control, and the working class who are exploited by the dominant. The Marxist see welfare to exploit power. Spicker (2008) tells us Marxism is not unified and stands for a range of opinions in a 'capitalist' society. They introduced measures such as welfare policies pensions and health service, with the aim of people becoming reliant on the system. However, Socialism is seen as a movement for the improvement in society. They believe in collective action, including mutual aid, cooperatives social welfare and planning. A socialist believes in 'freedom' and 'empowerment' and better equality benefit on social services.

It is important when looking at policy to cover what a policy is and how they are created. The World Health Organization (2005) offers an example of the process. It is important to identify if there is a need for a policy or, if a policy that already exists and needs some adjustment. If there is a need then the next stage is to identify the key stages in making a health policy. Firstly, identifying the cause of the problem. Once identified the issue will then become a political agenda, enabling it to become addressed by government. This leads us onto the policy becoming adopted and being brought into force by Legislation, once it has been accepted by the cabinet. Once the policy is in the public domain the impact should be monitored, or have a policy evaluation, it is important that the policy is useful and is in the correct context.

One of the biggest shifts in policy came about following World War II when the 'Welfare State' was created, heavily influenced by the Beveridge report of 1942. Appointed by the government William Beveridge who was the director of the London School of Economics, conducted a review of the social policy that was in place at that time. He discovered that the system was inadequate. The report he created brought on a reform of the benefits system and suggested a more collective welfare system. He wanted to induce public action with the aim of removing what he described as 'five giant evils' disease, ignorance, idleness, want and squalor. The report recommended new reforms, and looked to create The National Health Service, improving employment, education, public housing and National Insurance. This created huge reform in the country, with the expansion of public funding for state services. These services would be financed through taxes and would be provided free to all (Alcock and May 2014, p.

5). All this reform going on at the time was further complicated when in June 1948 the Empire Windrush docked in London. She was carrying around 500 Jamaican settlers, all looking for a better life. Many were ex-service men from the war and had been part of Britain's post war recruitment drive. The aim was to bring over workers from the Commonwealth to support the NHS and other state services. (Cavendish, 1998). Britain needed new workers due to the decline in population from the war; these workers were intended to work hard for very little. The new improved British Nationality Act 1948 gave all Commonwealth citizens free entry into Britain. Unfortunately, this was met by many racists who wanted to 'keep Britain white', this caused many black and Asian immigrants much prejudice in post war Britain. To try and address the prejudices the Race Relations Act has been altered many times over the years, in the effort of stopping racial discrimination in all areas (National Archives.co.uk, No Date). The Race Relations Act 1945 was created to prevent racial discrimination. Unfortunately, it was often described as weak. The Legislation only covered discrimination in specific areas, such as hotels and restaurants to be illegal. There were many complaints due to the Act not covering employment and housing. The Race Relations Act 1968 was intended to cover these issues. Unfortunately, the Immigration Act of 1968, was imposing bigger restrictions on family members in the Commonwealth coming to Britain, while the Race Relations Act was benefiting 'integration' of communities, extending provisions covering housing and employment, thus causing a great deal of animosity. In 1976 there was another update of the Race Relations Act. This was created as a result of racial discrimination worsening. Extending the section to include 'indirect discrimination' to include disadvantaged racial groups (The Cabinet Papers, No Date). The Race relations policy was also partly created to deal with Citizenship, to justify the introduction of British citizens from former Colonial countries. The aim was to encourage better race relations and improve the control of immigration. Supporting the earlier comment that the Race Relations Act of 1945 and 1968 had little support. It wasn't until the Act in 1976, that discrimination was addressed properly. This act addressed both direct discrimination indirect discrimination and victimisation from discrimination. Also looking at education, employment and established the 'Commission for Racial Equality' making racial discrimination by race, colour, Nationality or ethnic origin unlawful. Unfortunately, the Act was still flawed because Tribunals were unable to define discriminations. (Alcock et al. (2012, cited in Platt, p.378)

The acts were not updated until 2010, when the Equality Act 2010 became law. This Act was to replace the 1976 Race Relations Act and the Disability Discrimination Act of 1995. (Acas ND) The Equality Act united nine of the previous Acts of Legislation, disability, age, marriage and civil partnership, gender reassignment, race, religion or belief, pregnancy and maternity, sex and sexual orientation. The aim was to simplify Legislation and remove inconsistencies that had developed and introduce new specific measures. Another aim was to ensure protection from discrimination and introduce some new specific measures better defining discrimination, harassment, victimisation and equality to public authorities. Eliminating discrimination and to create better relations to different groups. (Hirsch et al, Government equalities office)

Stephen Lawrence was brutally stabbed to death on 22nd of April 1993. His tragic death led to a five-year inquiry. The enquiry tells us that Stephen's death was a racial motivated attack. There was a trial in 1996 but due to lack of evidence nobody was convicted. The inquest in 1997 decided that 'Stephen Lawrence was unlawfully killed in a completely unprovoked racist attack by five youths' the report concluded that there was a need to build trust in more minority

ethnic communities. More fairness was needed, it was vital to establish a better trust between the police and the communities. One of the recommendations was that all 'stop and search's' made by the police on foot or in cars should be recorded, and the police were encouraged to be more approachable. The aim was to 'increase trust and confidence in policing amongst minority ethnic communities. It was decided that the term 'racist incident' when reported would always be investigated by the police and relevant agencies, with the same commitment of any other crime. The report outlined many other recommendations including ensuring that liaison officers would be readily available and appropriately trained. Victims and witnesses of racial incidents would be approached more sensitively. Also recommended was better training in racism and that local ethnic groups should be involved. (Stephen Lawrence enquiry 2010). Alan Travis (the Guardian no date) felt that the McPherson report led to specific changes to the law. He argues that the report led to a huge change of Britain's Legislation on race and credited with permanent changes in public services. He quoted 'We must make equality a reality' Travis observes that the report has led to 67 specific changes in the Law. These include targets to promote more black and Asian police officers, and the creation of the 'Independent Police Complaints Commission. Also addressed was the rising issue of 'hate crime' that were perceived to be racially motivated, but to also cover sexuality, disability gender and religion also motivated by 'hate' The McPherson report showed up all the failings of the 1976 Relations Act and was instrumental in the creation of the amendments in the more recent 2010 Race Relations Act.

Platt (2007) This leads us to look at those vulnerable ethnic groups and see how ethnic minority groups have higher rates of poverty than the rest of the population. It was found that Bangladeshis, Pakistan's, and Black Africans were amongst the highest, especially when concentrating on vulnerable groups like the elderly and children. Differences in poverty were also found in areas of deprivation with problems such as lack of material possessions, problem housing, limited suitable clothing and little social community. All these issues leading to low self-esteem, anxiety and affecting their wellbeing. Platt notes that these effects came from low income little employment, leading many ethnic groups having little saving and relying on benefits.

Alcock, May, (2014 p 278) Looking at the experience of race and ethnic differences in welfare. It is apparent that they were marginalized within Society. This has now been exposed and is being challenged. Along with class the debates over 'race' to some extent depend on how racial differences are seen, and how the issue of racism is approached. In Britain there is a numerous ethnic minority groups living in close communities, that are subject to ill treatment and discrimination. Disadvantage within the welfare service is often related to the ethnic minority. Black people living in Britain face much racism, there is distinction between white and black people that has divided the population. The restrictions brought on due to the recession in the 1970's posed many problems for black people creating a feeling that black people didn't belong in Britain.

Thompson, (2016) believes that there is a need to create positive black identities, although a controversial area, this is necessary to counter any damaging effects from racism, this would be to recognize the amount of disadvantaged black people that suffer as a result of racism, with

the aim of developing policy and practice with the intention of combating the problem areas. eradicating racism and supporting those facing racist comments, attitudes and prejudice.

Hate crime has become a large problem in recent years. According to tackling hate crime in the UK (ND) hundreds of thousands of people are either attacked or harassed both physically and verbally. These incidents happen mainly because the victim is different in some way. Many people believe the motivation for the abuse is often due to race, sexuality, gender or religion. Many victims are extremely vulnerable, and the article implies that the problems are due to the politicians and media, believing they exploit people's differences to promote hostility and fear. 'Hate crime' is defined in England and Wales as 'any hate incident which constitutes a criminal offence. The article unfortunately tells us that the prosecution of these crimes is difficult due to them mainly occurring in isolated areas with limited witnesses who are often intimidated . (tackling hate crime in the UK, ND). When looking at an article published in 2016. It shows us how the police and British courts are possibly overlooking hate crimes that are associated with racism. Accusing judges of giving lighter sentences for racist hate crimes. The report suggests that this is happening due to a combination of being unable to recognize racist motivation and judging that racist attacks as disputes or just over exaggerating. Also accusing the media and newspapers of encouraging 'hate speech' that has had a big effect on the black and ethnic minority communities. Causing experts in anti-racist to want heavier sentences for these crimes but unfortunately, they are rarely given. There is also evidence that hate crime is possibly more traumatic than many other crimes, commenting that it can be emotionally damaging, but this is rarely considered by the judge when sentencing. This report shows us that nothing much has changed since the introduction of the 2010 race relations act Travis, (2016.) Racial elements in hate crime). Statistics shockingly show us that stabbing incidents have risen by 22 per cent in England and Wales in 2017 with victims as young as thirteen, this spike has been attributed to a decline in stop and search caused by controversy and allegations of racism. The governments answer is to increase sentences for carrying knives. Dearden (2018, Why is knife crime increasing in England and Wales).

In conclusion although looking at various Acts of legislation, one can see how the government has indeed made numerous attempts to address the issue of racism, and immigration. Although many different policies are made, they are there for a purpose, and are changed according to need. Although black and ethnic minority communities were encouraged to migrate to Britain, they have received little support from the government, even with the various policy changes put in place. It took a tragic event such as the murder of Stephen Lawrence to create a reform. Unfortunately, lessons are still to be learnt. Although there has been an improvement, and better laws have been put in place. Statistics show there is a rise and the problem is not going away.

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