

Describe the Development of Policy and Legislation for Race since 1945

The term social policy is one often used in referring to meeting wellbeing and welfare needs for people within society and the actions which are taken to deliver these services and meet these needs. Social policy is often confused or linked with sociology. The two subjects are however separate and differ since sociology focuses generally on social circumstances and divisions, and different groups of thought surrounding these circumstances. Whereas, social policy heavily surrounds the implementation and development of policy to influence both society and the individual. British social policy traditions also stand alone from other countries. This is because British social policy is particularly concerned with making the change needed in Britain and the further World, rather than just merely understanding it. Fabianism is a concept related closely with British social Policy as Fabians felt the need and want to make practical use of academic research to influence government and welfare policy (Alcock 2014). This essay aims to highlight the issues concerning disadvantage of Race in social Policy and in society today.

A report by William Beveridge was published in 1942 addressing issues of Welfare and care in Britain and his views on how Britain ought to tackle them. William Beveridge's report led to an eye-opening realisation of need for change in Britain, and with this became the initial birth of the welfare state (Leathard 2000). Beveridge's greatest aim was the abolition of the 'five giants' being 'want', 'disease', 'squalor', 'idleness' and 'ignorance' which had been perceived to be major problems in the country in addition to World War Two. Beveridge believed that in eradicating these evils it would be possible to provide care from 'cradle to the grave' (Beveridge 1942). Beveridge's report laid the stones for the foundations of the Welfare state as we know it today and was the inspiration for the reforms introduced in post war Britain to abolish these evils. With this, the National Health Service was put in place and provided the highest standard of free medical advice and care for everyone, this helped to combat the problem of disease. Public housing was established, and the giant of squalor was fought due to this, helping with the problem of homelessness also. To address the obstacle of want, National Insurance was introduced, providing benefit for anyone in need. The leaving age of education was expanded to fifteen and in doing this helped also to tackle the issue of ignorance and gave all children the free right and access to education. To tackle the problem of idleness full employment was introduced. All the above introduced because of the Beveridge report had a massive impact of welfare and well-being as people's basic needs were being taken into consideration and catered for and as a result the people of Britain were being formally looked after and cared for the first time. (Alcock 2014).

The term 'race' covers a range of characteristics such as cultural identity and physical differences in appearance or body type. The diversity of this makes it considerably more difficult in making generalisations about the topic especially without creating stereotypes or assumptions. Race divisions in society are created due to preconceived ideas or prejudices about such races, which furthermore creates animosity or tension concerning the issue which should be addressed with caution. (Spiker 2014). How ethnic and racial contrasts are perceived and understood however, has a massive impact on debates over division of 'race' and upon how this issue of racism and racial discrimination is approached. Racism is a term used to refer to hostility surrounding black people in Britain. Often this racism is used as a means of making the black person feel in an inferior position to the white person (Spiker 2014). This racism experienced by Black people in the UK is usually targeted by white people, and independent

to racism surrounding other ethnic groups. The extent of Racism in the UK is confusing as it surrounds both those black British Citizens who have been born or brought up in or have been living in the UK for all, or for a long period of their lives, also, as well as those who are immigrants. The racism issue is often a product of the 1950's mass black immigration to the country, when Black people from former British colonies in the commonwealth immigrated to Britain with the intention to fill gaps in in jobs – mainly low paid jobs – in welfare services to uplift the labour force. As time went on restrictions to immigration were put in place due to legislation changes in 1962, and because of this immigrants were restricted to on arrival having to be able to demonstrate a guarantee of job. The restriction processes created problems of identity for those black people already living in the country and created a difficulty of providing their rights to enter and to live in the UK. This identity crisis added fuel for more racial discrimination and racism by white people who felt a sense of not belonging for the Blacks in the country. (Alcock 2014).

The link between welfare and its importance to race is uncertain and debatable. However, it is clear that in post-war Britain the welfare state was seen as a concept put in place, for and in favour of the white British society, due to it being a white British accomplishment although most of Britain's black population were working towards welfare goals and contributing to society, this underpinning feeling of a patriotic white-British welfare state left opportunity for the idea or assumption that the black citizens were not deserving or entitled to the welfare services and developments (Alcock, 2014).

The unfair and inadequate treatment of black people by society and, for the importance of this assignment, the criminal justice system, was reflected in the Stephen Lawrence murder case. The murder - an unprovoked racist lead stabbing on April 22nd, 1993, produced although not immediately, a massive shift in the way the metropolitan police were expected to treat and deal with cases involving individuals or groups of minority ethnic groups. Throughout the case Lawrence's parents become increasingly frustrated that the police were not doing enough with the evidence in hand in order to catch the suspects. Doreen and Neville Lawrence however, express their exasperation for the police, criminal justice system and the murderers by launching a private prosecution in hope of gaining justice for Stephen. The private prosecution however, failed. A public enquiry was announced by Home Secretary Jack Straw which would be led by Sir William Macpherson. By July 1998 police commissioner Sir Paul Condon admits to the failures which had occurred in the Lawrence case and is called to resign. The 1999 Macpherson report made 70 recommendations about how policing must change in regards to racial attitudes, and dealing with different race groups. The report highlighted issues in the Metropolitan policing system and highlighted the institutional racism that had been taking place among the criminal justice system. In 2004 The Double Jeopardy rule, a principle stating, one cannot be tried more than once for the same crime, had been overturned; giving the Lawrence family a second chance to seek justice for Stephen (Whitehead, 2012). By 2006 further questions had been raised about the murder, and led to the Metropolitan Police reviewing their evidence. Dobson and Norris, in 2012, were found guilty of Stephen Lawrence's murder, and became the first to be sentenced after being tried twice following the scrap of the Double Jeopardy Law, a ground-breaking revolution for the history of the British criminal justice system. (Evans 2012).

Either indirectly or directly, in our lives, we are all affected by a plethora of public policies. Public policies, in today's society can mean good or bad outcomes; they can inflict pleasure or

irritation and when put together have consequences for our wellbeing and satisfaction. In any policy process, you need to define the problem, and apply common-sense. There needs to be an agenda where problems receive the serious attention of public officials, such as civil servants and attempt to get the government to consider action regarding the problem. To formulate any specific problem there is a need to develop suitable and acceptable courses of action to deal with a public problem. It is necessary to propose what should be done about the problem, going forward. Any adoption of a policy must have support for a specific proposal so that a policy can be made legal and be authorised. The government need to accept the specific solutions to the particular problem. The civil service will produce a policy and the government will apply this policy to the problem. At a later stage, sometime in the future the policy must be examined to decide whether the policy worked or not and consider the reasons as to its effectiveness or not. This policy process is often referred to as a policy cycle. (Anderson, 2013)

Policy and procedure management is critical for local authorities in England and Wales. Local Authorities must provide a broad range of services regarding the communities they serve. Local authority employees are the people responsible for improving communities and communicating with the public. Local authorities have a responsibility to carry out policies and laws introduced by Britain's government. Administrators in all branches of government must maintain records regarding the services it provides to the public and local authorities must ensure its employees abide by the policy regulations in order to serve the public effectively. HR departments must ensure that every employee understands the local authorities' policies and procedures and as technology improves local government departments are increasingly computerising documents to better manage these policies and procedures which increasingly are limited by time and money. Local authorities need policies and procedures to ensure that it is complying with laws regulations and best practices. Policies and procedures help the workplace culture to run smoothly and bring consistency across vastly differing departments within the organisation. Policies and procedures are a basic part of excellence in operations. When local authorities are running effectively internally, they're better able to communicate openly with the community who will in turn be more willing to engage to improve the wider community (Power DMS, 2018).

The Stephen Lawrence enquiry, if nothing else, highlighted the institutional racism which had been inhabited by the metropolitan police, and their failings in keeping up with modern day societal views (Travis 2013). The infamous Macpherson report furthermore, eventually led to an alteration in the Race relations act, resulting in an obligation for public services to 'eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups' (Universities Scotland 2010). An example of this in practice would be ensuring that black and ethnic minority students are given as equal a chance of being given a place at a university as a white person, and additionally treated equally alongside white students if obtaining a position (Universities Scotland 2010). The Macpherson report has been claimed to be the focal and starting point in a change in culture regarding race and race attitudes in Britain (Travis 2013). From the case, and the Macpherson report, grew the concern for the adaption needed in attitude and requirement for legislation changes regarding, not just race, but a number of protected characteristics in order to achieve an equal society. A profound piece of legislation put in place to ensure the strengthening of equality in society is The Equality Act 2010. This act orders an outlaw on forms of discrimination, being either direct

or indirect. The act is particularly important in regards to race because it highlights issues of victimisation and harassment in public functions and services, (Legislation.gov 2010, AMOC).

Many polices and codes of conduct have been adapted to public services since the Equality Act 2010 and a vital responsibility of the services is to now promote and practice equality in the work place in in communities. The Dyfed Powys Police 'Fairness at Work Policy' is a direct example of this. The Dyfed-Powys Police policy states that a legal duty of the public sector is to ensure that no unlawful harassment, victimisation or discrimination takes place in their force. (Dyfed Powys Police 2014) So, an example of this in practice would be ensuring no employee feels insulted, isolated or targeted due to any protected characteristics they may have (Royal college of Nursing, 2015). Elaborating on this, they also must guarantee that those with protected characteristics have as equal opportunities to those who do not display protected characteristics, for instance, ensuring a Black person would be given the same opportunity of joining the Police force as a white person, if they have the adequate job requirements (Doyle 2018). This Policy is also underpinned by other pieces of legislation which are equally as important to the lives of black and ethnic minority groups such as the Human Rights Act 1998 (Amendment) Order 2005. By following this the service must ensure a person's human rights within the service are being met (Dyfed Powys Police, 2014).

However, it can be seen as debateable whether the Police services in the UK are meeting these anti Discriminatory measures, data proves in the Dyfed Powys police service there is a shortage of BME officers, with 98.7% of the officers being white, and a shocking 0.1% being Black or Black British, proving a strong correlation between the police force and its employment bias towards white. This gap in the Dyfed Powys Police leaves questioning on whether the police force is still, in 2018 institutionally racist, and therefore not abiding to their own Policy of fairness (Police.UK, 2018). Along with Dyfed Powys: Cheshire, North Yorkshire and Durham also have no black officers, an enquiry by MPs found the transition into diversifying the police forces is progressing 'painfully slow'. Due to this slow pace of change since the Stephen Lawrence murder a decade ago, the idea of changing the law to introduce 'positive discrimination' in order to call out for BME police officers has been suggested by Sir Bernard Hogan-Howe. This means promoting certain protected characteristics in employment, such as age, race, gender in order to promote equality and gain an equal standing of certain groups in employment. This was criticised by Teresa May, as being 'deeply flawed'. In order to tackle this problem MP's are reaching out for an appointment of a 'diversity champion' in order to train forces in avoiding institutional racism and discrimination (Travis, 2016).

Another piece of important legislation which was introduced in 2015 is the Well-being of Future Generations (Wales) Act 2015. One of the seven national goals in this Act is ensuring a more Equal Wales for future generations. In order to achieve this goal, the act intends to have 'A society that enables people to fulfil their potential no matter what their background or circumstances'. Simple change number 39, looks to improve a workforce which is underrepresented by BME adults. In order to achieve this, each organisation must look at the number of people in its workforce and decide if ethnic minority groups are under represented and if necessary introduce better practices such as 'recruitment events, work placements, offering apprenticeships or wider training opportunities' thus, that organisation will ensure it meets the differences within the community regardless of whether one displays a protected characteristic or not. Commissioner for Well-being in wales, Sophie Howe, aims to ensure these targets are met (Future Generations Commissioner for Wales, 2018).

To conclude, Social care became a major problem following the end of the Second World War. The Beveridge Report highlighted the need for change in many aspects of society. Following the Beveridge report the Welfare State was created with the National Health Service and benefit system and reviewing the education system, public housing and employment (Alcock, 2014). In the 1950s and 1960's immigration began to increase in Britain, creating racial problems and eventually to such an extent that the government were pressured to introduce various acts concerning race, and inequality (Spiker 2014) . Todays modern society looks to integrate fully blacks and ethnic minority groups and individuals into every aspect of British society and has necessitated the introduction of policies to facilitate good practice in this area of disadvantage.

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