

This essay will explore the start of the Welfare State looking at the Beveridge Report of 1942 and his proposals to combat the 'Five Giant Evils' describing the development of Policy and Legislation since 1945 to the present day, looking particularly at race, and exploring racism, including institutional racism highlighting it within the Stephen Lawrence Murder case in 1993. Putting emphasis on how the Macpherson Report, published in 1997, changed law in Britain.

Alcock (2008) documents that following the second world war the 'Welfare State' was created in Britain which was highly influenced by the Beveridge report of 1942. In which, Beveridge expressed the need for public action to remove 'five giant evils' that had plagued the country before the war. These five evils were, disease, idleness, ignorance, squalor and want. Beveridge's report set the scene for debate about policy development after the war and reforms were introduced by the post war Attlee government to combat Beveridge's evils through state action, these were: 1) The National Health Service to combat disease. 2) Full employment to combat idleness. 3) State education to fifteen to combat ignorance. 4) Public housing to combat squalor. 5) The National Insurance and Assistance schemes to combat want.

Thompson (2016) defines the anti-racist response and describes that following the end of the second world war, there were shortages which, it was felt, would hold back the promised new age of prosperity and post-war reconstruction: the Beveridge Report. The government wanted to seek out new sources of labour in order to expand the workforce in Britain and as a result sustain economic development, and so a campaign was launched by the British Government to persuade possible recruits to emigrate to Britain. This was largely successful and in turn led to a rise in Britain's black population. However, the campaign had flaws. The Government did not emphasize that the jobs available were the 'lowest paid and the least popular,' in addition it was not made clear that there would be no additional health or educational facilities provided to them. The Government also failed to consider the extra housing needed in an already existing housing shortage which left the immigrants living in very poor conditions. Laird (2008) elaborates on the Government Policies during this time by explaining that initially, Government Policy facilitated the wave of the post-war migration under the British Nationality Act 1948 which at the time allowed the citizens of commonwealth countries the right to enter, work and to settle down with their families in the United Kingdom. However, the introduction of the Commonwealth Immigrants Act 1962 changed the Government Policy which sought to limit the amount of commonwealth immigrants by creating firmer controls on who can or cannot enter the United Kingdom to work or live.

Thompson (2016) observes that it soon became clear that black people were seen not as the victims of poverty, but instrumentally as the cause of the social problems Britain was facing and an attitude of 'racial superiority' from the white 'hosts' which wrongly perceived the black community as 'not working hard enough' and having 'lower standards' due to their poor living conditions. In turn the black community was then blamed for the problems that Britain were now experiencing within the white population, which subsequently labelled them as people that have come to our country to 'take our jobs' and to 'cause trouble', disregarding that the British Government initialised the campaign for the labour of the black people, inviting them into Britain without a well thought out plan.

It was at this point in history that racism emerged on a much wider scale than ever before. Racism is described by Burke and Harrison as:

Racism is a multidimensional and complex system of power and powerlessness. It is a process through which powerful groups, using deterministic belief systems and structures in society, are able to dominate. It operates at micro and macro levels, is developed through specific cognitions and actions, and perpetuated and sustained through policies and procedures of social systems and institutions (Burke & Harrison, 2014).

This gives us a clear image that racism is not just about regarding the colour of someone's skin or their biology as such, it consists of multiple layers stemming back to where individuals came from and what the British white people perceived the black people to be. Alcock suggests that "racial or ethnic differences have often been marginalised within mainstream social policy which is now being exposed and challenged" and that "Britain is and always has been a multicultural society" (Alcock, 2008). Recognising the marginalisation, the Government accepted racism as a social problem and in 1976 the Race Relations Act was introduced. Ledgett outlines key points within the Act including: "It is unlawful to discriminate someone either directly or indirectly and outlawing both. Also, outlawed discriminatory adverts and created the power for discrimination cases to go to court" (Ledgett, 2013).

The Race Relations Act 1976 was a direct response from the Government, to the obvious need for better social policies to be put in place, Spicker describes social policy as: "Social policy, at its core, is the study of social welfare and the social services" including "issues relating to social disadvantage, including 'race', gender and poverty" (Spicker, 2014). Indicating that the welfare of the immigrants was becoming more important, and the initial failures that the Government made, including housing, health and education, which are vital pieces to aid the welfare of a person were detrimental to the black community. It is evident that

social welfare policies are important as they make people accountable, they protect them, and they form the framework that allows people of a particular nation to access what they need. However, the Race Relations Act had disadvantages which in the years to follow were scrutinised and found to be flawed.

An example of this can be shown in the highly criticised murder case of Stephen Lawrence. Stephen Lawrence was a black teenager who was murdered in April 1993 at a London bus stop in an unprovoked racist attack. Travis reports the police that were involved in the investigation of Stephens death, were “marred by professional incompetence, institutional racism and a failure of leadership” (Travis, 2013). Travis (2013) goes on to report that it took over five years of continuous campaigning by Stephen’s parents, Doreen and Neville, before in 1997, Jack Straw, the home secretary, announced a Judicial Inquiry by Sir William Macpherson into the police investigation that was conducted into Stephen’s murder. The Guardian gives a summary of the report stating:

The report recommends a series of measures that would subject the police to greater public control, enshrine rights for victims of crime and extend the number of offences classified as racist. Freedom of information and race relations legislation will also apply to the police (Guardian, 1999).

The Macpherson report also went on to include seventy recommendations which were imperative to take on the ‘institutional racism’ within the police force and the British population, some of which included:

- 1)Government inspectors will now have the power to inspect police services, investigating the metropolitan police emphasising on unsolved murders and the handling of racist incidents.
- 2)Performance indicators will be established by the Government to monitor the handling of racist incidents and training provided including racial awareness training, and procedures to be implemented including stop and search procedures and revised first aid training for police officers.
- 3)Police forces should reflect the cultural and ethnic mix of the communities that they serve.
- 4)Race relations legislation should apply to all police officers.
- 5)Consideration of a change in the ‘double jeopardy’ law to enable the appeal court if new and viable evidence is presented to allow new prosecution after acquittal.
- 6)Proven ‘racial words or acts’ should lead to disciplinary proceedings, and any racial behaviour should be punishable by dismissal within the police force (Guardian, 1999).

All of which highlighted not only the wrongdoing of the police but the failures that occurred during the initial investigation consequently changing the law on racism, including: in 2000

the Race Relations Act was updated to include a number of the recommendations by Macpherson, and officially extended the Race Relations Act to the police. However, more than ten years after the Macpherson report was published it was recognised that it had led to an overhaul of Britain's Race Relations Legislation which in turn cemented Britain's anti-discrimination powers, which were now the strongest in Europe.

Bochel describes Policy making as "Policy-making is inevitably political, and values and value conflicts are an inevitable part of policy process" (Bochel, 2012, p.199). However, policies can derive from a number of reasons, but using the example of the Stephen Lawrence murder, it becomes clear that a critical incident can have a profound effect on policies which can be seen as a 'bottom up approach'. In this case it was inquiry based, driven by the campaigners as opposed to a 'top down approach' where the policy would stem from those effected by the policy not affected by the policy. Policies are put into place to give a statement of intent, to tell the reader what the problem is, what the Government wants to do about it and what the Government doesn't want to happen. Considering the legislative framework, Spicker (2008) explains that law is an important part of how a modern state exercises power. Most people think of law as 'criminal' law which is mainly concerned with prohibition and punishment, for example, through criminal law people can be sent to prison. However, law is generally a system of rules and procedures where the actions of individuals and people collectively can be regulated and governed. This combines the importance of laws and legislation with social policy, without legislation we would not have welfare.

As a result of Stephen Lawrence's murder, the impact of policy creation can be seen in the amendments made to the Race Relations Act 2000 and as a direct result of the Macpherson report the amendments eliminates unlawful racial discrimination within educational facilities and it promotes equality of opportunity and good relations between people of different racial groups (Scotland, n,d) thus putting the policy into practice. Positive changes came about from this policy, life effectively became easier for the black and ethnic community as the racial awareness was heightened, and the welfare of these communities dramatically improved. A more recent example of how the relationships between different racial groups had improved can be seen by the Ford Dagenham Plant walkout in 1999. Penketh (2006) explains that the workforce for the Dagenham Plant was an over-whelming white workforce who went on strike against the racism against the black workers by supervisors, leading us to understand that all members of the black community understand each other's predicament and they will always stand together. This and similar events are often dismissed within the anti-racist literature, but they remain important occasions which show the possibility and potential of black and white

unity within the anti-racist struggle establishing the collaboration between the black and white people standing up for their rights and Racial Equality.

In 2010 the Government introduced the Equality Act 2010, which legally protects people from discrimination in the workplace and in wider society. Gov.uk (2013) explains that this Act replaced previous anti-discrimination laws with one single Act, making the law easier to understand and increasing protection in some situations. It sets out different ways in which it is unlawful to treat an individual. The Equality Act 2010 combines several pieces of legislation, all of which covered discrimination including: The Sex Discrimination Act 1975, the Disability Discrimination Act 1995 and the Race Relations Act 1976, all of which included the basic framework of protection against direct and indirect discrimination, harassment and victimisation in services and public functions and in conjunction to race the protection for people discriminated against because they are perceived to have or are associated with someone who has a protected characteristic. Furthermore, the Equality Act 2010 enables the Welsh and Scottish ministers to enforce certain duties on reliable Welsh and Scottish public bodies through secondary legislation, which means that for Welsh public bodies, specific duties have been finalised by the Welsh Assembly Government which came into force on 6th April 2011. This gives strong indications that Wales as a small country take racism seriously in the modern world. Considering the 'world view' on racism, Laird (2008) states that the Geneva Convention, which is commonly known as the Refugee Convention was originally put together after the second world war in order to safeguard displaced people across Europe. However, it does still provide the primary source of law worldwide for the protection of refugees, in which it states that no state signed up to the Geneva Convention can expel or return a refugee if there was a threat on his life or freedom because of his race, nationality, religion or political opinion. Which confirms that racism is a worldwide problem, one of which is now taken seriously.

In conclusion, the Beveridge Report of 1942 monumentally changed the Welfare State, giving people basic human rights and allowing the country to expand and develop including the opportunities for immigrants to work and live in Britain due to labour shortages. However, with this came racism and racist behaviours towards the immigrants that came to Britain for a better life when in reality, they lived in squalor, over-crowded housing and were paid very low wages leaving them with very little money to support themselves and marginalising them within society. The Race Relations Act 1976 came into force when society really indicated the unethical discrimination towards black people and was put in place to try to govern Britain against racism. However, the Act did not include the police, and by using the example of Stephen Lawrence's murder we can grasp just how institutionally racist the Metropolitan Police

were and how the Macpherson Report outlined their professional incompetence, recommending that the Race Relations Legislation should extend to them, which in turn did. Upon research, it has become evident that even today there is evidence that indicates that the Metropolitan Police still have an issue with institutional racism. A report published by the BBC (2018) on the 17th of January reports that Tola Munro of the National Black Police Association claims that some police forces are still institutionally racist and that forces needed to do more to recruit black and minority ethnic (BME) officers, giving figures of: 6.3% of police officers in England and Wales are BME compared to 14% of the population. Munro goes on to criticise some forces whose reputation and culture in regard to their BME officers have been, at the very least, poor. Thus, making it questionable if the Race Relations act did indeed penetrate in to the police force, of whether the figures are a true representation of the 'racism' which Munro claims is still ongoing with the police force, indicating that further investigation should be undertaken and proving that racism is still unfortunately a profound issue within our society today.

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