

Essay title - Describe the development of policy and legislation for ONE of the following groups since 1945 – RACE.

This essay will seek to evidence how one of the divisions of humankind that being RACE and its development of policy and legislation have changed since 1945. In 2013/14, there were 47,571 ‘racist incidents’ recorded by the police in England and Wales. On average, that is about 130 incidents per day. (Irr.org.uk, 2018) The term race refers to groups of people who have differences and similarities in biological traits deemed by society to be socially significant, meaning that people treat other people differently because of them. The next part of this essay will introduce policies and or legislation that are in place for RACE and how it became to be and how it has changed our ways of working and living.

“Social policy begins with the study of the social services and the welfare state...the social services are mainly understood to include social security, housing, health, social work, and education – the ‘big five’ – along with others that raise similar issues like employment, prisons, legal services, community services...Even drains.”

- Spicker, (2014, p.1)

Policies are courses of action that are proposed by an organisation or individual that can be adopted and implemented as a procedure or protocol (Oxford Dictionaries | English, 2018). Social policies are guidelines, principles, and legislation created by our government that enable action to be taken to ensure all members of society attain a minimum standard of living and have opportunities to improve their lives (Blakemore, 2003). Social policies are the action taken by our governments as a result of global challenges of social, demographic and economic change, and other social issues. The social policy aims to reduce inequalities to ensure all have access to the same services and support through their life course regardless of race, ethnicity, migration status, gender, sexual orientation, disability, and age. Services include; child and family support, education, housing, and community restoration, income maintenance and poverty reduction, unemployment support, pensions, health, and social care (Platt, 2018).

1945, post-war Britain saw a massive change in social policy as a result of the new welfare state. A liberal politician William Beveridge was appointed as head of a committee charged with investigating social security in Britain, identified that there were five significant issues plaguing British culture which needed to be addressed these were: ‘disease’ caused by

inadequate health care provision, 'Want' caused by poverty, 'Squalor' caused by poor housing, 'Ignorance' caused by a lack of education and 'Idleness' caused by a lack of jobs, or the ability to gain employment. These issues were labelled 'the five giants' (BBC Bitesize, 2018). In a 1941 report, Beveridge and his committee proposed the creation of the welfare state as a way to defeat the 'five giants'.

The creation of the welfare state brought about the introduction of social security, the national health service, free education, council housing, and full employment (Bbc.co.uk, 2018). The introduction of the welfare state impacted on British social policy as it introduced three key acts; the 1946 National Insurance Act, the National Health Service Act 1946; and the 1948 National Assistance Act, which abolished the Poor Law while making provision for welfare services (Spicker, 2018). The National assistance Act 1948 created provisions for the welfare services by requiring all working people pay a weekly contribution to the state. In return, benefits would be paid to the unemployed, the sick, the retired and the widowed. Beveridge aimed to ensure no Briton fell below the minimum standard of living (Nationalarchives.gov.uk, 2018).

On July 22, 1948, the ship MV Empire Windrush docked in Tilbury, Essex carrying nearly 500 hopeful Jamaicans. 'The Windrush' generation nicknamed after the ship was encouraged by adverts for work, their sense of patriotism, and want to re-join the RAF having fought for Britain during the war to emigrate to the UK. Immigrants were sought after by the UK government as an answer to Britain's substantial labour shortage after the war. (News.bbc.co.uk, 2018).

Since World War II, mass immigration has significantly impacted on British social policy. Between 1948 and 1971 The British Nationalities Act gave all Commonwealth citizens free entry into Britain, resulting in a mass influx of immigrants from Caribbean countries such as Jamaica, Trinidad and Tobago, and Barbados. July 22, 1948, marked what would become a pinnacle of change to British society - the start of mass immigration to the UK and the arrival of different cultures (BBC Timelines, 2018). Thus, impacted on social policy drastically with the introduction of new policies, acts and legislation a subject in which will be expanded on later in this essay.

As commonwealth immigration increases so do racial tension, race riots break out all over the country starting in Liverpool August 1948, then spread to Birmingham, Nottingham, and west London in the 1950s. (BBC Timelines, 2018). By the 1950s white working class began

displaying hostility towards black families in the area due to the competition for housing and jobs. Come to a climax in August 1958 in Notting Hill. The Notting Hill riots sparked by the separate assaults of five black men by white youths lasted a week beginning on the 29th of August and ending on the 5 of September. (News.bbc.co.uk, 2018) The mob was made up of 300 to 400 white people that attacked the houses of West Indian Resident. More than 140 people were arrested by the Metropolitan police in connection to the riots the majority of which were white youths the number also includes black people who were with weapons. A report from the Metropolitan police established that of the 140 arrested 108 were charged with crimes such as; affray and riot, grievous bodily harm, and the possessing of offensive weapons, of which 36 were black.

The riots provoked state action this resulted in the race relations act of 1965. The Race Relations Act 1965 was the first piece of legislation introduced by the UK government that aimed to decrease racial tension and was the first step in making discrimination illegal. The act's purpose was to discriminate in public places illegal on the "grounds of colour, race, or ethnic or national origins." However, this piece of legislation excluded private land and shops.

In less than a decade, three new laws were passed as a result of political pressure, to increase the difficulty of entering the UK for non-white people. By 1972, legislation is introduced restricting the number of people emigrating to Britain from the commonwealth; the immigration act stated that only British passport holders that were born overseas required a work permit and had to prove that a parent or grandparent had been born in the UK before being allowed to settle in Britain.

In 1976 new anti-discrimination legislation is introduced to replace the laws of 1965 that are considered ineffective. The new legislation constitutes the creation of the Commission for Racial Equality (CRE). The CRE is the statutory body that works towards the elimination of racial discrimination. The primary goals of the CRE were to eradicate racial discrimination and harassment. Encourage integration and better relations between people from different ethnic groups. Raise awareness of racial discrimination and injustice, and to promote racial equality in all public services. (News.bbc.co.uk, 2018)

In 1981 riots began once more. Brixton's Afro-Caribbean youth rioted in protest of unfair treatment from the police where more and younger black men were being arrested under the belief that it would stop street crime. (News.bbc.co.uk, 2018)

The 11th of June 1987, saw four non-white politicians elected into the same general election, thus changing the face of British politics. Today there are 12 non-white MPs however to achieve real equity in the British government would require at least 55 black MPs in the house of commons.

Sir William Macpherson's inquiry into the Metropolitan police's handling of the 1993 murder of black teenager Stephen Lawrence, published in 2000 led to the service being branded as "institutionally racist." The inquiry also leads to new anti-discrimination legislation to be passed in 2000. In addition to this in 2013 the mother of Stephen Lawrence, Doreen Lawrence, was appointed Baroness due to her work in campaigning and for her services to community relations for which she was awarded an OBE in 2003.

Stephen Lawrence was murdered on the 22 of April 1993, in an unprovoked racist attack while waiting at a bus stop in Eltham, South-East London. The attack on Lawrence was carried out by a gang of white youths suspected to be brothers Neil and Jamie Acourt, Gary Dobson, David Norris and Luke Knight, although nobody was charged for his murder. Mr Mellish, a former detective superintendent who took over the investigation in 1994, stated in a documentary: "I think one officer on the night [of the murder] formed, wrongly, the opinion that it was a drug-related murder." - Stephen: The Murder that Changed a Nation a three-part documentary series examining the murder of Stephen Lawrence. However, the main issue with the handling of Stephen Lawrence's case was defined in judge Sir W. Macpherson inquiry the "collective failure of an organisation to provide a professional service ... through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people". (Assets.publishing.service.gov.uk, 1999).

The process of creating a policy takes uses five steps these are; defining the issue, setting the agenda, policy development implementation and evaluation of the policy. To create a policy, the issue must be identified and defined as it is essential to understand the importance of the policy. Once the policy has been defined an agenda must be set the process requires research, consultation and policy writing tasks. The coordinator should develop a plan of what tasks need to be done, by whom and when. Once the agenda has been set its time to develop the policy, this step requires much research by reading policy documents created by other organisations on the same/similar topics. Conduct a meeting with staff and other people with experience. Survey participants or a particular group of participants and seek legal advice. Once all the research is complete, and the policy has been finalised its time to implement it.

The final policy document needs to be formally adopted by the management of the organisation (management committee) with an appropriate record entered into the minutes. Following formal adoption of the policy, it should be communicated far and wide. To ensure that organisation personnel are fully informed and able to implement the policy. If the policy is not well communicated it may fail. Once the policy is implemented, it must be monitored as it may need further adjustments generally it is good practice to set a review date for the policy for example once a year.

References

Blakemore, K. (2003). *Social policy*. 2nd ed. Buckingham: Open University Press.

Spiker, P (2014) *Social Policy, Theory, and Practice*. Bristol. Policy Press

Science, L. (2018). *What is the social policy?* [online] London School of Economics and Political Science. Available at: <http://www.lse.ac.uk/social-policy/about-us/What-is-social-policy> [Accessed 21 Nov. 2018]

Travis, Alan (24 August 2002). "After 44 years secret papers reveal the truth about five nights of violence in Notting Hill". *The Guardian*. London. Retrieved 10 May 2016.

Irr.org.uk. (2018). *Racial violence statistics | Institute of Race Relations*. [online] Available at: <http://www.irr.org.uk/research/statistics/racial-violence/> [Accessed 21 Nov. 2018].

Assets.publishing.service.gov.uk. (1999). [online] Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/277111/4262.pdf [Accessed 21 Nov. 2018].

Oppenheim, M. (2018). *Former Met Police detective remarks on Stephen Lawrence documentary spark outrage*. [online] *The Independent*. Available at: <https://www.independent.co.uk/news/uk/home-news/bill-mellish-stephen-lawrence-bbc-documentary-met-detective-duwayne-brooks-ran-a8311951.html> [Accessed 16 Nov. 2018].

Oxford Dictionaries | English. (2018). *policy | Definition of policy in English by Oxford Dictionaries*. [online] Available at: <https://en.oxforddictionaries.com/definition/policy> [Accessed 21 Nov. 2018].

Blakemore, K. (2003). *Social policy*. 2nd ed. Buckingham: Open University Press.

Platt, P. (2018). *What is a social policy?* [online] London School of Economics and Political Science. Available at: <http://www.lse.ac.uk/social-policy/about-us/What-is-social-policy> [Accessed 21 Nov. 2018].

Bbc.co.uk. (2018). *BBC - GCSE Bitesize - The Welfare State*. [online] Available at: http://www.bbc.co.uk/schools/gcsebitesize/history/mwh/britain/welfarestaterev_print.shtml [Accessed 21 Nov. 2018].

BBC Bitesize. (2018). *BBC Bitesize - Higher History - Effectiveness of the Labour social welfare reforms, 1945–51 - Revision 3*. [online] Available at <https://www.bbc.com/bitesize/guides/zwhsfg8/revision/3> [Accessed 21 Nov. 2018].

Spicker, P. (2018). *Social Policy in the United Kingdom*. [online] Spicker.uk. Available at: <http://www.spicker.uk/social-policy/uk.htm> [Accessed 21 Nov. 2018].

Nationalarchives.gov.uk. (2018). *The National Archives | Exhibitions | Citizenship | Brave new world*. [online] Available at: http://www.nationalarchives.gov.uk/pathways/citizenship/brave_new_world/welfare.htm [Accessed 21 Nov. 2018].

News.bbc.co.uk. (2018). *BBC News | Race*. [online] Available at: http://news.bbc.co.uk/hi/english/static/in_depth/uk/2002/race/short_history_of_immigration.stm#1914 [Accessed 21 Nov. 2018].

Oxford Dictionaries | English. (2018). *race | Definition of race in English by Oxford Dictionaries*. [online] Available at: <https://en.oxforddictionaries.com/definition/race> [Accessed 21 Nov. 2018].

Lusher, A. (2018). *Stephen Lawrence murder 25 years on what happened, and did it really change a nation*. [online] The Independent. Available at: <https://www.independent.co.uk/news/uk/home-news/stephen-lawrence-murder-25-years-changed-a-nation-police-institutional-racism-macpherson-anniversary-a8307871.html> [Accessed 21 Nov. 2018].

Legislation.gov.uk. (2018). *Immigration Act 1971*. [online] Available at: <https://www.legislation.gov.uk/ukpga/1971/77> [Accessed 21 Nov. 2018].

BBC Timelines. (2018). *How has immigration changed Britain since WW2?* [online] Available at: <https://www.bbc.com/timelines/zxm6pv4> [Accessed 21 Nov. 2018].

Heal, A. (2018). *Stephen Lawrence: timeline of key events*. [online] The Guardian. Available at: <https://www.theguardian.com/uk-news/2018/apr/19/stephen-lawrence-timeline-of-key-events> [Accessed 21 Nov. 2018].

News.bbc.co.uk. (2018). *BBC ON THIS DAY | 25 | 1981: Brixton riots report blames racial tension*. [online] Available at: http://news.bbc.co.uk/onthisday/hi/dates/stories/november/25/newsid_2546000/2546233.stm [Accessed 21 Nov. 2018].

News.bbc.co.uk. (2018). *BBC News | Race*. [online] Available at: http://news.bbc.co.uk/hi/english/static/in_depth/uk/2002/race/short_history_of_immigration.stm#1914 [Accessed 21 Nov. 2018].