

This essay will be focusing on the development of policy and legislation for race since 1945, and will be exploring a variety of aspects in relation to the development of social policy in several areas. The areas that will be discussed and covered are the breakthrough of the Beveridge report, the Welfare state and the theory of Universalism, and how they have contributed to the developing Britain and promoted equality. It will also be looking at how particular policies and legislations have helped to shape a more equal and diverse United Kingdom in attempts to diminish racism and ensure all individuals have protection. This essay will be touching on a specific case which radically changed perceptions of racial crime in Britain, and how it resulted in many reforms in legislations. One of the sole purposes of social policy is focusing on how different societies globally ensure that the basic requirements for security, education, work, health and wellbeing are met. It is also motivated to exhibit how communities and states reciprocate to the different challenges of social, demographic, globalisation, poverty, economic change and migration on a global scale.

Historically, unfortunately the UK has often discriminated against those of a different race, age, sexual orientation, gender, religion or disability, as has the majority of the world throughout the ages. Although there is room for improvement, the change in the UK since 1945 has been positive with people aiming towards equality, with legislation to promote equality which was established by government institutions, and by organised activism of the individuals who have experienced inequality, which has gained a wide range of support. A lot of change began in 1942, when the wartime coalition government issued a report which was titled "Social Insurance and Allied Services", which later became The Beveridge Report which is now the modern blueprint for the British welfare state. The document in itself is considered to be rather complex with over 300 pages, however it has undoubtedly been successful since its publication. Reports from polls in relation to The Beveridge Report revealed that there was a clear indication in the British public moving to the Left during the Second World War, they embraced the findings within the report and hoped to see them put to use as soon as possible. A positive outcome of the report came in June 1945, after the postwar elections, the outcome was a major victory for the Labour party, who luckily were eager supporters of The Beveridge Report and had promised to clamp down on poverty, and the progress of equality in the UK went on from there. In 1945, the Welfare state was also created due to reforms which were made in the Beveridge report, where specific proposals

were suggested such as improving housing, education and better working conditions, it was also proposed to create a national health service, which today is better known as The NHS. The Beveridge report and the Welfare state have both majorly contributed in tackling discrimination and inequality, helping to promote equality throughout the UK. It is because of this that individuals of a different race, sexual orientation, disability and social class are generally given equal opportunities when it comes to jobs and housing, although there is still a lot to do in order to achieve equality globally.

Universalism is a major part of what social policy is, and although it has many difference of opinions amongst researchers and scholars, and has not been fully developed yet, it can affect a wide range of societies from different ethnic backgrounds. “The concept of universalism is used to make a major distinction to other kind of social policy ideas and principles, most often to those of residualism, marginalism, selectivity, and particularism. Often the concept of universalism has been needed to serve a political aim, which obviously gives the concept a particular flavour” (Anttonen and Sipila, 2015). Universalism became particularly more popular and well known post-war, with tensions between working class and social classes decreasing, and the prospects of a new social policy agreements being made, it was also proposed after the First World War that a complete social policy reform should be made. Universalism promotes equality for everyone, whereas the Welfare state is not universal, therefore can not apply to individuals from other countries and of a different race, so it can not be used by people globally and has no benefit to them. Universalism could potentially be more beneficial if it were combined with the Welfare state, reaching out on a global scale and would ensure individuals of a different race in different countries would also gain.

Concentrating on Wales as a country and its own development in social policy, the Well-being of Future Generations (Wales) Act 2015 has contributed massively and has had a positive outcome amongst the younger generation and will hopefully continue to do so. The purpose of this Act is for the professional's in charge, such as the public bodies to intercept in ongoing issues such as poverty, climate change and health inequalities, for them to greatly consider their decisions that will have a large impact, and to have a better working relationship with people and communities. Some of the main goals for the Act is to ensure that Wales is prosperous in guaranteeing a productive and low carbon society, acting upon climate change and having a population of which is skilled and well educated to promote

equal career opportunities. Establishing a healthier Wales, in which the mental health and physical well-being of the population are very much acknowledged and more choices are made to support and benefit health, and also promoting equality in Wales, encouraging individuals to pursue any opportunities that may come their way regardless of their background, also meaning their socio economic background. This particular Act will without a doubt continue to make Wales a more healthy and thriving country, ensuring that the individuals living in there will be successful, safe and given equal opportunities in life regardless of who or where they are from. If more Act's like this were created globally, there would be possibly be a brighter and more equal future for succeeding generations universally.

There has been an increased need and drive for equality in the UK since 1945, but unfortunately there is always room for improvement and racism is still a major issue in the UK, and globally even in this day and age. It is only in recent years that legislations have been made to improve racial equality, with the tragic death of Stephen Lawrence being a key driver for racial murder to end and for political changes to be made. This case has had an exceptional effect on people's attitudes towards race in the UK and has activated major changes within the public sector. In 1993, 18 year old Stephen Lawrence was murdered in an unprovoked attack in a bus stop in south-east London, by a group of young white men. The police who were investigating and dealing with the case at the time were discovered to have been institutionally racist and professionally incompetent, which caused a major delay in the parents of Stephen getting any form of justice for the horrific crime that happened to their son. It was only in 1997, after Stephen's parents had been campaigning for five years, that Jack Straw, the home secretary, declared Sir William Macpherson had officially made a judicial inquiry into how the police were investigating the death, and dealing with racially motivated crimes. The Macpherson Report was finally published in 1999, which made 70 recommendations of which several were focused on ensuring that police attitudes would improve towards race, and accused the Metropolitan Police of institutional racism. Within just two years of the publication of The Macpherson report, 67 of those recommendations fortunately led to positive and direct changes in the law. There were also plans to make some changes within the law, aiming at reinforcing and making the Race Relations act stronger to decrease and put an end to discrimination. Stephen Lawrence's murder also contributed to the Double Jeopardy law being completely dismissed and abolished by the government in 2005,

with Macpherson suggesting during his enquiry in 1999 that the law should be changed. Positive action has come from the case of Stephen Lawrence, his death resulted in several legislations being reformed, with laws and policies being altered and changed to help promote racial equality, and to diminish discrimination.

There have been many different policies and legislations in recent years to help promote equality within the United Kingdom, particularly helping to diminish the stigma regarding racism, the Equality Act 2010 being one of them. There has been a great need for specific policies to be put in place to help protect those of a different race, as individuals with different ethnic backgrounds have been treated unequally and not given equal opportunities. The Equality Act 2010 covers and protects several people against discrimination, the particular nine characteristics include race, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex and sexual orientation. The Act helps to protect individuals under discrimination and applies when in the work, being in contact with a local council or government department, when using a business or organisation that provides services, such as a shop or restaurant, when using public transport, and services such as healthcare or education. The Equality Act 2010 also orders that when public bodies make certain decisions and create policies, that they must initially consider how these will have an effect on the individuals with protected characteristics and must also supply any evidence to demonstrate how it is done. The Act in regards to race does not just focus or apply to one's colour or nationality, and does not essentially mean that for the Act to apply one must be from a different country, it also applies to different racial and ethnic groups, protecting Irish Travellers, Romany gypsies, British Jews, British Asians, British Sikhs and Black Britons, covering and protecting individuals on a wide scale, however it is only relevant in Great Britain. This Act is majorly beneficial to individuals of a different race, racial or ethnic group, and protects individuals against so many forms of discrimination in a range of circumstances, although it may be considered surprising that the Act was only formed in the last decade.

Another Act which has helped to promote equality on a large scale is The Human Rights Act 1998, although it is over a decade older than the Equality Act 2010, it is just as important and relevant to helping the promotion of equality. This Act protects human rights, ensuring that public authorities such as the NHS follow the Act. The Act follows the European Convention

on Human Rights, and these are named the Convention rights, which include the right to life, the right to respect for private and family life, the right to religion or belief, one's right to a fair trial, and one's right to not be treated or tortured in any inhuman way. If any of the Convention rights are breached and breach one's human rights, action may be taken in a court in the United Kingdom. The Human Rights Act applies to and protects all individuals in the United Kingdom, including British citizens, those who are foreign and asylum seekers. It is essential for public bodies to follow the Act in all aspects and areas, and it is their duty to consider any individuals who may be affected by any policies or services that are planned. This Act is very effective for those who are of a different race or ethnic group when living in Europe, ensuring that they are protected equally, just as any British citizen would. If an individual of a different race happens to be discriminated against by a public body and breaches their human rights by the Convention of rights, this Act would greatly support them within a court hearing.

The process of policy making is a complicated and structured process, with certain pressures and issues that are in need of being tackled such as poverty, crime, health care, caring for the older generations and pensions, which are all topics which need to be addressed and are continuously in need of new policies to support the ongoing changes within society. Organised activism by individuals who have personally experienced inequality is also a common way for policies to be created, and the media which has majorly assisted those without a voice to be able to get their voices heard through the many different platforms of social media. The entire policy making process is undoubtedly political, with political views having effects on the policy making process. There are five separate ideological approaches, including the Marxist approach which believes the purpose of welfare is to serve the capital, the Feminist Approach which believes Welfare serves to support the threat of authority over women and the persisting advancements in maintaining gender norms, Liberals who believe every individual is entitled to freedom and has rights, Socialists view welfare as supporting security and well-being and Conservatives believe that it is important to maintain social order, and each of their relationships have an impact between welfare and state control (Blakemore and Warwick-Booth, 2013). There is a policy hierarchy when making policies and there is a particular order of precedence. It is essential that the policy hierarchy follows the order, with the lower document in the hierarchy being constantly compatible with and

relate to a higher document of the hierarchy. The order of the hierarchy from highest to lowest is as follows: Legislation, Code of Conduct, Policy, Standard, Procedure, Guideline and Local Document. Although the entire policy making process is a long and complicated process, with the correct support and urgency in continuing to promote equality, several policies can be made to establish a better way of life and to encourage more modern policy reforms.

It is clear that a lot of positive change has been made to diminish racism and inequality within the United Kingdom since 1945, with several reforms in policies being made to help with eradicating racially motivated crimes, as was done with the case of Stephen Lawrence. Not only did Lawrence's murder encourage new policies to be made, but it also assisted in throwing out the Double Jeopardy law, which would make a major difference in helping to convict criminals who had previously got away with a crime. Although a lot of positive action may have come from Lawrence's murder, there is still a long way to go to ensure equality is truly diverse and to abolish racism in general life and all environments. The Equality Act 2010 and The Human Rights Act 1998 have and will undoubtedly support individuals with protected characteristics, and those who have been discriminated against in several environments including work situations or simply in a social setting. With Act's like these to support those individuals there will be a continuous fight for equality, so long as the process is ongoing with more Act's and policies being made to promote equality for all.

Word count: 2515 words.

Reference list

Anttonen, A and Sipila, J. (2015) *Universalism: and an idea and principle in social policy*.

Available at:

https://moodle.uwtsd.ac.uk/pluginfile.php/214482/mod_resource/content/1/Universalism_and_idea_and_principle_in_social_poli.pdf

(Accessed: 10th November 2018)

BBC Bitesize (2018) *The Welfare State and its impact*. Available at:

<https://www.bbc.com/bitesize/guides/zy6xhyc/revision/2>

(Accessed: 10th November 2018)

BBC News (2018) *Stephen Lawrence murder: A timeline of how the story unfolded*.

Available at: <https://www.bbc.co.uk/news/uk-26465916>

(Accessed: 10th November 2018)

Blakemore, K and Warwick-Booth, L (2013) *Social Policy: An Introduction*. Bristol. Open University Press

(Accessed: 10th November 2018)

Citizens Advice (2018) *The Human Rights Act (1998)*. Available at:

<https://www.citizensadvice.org.uk/law-and-courts/civil-rights/human-rights/the-human-rights-act-1998/>

(Accessed: 12th November 2018)

Citizens Advice (2018) *What rights are protected under the Human Rights Act?*. Available at: <https://www.citizensadvice.org.uk/law-and-courts/civil-rights/human-rights/what-rights-are-protected-under-the-human-rights-act/>

(Accessed: 12th November 2018)

Equality and Human Rights Commission (n.d) *Race Discrimination*. Available at:
<https://www.equalityhumanrights.com/en/advice-and-guidance/race-discrimination>
(Accessed: 16th November 2018)

Equality and Human Rights Commission (n.d) *Your rights under the Equality Act 2010*. Available at:
<https://www.equalityhumanrights.com/en/advice-and-guidance/your-rights-under-equality-act-2010>
(Accessed: 16th November 2018)

Future Generations Commissioner for Wales (2018) *Well-being of future generations (Wales) Act 2015*. Available at: <https://futuregenerations.wales/about-us/future-generations-act/>
(Accessed: 12th November 2018)

Platt, L. (2018) *What is Social Policy? International, interdisciplinary and applied*. Available at: <http://www.lse.ac.uk/social-policy/about-us/What-is-social-policy>
(Accessed: 10th November 2018)

Thane, P. (2010) *Unequal Britain: equalities in Britain since 1945*. Available at:
<http://www.historyandpolicy.org/policy-papers/papers/unequal-britain-equalities-in-britain-since-1945>
(Accessed: 13th November 2018)

The National Archives (n.d) *The Welfare State*. Available at:
http://www.nationalarchives.gov.uk/pathways/citizenship/brave_new_world/welfare.htm
(Accessed 10th November 2018)

Travis, A. (2013) 22nd April. 'Stephen Lawrence: how his murder changed the legal landscape', *The Guardian*, pp.1-4
(Accessed: 15th November 2018)

UNSW Sydney Governance (2013) *Policy Hierarchy*. Available at:

<https://www.gs.unsw.edu.au/policy/framework/hierarchy.html>

(Accessed: 16th November 2018)

Well-being of Future Generations (Wales) Act 2015, c.4. Available at:

<https://futuregenerations.wales/wp-content/uploads/2017/01/WFGAct-English.pdf>

(Accessed: 13th November 2018)