

LABOUR PARTY
Race&Faith
MANIFESTO

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IT'S TIME FOR REAL CHANGE



Foreword Jeremy Corbyn and Dawn Butler

Labour is the party of equality. We are built on the values of social justice, internationalism and human rights. Each are rooted in the fundamental truth that whatever your background, wherever you are from, whatever your faith or religious belief, you should have the means and opportunity to fulfill your potential.

We should celebrate our diversity. And in so doing we must acknowledge that the rich variety of cultures, faiths and colours that make up this country could not have come together and thrived as they have unless we had fought, together, against discrimination and prejudice.

The Conservatives in government have used difference to divide communities. Black and Minority Ethnic (BAME) communities have paid a high price for the Tories' agenda of austerity and their politics of hate. Nowhere is this clearer than the hostile environment policies that led to the scandalous treatment of the Windrush generation. The fact that

Together we can create a society that truly puts wealth and power back in the hands of the many.

hate crime has more than doubled in the last five years must serve as a wake-up call for our country.

Their plans, according to which people would have to show ID to vote, may effectively disenfranchise the 11 million people who do not have a passport or driver's licence – disproportionately BAME people and students.

Our Labour movement is built on the contributions of people of all faiths and ethnic backgrounds. Society is all the richer for faith in action, and the contribution of faith groups in filling the gaps in austerity Britain, with religious spaces used as food banks and homeless shelters across the country.

I am grateful to the thousands of people who have contributed to the development of this people-powered manifesto. This is just the beginning.

Together we can create a society that truly puts wealth and power back in the hands of the many.

We have already committed to:

- Eliminate racial inequality from our economy and extend pay gap reporting to ethnic minority groups

and tackle pay discrimination on the basis of race.

- An equality audit all our policies before, during and after implementation.
- End the politics of hate and commission an independent review into the threat of far-right extremism and how to tackle it.
- Enhance the powers and functions of the Equality and Human Rights Commission, making it truly independent, to ensure it can support people to effectively challenge any discrimination they may face.
- Appoint a Special Envoy for Freedom of Religion or Belief to work across government to promote Freedom of Religious Belief in the UK and abroad.
- Develop a comprehensive Gypsy, Roma and Traveller community equality strategy to tackle persistent inequalities, in particular within housing, education and criminal justice.
- Ensure the views of communities with or without faith are respected and protected across our society.



Historical Injustices

Historical Injustices and British History

If we are going to be truly proud of the wonderful things we have achieved in our history we must first be honest about our past.

The legacies of colonialism and slavery remain evident in modern day Britain, where Black and Asian people face structural racism in the economy and are hugely underrepresented in positions of power in Britain – in politics, academia and the judiciary.

The contribution from people around the world to British history remains insufficiently reflected in our education and our culture. It is vital that future generations understand the role ethnic minority Britons have played in shaping and building the fight for equality and freedom for all.

Understanding the breadth of Britain's history is crucial to tackling the injustices and racism in our society and around the world that persist today.

Around 4 million Indians (including those from modern day Pakistan, Nepal and Bangladesh) soldiers of Muslim, Sikh and Hindu backgrounds, served in World Wars I and II, with reported deaths over the two conflicts estimated at 121,000. In Africa, 3 million people were pulled into the efforts of the world wars, with a recorded death toll of 150,000¹ we should honour their sacrifice.

Understanding the breadth of Britain's history is crucial to tackling the injustices and racism in our society and around the world that persist today. We must not only confront these injustices but commit to address the injustices of the past. Labour will conduct an audit of the impact of Britain's colonial legacies to understand our contribution to the dynamics of violence and insecurity across regions previously under British colonial rule.

We will also:

- Create an Emancipation Educational Trust to ensure the historical injustices of colonialism, and the role of the

British Empire is properly integrated into the National Curriculum, to teach powerful Black history which is also British history.

- Consider ways to formally recognise and commemorate the contribution by soldiers across Africa, India, China, the Middle East and Asia to the world wars.
- Ensure that Black and Asian soldiers who fought in Britain's colonial armies receive a full apology and compensation for the discriminatory demob payments they received compared to their white counterparts serving at the same rank in the same regiments in World War Two.
- Issue a formal apology for the first Amritsar massacre, and hold a public review into Britain's role in the second.

¹ <https://www.runnymedetrust.org/blog/remembering-all-our-war-heroes>

Climate Justice

A Labour government will put climate justice for countries in the Global South and BAME communities in the UK at the heart of our Green Industrial Revolution.

Countries in the Global South should not pay the price for a climate crisis they did not cause. Extreme floods in Bangladesh, climate driven insecurity across parts of Africa or deadly heatwaves in India and Pakistan, do not just happen over there. They matter to our diaspora communities here in Britain.

We will:

- Deal with the injustice of least polluting countries, more often than not the developing nations, at the sharp end of the havoc climate change unleashes – with environmental damage fuelling food insecurity and social dislocation.
- Support international calls for compensation to those nations already suffering loss and damage, and also take serious and urgent steps on debt relief and cancellation.
- Stop all aid spending on fossil fuel production overseas, redirecting it towards clean, renewable energy for all.
- We recognise that trade and investment, not aid, is the most important issue in helping countries to develop.

We recognise the disproportionate, adverse impact that the climate crisis, air pollution and poor access to nature has on poorer and Black Asian and Minority Ethnic communities.

Under Labour's plan for real change, we will usher in a Green Industrial Revolution with good, clean jobs that will transform towns, cities and communities that have been held back and neglected for decades. We'll create green unionised jobs and achieve social justice on issues like housing, regional and structural inequality, public transport and unemployment.



Economic Empowerment

A Labour government will eliminate racial inequality in our economy.

Race and the Economy

Race still plays a real role in determining pay. Far too many BAME workers are stuck in insecure and temporary work, which not only has a huge impact on their life chances but also widens the pay gap. In some public services, the ethnic minority pay gap is 37%. Unemployment in some ethnic minority groups is more than twice the national average. Some research points to Muslim women facing a triple penalty in employment due to being women, from an ethnic minority background and being a Muslim.

Our biggest companies must demonstrate that background is not a barrier to progress and success.

Diversity in Senior Management

The number of FTSE 100 company directors from ethnic minority backgrounds has declined since 2017-18, according to a progress report delivered by the government-backed campaign to boost boardroom diversity.

No matter how unbiased some employers think they are, subconscious negative opinion about people outside their own ethnic group occurs on a regular basis. Our biggest companies must demonstrate that background is not a barrier to progress and success. In both the public and the private sector, the lack of diversity within middle and senior management roles continues.

Overall, 8% of the directors of top firms are from ethnic minorities, but UK citizens from such backgrounds account for just 2% of roles, despite making up 14% of the population.

Wealth Creators

Our Small and Medium-sized Enterprises (SMEs) are the backbone of our economy, providing 60% of employment. Black and Asian-owned SMEs are a significant and growing feature of our economy and society. Yet these businesses face structural barriers, including access to finance and

perceived discrimination in lending, one respondent to Labour's race and faith consultation says, "there is funding from the government for high streets and so on, this isn't going to less desirable areas where minorities disproportionately live".

We will:

- Extend pay gap reporting to BAME groups and tackle pay discrimination on the basis of race.
- Launch an inquiry into name-based discrimination within the first 100 days and consider rolling out name-blind recruitment practices if necessary.
- Establish a Race Equality unit within the Treasury to work alongside the new Department for Women and Equalities that is able to review all major spending announcements for its impact on BAME communities. This will include transparency and accountability of the diversity of third parties bidding for and receiving significant public funds.
- Commit our National Investment Bank to address discrimination in access to finance, which many BAME business owners face and will take action to ensure that BAME and women business owners have access to government contracts and spending.



Brexit and Valuing Migrants

A Labour government will heal the harmful divisions in our communities and address the devastation caused by ten years of austerity, ruthlessly imposed on society by the Tories and Lib Dems. Migrants are not to blame for the consequences of this coalition of chaos.

Britain is a diverse democracy that has benefited tremendously from the historic contributions of people all around the world. We will establish a humane immigration system and end the hostile environment that caused the Windrush scandal of British citizens being deported. Instead our system will be built on human rights and aimed at meeting the skills and labour shortages that exist in our economy and public services.

We will:

- End the rip-off charges for passports, visas, tests and other documentation imposed by the Home Office, which particularly affects poorer people and many BAME communities. We will only charge the much lower real cost of processing these applications.
- Defend the 1998 Human Rights Act and advance human rights legislation by incorporating the International Convention on the Elimination of all forms of Racial Discrimination into British law.
- Remain a signatory to the European Convention on Human Rights.



Stronger, Safer and Respected Communities

A Labour government will build a society and world free from all forms of racism, including antisemitism and Islamophobia.

Everyone should be able to live their life and practice their religion and culture without fear. There has been a failure across government, parts of the media and our public institutions and services to deal effectively and efficiently with the rise of racist violence, hate speech and hate crime.

Where the Tories have fanned the flames of division, a Labour government will take actions to address the causes of hate crime and bring communities together. We will invest in our communities and public services to build the stronger, fairer society that keeps us all safer.

We will strengthen our communities' rights to practice their religion free from persecution. We will defend the

We will invest in our communities and public services to build the stronger, fairer society that keeps us all safer.

right to wear religious and other dress and symbols of Muslims, Jews, Hindus, Christians, Sikhs and many others. We will protect the practices which are crucial for many, such as the production of kosher and halal meat.

We will end racism and discrimination against Gypsy, Roma and Traveller communities, whatever their ethnicity, culture or background, whether settled or mobile, and protect the right to pursue a nomadic way of life.

At home and abroad we will ensure all Foreign Office staff receive training on religious literacy. We will ensure British embassies and high commissions in relevant countries should deliver tailored responses to any violations of freedom of religion or belief.

We will:

- Strengthen protection for religious communities and amend the law to include attacks on places of worship (synagogues, temples, mosques and churches) as a specific aggravated offence.

- Review current levels of funding to the Places of Worship Protective Scheme to ensure it is proportionate to risk.

- Maintain funding in real terms for the Community Security Trust.

- Take steps, working with the relevant Sikh organisations and the police, to address the gross under-reporting of Sikh hate crime.

- Review the Prevent programme to assess both effectiveness and potential to alienate communities.

- Work with social media platforms such as Twitter and Facebook to combat the rise of racism, including antisemitism and Islamophobia, and extremism expressed on social media.

- Work with partners across Europe to challenge the rise of Islamophobic and antisemitic rhetoric, including from other European governments eg. Hungary, Poland.



Inclusive Public Services

A Labour government will rebuild our public services to be responsive and accessible to the needs of all communities.

BAME and faith communities form part of the fabric of British society, and no area of policy should be implemented without consideration for the impact on them.

Labour is committed to ensure that all its policies are measured against their impact on these communities.

Universal Credit is a real concern among BAME communities, with the growing number of punitive sanctions disproportionately impacting their lives. One respondent to our consultation said, Universal Credit is “known as the death trap in my community”. Labour will immediately scrap Universal Credit.

In government, we will consider ways to strengthen the Public Sector Equality Duties to ensure public institutions are more accountable to tackle persistent race inequalities.

Labour is committed to ensure that all its policies are measured against their impact on BAME and faith communities.

We will equality audit all public service policies to ensure that they do not negatively impact upon all BAME and faith groups.

Education

Educational experiences and outcomes significantly affect people’s life outcomes

Racial inequalities continue to persist across the education system, including attainment, results, access to the best universities, school exclusions and the lack of black teachers, professors and senior management.

Children from minority ethnic communities, especially African Caribbean, Pakistani and Bangladeshi, and have been held back by devastating Tory cuts resulting in school budgets falling in real terms and bigger class sizes.

The shortage of black teachers is a national issue. Representation is still not in line with British society. For example, according to government figures, Black African teachers made up only 1.3% of male teachers and 0.7% of female teachers, and white British teachers (86.7% of the sector) become 92.6% of headteachers.

Across UK universities, academic staff are 44 times more likely to be white than black. Relative to the population as a whole, academic staff are half as likely to be black, and the proportion of black academic staff has increased by 0.15% since 2014/15. Figures from Advance Higher Education show a similar inequality, with only 25 black female professors in the UK.

We will end this inequality, by overhauling the regulator, the Office for Students, to review the state of inequality across the higher education sector and take the steps needed to address it.

We will:

- Support religious education about all faiths in all schools.
- Review the curriculum to ensure that it enriches students and covers subjects such as racism, antisemitism, Islamophobia, xenophobia and black history and continues to teach issues like the Holocaust.
- Launch a wide ranging review into the under representation of BAME teachers in schools within the first month of government and develop a comprehensive strategy to recruit and retain BAME teachers.

Labour will reverse the damage done to mental health services and develop a strategy to address race inequalities in mental health services.

- Work with community groups, local authorities and schools to develop a robust plan to tackle the injustice of higher exclusion rates of young people from BAME backgrounds, particularly black Caribbean pupils.

Health

Life expectancy is stalling and infant mortality rates are increasing, especially among those living in our most deprived communities. A Labour government will invest in the NHS to give patients the modern, well-resourced services they need. We will work across government to end the race disparities in our health care system, such as outcomes for diabetes, heart disease, stroke and mental health.

Labour will reverse the damage done to mental health services and develop a strategy to address race inequalities in mental health services. We will end the criminalisation and over medicalisation of the mental health patients.

We will:

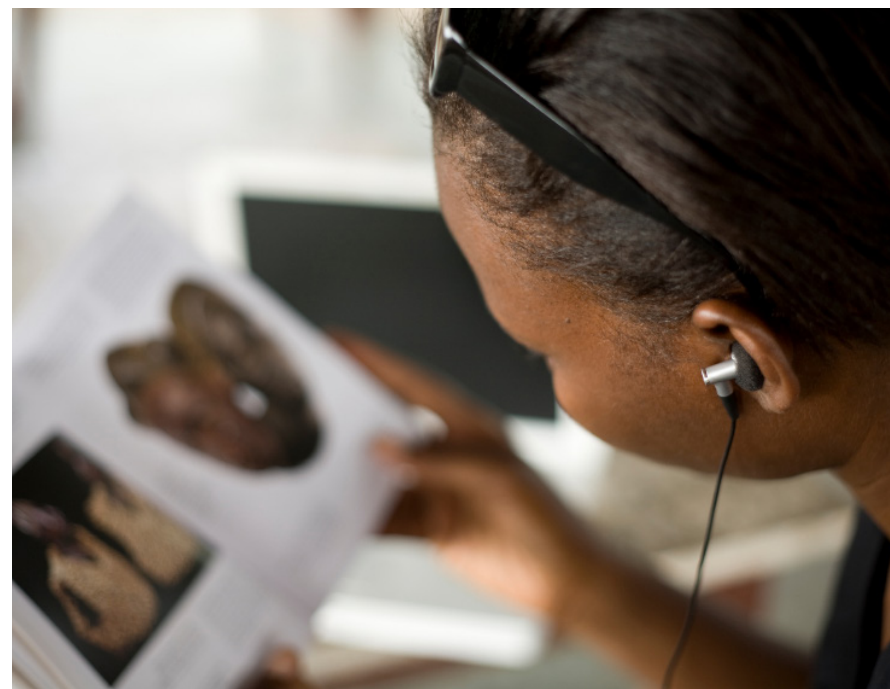
- Ensure universal healthcare by ending NHS access charges for resident migrants and refugees, and ensuring all our services are made accessible to

BAME patients, including LGBT BAME and disabled BAME groups

- Invest an additional £1.6bn a year in mental health services to ensure new standards for mental health are enshrined in the NHS constitution and ensure access to treatments are on a par with those for physical health conditions and ensure culturally sensitive mental health provision for different ethnic minority communities.
- Ensure proper levels of support for the provision of religious and culturally sensitive social care services.
- Improve coroners services to ensure they meet the needs of faith communities. For example with 'out of hours' services and where possible minimally invasive autopsies to ensure quick burials when required by faith communities.

Criminal Justice

According to the Home Office's own report, more people from BAME backgrounds are likely to be targeted under extended stop-and-search rules, despite not having committed crimes. This has created a trust deficit between ethnic minorities and the police. One respondent to our consultation said



about stop and search, "it's unethical and doesn't sort out the problem, making BAME people believe the police are more aggressive".

Labour will build a policing culture that commands the confidence of BAME communities. We recognise the vital role policing by consent will be to rebuilding community-police relations so that they feel respected, protected, and not victimised by authorities responsible for their safety.

We will:

- Tackle racial discrimination in the criminal justice system, and review the Lammy review recommendations within

the first 100 days of government and set targets for swift implementation where this is necessary.

- Alongside a wholesale review of Prevent, we will investigate the disproportionate number of young Muslim men in the prison population.
- Tackle the disproportionate levels of BAME children in youth custody.
- Improve training for staff at the Home Office on religious belief and practice and increase support for BAME LGBT asylum seekers.



Representation in Public Life

A Labour government will end the under-representation of BAME communities in all aspects of public life.

Although 14% of the population is from BAME backgrounds, they remain underrepresented in our democracy and public life. The lack of BAME political representation alienates millions of people from engaging in the democratic process, registering to vote and voting. Improving BAME people's lives will require this 14% being involved in decision making and increasing their representation across all public, private and charitable institutions.

The lack of diversity across the media and in decision-making roles at broadcasters fails to reflect diversity across the society and helps reinforce negative stereotypes of BAME community groups.

A Labour government will end the under-representation of BAME communities in all aspects of public life.

Our new standalone Department for Women and Equalities will develop a cross government strategy within the first 100 days to end the issues of under-representation in all aspects of public life.

Within our party we have already adopted the International Holocaust Remembrance Alliance working definition of antisemitism including all of its examples, and the All Party Parliamentary Group on British Muslims' definition of Islamophobia in full.

We will:

- Review the recommendations by Sir Lenny Henry to the House of Lords Communications Committee within the first 100 days in government and set targets for swift implementation where appropriate.
- Build on the Bernie Grant Shadowing Scheme to be more ambitious and reach all aspects of our diverse communities.
- Consider how to ensure increased diversity at all levels, including the judiciary and elected Mayors.

- Conduct an urgent review into the implementation of all BAME Shortlists.
- Introduce unconscious bias training for members of all selection panel members.



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