



EQUAL
INCLUSIVE
RIGHTS

**A SNAPSHOT VIEW
OF RACIAL DISPARITY IN
THE CITY OF YORK**

Compiled by Inclusive Equal Rights 3.0





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BACKGROUND

In October 2021, a motion: 'Making York an Anti-Racist and Inclusive City' was unanimously passed by councillors across all political parties. One of the objectives is to develop a long-term anti-racist and inclusive strategy and action plan which is due to be submitted to City of York Council's full meeting in summer 2023.

The subsequent sections provide a clear depiction of the structural disparities that are disproportionately affecting people from ethnic minority groups. Our intention is to problem-solve these issues of inequalities. Our approach is to not blame or point fingers, but rather to work together with committed partners to address and problem-solve the issues of racism and discrimination in the City of York.

We welcome constructive debates and discussions on how to move forward.



INTRODUCTION

The following report draws on data from various key services operating in York, creating a snapshot view of the racial disparity existing across these spaces. The brief report is designed to share an initial view of the data environment and highlight the importance of the work to follow in and after our full report in summer 2023.

The findings below represent data relating to the ethnic minority population accessing various sectors operating in York. Some organisations record minorities in a much more restrictive way, focusing only on visible minorities, and as a result, different ethnic minority populations may be under-counted by use of the narrow BAME definitions. It is also known that the census and other counts substantially under-count certain minorities, including some South Asian minorities and the Gypsy, Roman and Travellers populations. For example, because of the lack of responses (for various reasons), the impact of under-counting may be more significant in areas where there are relatively large minority ethnic populations. Also, some of these figures cannot directly be compared with the 2011 data because of ward boundary changes.

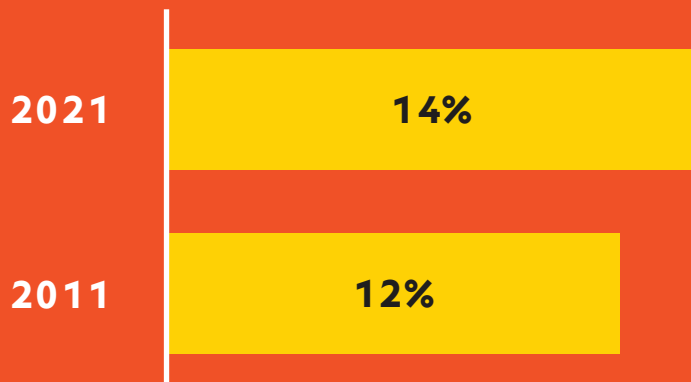
The data in this report was collected and analysed in the calendar year of 2022.

YORK'S POPULATION

According to the 2021 census, approximately 14% of York's population, that is, one in seven people, are from ethnic minorities (i.e., non-White British). This is an increase from 12% in 2011. Evidence shows that there isn't a minority ethnic group substantially bigger than other groups which results in the popular belief that York is a White Anglo-Saxon Protestant city. Whilst minorities are mainly concentrated in the York Central parliamentary constituency, there are some wards with even more substantial minority populations. These are Fishergate (27%), Guildhall (24%) and Hull Road (20%). There are also some wards in the York Outer constituency with significant minority populations now beginning to emerge at a relatively rapid rate. These are Wheldrake (4.4% – a 40% increase from 2011), Copmanthorpe (4.5% – changed boundaries) and Haxby and Wigginton (4.6% – a 48% increase from 2011).

In terms of the makeup of City of York Council, it is reported that 6.3% of staff are from minorities. This is less than half the city-wide average. The national public sector proportion is 10.1%.





IN 2021, APPROXIMATELY 14% OF YORK'S POPULATION WERE FROM ETHNIC MINORITIES (i.e., NON-WHITE BRITISH)

KEY QUESTIONS:

What steps are being taken, including those by political parties, to increase the proportion of BAME employees within City of York Council's workforce and Council members?

Are minorities appropriately represented at senior management levels within City of York Council?





EDUCATION

Three (3) secondary schools (out of 9) and 22 primary schools (out of 51) have minority pupil populations greater than their presence in the York population at large. There are some very large minority populations such as at St Wilfrid's RC Primary School with 47% population, St George's RC Primary School 46%, and All Saints RC Secondary School with 25%. This growth of the school BAME population is significant when compared with 2011, representing a huge increase over the past decade and therefore suggesting that the ethnic minority population in York may continue to increase substantially, with implications for a wide range of services.

The number of school exclusions is too small to be analysed by ethnicity.

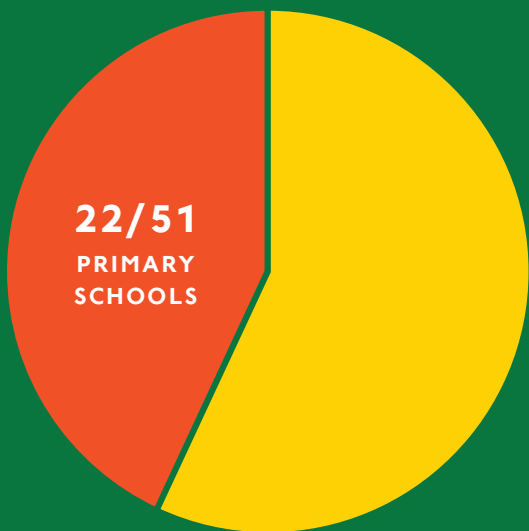
Major private schools in the city did not respond to our requests for data. York College was approached for data in November 2022 but at time of completing this report, the College has yet to respond.

KEY QUESTIONS:

Does the profile of teachers by ethnicity match that of pupils at individual schools?

Is there a requirement for Black History to be taught at all schools in York and is there a common curriculum, developed in part by BAME teachers?

Do private schools recognise the importance of this work and thus are willing to cooperate in developing the anti-racist and inclusion strategy? We acknowledge that income and wealth are significant factors in determining their choice of pupils.



**22 OUT OF 51
PRIMARY SCHOOLS
HAVE A MINORITY
PUPIL POPULATION %
GREATER THAN THAT
OF THE POPULATION
OF YORK.**

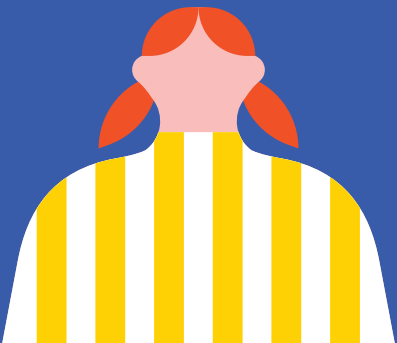
THE DATA ALSO SUGGESTS THAT:

- 8.4% of children have Special Educational Needs (SEN).
- Roughly 10% of SEN children nationally are from BAME backgrounds.
- It is known that BAME children are significantly over-represented in some special needs categories and under-represented in other categories.

KEY QUESTIONS:

How is ethnicity factored into SEN assessments?

Are the children being given SEN status assessed by staff who are experienced and skilled in making assessments for BAME children?



FURTHER EDUCATION

At York St John University, 87% of staff (total of 1,028) are classified as White. All 20 (out of 21 in total) senior managers who responded to the ethnicity question were White.

At Askham Bryan College, which employs around 500 staff, 3% are BAME although there is a high proportion of non-responders.

At the University of York which employs 5,480 staff, non-responses to their ethnicity question were around 20% of the total. 82% of full-time staff and 85% of part-time staff that responded were White British. The university's ethnicity pay gap report shows that the pay gap between white and minority pay is almost 15%. At all HE/FE educational establishments, the profile of students varies from year to year.

KEY QUESTIONS:

At these institutions, what are the specific roles played by BAME staff and are they disproportionately represented amongst non-academic grades, especially in the low-paying, difficult and dangerous roles?

Can other institutions follow the University of York lead in exploring pay gaps for BAME staff?

PRIVATE SECTOR EMPLOYMENT

We surveyed the 100 biggest private sector employers in the city, covering roughly 23,000 employees (approximately one-sixth of the total working population in the city), asking for details of the ethnic origin of their workforce. These companies included many with long-standing presence in the city and influence on its economic wellbeing such as Network Rail, Nestle, Shepherd Building group and Portakabin as well as many with an allegedly social orientation to their work.

NONE REPLIED.

KEY QUESTIONS:

How best can City of York Council through its private-public partnership arrangements best persuade the private sector to take the issue of racial equality seriously?

What is the role of a Local Enterprise Partnership on the issue of racial inequality within the labour market?





HEALTH

Amongst the 11 health providers in the city, a very high proportion of staff from ethnic minority backgrounds work in the main hospital trust and the mental health trust.

York and Scarborough Hospital Trust employs a total of 8,839 staff of which 20.2% are BAME (28% f/t and 12% p/t, mainly Indian and variants of Black). 34% of clinical staff are BAME. One of the 16 board members is BAME and of the 384 senior employees, 102 are BAME (31%), of which 47 are of Indian ethnicity.

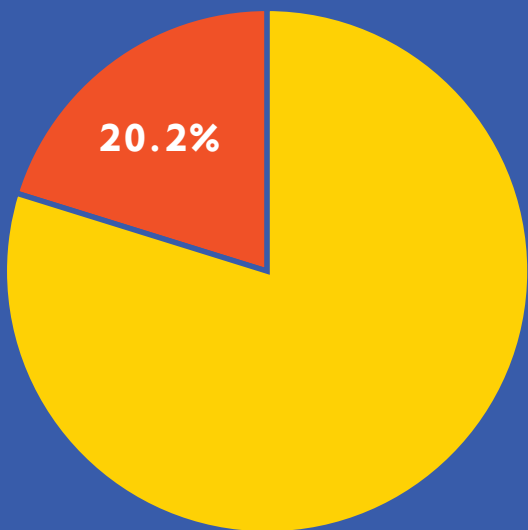
The 20% BAME employees are concentrated in full-time and lower-waged categories, and a slightly larger proportion in clinical roles. They are substantially underrepresented in the hospital management.

The second largest health organisation serving the city is the Mental Health Trust. It employs 734 staff of which 5% are BAME. None of its senior managers in the York area are BAME. There is evidence that very few BAME staff occupy non-clinical roles.

There is no minority representation on the Trust's board, even though minorities are disproportionately represented nationally as mental health service users.

The interaction between minorities and mental health services has been the subject of considerable debate over the past twenty years with greater difficulties for minorities in terms of access, diagnosis, and treatment.

Most other health providers, although generally quite small, did not respond to our enquiries, claiming exemption from FoI requests as private organisations.



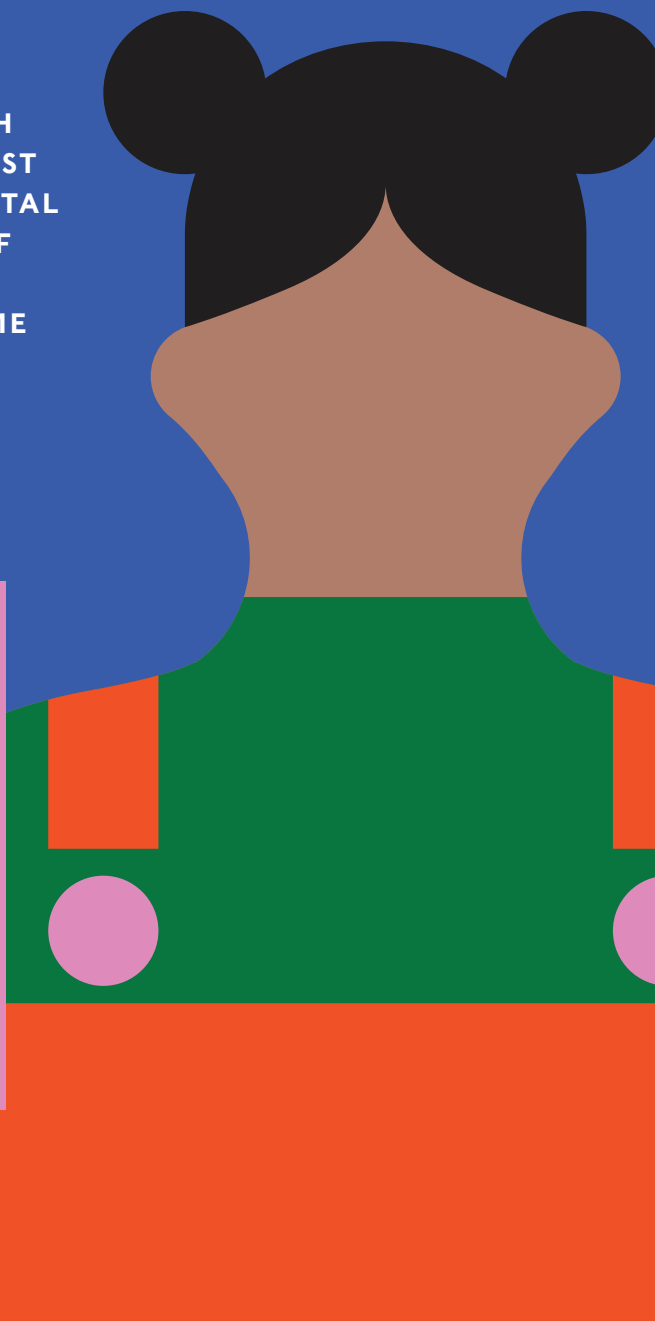
YORK AND
SCARBOROUGH
HOSPITAL TRUST
EMPLOYS A TOTAL
OF 8,839 STAFF
OF WHICH
20.2% ARE BAME

KEY QUESTIONS:

What steps are being taken to increase the representation of BAME staff of all levels within senior management, including Trust Boards?

What roles are performed by BAME non-clinical staff in the Trusts and are they concentrated in the more difficult, dangerous, low paid and anti-social areas?

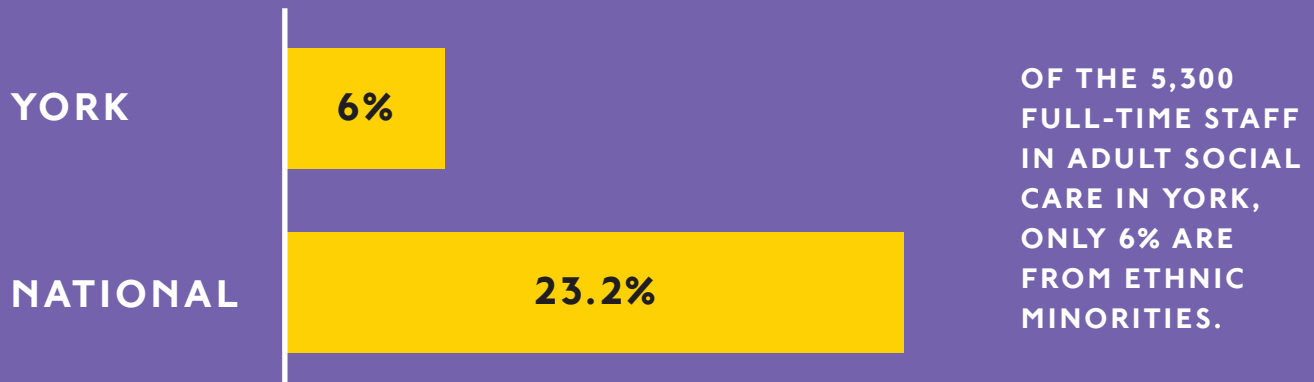
What steps need to be taken to ensure that private providers pay attention to the needs of BAME workers and patients?



SOCIAL CARE

Of the 5,300 full-time staff in adult social care in York, only 6% are from ethnic minorities. This is considerably smaller than in many local authority areas where minorities provide substantial staffing levels (the national figure is 23.2%). Of the 400 managers in adult social care in York, only 1.5% are from ethnic minorities compared to the national figure of 15.7%, suggesting that a much higher proportion of social care staff from ethnic minority backgrounds in York are working in lower-level jobs than the national average.

1.5% of adult social care clients are of minority ethnicity. 13.7% of children in social care in the city are from minorities, somewhat lower than the proportion of BAME children in the city.



KEY QUESTIONS:

Are potential adult social care clients discouraged or disadvantaged by the relative lack of BAME carers?

Are providers specifically targeting BAME people in their recruitment campaigns?

Do BAME staffing levels in the children's social care sector reflect the ethnicity of clients?



HOUSING

In terms of housing provision, about 4% of council housing is tenanted by an ethnic minority, although the ethnicity of about 13% of all tenants is unknown.

KEY QUESTIONS:

What kind of social housing are they in?

To what extent is ethnicity factored into the housing allocation policy of City of York Council and of other social housing providers?

Are BAME tenants concentrated in particular parts or housing provisions within the city?



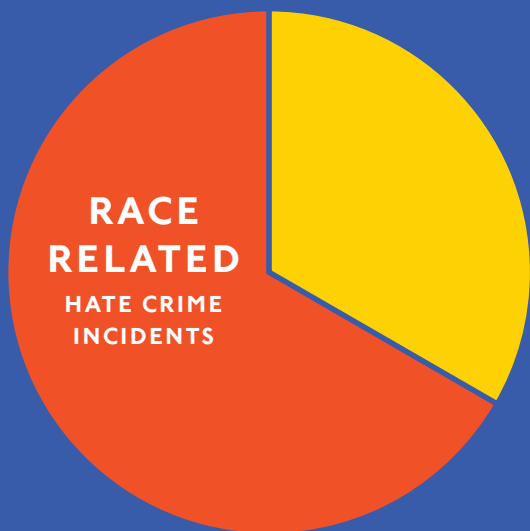
POLICING

In 2021, the police provided hate crime data which saw a 239% increase in race-related hate crime, increasing from 152 to 515 incidents in year 2020.

In 2022, hate crime incidents in the North Yorkshire police area exceeded 1,000 for the first time, of which around 2/3 were race-related hate crimes. Around 1/4 of all hate crimes are recorded in York, which is proportionate to the population of the city vis a vis North Yorkshire. The York wards with the highest number of race hate crimes are Guildhall, Fishergate, Heworth and Clifton.

From 2018–2020, there were 2,371 stop and search incidents. Individuals of the Black and Black British population were 18 times more likely to be stopped by police than White British individuals. The rate for ‘any other Black background’ was 4.225 per 1,000, i.e., 92 times as many as for White backgrounds across the North Yorkshire police area.

When asked in official counts for their ethnicity, most police staff refused to respond. It was known that there were only a very few (less than 10) minority ethnic police in the North Yorkshire force in 2021 and the one BAME senior police officer had recently retired from the North Yorkshire force. However, the recently formed action group within the police (equivalent to the Black Police Association) has reported that as a result of a recent recruitment drive, they have 34 members, and that there are probably up to 15 more individuals not in membership. This would give around 50 staff, or 2% of the total police force of 2,889 recently recorded. If the police force represented the community in which they are based in terms of ethnicity, there would be roughly 9% or 260 staff – five times the current level.



IN 2022, HATE CRIME INCIDENTS IN THE NORTH YORKSHIRE POLICE AREA EXCEEDED 1,000 FOR THE FIRST TIME, OF WHICH AROUND 2/3 WERE RACE RELATED HATE CRIMES

KEY QUESTIONS:

What explanation is there for the disproportionate numbers of stop and search incidents involving BAME citizens?

How are the police addressing the steadily growing numbers of 'race' hate incidents in the city?

What is being done to recruit more BAME staff, including at senior levels?



IER UK INITIAL SURVEY DATA

For those who had experienced racism or discrimination, they said...



- IT WAS JUST ONCE
- THERE HAVE BEEN A FEW ISOLATED INCIDENTS
- IT HAPPENS QUITE REGULARLY
- IT HAPPENS VERY REGULARLY

The initial responses of the survey showed that 37 people lived and 26 worked in York (these categories may overlap); less than a third were visitors. Twice as many women as men responded; and substantially more than a half were from ethnic minorities i.e., non-White British. Almost 60% had suffered racism or discrimination of some kind. For about one-third, this was once or a few times, but more than ten percent said racism and discrimination happened frequently, mostly in shops and other public places or at work. Most respondents gave a description of how the racism occurred. In terms of priorities for action, respondents emphasised health, employment, education and hate crime as top priorities.





**York is
experiencing a
rise in hate crime.**

**But as the
North's first
Anti-Racist City
we are tackling
this problem
head on.**

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CONCLUDING STATEMENT

We hope that the data and analytical comments included in this preliminary report can give an insight into the need for IER UK's work in York. It represents the surface of deeper, structural inequality. IER UK continues to build on these initial points of interest, gathering further data and findings for our full report due for publication in June 2023.

To request further information regarding the contents of this report and our database, please contact **research@ieruk.org.uk**.

www.ieruk.org.uk

NO

PLACE

FOR HATE

E Q U A L

I N C L U S I V E

R I G H T S

research@ieruk.org.uk | www.ieruk.org.uk