



**Equality and  
Human Rights**  
Commission

Promoting and enforcing the laws that protect  
our rights to fairness, dignity and respect

# *Is Britain Fairer?*

*Assessing the evidence and identifying the gaps*

**2 December 2015**

# Agenda

- **Is Britain Fairer?**
  - Is Britain Fairer; Setting the context; Publications (Colin)
  - Methodology (Verena)
  - Education and learning (Colin)
  - Work, income and the economy (Colin)
  - Health and care (Colin)
  - Justice, security and the right to life (Verena)
  - The individual and society (Verena)
  - Key challenges (Verena)
  - Identifying the gaps and moving forward (Verena)

# Is Britain Fairer? 2015

- Statutory report to Parliament every five years (previous report in 2010)
- Purpose is to help Britain assess its progress
- Published 30 October 2015
- Substantial coverage across national media and social media
- Women and Equalities Committee welcomed the report and said would inform their work programme
- Informs EHRC's three year strategic plan

## Is Britain Fairer?

The state of equality and  
human rights 2015

# Setting the Context

- Legal framework of human rights and equality
- Period of recession and recovery
- Policy choices taken by governments
- Demographic trends

# Publications

- **Main report** (120 pages), accompanied by
  - 10 evidence papers (100-260 pages each)
  - 73 sets of data tables
  - Methodology paper and technical paper
  - Economic and demographic background paper
- **Country reports** to follow:
  - *Is Wales Fairer?* (3 December 2015)
  - *Is Scotland Fairer?* (January 2016)
  - *Is England Fairer?* (March 2016)
- **Report by group/protected characteristics** in late 2016
- **Sector specific reports** (health, education, CJS)

# Methodology

- **Our measurement frameworks:**  
human rights, equality, children, good relations
- **Evidence types:**  
structure, process and outcomes
- **An evidence-based approach:**  
qualitative and quantitative evidence
- **Country coverage**  
England, Scotland, Wales
- **Quality assurance:**  
internal and external scrutiny (4 phases)
- **IBF has 10 domains, 43 indicators and 72 measures**

# IBF domains and indicators

## Life (A)

- Non-natural deaths of people resident or detained in public or private institutions
- Homicide
- Suicide

## Health (B)

- Life expectancy
- Infant mortality
- Health status
- Mental health
- Healthy lifestyles (smoking, alcohol consumption, overweight and obesity)
- Access to healthcare for marginalised groups
- Equality and human rights issues in palliative and end of life care
- Dignity and respect in health and social care

## Physical security (C)

- Conditions for people resident or detained in public or private institutions, including use of force and restraint
- Violent crime
- Fear of crime
- Sexual and domestic violence
- Hate crime (self-reported and experiences of victims)

# IBF domains and indicators

## Legal security (D)

- Offences reported and brought to justice
- Equal treatment by the police and criminal justice system
- Equal and effective treatment and support for individuals with civil justice problems
- Detention
- Appropriate justice for children and young people
- Special prosecutions

## Education (E)

- Access to education and educational attainment for children and young people
- Exclusion from education for children and young people
- Safety, security and emotional health at school
- Access to higher education
- Access to further education and lifelong learning

## Standard of living (F)

- Adequate housing
- Poverty and income
- Access to care
- Quality of the local area

## Productive and valued activities (G)

- Trafficking and exploitation
- Employment
- Occupation
- Earnings



# IBF domains and indicators

## Individual, family and social life (H)

- Availability of support
- Freedom from domestic abuse (emotional and financial)
- Being free to form and maintain relationships of own choosing
- Respect for private life: information privacy and surveillance.

## Identity, expression and self- respect (I)

- Freedom to practise religion or belief
- Ability to communicate in the language of your choosing
- Freedom from stigma and stereotyping

## Participation, influence and voice (J)

- Formal political participation
- Political activity, including the right to protest
- Taking part in civil organisation

# Education & learning

- Improvement in educational attainment across all groups
- Narrowing of several education gaps (e.g., FSM and non FSM)
- Some persistent gaps – White boys on FSM, SEN and non FSM, Gypsies and Travellers
- Women doing better than men in higher education
- Ethnic minorities doing better in higher education than White students (except Russell Group)
- Underperformance of children in care

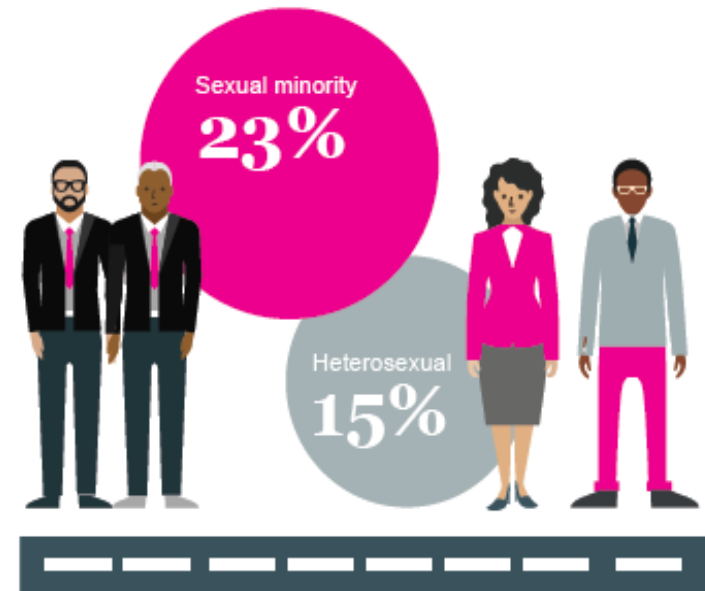


# Work, income & the economy

- Narrowing of the gender gap in employment rates
- Women not getting full benefits of better education – pay and employment gaps
- Pakistani/Bangladeshi ethnic group making improvements
- Lower overall employment rate – especially 16-24 year olds, Pakistani/Bangladeshi women
- Significant reductions in average hourly pay
- Unemployment rates high for disabled people, ethnic minorities
- Muslims experience highest unemployment rates, lowest employment rates, lowest and decreasing hourly pay rates

# Health & care

- Increased risk of poor mental health – LGB at high-risk
- Poor access to mental health and other services
- People with learning disabilities and/or autism placed in inappropriate settings
- Safeguards against inhuman or degrading treatment not widely used
- Lower life expectancy for some groups - learning disability, Gypsies and Travellers and homeless people



A higher proportion of sexual minority adults in England (2012) were at risk of poor mental health, compared with heterosexual adults

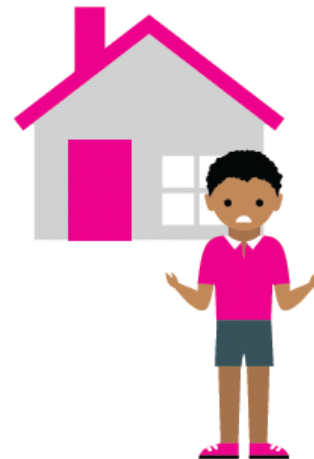
# Justice, security & right to life

- Fall in homicides and violent crime
- Rising Islamophobic and anti-Semitic hate crime
- Flaws in police response to: sexual abuse and exploitation of children and young people; domestic abuse; disability motivated crime; the use of stop and search powers
- Potential impact of the legal aid reforms on the access of vulnerable individuals to civil and family justice
- Prisons: self-inflicted deaths, overcrowding, violence
- Immigration detention: no time limit, treatment of children and torture victims



# The individual and society

- Introduction of equal marriage and continued rise in public acceptance of lesbian, gay and bisexual people
- Evidence of decreased stigma around mental health
- Political participation: UK Parliament, Scotland, local councillors, influencing local decisions
- Rise in public unease about the use of people's personal data by organisations and concerns about covert police operations and intrusive surveillance of protests
- New legislation across Britain extending the support available to young people leaving the care system
- Placements far from home allocated to people with learning disabilities, children in custody and children in care



2013 figures show that 3 in 10 of the

**68,100**  
**children**

placed in foster care or children's homes in England were living over 20 miles from their home and outside their home local authority<sup>10</sup>

# Key areas requiring improvement

1. Improve the evidence and the ability to assess how fair society is
2. Raise standards and close attainment gaps in education
3. Encourage fair recruitment, development and reward in employment
4. Support improved living conditions in cohesive communities

# Key areas requiring improvement

5. Encourage democratic participation and ensure access to justice
6. Improve access to mental health services and support for those experiencing (or at risk of experiencing) poor mental health
7. Prevent abuse, neglect and ill-treatment in care and detention
8. Tackle targeted harassment and abuse of people who share particular protected characteristics



# Identifying the gaps

## Limitations of evidence gathering

- Discontinuation of surveys
- Reduced sample sizes
- Invisibility of certain groups: transgender, Gypsies and Travellers
- Top-coding at “65 and over”
- Binary breakdown, e.g. disabled and non-disabled
- Intersectional analysis
- Trend analysis
- Breakdown by location
- Underreporting

# Moving forward

## The next Quinquennial Review is due in 2020

- Review of the measurement frameworks
- Some degree of continuity needed
- Updating the evidence on a rolling basis
- Carefully managing the magnitude of the project
- Influencing the evidence landscape domestically and internationally → **working in partnerships**

*Is Britain Fairer?*

# Question & Answer



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**CASE, London School of Economics**