



Our Ref: CDL/2180

11 October 2018

Dear Colleagues,

I am writing to inform you about an announcement that the Government will make today on action to tackle issues faced by ethnic minorities at work highlighted by the Race Disparity Audit, one year on from publication of the Audit's website [Ethnicity Facts and Figures](#).

We are committed to tackling injustices, wherever they exist in our society, so people can achieve their true potential, whatever their background and circumstances. One year on from the publication of the Race Disparity Audit, we are delivering on our commitment to "explain or change" ethnic injustices in all areas of society.

The announcement today will address the under representation of ethnic minorities at senior levels in organisations which the Audit has highlighted. To tackle these disparities, we want to see employers adopting fair employment practices which ensure all staff, particularly those from an ethnic minority background, do as well as they are able in terms of recruitment and progression. This builds on the Government acting on the recommendations of the Parker Review to pass legislation - promoted by the Recruitment Excellence Confederation and others - to help businesses and other organisations ensure their boardrooms and senior management levels are truly representative of the workforces they manage and the communities they serve.

Specifically, we are:

- Inviting employers to sign up to a Race at Work Charter, which sets out effective practices that support fairness at work;
- Setting new ambitions in key public services to increase the proportion of senior leaders who come from an ethnic minority background;
- Taking action through public procurement to encourage Government suppliers to adopt fair employment practices; and

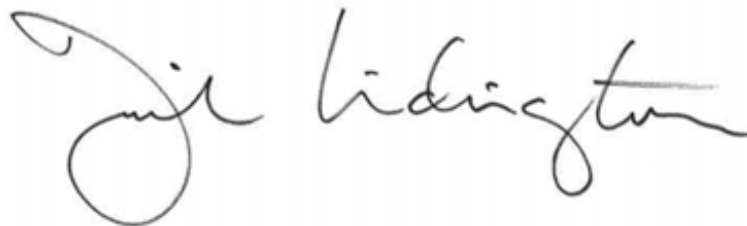
Today we are also launching a consultation on how mandatory ethnicity pay reporting can best drive action without placing undue burdens on business. Publishing data about ethnicity pay will help employers identify what action they should take to improve fairness in the workplace. By shining a light on where gaps in pay are greatest, it will also act as a spur to improve outcomes.

Today's announcement builds on action in employment, health and criminal justice taken since the publication to the Audit. Since October 2017 we have:

- Provided targeted employment supporting in twenty areas across the UK. The gap between employment rates of working age people in ethnic minority groups and in the whole population is now at a record low.
- Taken action on the recommendations of the Lammy review including to increase diversity of prison officer intake; funding development of an education programme to prepare lawyers from a range of backgrounds to apply for judicial office; and extending the range of justice data we provide broken down by ethnicity.
- Announced £90m of funding from dormant bank accounts to support young people facing barriers to employment into work. Applications for the first allocation of this funding are open today to support grass roots organisations in Bradford, Birmingham and Barking & Dagenham.
- Started work to tackle ethnic disparities in the rate of exclusions in schools and the application of the Mental Health Act.

The Audit's website [Ethnicity Facts and Figures](#) has been continually updated and extended to allow the public to see if outcomes are getting better or worse on over 160 topics.

We are committed to building a fairer society where everyone can progress in the workplace, regardless of their background. This programme of change requires a concerted effort by Government, partners and communities to come together to provide the opportunities everyone, regardless of their ethnic background, rightly deserves.

A handwritten signature in black ink, reading "David Lidington". The signature is fluid and cursive, with a large loop at the end of the word "Lidington".

Rt Hon David Lidington CBE MP