

Basingstoke BAME Inquiry

Published December 2020

Contents

Introduction by Maria Miller MP.....	3
Methodology.....	4
Summary of the findings.....	5
Details on the key themes.....	6
Responses to the Inquiry Findings from Basingstoke businesses and organisations delivering public services.....	9
In work.....	9
In education.....	9
In the community	10
Useful Information	15
Appendix I: Community interviews	16
Appendix II: Basingstoke’s local BAME data	20
Acknowledgements.....	31

Introduction by Maria Miller MP

This year, the death of George Floyd in America touched a nerve around the world. Here in Basingstoke peaceful events were held, with the support of local religious and community leaders, to underline our community's abhorrence of the discrimination faced by Black people at home and abroad, and of all types of racism. Peaceful protest has an important place in our democracy but as the Suffragettes found, it is 'deeds not words' that matter.

This Inquiry was launched to provide a more detailed insight into the lived experience of Black and other Minority Ethnic people in our own community, giving the opportunity for each to have their voice heard, by sharing their own personal experience of living in Basingstoke. These lived experiences could then be taken back to the community through locally elected representatives; employers; those in public services and those who help shape our Civic life; so that all necessary action is taken to ensure Basingstoke is a great place to live and work for everyone regardless of ethnicity, colour, faith or language spoken.

For consistency, the Inquiry uses the term Black, Asian and Minority Ethnic (BAME) which is used by the Office for National Statistics for national datasets.

Basingstoke is no stranger to inward migration. A vibrant Irish community moved to Basingstoke to help build our railway line in 1837 and many stayed in the area permanently. Similarly, in the 1960s Basingstoke welcomed hundreds of London families from a range of ethnic backgrounds into new, modern homes across the town as part of the London Overspill scheme. Basingstoke's BAME is comparable with the wider South East region. Many residents in Basingstoke have been in Basingstoke for more than one generation, with more moving to Basingstoke from other places to the UK to take up employment in the thousands of businesses in the Borough or our local public services.

The National Census also estimates that around 1,300 people a year move to Basingstoke from outside of the UK. Around half are from India, Poland, Nepal, Australia, the US and Spain. Former Gurkhas, having served in the British Army, often choose to move to Basingstoke with their families, while other Basingstoke residents have sought sanctuary in our community from threat of persecution or death in their own country.

I hope this is a timely report. The national Census collected every 10 years will be updated next year, and our local schools data already shows that Basingstoke's BAME population has grown considerably since the last data was collected, indicating the increasing diversity of Basingstoke's future generation.

I also hope the findings are helpful not only to those tasked with providing important local services or those who run the thousands of business that make Basingstoke their home, but to each and every Basingstoke resident who wants Basingstoke to be a strong, cohesive community.

It is reassuring that, above all, this Inquiry confirms Basingstoke is a community people actively want to live in because of our prosperity and ambition for the future. Any community that grows must consider community integration, and I hope that this report is helpful in this process.



Rt Hon Maria Miller

Methodology

The Inquiry was launched on 26 June 2020 and publicised using local media including BBC South News, The Basingstoke Gazette, The Observer, local community Facebook pages, other social media and through local community group networks.

The Inquiry received submissions from individual residents in Basingstoke and the following community groups:

- A Basingstoke African Women's Group;
- Basingstoke Unites Against Racism
- BME Community representative
- The Chinese Community
- Eastern European communities;
- The Filipino and Thai community;
- The Gypsy Romany and Traveller community;
- The Hindu Community
- Kala The Arts (KTA) (a professional arts in education charity);
- The Nepalese Community;
- The Pakistani Muslim Community;
- The Turkish Community
- Youth Voice

Several of the individual submissions were handwritten and contained personal information. As a result, a decision has been taken not to publish those submissions, however, summaries of the meetings with community groups are included in this Report.

Submissions also included accounts of verbal racist abuse that BAME residents had received; the Inquiry felt it would be inappropriate to repeat this in publication.

Thanks go to every individual and organisation that took the time to take part in this Inquiry, providing an invaluable insight into the lived experiences of Basingstoke residents. Special thanks go to Islam Jalaita and Jane Rawlins-Mateus at Basingstoke Borough Council for their expertise and insight.

Unfortunately, the Coronavirus pandemic made it impossible to hold face-to-face meetings in the community, which would undoubtedly have helped a wider cross section of the Basingstoke BAME community to participate. Given this, evidence was gathered in written format and through online meetings with individuals and community groups from April-September 2020. There was one face to face meeting with members of the Basingstoke Multi-Cultural Forum Executive.

Summary of the findings

When this Inquiry was launched in June 2020, some asked why an Inquiry was needed at all; in Basingstoke discrimination has been taken very seriously for many years with tangible action being taken by charities, employers, public service providers and the broader community. Support for a diverse range of ethnic minority community groups has been in place for many years, including the Basingstoke Multicultural Forum. Significant funding is also available to encourage community events that support diversity in all its forms and there is widespread public condemnation of racism throughout our community. However, the findings of this Inquiry demonstrate that, like communities up and down the country, Basingstoke residents who are BAME still experience prejudice and racist abuse. What is more, many have consistently covered up the abuse they experience, even amongst friends and family.

Evidence submitted to the Inquiry shows that overwhelmingly residents who participated in the Inquiry enjoy living in Basingstoke. People's experience is that Basingstoke is a warm, open and welcoming community; a big town that fiercely guards its strong community roots. Across the board, submissions that were received by the Inquiry cited Basingstoke's accessibility, employment prospects, green spaces and low levels of crime as reasons why it was a great Borough in which to live. BAME community groups feel they are supported by the Basingstoke community, with events like World Party drawing in many hundreds of Basingstoke residents to celebrate the different cultural backgrounds of their fellow residents.

It is, however, also clear that prejudice and even racism can also be a routine part of BAME residents' lives. Many felt through this Inquiry they could speak about their own experience of prejudice and racism, including events that happened many years ago and those that have happened more recently. For most residents this was the first time they had spoken about discernibly painful incidents where they or family members had suffered racist abuse.

Findings from the Inquiry are tightly based on the personal opinions of those BAME residents who contributed. Those opinions are rooted in their personal lived experience of Basingstoke. Whilst what has been captured in this report often closely reflects experiences identified through national research, it can still make for uncomfortable reading. The courage of individuals to speak up on such personal matters should be applauded.

The Inquiry findings fall into four main themes where action may need to be taken:

- The need for the community to challenge the status quo. There was a clear plea to the wider community: "If you are a witness to racism you should respectfully call it out".
- Ensuring a strong Basingstoke Civic life by better reflecting the diversity of Basingstoke's community in its civic events and in elected bodies that make decisions on the provision of important local services, such as Parish Councils, the Borough Council and County Council.
- Ensuring that public service providers' policies challenge and change racist and discriminatory behaviour in practice, particularly in vital public services such as education, where parents have identified a weak response to racial abuse despite a requirement for all schools to have bullying and discrimination policies. A low level of ethnic diversity in teaching staff at all levels is also out of kilter with the local community throughout the County.
- Racism in the workplace was the most acute concern for many groups. The Inquiry found that people of Black, Asian and Minority Ethnic backgrounds were faced with a range of challenges because of their ethnicity, ranging from discrimination from customers towards staff (and vice versa); ineffective policies for promoting and mentoring BAME employees; and a lack of trust for organisations to meaningfully tackle inequalities and racist behaviour when it occurred. A lack of diversity in senior management was cited as unhelpful in tackling these matters.

Next Steps

The key findings have been shared with the relevant organisations and this Report includes their initial responses, including actions that are already being taken as a result of the findings of this Inquiry.

In March 2021, a review of progress made by local Government, public service providers and private sector employers will be held, with further actions that may be required. Overwhelmingly, however, what happens next is up to each and every one of us.

Details on the key themes

The evidence given to the Inquiry can be analysed through a set of themes based on shared experiences across the BAME community:

The need for community challenge:

One respondent summarised the situation by saying, 'People think that because racism has not been apparent in their lives it does not exist'. Participants' submissions of evidence indicated that incidents of racism in the community occur in public spaces on a frequent basis. The Inquiry heard that abuse is frequently received in response to BAME people wearing traditional dress or items of religious clothing, leading those individuals to hide their identity by removing items of cultural or religious clothing in order to 'be accepted within the community'. Similar pressures to culturally assimilate were raised with regards to speaking one's native language. There was a clear plea to the wider community: "If you are a witness to racism you should respectfully call it out". In retail and business sectors in Basingstoke, the Inquiry heard BAME customers frequently experience racist behaviour and attitudes from retail premises and from shop security personnel. These are some specific issues that need to be considered:

- **Overcoming an acceptance of abuse:** Community reactions to racism are often neutral, resulting in BAME people becoming resigned to accepting racist abuse, concerned they might be considered 'difficult' or 'aggressive' for confronting rather than ignoring it. The Gypsy Roma and Traveller community see racist abuse towards them was widely accepted. Many groups highlighted the need to conceal indicators of their ethnicity or religion in order to improve their job prospects or to feel more accepted in the community. Some evidence received as part of this Inquiry clearly included unlawful behaviour not acted upon by local government officials, specifically intimidation towards BAME voters during the recent EU Referendum and Hijab pulling experienced by Muslim women.
- **Challenging implicit racism** – BAME residents felt they often experienced stereotypical assumptions based on their race, colour, ethnicity or race, and that often these were difficult to confront, particularly when presented as 'banter'.
- **Reducing language barriers** – problems with language were multi-dimensional. Some BAME residents felt unable to speak their native language in public, while others felt a lack of fluency in English language resulted in their being isolated from the community. Language barriers often resulted in difficulties for children and young people being home-schooled, particularly during the recent pandemic lockdown in non-English speaking homes when schooling depended on online access to teaching. Difficulties because of language caused problems accessing both primary and secondary healthcare and is a common theme for a variety of groups.
- **Recognising the additional challenges of people with intersecting characteristics** – It was common that individuals with intersecting characteristics felt discrimination twofold, e.g. Muslim women who wear hijabs.
- **Recognising mental health implications of racist abuse** – Many BAME residents shared how racism had affected their mental health and self-esteem; as one respondent put it, 'abusive behaviour diminishes people's lives.'
- **The importance of the Basingstoke Multicultural Forum's potential** - this was highlighted in evidence, and the importance of its membership reflecting the diversity of the community it represents. BAME participants highlighted the opportunity for the BMF to work with Basingstoke's Citizens Advice Bureau (CAB) to act as an intermediary for third party reporting of unlawful racist incidents.

Ensuring Basingstoke's diversity is reflected in the democratic and civic life of the Borough

Democratic and civic institutions need to evolve in-line with the communities they seek to represent and lead to ensure they retain their legitimacy and retain a close understanding of the needs of all sections of the community. At Local and Parish Council, day-to-day decisions are made about the provision of crucial public services. These are some specific issues that need to be considered:

- **Representation in elected office** Respondents from different Black and Minority Ethnic groups highlighted that just 1 out of 60 current sitting Basingstoke Councillors is BAME, significantly lower than might be expected given the Census of 9 years ago which showed Basingstoke's population was 10% BAME and more recent estimates indicate that figure has increased significantly. Many democratic institutions see it as an intrinsic part of their role to promote the importance and opportunity of standing for elected office amongst under-represented groups to help work towards more representative bodies. Consideration should be given to the most effective way of encouraging more BAME candidates to stand for election at Parish, Borough and County Council level.
- **Representation in Civic Life:** There has only been one BAME Mayor in Basingstoke's history. Mayors are appointed from those elected members who are the longest serving Councillors. Therefore, careful consideration needs to be given to how this diversity imbalance can be addressed, in line with the Council's Statutory Public Sector Equality Duty.

A plan needs to be developed in consultation with local community groups as to how the racial diversity of Basingstoke could be best represented in Civic events such as Remembrance Sunday, the Annual Mayor Making, as well as regular

full council meetings. Evidence given to the Inquiry highlighted the positive success of actively involving different groups at Civic events through religious worship.

Ensuring public service providers policies change behaviour in practice:

People from many different ethnic backgrounds felt that public sector organisations had a clear understanding of racism, many had extensive and detailed policies, but most did not implement these strategies to effectively tackle racist abuse in a way that made a difference for BAME service users. As a result, there was little trust that organisations (across the board) would act if racist abuse was reported. Public services received specific comments and criticism. These are some specific issues that need to be considered:

- **Schools:** Schools were described by respondents as 'often weak' in their handling of racist abuse towards BAME pupils, sometimes dismissing verbal abuse as insignificant. This led to an acceptance of abuse rather than tackling racist behaviour first-hand.
- Inquiry participants also reported feeling that schools had different expectations of their Black, Asian, Minority Ethnic students, and could lack ambition for them as a result. Similarly, participants also recounted how school staff had stereotypical assumptions about their abilities based on race.
- Black participants in the Inquiry felt strongly that the way schools taught Black history could be improved with its focus solely on slavery, neglecting to teach the positive contributions made by Black people throughout history.
- **More diversity in teaching staff:** BAME teachers are significantly underrepresented in Basingstoke's school workforce relative to the population of BAME pupils, and this imbalance may likely contribute towards the inequality of aspiration, attainment, opportunity for Black, Asian and Minority Ethnic students. In Basingstoke 20.5% of school pupils have a non-White British ethnicity, yet only 3% of Basingstoke's school workforce are from BAME backgrounds.
- While Basingstoke's school BAME workforce is slightly higher than the Hampshire county's average of 2.5%, this underrepresentation is reflected across the UK; according to the Runnymede Trust in 2013, only 11 trainees from 543 teacher trainees came from Black African, South Asian (Bangladeshi and Pakistani descent) and mixed raced backgrounds (Graduate Teacher Training Registry, 2014). Data from the Department for Education also showed a significant underrepresentation of BAME people in teaching. In 2018, 85.9% of the teacher workforce were White British. By comparison, 78.5% of the working age population was White British at the time of the 2011 Census.

Building anti-racism into the culture of the workplace:

The Inquiry found that people of Black, Asian and Minority Ethnic backgrounds were faced with a range of challenges in the workplace because of their ethnicity, ranging from discrimination from customers towards staff (and vice versa); ineffective policies for promoting and mentoring BAME employees; and a lack of trust for organisations to meaningfully tackle inequalities and racist behaviour.

As with BAME experiences at educational settings, participants felt there was a discriminatory lack of aspiration for BAME people in the workplace. Participants felt that their colleagues often assumed they lacked skill, and that managers lacked appropriate ambition for BAME staff. The Inquiry also heard of experiences of qualified BAME individuals being assigned lower-skilled work due to assumptions based on their ethnicity.

People from BAME backgrounds emphasised the demoralising effect this form of discrimination had on them, perceptions which impacted their confidence to apply for promotions. This lack of confidence within the workplace was felt especially by participants with intersecting inequalities (e.g. age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity). Overall, participants felt that more could be done to monitor the progression of BAME employees and strengthen anti-bullying policies.

The underrepresentation of Black, Asian, Minority Ethnic people in employment and in management positions also features on a national scale. In 2015, a BITC report found 1 in 8 of the working age population were from a BME background, yet BME individuals make up only 10% of the workforce and hold only 6% of top management positions.¹

Similarly, a Department for Work and Pensions report found that the employment rate for ethnic minorities is 62.8% compared with an employment rate for White workers of 75.6%,² while research from the Joseph Rowntree Foundation

¹ Business in the Community (2015): 'Race at Work 2015'. Available at: http://race.bitc.org.uk/system/files/research/race_equality_campaign_yougov_report_nov_2015_vfull_vfinal_e.pdf

² Department for Work and Pensions (2015): 'Labour Market Status by Ethnic Group'. Available at: <https://www.gov.uk/government/statistics/labour-market-status-by-ethnic-groupannual-data-to-2015>

reported that all BME groups are more likely to be overqualified than White ethnic groups, but White employees are more likely to be promoted than all other groups.³ These are some specific issues that need to be considered:

- **Discrimination in the workplace** - Discrimination in the workplace featured heavily in Inquiry evidence. Many individuals spoke of being assigned more menial tasks, being under-promoted and treated differently due to their ethnicity. Similarly, others recounted how their managers assumed a lack of skills and failed to recognise their potential.
- **Lack of diversity at senior management in local organisations** - A lack of diversity at senior management level was also a theme of the Inquiry. There were vivid accounts made to the Inquiry of the way in which experience and even professional qualifications were routinely ignored, with individuals passed over time and time again for promotion. As a result of being continually passed over for promotion, some BAME residents said they lacked the confidence to put themselves forward for jobs or elected positions. Effective action is sometimes hampered by lack of agreed protocols and support mechanisms, leaving all sides struggling to positively manage relatively straightforward situations.
- **An opportunity for the future** - Basingstoke has long relied on people who are BAME to come to the area to take up a wide range of roles. As a community we need employers in public and private sectors to ensure Basingstoke continues to attract people to fill jobs that cannot be filled by our local population alone. We need to proactively tackle these worrying reports of racism to ensure we continue to be a place everyone wants to come to work. One way to tackle racism is through a more diverse workforce at all levels. For instance, the NHS, Basingstoke's largest employer, was heavily criticised for the lack diversity in its senior management team, despite significant BAME representation at every other level of the organisation, extensive policies, procedures and training. There is a clear opportunity for the NHS to lead the way in demonstrating that Basingstoke is a great place for people from any ethnic background to live and work.

The key findings have already been shared with the relevant local organisations and this report includes their initial responses, including actions that are already being taken as a result of the findings of this Inquiry. In March 2021, I will hold a review of progress made by local Government, public service providers and private sector employers with further actions that may be required.

³ Joseph Rowntree Foundation (2015): 'Supporting Ethnic Minority Young People from Education into Work'. Available at: <https://www.jrf.org.uk/report/supporting-ethnic-minority-youngpeople-education-work>

Responses to the Inquiry Findings from Basingstoke businesses and organisations delivering public services

In work

The Inquiry's findings have been shared the Basingstoke's various organisations and local businesses. This section highlights actions that are already being taken by businesses and organisations across Basingstoke to tackle discrimination against BAME people.

A further review in Spring 2021 will detail further actions being taken in Basingstoke to address the findings of the Inquiry.

The themes raised in the Inquiry relating to the workplace closely mirrored themes identified in the report 'Race in the workplace'⁴, conducted Baroness Ruby Macgregor Smith. The report outlined that greater progress and positive outcomes are needed to ensure all organisations benefit from the wealth of diverse talent on offer.

In light of the findings of the Inquiry, several Basingstoke businesses and organisations have signed Business in the Community's 'Race at Work Charter' as a commitment to improve equality of opportunity in the workplace. In signing the charter, businesses pledge the following:

1. **Appoint an Executive Sponsor for race**
Executive Sponsors for race provide visible leadership on race and ethnicity in their organisation and can drive actions such as setting targets for ethnic minority representation, briefing recruitment agencies and supporting mentoring and sponsorship.
2. **Capture ethnicity data and publicise progress**
Capturing ethnicity data is important for establishing a baseline and measuring progress. It is a crucial step towards an organisation reporting on ethnicity pay differentials.
3. **Commit at board level to zero tolerance of harassment and bullying**
The Race at Work Survey revealed that 25 per cent of ethnic minority employees reported that they had witnessed or experienced racial harassment or bullying from managers. Commitment from the top is needed to achieve change.
4. **Make clear that supporting equality in the workplace is the responsibility of all leaders and managers**
Actions can include ensuring that performance objectives for leaders and managers cover their responsibilities to support fairness for all staff.
5. **Take action that supports ethnic minority career progression**
Actions can include embedding mentoring, reverse mentoring and sponsorship in their organisations.

* It is not a requirement to complete the Race at Work survey before signing the Race at Work Charter.

Several businesses and organisations in Basingstoke have pledged to sign the Race Charter to demonstrate their commitment to upholding an equal and fair workplace:

- Sovereign Housing Association
- Fujitsu
- Sainsburys
- Boots
- Vivid
- Basingstoke and Deane Borough Council

In education

Response from Hampshire County Council Children Services Department

Hampshire County Council has formed a focus group involving headteachers in Basingstoke and Local Authority officers with a variety of roles and interests relevant to this focus. The focus group will discuss the issues raised and draft an action plan to begin to move this agenda forward.

⁴ <https://www.gov.uk/government/publications/race-in-the-workplace-the-mcgregor-smith-review>

The School Improvement Manager (SIM) for Basingstoke and Deane primary schools will expand this conversation to draw together the ideas of school leaders, Local Authority leads in key areas and representative residents from Basingstoke's BAME communities.

In the focus group's initial meeting, all parties agreed to draw from existing resources and work already being undertaken in schools and take this forward in a coordinated strategy. The group will review existing approaches and add to what is already available.

Schools in Basingstoke have previously had a strong track record of engaging with UNCRC Rights Respecting Education, which features as part of the HCC Children and Young People's plan. Therefore, it is appropriate that this is re-presented to Basingstoke schools as part of the action plan Hampshire County Council is putting in place.

Hampshire's Race and Diversity Education centre (RADE) is subscribed to by the vast majority of schools but there is more work to be done to get those that subscribe to use this resource more fully, particularly in Basingstoke. The RADE centre has resources for every key stage and every subject area. Through the RADE centre there are already Equality Rights Advocates in some schools where young people, both at primary and secondary level, have a voice and can advocate for their peers and further challenge the practice of their schools.

The Ethnic Minority and Traveller Achievement Service (EMTAS) is a service that is active in Basingstoke, which has the highest percentage of children in the county who have English as a second language. They work closely with many schools and the Young Interpreter scheme is recognised by many young people, their peers and their schools as being essential and beneficial to many families and children. This recognition builds the self-esteem of the Young Interpreters in particular.

The Equality and Rights Advocates (EARA) group has evolved from an original initiative led by students from Fernhill secondary school which aspired to "challenge the way both students and teachers think and view our world and our fellow inhabitants and aspire to reduce the discrimination that students of different groups face at school, whether it be down to their race, sexuality, appearance or lifestyle." The EARA group addresses many of the nine characteristics protected under the Equalities Act of 2010. Fundamental to the ethos of the group is the UNCRC (United Nations Convention of the Rights of the Child) and the articles contained therein. One headteacher said, "The fact that this work has been largely student led means it has been taken far more seriously... the impact of this has been that the students have willingly accepted the premise of the nine protected characteristics and started a debate about tolerance, acceptance, integration... alongside our core values." The group's activities are self-defining in nature and offer young people the opportunity to engage with and speak up about issues that they feel strongly about.

Through these key resources, Hampshire schools already have access to a significant range of resources and opportunities to support the development of inclusive and diverse practice. We want to establish how far the existing resources and sources of expertise are accessed in Basingstoke schools and what more could be done to promote their use.

The action plan will address 5 key themes:

- Leadership
- Teaching and Learning
- Voice
- Well-being and belonging
- Community

Over the next 3 months, Hampshire County Council Children Services Department's focus group will develop an audit tool and use information from this to form a Memorandum of Understanding for the schools in Basingstoke; an invitation to show a commitment to action. Hampshire County Council intend to hold a Basingstoke District Conference in the Spring 2021 term to develop this further and explore proactive actions that schools can take. This will lead to further work in schools during the Summer 2021 term.

Hampshire County Council's initial plans for action are for the next 12 months, however, developing in young people and their families a sense of self and belonging will be a more long-term task. What can be done within this time frame is a commitment from schools to begin to change practices, develop their confidence to speak about race, actively promote diversity and challenge racism.

The work in Basingstoke to promote cultural diversity will be an opportunity to learn from and build on best practice, develop a model of working with BAME communities across the county and prioritise the importance of growing a secure sense of self for all children.

In the community

Basingstoke Multicultural Forum

Basingstoke Multicultural Forum (BMF) Board are in discussions with the Basingstoke and Deane Borough Council to discuss how BMF can reappraise its work; take practical action to become more inclusive of more BAME / protected characteristics groups; and where possible, consider implementing a third part reporting service going forward.

Board members have committed to sharing their business and recruitment plans, with actions and dates, to address the issues around representation and meeting their charitable purpose.

Response from Basingstoke and Deane Borough Council (BDBC)

Basingstoke and Deane Borough Council has committed to signing the Race at Work Charter, in its commitment to upholding a fair and equal workplace.

BDBC Equality, Diversity and Inclusion Strategy

We are committed to embedding the principles of equality, diversity and inclusion in everything we do. Our Horizon 2050 Vision for the borough and Council Plan for 2020-2024 highlight our aim to build strong, inclusive communities, where everyone can thrive.

Our corporate equality, diversity and inclusion plan includes four key priorities:

1. Seek to make the borough a welcoming place for everyone
 - Building good community relations
 - Creating neighbourhoods where people feel included, safe and want to live
2. Seek to make sure relevant services are accessible to all
 - Removing barriers to accessing services
 - Assessing the impact of the council's work
3. Seek to provide fair treatment that meets individual needs
 - Understanding and meeting the needs of local people
 - Improving engagement and consultation with local communities
4. Commit to having an increasingly diverse workforce
 - Working towards having a council workforce that reflects the local working population
 - Supporting employees, managers and councillors to have due regard to the Public Sector Equality Duty

These priorities are put into practice through actions that improve access to our services, strengthen relationships with local communities and make our borough and workplace welcoming to everyone.

Partnership work with organisations from the public, voluntary and community and private sectors and local communities is key to the success of this work. We believe that by working together we will be stronger and can make the borough a welcoming, happy and safe place to live for everyone.

Equality, diversity and inclusion work is the responsibility of everyone at the council, including councillors, employees, volunteers and those who carry out work on our behalf.

Actions taken to improve our services and community cohesion include:

- Holding and supporting events e.g. World Party in the Park, Black History Month, Interfaith Walk/Week, Language Day, Disability Employment Awareness Day, International Women's Day and Pride.
- Advice and guidance for local forums e.g. Youth Voice, Disability, Access, Over 55s, Interfaith, Multicultural and Hate Crime Working Group.
- Improvements to the physical and sensory accessibility of our buildings.
- Signed up to be a 'Disability Confident Employer'.
- Council website accessibility is at AAA standard for most of its pages.

BDBC's work with Gypsy, Roma and Traveller communities

Hampshire County Council is the lead authority on work with Gypsy, Roma and Traveller communities in the county, however, we work closely with local groups to provide support and build community relations:

- Our Community and Wellbeing team provides advice and guidance on services in the borough
- The Planning team looks at the best options for site provision. The requirements for this are in the Local Plan 2011-2029, which includes policies to deliver pitches on strategic housing allocations and a specific policy for assessing suitability of other sites to meet accommodation needs over the plan period.

- The Planning team also works proactively to ensure that pitch provision is successfully delivered, and the council uses its own land interests to support this process. It also commissions 'gypsy and traveller needs assessments' to inform future pitch provision.
- Our Gypsy and Traveller Liaison Officer acts as a link between local communities and service providers.

We aim to be a model of good practice in equality, diversity and inclusion for local residents and partners, so that we can all improve the opportunities for, and lives of, everyone in the borough.

Response from Policing

Enzo Riglia, Assistant Police and Crime Commissioner – Criminal Justice

Engaging with Hate Crime Awareness Week

National Hate Crime Awareness Week (NHCAW) ___on ___, and whilst hate crime is a concern throughout the year, we rightly used this week to challenge the misconceptions around hate crime and shine a light on the support that is available to victims and witnesses.

In preparation for NHCAW we updated our website to improve the ease of access for the public and enhance its contents, so it can become a key source of information and guidance to those living and working across Hampshire and the Isle of Wight (HIOW). As part of this we have been running a series of myth busting posts on our social media channels. The web pages can be accessed here so please share this with the community groups you are reaching out to [hate crime information page](#).

The new information page has been developed in collaboration with community partners and Hampshire Constabulary colleagues to make information about hate crime more accessible to all communities across our policing area, in particular those that may be experiencing hate crime because of the colour of their skin, language, or nationality.

Hate crime quiz

We promoted the [hate crime quiz](#) through social media advertising in order to reach audiences that don't usually engage with us. The results offer us a good insight into people's understanding of what hate crime is and awareness/education must start as early as possible in a child's education. In summary the findings show, the most common score was 7 out of 10, with 23.9% achieving this result. However, 44.6% of respondents scored lower. Most people didn't know that posting discriminatory comments and threats against a group of people on social media (for example, against transgender people in general) would be recorded as a hate crime; and that offensive behaviour against women (misogyny) would not be covered under current hate crime legislation.

Going forward, as part of our long-term work we will progress with an easy read version as well as some basic information in foreign languages. Our researchers have pulled together information on the prevalence of foreign languages with low proficiency in English which gives us a good evidence-based starting point for engaging with these communities and developing material and an approach that meets their needs. Other areas of work include the refresher training and engagement with third party reporting centres (TPRCs).

Supporting Third Party Reporting Centres (TPRCs)

My team have also undertaken an audit of existing centres and working with partners to re-establish some of the centres that may have struggled to maintain their availability during the pandemic. While the Constabulary is an important partner in tackling hate crime in our communities, we are keen to ensure that every victim of hate crime has the option to report their experience independently and receive advice and support specific to their needs.

In Basingstoke we currently have three TPRCs:

1. Citizen Advice - The Discovery Centre: 19/20 Westminster House, Potters Walk, Basingstoke, RG21 7LS;
2. Citizen Advice- Franklin Avenue, TADLEY, RG26 4ET and;
3. Victim Support – The Orchard, White Hart Lane, Basingstoke, RG21 4AF

The one run by Victim Support is not currently open for face to face reporting (due to Covid 19 restrictions) but is still operating as a reporting centre.

In early November my team will be running two virtual hate crime events for TPRCs:

- An introduction to hate crime and reporting for new TPRCs; and
- A refresher training event for existing TPRCs.

Again, these are opportunities for communities that prefer a different approach to reporting crime to establish a TPRC. Details of these events will be shared in due course.

Supporting education

Towards the end of the month we will be looking to relaunch the Prejudicial Languages and Behaviours Toolkit for schools with the support of Minnie Moore from Hampshire County Council. The free toolkit has been designed to help schools raise awareness of and improve recording and understanding of prejudicial behaviours and the impacts they can have on young people.

Stop and Search and the wider work with the constabulary

I have been working with the constabulary to help drive their ambition to be a more open and transparent organisation and to learn from the public as to how best to improve the interaction they have with them. There is a comprehensive programme of learning and improvement being undertaken by the force. The Chief Constable in her recent staff road shows had as her central theme the need to operate to the highest standard when engaging with the public and for everyone to champion the equality and inclusion vision she and her senior team have.

The ongoing work to create this open and transparent learning environment for the force has several layers. There is the current refresh of who is part of the local and strategic independent advisory groups (IAGs) that offer guidance and challenge to how the force operate. As you know these are district based and have within them individuals independent of the force and before they are able to be part of the IAG need to undergo security vetting. The current recruitment process for new IAG members has been an opportunity to increase the diversity of that cohort.

The second layer is the establishment of a more grass roots version of IAGs, known as Your View Panels. The drive here is to bring into the engagement process individuals who may not pass the vetting process or are from a younger age group that may not wish to join an IAG but have real life experience of how the police engage with them. We are looking to establish a pilot version of these panels in the following district, Basingstoke, Test Valley, Hart and Rushmoor and Winchester. Engagement has already taken place with Farnborough College, YMCA in Basingstoke, Sarum House Hostel in Andover, as well as community groups in Basingstoke, Hart and Rushmoor. Peter Symonds and Queen Mary's College are already fully on board and have sent invites to their students to help draw local panels together. Although we are at the early stages of this work and have been constrained by the Covid-19 social distancing restrictions I am pushing for an early Your View Panel event and will provide further updates on this.

Strategic Youth Independent Advisory Group

My team and I have been working closely with the force to develop an OPCC led Youth Independent Advisory Group (IAG) to enable greater independent scrutiny of the force from young people.

This is a further layer of scrutiny which offers the youth of HIOW a real say in how policing interacts with them and how they interact with policing. Our plan is to identify IAG young people advocates who work with other young people, with OPCC support (and police where relevant) through a mixture of face to face and virtual conversations. These will be a themed to tackle specific issues for example, the treatment of children in the care system or those excluded from schools, issues of disproportionality and race, and stop and search. The topics have yet to be agreed but I thought you would be interested to read where we are thinking of taking this work.

Recruitment of the youth advocates should start in November, with the first youth IAG advocates meeting planned for mid-January.

I hope the summary gives you a flavour of how we are helping drive this agenda in HIOW and how the constabulary are showing a real desire to learn and grow as an organisation. The overall goal is to create within HIOW examples of best practice that can be shared with other forces and gives confidence to the people of HIOW.

Response from Hampshire Hospitals NHS Foundation Trust

Hampshire Hospitals NHS Foundation Trust is committed to making our organisation a great place to work and being an inclusive employer of choice that delivers compassionate care for our patients. As part of the Trust's Equality, Diversity and Inclusion Strategy, 2020-23, we have a specific priority and action plan focused on supporting and improving the experiences of our Black, Asian and Minority Ethnic (BAME) staff in the workplace. This includes:

A positive action reverse-mentoring programme for our BAME, Disabled and LGBT+ colleagues. Staff will mentor and help educate our senior leaders about their lived experiences and the different challenges they may have faced whilst working at the Trust;

Delivering unconscious bias training for staff:

- Having BAME representation on interview panels for all senior roles. This is a positive action intervention being led by our Trust's Recruitment team, as we aim to have diverse representation on our interview panels that are reflective of our overall workforce and local communities;

- Building the membership of our BAME staff network, which acts as a source of support for BAME colleagues and champions race equality. The network has an Executive Sponsor;
- Plans to deliver/commission a leadership development programme for our BAME staff;
- Raising awareness and celebrating Black History Month during October – this has been led by our BAME staff network;
- 'Safe space' engagement exercises with our BAME staff, hearing directly from colleagues about their experiences of working at the Trust.

Useful Information

Language services in Basingstoke

The Inquiry found that some BAME residents felt a lack of fluency in English language resulted in their being isolated from the community. Language barriers often resulted in difficulties for those being home-schooled during lockdown in non-English speaking homes, and difficulties accessing healthcare.

A range of second-language English language courses are on offer in Basingstoke:

- Basingstoke College of Technology (chargeable)
- Oakridge community Centre (free)
- Private Tuition at Chute House, taught individually and in groups (chargeable)
- Sarum Hill Community Church – (focus in conversations once a week session – free)
- Ethnic Minority Achievers Services, part of HCC via Family Learning Project (Free)

Appendix I: Community interviews

Interview with the Turkish Community

The following themes were raised by the Turkish Community:

- Language barriers: Lack of accessibility regarding guidance for Coronavirus, and the community had to translate for non-English speakers. Language problems also presented difficulties in lockdown when Turkish children were being schooled from home. In interview the Turkish community expressed concerns these children would fall behind their peers
- Mental health: The impact of racist abuse has meant that 'people's hearts and goodwill are broken' and that this takes a toll on people's mental health. Talking about this hurt caused is helpful and cathartic.
- The Turkish community observed that schools catered well for the community, although language courses for non-English speaking parents would help children achieve more. Language skills seen as key to better social integration.
- The community tends not to report verbal abuse.
- The Basingstoke Multicultural Forum could play more of a role in supporting the different communities.
- The Turkish community observed that BAME people 'help the whole Basingstoke community operate', citing the high levels of BAME staff in Basingstoke health services

Interview with the Pakistani Muslim Community

- The community group recalled a significant history of racist abuse, which was both blatant and covert.
- An Inquiry participant commented that during that following the Brexit referendum, he and his wife were hounded out of the polling station. The abuse became so bad they became fearful and left.
- A member of the community was teaching his son the alphabet in the park and a man started shouting racist abuse saying. A policeman overheard, chased the abuser and handcuffed him as the man was hurling abuse in front of the child.
- The police had been friendly and helpful, and the community participant had considered becoming a Special Constable.
- Islamophobia is a problem. Need more education and campaigns. Schools could play a role in this. A teacher at school asked his son to talk about Islam to his school after learning he had won a prize for his Islamic studies. This was a real source of joy and feeling of acceptance.
- 'Community should stand up together against wrongdoing.'
- 'The community should be confident to call this out.'
- One of the key antidotes to receiving abuse and racism is the support of colleagues challenging it. The participant was working in a fast food outlet and food was thrown in his face by a customer. All his work colleagues and the other customers in the queue stood up to the man and defended the participant. He said this filled him with happiness and killed the negative situation.

Interview with Filipino and Thai Community

- The workplace was a key area where the community faces racism. Many people do not recognise racism. People maltreated will often resign rather than fight battles. Indirect comments can feel like an attack.
- Thai community face a real language barrier, and access to language courses not signposted to this community.
- Community Leader felt that you 'must stand up for yourself your voice won't be heard otherwise.' But this can be hard to do if language skills are limited and there are financial implications should you lose your job. The community leader did report matters to head office then an investigation took place. Language barriers can make it hard to fight back against verbal abuse.
- In the workplace: Qualified individuals are assigned cleaning work due to their ethnicity. Managers assume a lack of skills and don't recognise abilities.
- Participant was told by management to 'Just ignore her she is just like that' and that 'they will accept you at some point', however the participant felt management 'should not respond like that - they should put a process in place.'
- Abusive behaviour diminishes people's lives and people need to realise this.
- Intermediary service would make Basingstoke better for this community and should be actively encouraging other communities to participate.
- The school community could promote an awareness of different cultures. Raising awareness of different cultures in the school and teaching about them. 'Children are not born racist'

Interview Basingstoke Unites Against Racism

- Key issues raised: Muslim women and the Hijab; Language barriers; and not being taken seriously at work
- Businesses not taking reports of racism on board.

- Representation of BAME in business community doesn't reflect composition of the population; ethnicity of workforce should be published by companies
- 'People grow a certain kind of skin and get used to the abuse'
- New role for the BMF
- Spoke of the impact of racist abuse on people's mental health
- Recommended that school boards be given diversity quotas

Interview Hindu Community

- Reported several instances of abusive behaviour by the police - dated back to 1971 and 1989. Mistrust of the Police to act well towards Ethnic Minorities. Improvement and change have come too slowly. The Police force itself lacks diversity and more must be done to recruit more BAME officers. The Police also need to be trained to recognise unfair treatment of Ethnic Minority groups. Police not trusted to take action over racial abuse.
- Workplace discrimination- People from ethnic minorities are overlooked for promotion and given menial tasks. An example was given of someone from the Sikh community ceasing to wear a Turban to improve job prospects. Members felt that they have to work twice as hard for promotion.
- Offensive remarks sometimes disguised as 'banter' and derogatory name calling
- Instances of eggs thrown into the front door of Hindu Events.
- Institutions should be more diverse to better reflect the community they serve. The Police and Council should proactively recruit from the BAME community with outreach events.
- One community member said that there was often 'lip service rather than real action', e.g. displaying a sign 'Black Lives Matter' without any actual active response. 'We need diverse representation in elected bodies'.
- Education in schools needed about diverse cultures.
- Basingstoke Multicultural Forum needs to proactively engage with institutions such as the council and police and could make better use of technology to broaden engagement.

Interview with the BME community representative

- There is a real need for a Basingstoke Black Community Group. African Catholic Association is one but there is no Central group.
- Group feels racism is ingrained in British society. It is 'implicit racism rather than the explicit racism seen in the US', so is at times difficult to call out.
- Almost everyone the community leader had spoken to had done nothing about problems with racism. They resigned themselves to it. They don't want to talk about it they and 'walk away as they don't want to be seen as a troublemaker'
- There is a lack of trust in institutional action or support.
- Workplace: This is where racism is at work in everyday life too. For example, there is no representation of Black people on the Board of the Hospital although 6/10 staff are of non-British Origins;
- 'Leadership does not reflect the workplace' and 'Career progression is slow if you are a Black person'
- BME community felt there was 'room for improvement' in policing' in terms of their engagement with BME community, although efforts are being made.
- Police employee profile needs to better reflect the community; the force is not diverse enough.
- Politicians need to do more to ensure employers adhere to principals of equality. Equality reports in Basingstoke are not openly shared. How can we ensure that policies are adhered to?
- BME people do not report racial abuse-how can we engage with them so that when they are victims they will report it? How do we make them confident that their problems will be addressed? The community might have more confidence in third party reporting.
- Education: People often don't understand what racial abuse is. Education is key. For example the community Leaders wife was talking to her mother in a shop in her local dialect and a man said to her "This is Britain speak English". This man did not realise that this was racism. His wife did not report it.
- Group noted that there is a difference between not being racist and being anti-racist and that 'if you are a witness to racism you should respectfully speak out against it.'
- 'I would like my children to grow up in a Great Britain not limited by skin colour to be able to do anything they want to without being limited by their skin colour.'

Interview with the Nepalese Community

- The Nepalese community in Basingstoke is large and young people in the community embrace their culture and traditional dress.
- Language is a barrier, especially for women who tend not to work.
- The difficulty with language makes access to health care difficult.

- 'Language is key to integrating': During Covid-19 lockdown, Government advice and Shielding letters were not translated into Nepali and this had to be done by the Nepalese Association. 'PHE should publish information in Nepali'.
- The community felt particularly hurt that the Gurkha community had suffered due to lack of translation because of their 'role in British history'. BAME communities were at greater risk and so this lack of translation led to real anguish and suffering.
- Interpretation services could be improved when accessing Healthcare. Online interpreters are not appropriate in this scenario. This is a real problem for the elderly.
- Community space: The community would welcome greater access to community space for gatherings.
- Schools: Young person commented, 'people make assumptions about race with no knowledge of the race'.
- Multicultural assemblies should be part of school life to promote greater understanding of different cultures and customs. 'Educating people about cultures is a key role for schools.'

Interview with the Chinese Community

- Covid-19 has made things difficult for the Chinese community.
- The pandemic had made this form of racism difficult to manage.
- Historically there has also been a problem with racism. Four years ago, teenagers spat on the Community Leader's windscreen. He was also excluded from events that others had been invited to.
- 'There is a daily pressure from this low-level abuse'
- Community group don't tend to report these incidences to the police.
- There is a language barrier amongst the older generation. Different dialects and terminology make things difficult.
- Education is key in creating harmony, Schools, BDBC and families have a role to play in this.
- 'We should respect each other. If you respect you get respect back.'
- 'Racism does happen. It is hurtful. People need to take ownership.'
- "I love this country. I see it as my second home."

Interview with Eastern European Community

- The Interviewee said that feedback from the Eastern European community in Basingstoke was largely positive '19 out of 20 Positive.'
- There is large community in Basingstoke made up of former USSR countries. Many are Russian speaking and the large majority speak English well.
- Language was not felt to be a barrier for the community.
- The main form of negative remarks took the form based on Russian stereotypes. Such remarks are generally not regarded by the community as racist but rather as 'rude humour based on stereotypes' and 'ignorance rather than racism'
- Children tend to fit in school well. 'They don't look different', but sometimes hide their ethnic origins as they don't want to be different to their peers. The community feels there should be more multicultural days in schools, as 'knowledge prevents racism'
- Children should also learn about different religions and races. Governing bodies in schools should be more diverse. There should be a proactive outreach. The community tends to feel there is a lack of discipline in our school system and many have extra private tuition.
- The community would be hesitant to report racism to the police, feeling that 'nothing would be done' because 'it would not be a priority for the police' and 'because they are Eastern Europeans'.

Interview with Gypsy Roma and Traveller Community

- Spoke of community hiding their ethnicity.
- Gypsy Roma community have no representation as often they go unidentified and are concerned that BLM means other minorities are not given a voice.
- Racism starts at home. Parents belittling other cultures.
- Being anti-traveller is seen as the last acceptable form of racism. Pub signs read 'Travellers or Gypsies not welcome' and 'Beware Travellers in the area'. These signs mean that the community often hide their ethnicity.
- Health conditions are challenging for Travellers as lack of a fixed address means no access to GPs or Hospitals.
- You can be Proud of the Romany Heritage but not proud of the stigma it can bring - the actions of a few tarnish the whole community.
- Education is key, and backgrounds and histories of different cultures could be taught to understand the present. Education and awareness in schools vital.

Appendix II: Basingstoke's local BAME data

The latest available Census data provides a comprehensive picture of the race and ethnicity of residents in the Borough at 2011.

Some of the key findings from the research are listed below (specific percentages are detailed in the main body of the report). These trends have implications for the design and provision of all services in the local area:

- The percentage of ethnic minority groups in the borough almost doubled from 2001 to 2011. The groups that saw the highest growth were Asian/Asian British residents, however a change in definition added to this growth.
- There has been a consistent growth of the Indian community in the borough over recent decades and numbers more than doubled from 2001 to 2011. More recently, there has been an expansion of Polish and Nepalese communities.
- The 2011 Census showed that there is variation in the proportion of the population in different ethnic groups by age. For example, the White Irish population has a much older age structure than the Mixed/multiple ethnic group population.

Detailed breakdown:

At the 2011 Census, **88.2%** of the borough population (148,078 people) described themselves as **White English/Welsh/Scottish/Northern Irish/British**;

- this compares with 91.8% in Hampshire, 85.2% in South East, and 80.5% in England and Wales, placing Basingstoke and Deane midway between county and regional averages.

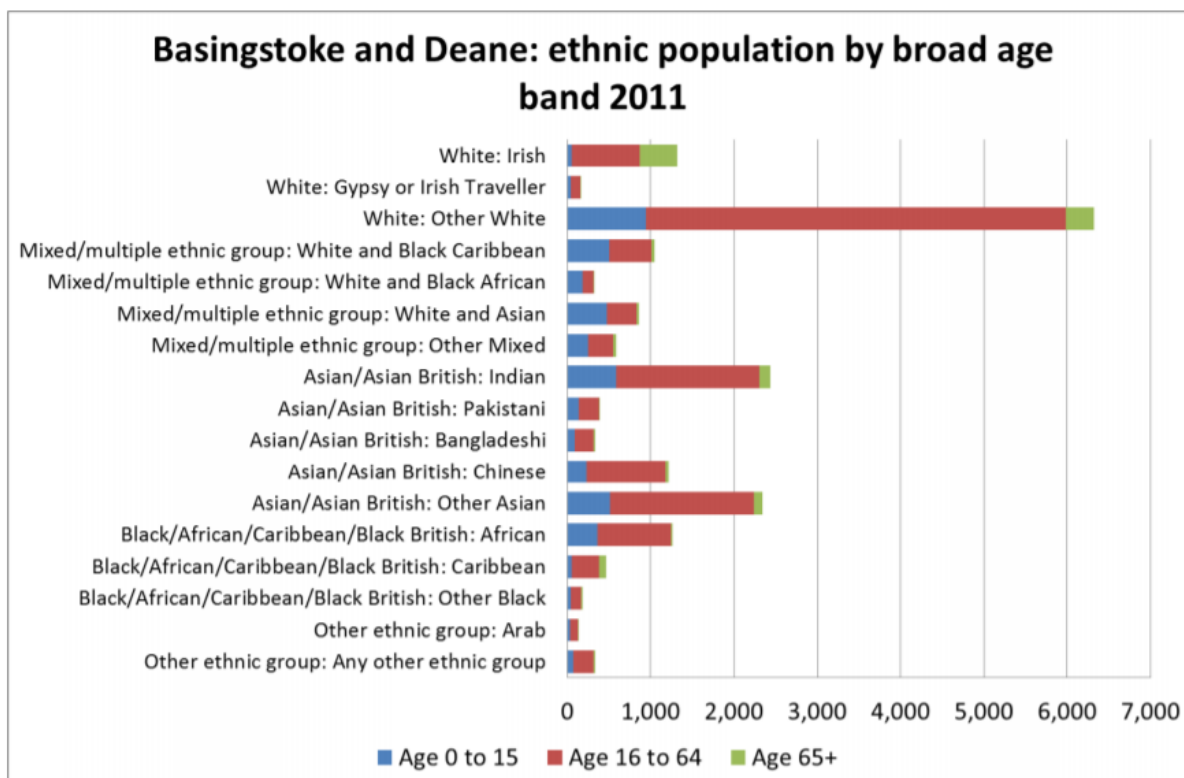
The only other **ethnic groups to exceed 1,000 population** in the borough at 2011 were:

- White Irish at 1,324 (0.8%);
- Other White at 6,323 (3.8%) – lower than South East or England and Wales (both 4.4%):
 - Including 1,765 Polish (1.1%);
- Mixed/multiple: White and Black Caribbean at 1,047 (0.6%);
- Indian at 2,437 (1.5%) – lower than South East (1.8%) or England and Wales (2.5%);
- Chinese at 1,221 (0.7%);
- Other Asian at 2,338 (1.4%):
 - Including 1,053 Nepalese (0.6%);
- Black African at 1,259 (0.8%) – lower than South East (1.0%) or England and Wales (1.8%);
- all these percentages are higher than Hampshire averages;
- unless otherwise stated, percentages are similar to national and regional averages.

At the 2011 Census, 11.8% of the borough population were from ethnic minority groups (other than White British), compared to 6.5% in the 2001 Census. Other specific trends from 2001 to 2011 include:

- The number of White Other residents more than doubled to well over 6,000;
- The number of Asian/Asian British residents increased to reach nearly 5,500, almost three times as many as in 2001. However, this is partly due to definitional changes that saw the Chinese ethnic group move from Other to Asian;
- The number of Mixed/multiple ethnic group residents increased to reach over 2,800 (a 65% increase);
- The number of Black or Black British residents nearly doubled to exceed 1,900;
- Likewise, the number of residents described as Chinese or Other Ethnic Group also nearly doubled to close on 1,700. Again, this is due to definitional changes and where Chinese responses are allocated;
- Finally, the number of White Irish residents witnessed a decline.

2011 Census data provided an age breakdown for each ethnic group. The chart below shows the population within each ethnic group by broad age band.



Source: 2011 Census, ONS

Migration

A proportion of Basingstoke's BAME population are migrants. There are a variety of migration data sources available, all of which indicate trends in migration into Basingstoke and Deane which reflect the changing patterns of ethnic groups shown above. Although these data sources are useful, it is important to note that they all have their limitations and none of them provide precise numbers of people from a particular country at a particular point in time.

Some key points available from each data source are shown below:

- The 2001 and 2011 Censuses asked respondents whether they lived at a different address a year before census day, and if so to give that address.
- The 2011 Census showed that 1,360 people moved to Basingstoke and Deane from an address outside the UK between March 2010 and 2011, compared to 992 people in the 2001 Census.
- This was a total of 0.81% of the borough's residents, compared to 0.65% in 2001.
- The greatest numbers from outside the UK came from India (143 people), Poland (106), Nepal (98), Australia (82), USA (72), Spain (70), France (64) and China (62).

National Health Service GP register

The number of patients whose previous address was outside the UK (irrespective of country of birth or ethnicity) increased within Basingstoke and Deane between 2003 to 2007 to peak at 1,630, the numbers then declined before increasing again to peak at 1,550 in 2015 to 2016, the number have since levelled off at around 1,400 per year. This pattern was the similar for Hampshire as a whole.

Basingstoke Schools

The 2019 school census provides information on ethnicity of school pupils. Data from Hampshire County Council for Basingstoke and Deane shows that:

- 20.5% of school pupils had a non-White British ethnicity in 2019, more than double the 8.9% seen in 2007.
- The number of pupils with White British ethnicity declined since 2007 and stood at its lowest number in 2019.
- Behind White British, the second largest ethnic group in Basingstoke and Deane schools in 2018 was Any other White background, followed by Indian, Any other mixed background and Any other Asian background.
- The number of pupils with Gypsy/Roma stood at five times its 2007 value in 2019 (from 15 to 80), whilst those with Pakistani ethnicity quadrupled (from 25 to 95), and White and Black African (from 45 to 160), Black African (110 to 395) and Indian (200 to 595) ethnicities tripled (numbers rounded to the nearest 5 pupils).

1. Breakdown of student population, by ethnicity, in Basingstoke schools (2020)

Table 1

	Number	%
All Pupils	23518	-
White British	18285	77.7%
White - Irish	41	0.2%
Gypsy / Roma	75	0.3%
Traveller of Irish Heritage	9	0.0%
Any Other White	1410	6.0%
White and Black Caribbean	292	1.2%
White and Black African	177	0.8%
White and Asian	301	1.3%
Any Other Mixed Background	579	2.5%
Indian	600	2.6%
Pakistani	114	0.5%
Bangladeshi	65	0.3%
Any Other Asian Background	558	2.4%
Black - Caribbean	50	0.2%
Black - African	427	1.8%
Any Other Black Background	103	0.4%
Chinese	99	0.4%
Any Other Ethnic Group	146	0.6%

School Leadership

Children from BAME backgrounds account for 15.8% of the Basingstoke student population.

The percentage of school workforce in Basingstoke schools from a BAME background is 3% (June 2020). This is slightly higher than the county average of 2.5%.

2. Number of children in Basingstoke schools with English as an additional language:

Table 2

2017/18	2,431
2018/19	2,204
2019/20	2,323 (9.9% of Basingstoke school population)

3. Top 10 languages spoken in Basingstoke schools

Table 3

First Language	
Polish	547
Nepali	186
Romanian	114
Hindi	108
Portuguese	94
Urdu	87
Tamil	86
Malayalam	71
Turkish	68
Chinese	64

4. Attainment profile, by ethnicity, across Basingstoke in 2019

Table 4

	Number of Pupils	Attainment 8	% Grade 9-4 English & Maths
Non BME - White British	11363	47.1	67.7%
White - Irish	20	49.9	75.0%
Gypsy / Roma	28	23.7	25.0%
Traveller of Irish Heritage	<6	46.5	50.0%
Any Other White Background	363	52.1	77.7%
White and Black Caribbean	68	44.8	64.7%
White and Black African	56	49.0	75.0%
White and Asian	99	51.7	72.7%
Any Other Mixed Background	123	51.5	74.0%
Indian	106	60.8	90.6%
Pakistani	22	46.6	68.2%
Bangladeshi	44	59.9	84.1%
Any Other Asian Background	155	50.4	72.3%
Black - Caribbean	17	47.2	52.9%
Black - African	65	45.3	63.1%
Any Other Black Background	23	37.2	34.8%
Chinese	42	56.7	76.2%
Any Other Ethnic Group	54	53.4	75.9%
All Pupils	12818	47.6	68.4%

5. Percentage of permanent exclusions by ethnicity across Basingstoke schools in 2018/19

Table 5

	Number	%
All Pupils	14	-
White British	13	92.9%
White - Irish		
Gypsy / Roma		
Traveller of Irish Heritage		
Any Other White		
White and Black Caribbean		
White and Black African		
White and Asian	1	7.1%
Any Other Mixed Background		
Indian		

Pakistani		
Bangladeshi		
Any Other Asian Background		
Black - Caribbean		
Black - African		
Any Other Black Background		
Chinese		
Any Other Ethnic Group		
Unknown		

Basingstoke Hospitals

Summary of Hampshire Hospitals Foundation Trust (HHFT) Workplace Race and Equality Standard Report (WRES) - 2019

Detailed below are the results of Hampshire Hospitals Foundation Trust's Workplace Race and Equality Standard Report 2019 and the actions proposed in response. These actions form part of the Trust's wider equality, diversity and inclusivity aspirations and commitment to 'live' HHFT values and embed an inclusive culture for our patients, staff and local communities.

NHS equality metrics

The WRES is a set of metrics that require all NHS organisations to demonstrate progress against a number of indicators of race equality in a range of staffing areas, including a specific indicator to address the low levels of Black and Minority Ethnic (BME) Origin Board representation. Data collected against these indicators compare the employment experiences of BME Origin staff to White Ethnic Origin staff.

The WRES was introduced in 2015 as part of the NHS standard contract. It was the first time that workforce race equality had been made mandatory in the NHS and was introduced to enable employees from BME backgrounds to have equal access to career opportunities and receive fair treatment in the workplace. This is vital as the evidence shows that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety; and also leads to more innovative and efficient organisations.

The WRES also helps organisations to meet the aims of the NHS Long Term Plan and Interim NHS People Plan as well as the principles and values set out in the NHS Constitution. It encourages NHS organisations to scrutinise their workforce and Staff Survey data, to start engaging with their BME staff in meaningful and sustainable ways and to start exploring the reasons for differences between the treatment and experiences of White and BME staff; and crucially how these existing gaps can be closed. There is a moral, legal, financial and most importantly, a quality of patient care case for change. For example, the greater the proportion of staff from a BME background who report experiencing discrimination at work in the previous 12 months, the lower the levels of patient satisfaction.

Findings

HHFT's key findings are as follows:

- In total, 16.6% of HHFT's workforce population have declared themselves as being from a BME background, and this has increased from 14.6% in 2017 and 15.7% in 2018. BME representation within HHFT workforce has continually increased over the past five years, with a percentage change of 3.44% and is above the local census of 5.23% (2011);
- Five WRES indicators worsened in 2019, with BME staff reporting a worse experience than White colleagues in three out of the four WRES NHS Staff Survey questions;
- The Trust has increased its number of Consultants from 59 (2018) to 61 (2019), but reduced its numbers of Trainee Grades from 97 (2018) to 91 (2019) from a BME background;
- There remains no BME representation on the Board (as like 2016, 2017 and 2018). This is below the national Board figure of 7.4% (2018) for NHS trusts. This result is particularly pertinent following the release of NHS Long Term Plan that outlined that each NHS organisation will be required to 'set its own target for BAME representation across its leadership and broader workforce by 2021/22. This will ensure teams and Boards more closely represent the diversity of the local communities they serve';

- White staff (23.50%) were less likely compared to BME staff (25.25%) to experience harassment, bullying or abuse from patients, relatives or the public in the last 12 months;
- White staff (28.38%) were more likely compared to BME staff (26.72%) to experience harassment, bullying or abuse from staff in the last 12 months;
- BME staff are more than twice as likely to report experiencing discrimination at work from their manager/team leader or other colleague compared to White staff. This is above the national figure of 15.0% (2018).

Recommendations

From the feedback collected to date, the following suggested priorities have been identified for the WRES 2019/20 action plan:

- **Recruitment** – increase BME representation in senior AfC pay bands and Board. Following an ‘inclusive recruitment train the trainer’ best practice session delivered by NHS Employers, HHFT’s recruitment team are refreshing their recruitment training for managers. This is a three-hour session, with greater time and activities dedicated to understanding and exploring unconscious bias and is due to be launched at the end of this year. The trust is also exploring a potential opportunity to work with our local partners in commissioning an external provider to deliver bespoke unconscious bias training and having BME staff representation on interview panels for all band 8a and above roles.
- **Formal disciplinaries** – HHFT is currently exploring migrating its disciplinary and grievance processes to a social justice system. This forms part of the Trust’s aim to encourage greater reconciliation and reduce the number of BME staff in formal disciplinary processes.
- **Leadership and career development** – HHFT has continued to promote/publicise leadership and career development opportunities for BME through our corporate communication channels, the Inclusivity Network and divisional HR BPs. This includes the NHS Leadership Academy’s ‘Ready Now’ (band 8a and above or equivalent), ‘Stepping Up’ (bands 5-7 or equivalent) and ‘Self-Discovery’ programmes/workshops, as well as the Florence Nightingale Foundation/HEE ‘Windrush Leadership Programme’ (for bands 5-7 nurses and midwives). BME members from the Inclusivity Network have been/are currently participating in some of these programmes, with positive feedback received.

HHFT is currently exploring with our local partners an opportunity to deliver the national Stepping Up Programme at a regional/system level. This would form part of a local Stepping Up commission being rolled out and facilitation framework being put in place, with the leadership academy currently giving priority to areas of the country with the highest BME population (e.g. the West Midlands and London). The national team plan to widen the scope of this delivery to other areas next year, with HHFT already expressing an interest in this opportunity.

HHFT is also an associate partner of the RCN’s Black History Month event on 16 October 2019. 10 BME members of staff are attending this event and they will be publicising and sharing their learning from this event through our corporate communication channels and feeding back to the Inclusivity Network on 21 October 2019. A number of the Trust’s BAME Champions are attending this event, with it also forming part of the network’s wider plans to celebrate Black History Month in October.

In the last 12 months, HHFT has also revamped its appraisal documentation, with an increased focus on career/personal development conversations. It is hoped that this change will positively impact upon all staff experiences and lead to greater quality of appraisals.

- **Establish a BAME Champions Group** - HHFT is currently launching its BAME Champions group. This group forms one of four different champions groups (LGBT+, International and Disability) that are feeding into the Trust’s Inclusivity Network, as reflected in the network’s terms of reference and governance structure. These champions group have been promoted via the Inclusivity Network, Respect events in June, In Touch and the Band 7/8a clinical team leaders’ forum, where expressions of interest have been noted. These groups are at very early stages of development, but it is hoped that as they become more mature that they will become self-sufficient and responsible for identifying, monitoring and delivering key actions to improve the experiences of BAME staff, as well as link with our local partner’s equivalent BAME champions groups. Further promotion and awareness of these champions groups will be highlighted at the Trust’s first Inclusivity Event in December and through our corporate communication channels (e.g. Midweek message, staff Facebook pages etc.).
- **Board support and visibility** – greater awareness, engagement and support to improving BAME staff experiences has been reflected through the Board’s establishment of the Workforce and Organisational Development Committee and commissioning of the Cultural Change programme. This programme has a work-stream dedicated to equality and inclusion, which through its first phase (discovery) has shared reported BME staff experiences and last year’s WRES results for the trust. Phase two (design) of this programme is about to start, with this work-stream’s culture champions part of the Inclusivity Network and contributing towards the actions being identified to improve BME staff experiences. As the champion groups grow and become more mature, it is hoped that the Board will routinely meet with them to hear about their projects and experiences, with Board members also due to be part of a reverse mentoring initiative/offer for staff.

Basingstoke Citizens' Advice Bureau

Third Party Reporting Centre (TPRC) in Basingstoke

Basingstoke's Citizens Advice Bureau is part of a network of 316 independent charities throughout the United Kingdom that give free, confidential information and advice to assist people with money, legal, consumer and other problems.

Citizens Advice Basingstoke is also a Hate Crime Reporting Centre that provides confidential advice, and is part of Basingstoke's Hate Crime working group, supported by Basingstoke and Deane Borough Council.

The Hate Crime working group (HCWG) has the following objectives:

- raise awareness of hate crime and hate incidents.
- increase confidence amongst victims to report hate crimes or hate incidents.
- increase reporting of Hate Crime.
- work with young people to educate and challenge attitudes and prejudices.

The working group heard from Black Live Matters protesters in July 2020, who have been victims but are unwilling to report Hate Crime. This is something that the HCWG are following up, with the aim that if these individuals report Hate Crime others will too.

Basingstoke Citizens Advice Bureau have previously heard that people from different ethnic communities have been victims but unwilling to report the incident. This is something the public body want to change.

Basingstoke CAB have found several reasons that hate crime goes unreported:

- Victims worry about retribution or the financial impact of reporting these crimes (e.g. impact on property values)
- Victims feel there is little point reporting it, since it's part of their everyday experiences
- Police trust may also be an issue, which is why third-party hate crime reporting centres operate.

Basingstoke CAB's view (along with CAB, Police, BDBC as members of the Hate Crime working group) is that Hate Crime is underreported.

Policing in Basingstoke

Reported hate crimes in the last five financial years (2014-2020)

Table 6

For data between: 01/04/2014 - 31/03/2015						
Location	Disability	Faith/ Religion	Gender identity	Race	Sexual orientation	Total
Basingstoke	8	5	3	70	15	101
East Hants	3	0	1	20	3	27
Eastleigh	9	2	1	41	17	70
Fareham	6	1	1	22	4	34
Gosport	7	0	1	34	8	50
Hart	3	0	1	24	3	31
Havant	9	3	1	56	22	91
Isle of Wight	4	6	4	46	11	71
New Forest	7	0	4	40	12	63
Portsmouth	21	35	1	299	24	380
Rushmoor	5	10	2	70	16	03
Southampton	14	27	11	325	65	442
Test Valley	2	2	0	44	10	58
Winchester	0	3	1	48	12	64
TOTAL	98	94	32	1139	222	1585

Table 7

For data between: 01/04/2014 - 31/03/2015						
Location	Disability	Faith/ Religion	Gender identity	Race	Sexual orientation	Total
Basingstoke	16	13	5	90	19	143
East Hants	3	0	4	26	5	38
Eastleigh	8	0	1	41	14	64
Fareham	6	3	2	41	13	69
Gosport	10	3	2	41	13	69
Hart	2	1	2	33	5	43
Havant	24	9	6	64	16	119
Isle of Wight	13	7	1	61	16	98
New Forest	8	7	3	42	15	75
Portsmouth	18	45	15	288	51	417
Rushmoor	7	6	0	79	12	104
Southampton	28	37	11	353	61	490
Test Valley	4	2	2	31	9	48
Winchester	5	2	4	42	16	69
TOTAL	152	135	56	1224	259	1826

Table 8

For data between: 01/04/2016 - 31/03/2017						
Location	Disability	Faith/ Religion	Gender identity	Race	Sexual orientation	Total
Basingstoke	21	10	9	118	31	189
East Hants	3	4	4	31	5	47
Eastleigh	6	5	3	73	7	94
Fareham	6	3	4	47	11	71
Gosport	3	2	2	38	12	57
Hart	1	6	0	39	2	48
Havant	13	6	9	87	27	142
Isle of Wight	15	7	4	59	22	107
New Forest	8	4	3	53	8	76
Portsmouth	13	45	8	446	59	571
Rushmoor	6	9	1	99	19	134
Southampton	34	38	7	420	78	577
Test Valley	12	8	0	43	2	65
Winchester	2	4	2	61	11	80
TOTAL	143	151	56	1614	294	2258

Table 9

For data between: 01/04/2017-31/03/2018						
Location	Disability	Faith/ Religion	Gender identity	Race	Sexual orientation	Total
Unknown	1	0	0	3	2	6
Basingstoke	25	14	18	137	31	225
East Hants	13	14	4	45	12	88
Eastleigh	14	5	1	66	20	106
Fareham	20	9	3	62	10	104
Gosport	13	4	2	52	15	86
Hart	6	7	0	55	16	84
Havant	16	7	8	67	17	115
Isle of Wight	16	12	12	88	28	156
New Forest	23	6	3	65	25	122
Portsmouth	38	52	7	401	78	576
Rushmoor	6	3	3	104	18	134
Southampton	36	42	14	546	108	746
Test Valley	10	7	0	55	9	81
Winchester	8	14	3	61	23	109
TOTAL	245	196	78	1807	412	2738

Table 10

For data between: 01/04/2018-31/03/2019						
Location	Disability	Faith/ Religion	Gender identity	Race	Sexual orientation	Total
Unknown	0	0	0	4	1	5
Basingstoke	36	17	10	121	35	219
East Hants	8	3	1	48	14	74
Eastleigh	19	6	2	87	18	132
Fareham	9	3	6	37	13	68
Gosport	13	2	5	53	12	85
Hart	6	4	0	54	6	70
Havant	25	5	8	89	28	155
Isle of Wight	23	9	14	72	31	149
New Forest	16	23	6	83	16	144
Portsmouth	59	35	17	401	80	592
Rushmoor	15	3	2	109	20	149
Southampton	51	36	22	527	105	741
Test Valley	19	7	2	74	19	121
Winchester	7	4	2	72	16	101
TOTAL	306	157	97	1831	414	2805

Table 11

For data between: 01/04/2019-31/03/2020						
Location	Disability	Faith/ Religion	Gender identity	Race	Sexual orientation	Total
Unknown	3	1	1	19	1	25
Basingstoke	40	4	22	144	38	248
East Hants	8	4	6	46	20	84
Eastleigh	28	1	4	78	36	147
Fareham	12	4	2	46	10	74
Gosport	18	4	2	46	24	95
Hart	7	3	1	34	8	53
Havant	28	4	11	78	39	160
Isle of Wight	30	3	22	73	25	153
New Forest	34	3	13	56	39	145
Portsmouth	66	24	23	408	116	637
Rushmoor	24	4	4	97	25	154
Southampton	84	32	27	543	132	818
Test Valley	16	6	1	79	32	134
Winchester	22	9	7	58	26	122
TOTAL	420	106	147	1805	571	3049

Visual ethnicity: Hampshire stop and search (2019-2020)

Disproportionality - How many more times a BME* person is likely to be stopped compared to a White person.

1.0 denotes that we are proportionate (as likely to be stopped irrelevant of ethnicity)

Based on visual ethnicity (as perceived by the officer)

Table 12

District Name	Basingstoke
Stops – White	485
Stops – Black	104
Disproportionality – Black	10.2
Stops – Asian	39
Disproportionality – Asian	1.7
Stops – Other	5
Disproportionality – Other	1.5
Stops – BME	148

Disproportionality – BME	4.0
--------------------------	-----

*BME includes all non-white ethnicities

Calculations use population figures from the 2011 Census.

One of the force's Areas of Focus is "Track, Assess, Learn and Improve". Doing this well can help to improve productivity, public service and the health and resilience of our people. When determining its success in delivering SAFER communities, the force looks at five key metrics – Confidence, Satisfaction, Commission rates, Outcomes, and Wellbeing.

Confidence in Hampshire Constabulary (2019-2020)

Public confidence in Hampshire Constabulary remains above the national average and the Most Similar Group (MSG) of forces. Complaints against officers are the sixth lowest nationally. One of the areas in which we can improve is engagement, and each local district now has an engagement plan, an element of which is digital with a further roll-out plan underway of social media channels.

Internal confidence is also important, as there is an impact on morale across policing which is linked to the nature of crime, demand and officer numbers. The ambitious force commitment on Taser is becoming a reality, providing officers with a key tool; the use of Body Worn Video has been enhanced by better ICT infrastructure to share content; and the force remains the leader in how it manages officer assaults with other forces following our lead.

Satisfaction

For the first time, Black and Minority Ethnic (BME) satisfaction has risen to exceed satisfaction more generally. The force has also focused specifically on understanding domestic abuse, and how it is performing in this respect. Improvements that are being delivered by the national digital public contact team to develop Track My capability will complement a clear drive in force to address the concerns that still exist in terms of keeping victims informed.

Commission rate

Having improved and stable crime recording information is crucial. It is only with this in place that the force can accurately understand whether crime is actually increasing or not. The force achieved 91.3% compliance in a recent HMICFRS inspection. This improvement was significant, and the report included the following:

"The force has strong, demonstrable leadership and a very clear commitment to get crime recording right. The strong leadership and positive approach among most officers and staff towards victims is welcome."

With this stable base, the force is now targeting a reduction in commission rate, with a focus on reducing those crimes that have the highest harm. The funding position of Hampshire Constabulary means that partnership is crucial to this.

Outcomes

Hampshire Constabulary has highly productive staff and officers. The force has focused its attention on achieving a high level of outcomes, as this is directly linked to both delivering justice for victims of crime and also reducing reoffending through the use of out of court disposals. There is a growing evidence base that for certain crime types these are more effective. Delivering this strategy requires effective commissioning of the third sector to deliver diversionary services, the provision of which is led by the Office of the Police and Crime Commissioner. The high productivity of Hampshire officers means that despite lower officer numbers the force still competes in line with the national average and above the MSG of forces.

Wellbeing

One of the force's Six Areas of Focus is "Looking After Our People". This is something that the force is investing time and money into. The constabulary was rated the most active public sector organisation globally in Virgin's 2018 Global Corporate Challenge (GCC). Participating in this led to tangible improvement, including greater productivity. The force has also focused heavily on reducing occupational health referral times, creating a culture where officers and staff take their rest days, mental health support, and in 2019 we have a significant number of teams taking part in GCC, which is very much part of our preventative strategy on wellbeing and resilience for those working in a high-trauma environment. As complex high harm offences increase, officers and staff are exposed to a greater volume of trauma with less respite, creating a need for forces to think differently and look to best practice in other sectors.

Hampshire Constabulary: Equality and Inclusion Statement

Hampshire Constabulary are committed to Equality and Inclusion and we are keen to recruit people with a wide range of skills and experiences and an understanding of cultural issues. Click here to read our Diversity and Equality statement. We have a number of staff support networks that are available to all officers, staff and volunteers:

- Black, Ethnic and Minority (BEAM) support group

- Lesbian, Gay, Bisexual & Transgender (LGBT) Resource Group
- Christian Police Association
- Inspire Network for Women
- Disability Support Network

We value equality, diversity and inclusivity and welcome applications from across our communities. Click [here](#) to watch some of the highlights from a recent conference hosted in force by our BEAM support network and supported by the Chief Constable and other senior police leaders. It shows just some of how Hampshire Constabulary is promoting BEAM inclusion in the workplace.

We were proud to be recognised as being one of the UK's 100 Best Employers for Black, Asian and minority ethnic people. We are also a silver award holder as part of the Defence Employer Recognition Scheme for our work with service leavers and veterans in 2018.

In order to truly reflect the communities we serve, we are particularly keen to recruit people from Black, Asian and other minority ethnic backgrounds and underrepresented groups. If you meet this criteria and would like support with your application and recruitment please email positive.action@hampshire.pnn.police.uk

We can offer flexible working for candidates with caring responsibilities and reasonable adjustments for anyone with a disability.

Representative of the communities we serve

Hampshire Constabulary has a clear and visible commitment to gender equality, with role models at the highest level, but there are other areas of difference where gaps exist between reality and the force's aspiration.

Representation from Black, Asian and Minority Ethnic (BAME) communities in our workforce is one of these areas. Increasing our number of BAME officers, staff and volunteers will create opportunities to build trust and understanding, improving public confidence.

This has been challenging during austerity when recruitment opportunities were scarce, but with 20,000 new police officers there is a once-in-a-generation opportunity that we must not miss. Our ambition is for at least 10 per cent of all our recruitment during the three-year uplift period to be from BAME communities, with a high proportion of that being visible BAME. This must be just the start. Continuing to improve diversity more widely including using positive action, continuing to ensure a level playing field in promotion and other opportunities within force, investing in people to improve retention, and closing the gaps in terms of pay remain clear ambitions.

As our plans evolve, the implications of new entry routes into policing, and as our understanding and data becomes better, we will update this Statement to reflect our ambition to reflect the range of characteristics and communities we serve.

A culture that resolves conflict and tackles discrimination

Creating and sustaining an inclusive and supportive environment, and attracting the best talent, also depends on tackling behaviours where these are contradictory to our values and aspirations. This includes victimisation, bullying and harassment.

It is expected that those working for Hampshire will be proactive in terms of identifying and challenging poor behaviours, and we are increasingly providing people with the skills, knowledge and learning to better resolve conflict with colleagues at the earliest stage. Alongside this we provide clear reporting systems where individuals can raise concerns about conduct and behaviours, including anonymous options. The constabulary has a track record of responding to these concerns proactively and in a manner that seeks to provide support to those who are impacted.

Responsibility

The chief constable has overall responsibility for ensuring the policy, procedures and focus exist to support the ambition of equality of opportunity. The wider chief officer team and members of the Force Executive have overall management responsibility, delegated to all supervisors and managers across the force. All officers, staff and volunteers have a duty to abide by the clear responsibilities laid out in the Code of Ethics, and those within supporting force policies.

Hampshire Constabulary benefits from strong internal networks who work to support those with protected characteristics, and these also provide valuable advice to senior officers and staff on internal and external matters. The force is committed to continuing to develop and support these relationships, as well as building ever stronger relationships with representative groups from our communities.

Implementation

The chief constable appoints the People Strategy lead to oversee the development and execution of equality and diversity initiatives.

Boards and governance structures of the force have a responsibility on equality and diversity. We expect that, where applicable, Equality Impact Assessments will be conducted, while equality goals are integrated into work plans.

Our Inclusion Team will co-ordinate and maintain our plans to ensure we meet our legal obligations and equality business goals. These plans are reviewed at the force's Strategic Inclusion Board.

Acknowledgements

Special thanks are given to the following organisations, who have helped contribute to the Basingstoke BAME Inquiry:

- Basingstoke Unites Against Racism;
- BME community representative;
- Basingstoke Deane Borough Council
- Basingstoke Multicultural Forum
- A Basingstoke African Women's Group;
- Hampshire County Council
- Hampshire County Council Children's Services Department
- Citizens Advice Basingstoke
- Baroness Ruby MacGregor Smith
- The Chinese Community;
- Eastern European communities;
- The Filipino and Thai community;
- The Gypsy Romany and Traveller community;
- The Hindu community;
- Kala The Arts (KTA)
- The Nepalese Community;
- The Pakistani Muslim community;
- The Turkish Community; and
- Youth Voice
- Bishop of Basingstoke
- Imam of Basingstoke
- Basingstoke Area Strategic Partnership
- Hampshire Hospitals Foundation Trust
- Basingstoke College of Technology
- Basingstoke Sports Trust
- Business Improvement District
- Basingstoke Local Enterprise Partnership
- Office of Police and Crime Commissioner
- Hampshire Constabulary- District Commander Karen McManus
- Hampshire Hospital Foundation Trust