



Building equality and promoting diversity in the workforce

Children England National Conference

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Introduction

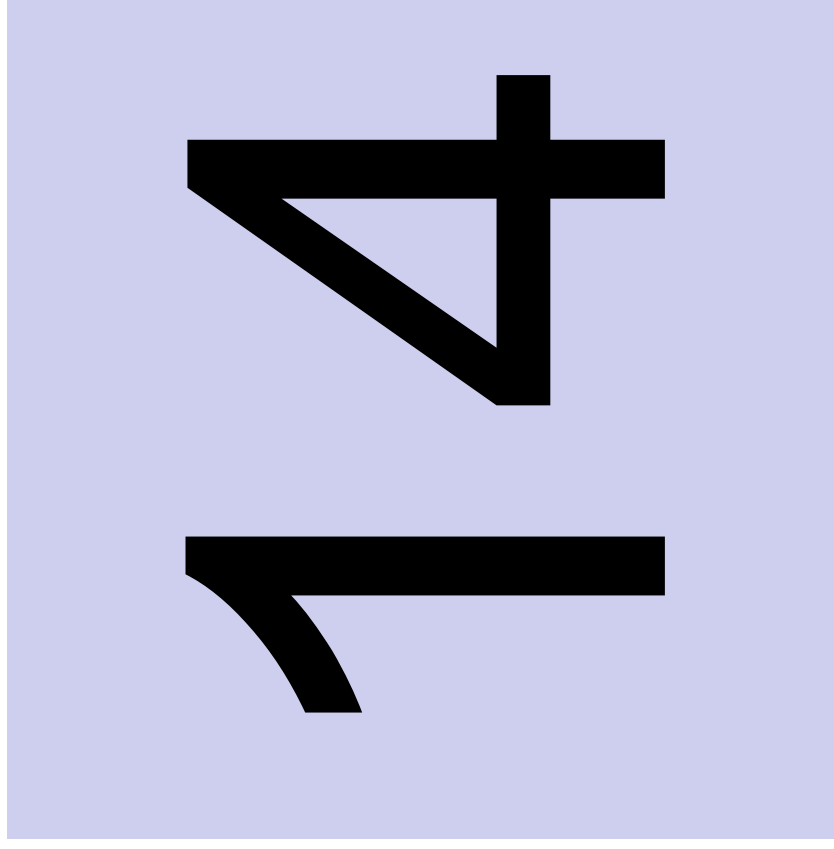
- Setting the context
- Focusing on the intersections of inequality by looking at black and minority ethnic communities
- An ecological approach to developing better family support
- Implementing best practice

Homicides recorded for victims under age of 16 – not acquainted with suspect

1997/98



2007/08

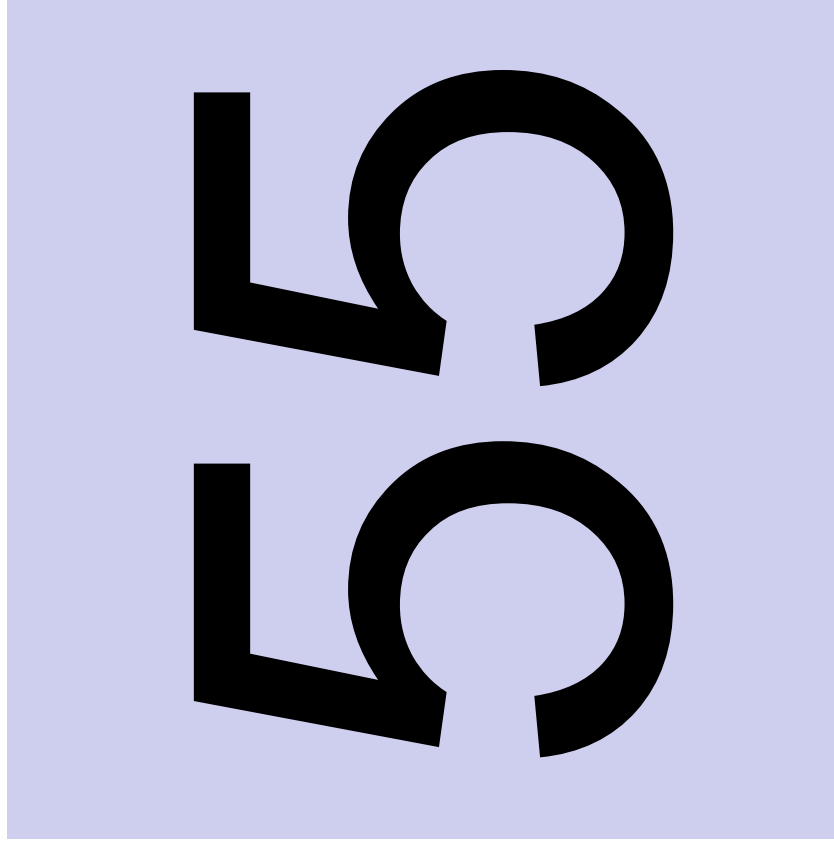


Homicides recorded for victims under age of 16 – acquainted with suspect

1997/98



2007/08



Reported road accident casualties – children killed

Average 1994/98

260

2008

124

Usefulness of data (one)

- Growing number of national data sets allowing comparative analysis
e.g. Family Resources Survey
- Increasing number of studies reporting ethnic group or ethnicity, and now faith
e.g. Fourth National Survey of Ethnic Minorities, Citizenship Survey
- However, data sets are not always comparable
e.g. different methods of categorising ethnic group
- Analysis rarely explores intersections
e.g. housing experiences of black and minority ethnic people reported and that of disabled people, but not of black and minority ethnic disabled people

Usefulness of data (two)

- Few normative studies of black and minority ethnic families, leading Phoenix and Husain (2007) to conclude that:
Minority ethnic families are ignored when normalised, unproblematic issues are being studied, but are focused on when issues seen as problematic are being examined.
- Fewer sources when looking at subsets of black and minority ethnic families or parents
e.g. fathers, parents with learning disabilities, LGBTB parents
- Few studies of what works in parenting and family support with black and minority ethnic families in the UK

Demographic characteristics - Size

- Around eight per cent of UK population is from ethnic minority group.
- In Great Britain the number of people who came from an ethnic group other than White grew by 53 per cent between 1991 and 2001, from 3.0 million in 1991 to 4.6 million in 2001
- for most of these communities the majority of this growth is the result of natural growth (having children), rather than migration
- analysis suggests that the ethnic group that has grown most quickly is the 'mixed' group, however Indian group is still largest ethnic minority group

Demographic characteristics - Gender

The 2001 Census suggests

- that there are 2.35 million 'ethnic minority' women and 2.27 ethnic minority men
- What evidence there is suggests that life expectancy for black and minority ethnic women is longer than their male counterparts
- While some ethnic minority groups, such as the Chinese, show a similar pattern to white communities (more women than men aged 65 and over) this is not true for other ethnic minority groups. Men are in the majority for Bangladeshi people (66 per cent aged 65 or over are men)

Demographic characteristics - Disability (two)

2001 Census reports:

- that around 16 percent of men and around 15 percent women of 'White British' ethnic group have a long term limiting illness or disability which restricts daily activities ;
- in comparison the figures are nearer 17 per cent for 'Indian' men and almost 20 per cent for 'Indian' women;
- for 'Black Caribbean' men the figures are nearer 18 per cent for men and over 19 per cent for 'Black Caribbean' women;
- the greatest contrast is that with Pakistani women (over 25 per cent) and Bangladeshi women (25 per cent).

Demographic characteristics - Sexuality

There appears to be no British data available.

Demographic characteristics - Family formation

- Lone parenthood on the rise in all communities, but particularly prevalent in in 'Black' groups
- Married couple families decreasing as a proportion of families, but is still particularly prevalent in 'Asian' communities
- Co-habiting couple families higher amongst 'White' groups
- Except for 'Black Caribbean' community, most ethnic minority households are larger than for 'White' groups
- Sometimes this is due to multi-generational households, but most often to larger number of children

Fathers

The limited attention in British research to black and minority ethnic fathers and fathering highlighted by some in 1990s (Butt and Box 1998) appears to have continued into this century (Lewis and Lamb, 2007)

- National data sets have suggested higher fertility rates (South Asians for example) while other data has suggested more children being brought up in lone father households ('Black Caribbean'), also some have reported different expectations concerning fathers and fatherhood in different groups.
- However, some studies have suggested that there are more similarities than differences.

Educational attainment

There is reasonably consistent evidence that black and minority ethnic children and young people stay on longer in the education system (Berthoud, 1999, Bhattacharyya et al, 2003). However the impact on educational attainment is variable:

- for students of Indian and Chinese origin this is accompanied by comparatively higher attainment ;
- however for others (particularly Black Caribbean, Pakistani and Bangladeshi boys) attainment is poorer and takes longer.

Employment

In exploring how educational attainment impacts on employment, some change has been noted.

- Between 1991 and 2001 employment rates increased most for Black African, Pakistani and Bangladeshi men, largely due to improvements in their educational attainment.
- However, substantial employment gaps remain for Black African, Black Caribbean, Pakistani and Bangladeshi men (Clark and Drinkwater, 2007).
- Smith and Twomey (2002) suggest in terms of the unemployment rate, the figure was 7.7 per cent for 'White' disabled people as opposed to higher 18.9 per cent for 'ethnic minorities'

Poverty

The Department of Work and Pensions analysis of data from the 2001 Family Resources Survey suggests:

- that 'ethnic minority households' continue to have lower levels of income than their white counterparts and that all 'ethnic minority' groups are at greater risk of living in 'households below half average income';
- if housing costs are deducted, then 21 per cent of 'White' households are households below half average income, the figures for Indian households is 30 per cent, for 'Black Caribbean' households it is 31 per cent rising to 48 per cent for other 'Black' groups and to 65 per cent for 'Pakistani' and 'Bangladeshi' households.

Health and well-being (one)

We have already noted data on higher rates of long-term limiting illness and disabilities, but other data exists too:

- McCrone (2008) reports higher rates of depression amongst Indian and Pakistani women in comparison to all other groups;
- controversy persists about the diagnosis of psychosis in Britain, data continues to show higher rates of diagnosis of schizophrenia of Caribbean men in particular, combined with limited access to talking therapies;
- also that young Asian women are at greater risk of suicide and self-harm than other young women (DH, 2008)

Health and well-being (two)

Also whilst lowering infant mortality is a key target for

Government action:

- the figures show that while Asian and Black ethnic groups accounted for over 11 per cent of live births in England and Wales in 2005, they accounted for 17 per cent of infant deaths.
- Babies in the Pakistani and Caribbean groups had particularly high infant mortality rates, 9.6 and 9.8 deaths per 1,000 live births respectively. This was double the rate in the White British group of 4.5 deaths per 1,000 live births. (ONS, 2008)

Accessing family support

The National Evaluation of Sure Start (2007) reported:

- SSLP experiences and practice in this area varied widely, because their ability to respond to the diverse needs of their communities was affected by the complexity of the ethnic composition of the population and the balances between ethnic groups in it.
- Few minority staff were employed in senior positions in SSLPs, which sent an important but negative message within and outside projects.
- Detailed monitoring of minority use of local programmes and individual services was needed both at local and national evaluation levels in order to understand whether SSLPs were achieving outcomes for BME children.

Parenting support (one)

Studies for some time have noted non-take-up of forms of parenting support (Smith and Pugh 1996) or lack of information on what works (Moran et al, 2004; NICE 2006). These problems continue (Phoenix and Husain, 2007). Also the problems of sample persist:

- It is difficult to draw any firm conclusions regarding the effects of ethnic group on parenting. Although the ALSPAC cohort is ethnically diverse, numbers for ethnic minorities are very small and any observed differences were small (Waylen and Stewart-Brown, 2008).

Parenting support (two)

However, the British evidence base is growing:

- Practitioners reflected on the impact of diversity issues on parenting, but often had no formal way to incorporate this into assessments. Some were uncertain around cultural and ethnic differences (Kellest and Apps, 2009)
- A high proportion of parents from all ethnic backgrounds are prepared to enrol in parenting programmes despite living in disadvantaged, stressed circumstances, provided the intervention is attractive, well planned and well supported; adding a reading component helps universal appeal (Scott et al, 2006)

Barriers

Evidence is increasingly emerging on the barriers to inclusive practice. These include:

- Physical or practical
 - Not knowing what is available
 - Transport
 - Location
 - Childcare
 - Timing
 - Communication

Barriers

- Social
 - Stigma or labelling
 - Fear of isolation because of
 - ethnicity
 - gender
 - disability
 - Past experiences

Barriers

- Services
 - What is on offer
 - How it is being offered

An ecological approach to developing better support for black and minority ethnic families

PROTECTIVE FACTORS

- Strong social and economic protection
 - Access to citizenship
 - Enforcement of anti-discriminatory policies and laws
- Low crime levels
 - Effective crime reduction strategies
 - Good and inclusive public education
 - Safe play and recreation activities
 - Equitable employment opportunities
 - Cohesive community activities

RISK FACTORS

- Rapid social change
 - Ethnic, gender, social and economic inequalities
 - Poverty
 - Weak social and economic protection
 - Poor rule of law
- High crime levels, including racist abuse
 - High residential mobility/transient populations
 - Poverty
 - Poor public education
 - Illicit drug trade
 - Prevalence of gangs



E N H A N C E

D E C R E A S E

- Warm and strong parent/child relationships
- Good relationships between parents
- Positive and consistent discipline methods
- Strong social and support network

- High self esteem
- Good problem solving skills
- Emotionally literate
- Socially competent
- Maximises educational attainment

- Poor supervision of children
- Harsh discipline methods
- Limited attachment between parents and children
- Lack of family cohesion
- Peers involved in gangs and other risky behaviour

- Hyperactivity
- Impulsiveness
- Alcohol and drug abuse
- Poor educational attainment
- History of violent behaviour

Race Equality Foundation - 2010