

# **COMMISSION ON RACE AND ETHNIC DISPARITIES**

## **TERMS OF REFERENCE**

### **Purpose**

The Commission on Race and Ethnic Disparities will review inequality in the UK, focusing on areas including poverty, education, employment, health and the criminal justice system. The Commission will look at outcomes for the whole population.

The Commission will set out a new, positive agenda for change - balancing the needs of individuals, communities and society, maximising opportunities and ensuring fairness for all. In order to understand why disparities exist, what works and what does not, the Commission will consider detailed quantitative data and qualitative evidence, commissioning new research and inviting submissions where necessary. Its work will improve the quality of data and evidence about the types of barriers faced by people from different backgrounds to help inform actions and drive effective and lasting change.

The Commission is independent. Commissioners have been appointed by the Prime Minister.

### **Objectives**

In carrying out its remit, the Commission should:

- build on the Race Disparity Audit to establish where there are the greatest evidenced-based, persistent disparities between ethnic groups;
- examine the cause of persistent disparities – considering racism and discrimination, as well as other factors including income, gender, age, geography and occupation;
- establish the extent to which there is geographical variation in outcomes for people of different ethnicities and how much difference local action can make;
- consider how greater integration and addressing segregation within communities, can contribute to addressing disadvantages faced by some groups;
- consider how the situation in the UK has changed over time and differences (or similarities) in outcomes for ethnic groups by generation;
- examine how the UK compares to other similar countries;
- review progress on taking forward previous Government action on ethnic disparities, including the implementation of past reviews;
- provide opportunities for interested parties to offer evidence including organisations, members of the public, and front-line workers in both the public and private sectors;
- review the effectiveness of existing measures and approaches to promote equality and diversity in public sector bodies;
- make recommendations for further action across Government, public bodies and the private sector.

### **Reporting**

The Commission should aim to submit its findings to the Prime Minister by the end of the year. The Commission's work should inform a national conversation about race, led by the evidence.